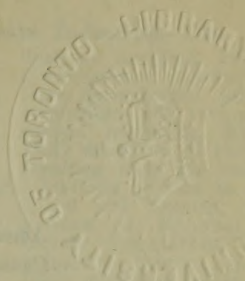


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LEGEND

A.F. of L.	American Federation of Labor
C.B.C.	Canadian Broadcasting Corporation
C.C.C.L.	Canadian and Catholic Confederation of Labour
C.C. of L.	Canadian Congress of Labour
C.I.O.	Congress of Industrial Organizations
D.B. of S.	Dominion Bureau of Statistics
I.D.I.	Industrial Disputes Investigation
I.D.I.C.	Industrial Disputes Inquiry Commission
I.L.O.	International Labour Office International Labour Organization
N.S.S.	National Selective Service
N.W.L.B.	National War Labour Board
T. and L.C.	Trades and Labour Congress
T.U.C.	Trades Union Congress
U.I.C.	Unemployment Insurance Commission
W.E.T.	War Emergency Training
W.P.T.B.	Wartime Prices and Trade Board

ERRATA

- On page 389—Column 2—5th line—for 1934 *read* 1943.
On page 633—Column 1—under “Shipbuilding”—for Saint John, N.B., *read* Windsor, N.S.
On page 924—Column 1—under “Settlements”—para. 1—6th line—for 1943 *read* 1942.
On page 1367—Column 1—para. 1—3rd line—for August *read* September.

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Horseshoe Lake Mining Company, Ormiston, and employees, 1496, 1651 (referred to I.D.I.C.).

Miscellaneous—light and power and water-works—

Consumers' Gas Company of Toronto, Toronto, and employees, 69, 779-84 (report of Board), 924 (agreement reached).

York Township Hydro System, Toronto, and employees, 595 (referred to I.D.I.C.), 1090 (establishment of Board), 1226 (agreement reached, application withdrawn).

Transportation and Communication—ferry—

Corporation of the City of North Vancouver, Vancouver, and employees, 327 (application withdrawn).

Levis Ferry, Limited, Levis, and employees, 70 (referred to I.D.I.C.), 195 (establishment of Board), 604-12 (report of Board and minority report), 1093 (strike vote taken).

Transportation—miscellaneous—

Searle Terminal Limited, Fort William, and employees, 1497 (referred to I.D.I.C., establishment of Board).

Transportation—motor—

Montreal Tramways Company, Montreal, and employees, 469 (referred to I.D.I.C., settlement reached).

Ocean View Bus Service, Limited; Charles A. Pender Bus Service, Limited, Halifax; Bell Busses, Limited, Dartmouth, and employees, 1089 (settlement reached, application withdrawn).

Transportation and Communication—steam railways—

Canadian National Railways (Dining and Sleeping Car Service), Montreal, and employees, 920.

Canadian National Railways (Work Equipment Department), Winnipeg, and employees, 594, 765 (referred to I.D.I.C.), 921 (establishment of Board), 1090, 1238 (report of Board).

Canadian Pacific Railway Company, Montreal, and employees (dining car), 469, 598 (referred to I.D.I.C.), 764 (establishment of Board), 922, 1226 (report of Board).

Canadian Pacific Railway Company, Montreal, and employees (sleeping car porters), 1356 (referred to I.D.I.C.).

Toronto Terminals Railway Company, Toronto, and employees, 469, 597 (referred to I.D.I.C.), 923.

Toronto Terminals Railway Company, Toronto, and employees, 1356 (referred to I.D.I.C.).

Transportation and Communication—street and electric railways—

Niagara, St. Catharines and Toronto Railway, and employees, 324 (referred to I.D.I.C.), 472.

WAR WORK—

Alberta Clay Products Company, Limited, Medicine Hat, and employees, 197 (application withdrawn).

Industrial Disputes Investigation Act—Con.

Allison Logging Company, Limited; Kelley Logging Company, Limited; J. R. Morgan, Limited; and Pacific Mills, Limited, Queen Charlotte Islands, and their employees, 926 (report of Board and minority report).

Aluminum Company of Canada, Limited, Arvida, and employees, 68 (referred to I.D.I.C.), 1650 (temporary agreement).

Aluminum Company of Canada, Limited, Kingston, and employees, 68 (referred to I.D.I.C.), 326 (application rejected).

Aluminum Company of Canada, Kingston, and employees, 195, 326 (referred to I.D.I.C., application rejected).

Aluminum Company of Canada, Limited, La Tuque, and employees, 920, 1091 (referred to I.D.I.C.), 1358 (agreement reached).

Aluminum Company of Canada, Limited, Shawinigan Falls, and employees, 1649.

Anaconda American Brass Company, New Toronto, and employees, 470, 598 (referred to I.D.I.C.), 925 (agreement reached, application withdrawn).

Anglo-American Telegraph Company, Montreal, and employees, 1224 (referred to I.D.I.C.), 1497 (establishment of Board).

Anglo-Canadian Leather Company, Limited, Huntsville, and employees, 763, 923 (referred to I.D.I.C.), 1092 (application rejected).

Anglo-Canadian Wire Rope Company, Limited, Lachine, and employees, 327 (settlement reached, application withdrawn).

Atlantic Sugar Refineries, Limited, Saint John, and employees, 1224, 1358 (referred to I.D.I.C.).

Atlas Steels, Limited, Welland, and employees, 762 (referred to I.D.I.C.), 921 (establishment of Board).

Ayers, Limited, Lachute Mills, and employees, 1089 (referred to I.D.I.C.), 1357 (establishment of Board), 1498.

Babcock-Wilcox and Goldie McCulloch, Limited, Galt, and employees, 324 (referred to I.D.I.C.), 471 (establishment of Board), 784 (report of Board and minority report).

P. D. Bates Company, Limited, Ridgeway, and employees, 1648 (referred to I.D.I.C.).

C. Beck Company, Limited, Penetanguishene, and employees, 469 (application rejected).

Border City Industries, Limited, Windsor, and employees, 924 (referred to I.D.I.C., agreement reached, application withdrawn).

Brantford Coach and Body, Limited, Brantford, and employees, 1225 (agreement reached).

Breithaupt Leather Company, Limited, Kitchenner, and employees, 594 (referred to I.D.I.C.), 765, 924 (agreement reached, application withdrawn).

Breithaupt Leather Company, Limited (Leather Tannery), Penetanguishene, and employees, 595, 925 (agreement reached, application withdrawn).

Brunner Mond Canada, Limited, Amherstburg, and employees, 71 (agreement reached, application withdrawn).

Burgess Battery Company, Niagara Falls, and employees, 324 (referred to I.D.I.C.), 921 (establishment of Board), 1500 (report of Board and minority report).

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WAR WORK—Con.

- Canada Illinois Tools Company, Toronto, and employees, 70 (referred to I.D.I.C.).
- Canada Packers, Limited, St. Boniface, and employees, 470 (referred to I.D.I.C.), 596 (establishment of Board), 1102 (report of Board), 1499 (strike vote taken, agreement reached).
- Canada Packers, Limited, Toronto, and employees, 69 (referred to I.D.I.C.), 197 (application withdrawn).
- Canada Paper Company, Limited, Windsor Mills, and employees, 69 (referred to I.D.I.C.), 596 (establishment of Board), 1231 (report of Board).
- Canada Paper Company, Windsor Mills, and employees, 200-207 (report of Board and minority report).
- Canadian Automotive Trim, Limited, Windsor, and employees, 920 (referred to I.D.I.C.), 1092 (application withdrawn).
- Canadian Bridge Company, Limited, Windsor, and employees, 1649.
- Canadian Bronze Powder Works, Limited, Valleyfield, and employees, 68 (referred to I.D.I.C.).
- Canadian Car and Foundry Company, Limited, Brantford, and employees, 324 (referred to I.D.I.C.), 471 (establishment of Board), 929 (report of Board).
- Canadian Car and Foundry Company, Limited, (Aircraft Division), Fort William, and employees, 595, 925 (application withdrawn, settlement reached).
- Canadian Car Munitions, Limited, and the Allied War Supplies Corporation, Montreal, and employees, 1496.
- Canadian Copper Refiners, Limited, Montreal, and employees, 766 (application withdrawn).
- Canadian Furnace Company, Limited, Port Colbourne, and employees, 470, 598 (referred to I.D.I.C.), 921 (establishment of Board), 1502 (report of Board).
- Canadian Ingersoll-Rand Company, Limited, Sherbrooke, and employees, 763 (referred to I.D.I.C.), 922 (establishment of Board), 1091, 1227 (report of Board), 1359 (re-convention of Board), 1508 (supplementary report of Board and minority report).
- Canadian Ingersoll-Rand Company, Limited, Sherbrooke, and employees, 920 (referred to I.D.I.C.).
- Canadian Kellogg Company, Limited, Sarnia, and employees, 1089 (referred to I.D.I.C.), 1225, 1357 (establishment of Board), 1502 (report of Board); Comstock Electric Company; Canada Electric Company; Ontario Electric Company, Sarnia, and employees, 1089 (agreements reached).
- Canadian Machinery Corporation, Galt, and employees, 468 (referred to I.D.I.C., establishment of Board), 597, 795 (report of Board and minority report).
- Canadian Marconi Company, Montreal, and employees, 594 (referred to I.D.I.C.).
- Canadian Marconi Company, Limited, Montreal, and employees, 1356 (referred to I.D.I.C.), 1649 (establishment of Board).
- Canadian Vickers, Limited, Montreal, and employees, 1496 (referred to I.D.I.C.).

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- Canners Machinery Limited, Simcoe, and employees, 195 (referred to I.D.I.C., establishment of Board), 480 (report of Board and minority report).
- Central Aircraft, Limited, London, and employees, 921, 1090 (establishment of Board), 1225.
- Chrysler Corporation of Canada, Limited, Chatham, and employees, 196 (agreement reached).
- Clare Shipbuilding Company, Meteghan, and employees, 1356 (referred to I.D.I.C., settlement reached, application withdrawn).
- Clark-Ruse Aircraft Company, Limited, Lakeburn, and employees, 324, 472 (referred to I.D.I.C.), 598, 924 (agreement reached, application withdrawn).
- A. R. Clarke and Company, Toronto, and employees, 194 (referred to I.D.I.C.), 327 (application rejected).
- Cockshutt Plow Company, Limited, Brantford, and employees, 595 (referred to I.D.I.C.), 765 (application rejected).
- Collingwood Shipyards, Limited, Collingwood, and employees, 920, 1091 (referred to I.D.I.C.), 1357 (establishment of Board), 1653 (report of Board and minority report).
- Commonwealth Electric Corporation, Limited, Welland, and employees, 468 (referred to I.D.I.C.).
- Commonwealth Electric Corporation, Limited, Welland, and employees, 594 (referred to I.D.I.C.), 765.
- Consolidated Plate Glass of Canada, Limited; Hobbs Glass Limited; J. P. O'Shea Company, Limited; Pilkington Bros. (Canada), Limited; and Star Glass Company, Montreal, and employees, 1224 (referred to I.D.I.C., establishment of Board), 1358.
- Davis Leather Company, Limited, Newmarket, and employees, 194 (referred to I.D.I.C.), 327 (application rejected).
- Davie Shipbuilding and Repairing Company, Limited; Morton Engineering and Dry Dock Company, Limited; and George T. Davie and Sons, Limited, Lauzon, 195, 326 (referred to I.D.I.C.), 470 (establishment of Board), 597, 766-79 (report of Board and minority report), 925 (strike vote taken, agreement reached).
- George T. Davie and Sons, Limited, Quebec, 595 (referred to Lauzon Board), 766-79 (report of Board and minority report), 925 (strike vote taken, agreement reached).
- Defence Industries, Limited, Brownsburg, and employees, 470, 596 (referred to I.D.I.C., establishment of Board), 765, 930 (report of Board and minority report).
- De Havilland Aircraft of Canada, Limited, Toronto, and employees, 468 (referred to I.D.I.C.).
- De Havilland Aircraft of Canada, Limited, Toronto, and employees, 924 (agreement reached, application withdrawn).
- Dominion Lime, Limited, Lime Ridge, and employees, 70 (report of I.D.I.C., application rejected).
- Dominion Oilcloth and Linoleum Company, Limited, Montreal, and employees, 595 (referred to I.D.I.C.), 1226 (agreement reached, application withdrawn).

Industrial Disputes Investigation Act—Con.**WAR WORK—Con.**

- Dominion Glass Company, Limited, Hamilton, and employees, 324, 472 (referred to I.D.I.C.), 764 (establishment of Board), 922, 1116 (report of Board).
- Dominion Rubber Company, Limited, Kitchener, and employees, 1497, 1651 (referred to I.D.I.C., establishment of Board).
- Dominion Rubber Company, Limited, Montreal, and employees, 1090, 1225 (referred to I.D.I.C.), 1498, 1650 (establishment of Board).
- Dominion Rubber Company, Limited, St. Jerome, and employees, 1089 (referred to I.D.I.C.), 1356, 1498 (establishment of Board).
- Dominion Textile Company, Limited, (General Machine Shop and Merchants Branches), Montreal, 921, 1091 (referred to I.D.I.C.), 1357 (establishment of Board), 1657 (report of Board and minority report).
- Dominion Textile Company, Limited, (Mount Royal, Colonial and Hochelaga Mills), Montreal, and employees, 1356 (referred to I.D.I.C.), 1649 (establishment of Board).
- Dominion Wire, Rope and Cable Company, Limited, Lachine, and employees, 327 (agreement reached, application withdrawn).
- F. X. Drolet Company, Quebec, and employees, 195 (referred to I.D.I.C.), 325 (establishment of Board), 472, 613 (report of Board), 926 (strike vote taken).
- Dunlop Tire and Rubber Goods Company, Limited, Toronto, 763 (referred to I.D.I.C.), 925 (agreement reached, application withdrawn).
- Electric Steel Company, Limited, Cap de la Madeleine, 763, 923 (referred to I.D.I.C.), 1358 (agreement reached, application withdrawn).
- J. Ford and Company, Limited, Portneuf Station, and employees, 469 (establishment of Board), 1111 (report of Board and minority report), 1499 (strike vote taken).
- Ford Motor Company of Canada, Limited, Windsor, and employees, 195, 326 (referred to I.D.I.C.), 763 (establishment of Board), 922, 1093 (report of Board and supplementary report).
- Ford Motor Company of Canada, Limited, Windsor, and employees, 195, 326 (referred to I.D.I.C.), 763 (establishment of Board), 922, 1093 (report of Board and supplementary report).
- Foundation Maritime, Limited, and employees, 1497.
- Galt Brass Company, Galt, and employees, 324, 596 (referred to I.D.I.C., establishment of Board), 791 (report of Board and minority report).
- Galt Malleable Iron Company, Limited, Galt, and employees, 468 (referred to I.D.I.C., establishment of Board), 597, 797 (report of Board and minority report).
- Galt Metal Industries, Limited, Galt, and employees, 324, 472 (referred to I.D.I.C., establishment of Board), 597, 790 (report of Board and minority report).

Industrial Disputes Investigation Act—Con.

- Genelco, Limited, Peterborough, and employees, 70 (referred to I.D.I.C.), 766 (agreement reached, application withdrawn).
- General Engineering Company (Canada), Limited, Scarboro, and employees, 1356, 1499 (referred to I.D.I.C.).
- Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, and employees, 1355 (referred to I.D.I.C.), 1497 (establishment of Board), 1650.
- Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, and employees, 1090 (referred to I.D.I.C., establishment of Board), 1225.
- Gotfredson, Limited, Walkerville, and employees, 197 (referred to I.D.I.C., agreement reached, application withdrawn).
- B. Greening Wire Company, Limited, Hamilton, and employees, 470, 598 (referred to I.D.I.C.), 764 (establishment of Board), 1096 (report of Board and minority report).
- Hamilton Bridge Company, Limited, Hamilton, and employees, 69, 196, 325 (establishment of Board), 472, 478 (report of Board), 766 (strike vote taken).
- Hamilton Bridge (Western), Limited, and West Coast Shipbuilders, Limited, Vancouver, and employees, 920 (referred to I.D.I.C., establishment of Board), 1091, 1674 (report of Board and minority report).
- Harry Hayley, Hurdman's Road, Ottawa, and employees, 1497 (referred to I.D.I.C.).
- Hull Iron and Steel Foundries, Limited, Hull, and employees, 195 (referred to I.D.I.C., establishment of Board), 325, 477 (report of Board).
- C. S. Hyman, Company, Limited, and Hyman Leaders, Limited, London, and employees, 1649 (referred to I.D.I.C.).
- Ingersoll Machine and Tool Company, Limited, and Morrow Screw and Nut Company, Limited, Ingersoll, and employees, 594 (referred to I.D.I.C.), 764 (establishment of Board), 923, 1230 (report of Board).
- John Inglis Company, Limited, (Ordnance Division), Toronto, and employees, 468 (application withdrawn).
- International Nickel Company of Canada, Port Colborne, and employees, 763 (referred to I.D.I.C.), 922 (establishment of Board).
- Johnson Woollen Mills, Limited, Waterville, and employees, 70 (referred to I.D.I.C.), 196, 326 (application rejected).
- William Kennedy and Sons, Limited, Owen Sound, and employees, 71 (agreement reached).
- Knechtels, Limited, Hanover, and employees, 1649 (referred to I.D.I.C.).
- Knitters, Limited, Marieville, and employees, 1089 (referred to I.D.I.C.), 1226 (agreement reached, application withdrawn).
- Lake St. John Power and Paper Company, Limited, Dolbeau, and employees, 594, 765 (referred to I.D.I.C.).
- Leavens Brothers Training, Limited, London, and employees, 920, 1091 (referred to I.D.I.C., application withdrawn).
- London Concrete Machinery Company, Limited, London, and employees, 197 (report of Board).

Industrial Disputes Investigation Act—Con.**WAR WORK—Con.**

Machinery Services Limited, Ville LaSalle, and employees, 594, 1091 (referred to I.D.I.C.).

Manitoba Rolling Mills Company, Limited, Selkirk, and employees, 69 (referred to I.D.I.C., establishment of Board), 196, 473 (report of Board, terms of agreement).

Marine Industries, Limited, Sorel, and its employees, 71 (agreement reached, application withdrawn).

Massey-Harris Company, Limited (Verity Works), Brantford, and employees, 595, 924 (referred to I.D.I.C., application rejected).

Massey-Harris Company, Limited, Toronto, and employees, 70 (referred to I.D.I.C.), 925 (application withdrawn).

Massey-Harris Company, Limited, Weston, and employees, 324 (referred to I.D.I.C.), 763 (establishment of Board), 1232 (report of Board and minority report).

R. McDougall Company, Limited, Galt, and employees, 324, 471 (referred to I.D.I.C., establishment of Board), 597, 793 (report of Board and minority report).

Metallic Roofing Company, Limited, Toronto, and employees, 325, 472 (referred to I.D.I.C.), 1092 (agreement reached, application withdrawn).

Montreal Cottons, Limited, Valleyfield, and employees, 325, 472 (referred to I.D.I.C.), 1224 (establishment of Board), 1357, 1666 (report of Board and minority report).

Morrow Screw and Nut Company, Limited, and Ingersoll Machine and Tool Company, Limited, Ingersoll, and employees, 594 (referred to I.D.I.C.), 764 (establishment of Board), 923, 1230 (report of Board).

Morton Engineering and Dry Dock Company, Limited, Quebec, and employees, 595 (referred to Lauzon Board), 766-79 (report of Board and minority report), 925 (strike vote taken, agreement reached).

H. E. Mott Company, Limited, Brantford, and employees, 1226 (application withdrawn).

North American Cyanamid Company, Limited, Niagara Falls, and employees, 920, 1091 (referred to I.D.I.C.), 1225 (application withdrawn).

Office Specialty Manufacturing Company, Limited, Newmarket, and employees, 469, 597 (referred to I.D.I.C.), 764 (establishment of Board), 922, 1665 (report of Board).

Ontario Steel Products Company, Limited, Chatham, and employees, 198 (report of Board and minority report), 1226 (agreement reached).

Otis-Fensom Elevator Company, Limited, Galt, and employees, 324 (referred to I.D.I.C.).

John Palmer, Company, Limited, and Palmer-McLellan Shoeack Company, Limited, Fredericton, and employees, 595 (referred to I.D.I.C.), 1092 (application withdrawn).

Industrial Disputes Investigation Act—Con.

Paton Manufacturing Company, Limited, Sherbrooke, and employees, 1089 (referred to I.D.I.C.), 1225 (establishment of Board), 1358, 1651 (report of Board and minority report).

Peacock Bros., Limited, Ville LaSalle, and employees, 70 (referred to I.D.I.C., agreement reached).

Peacock Bros., Limited, Ville LaSalle, and employees, 763 (application withdrawn, agreement reached).

Peck Rolling Mills, Limited, Montreal, and employees, 921, 1090 (referred to I.D.I.C., establishment of Board), 1359 (report of Board and minority report).

James Pender Company, Limited, Saint John, and employees, 596, 1092 (agreement reached, application withdrawn).

Prairie Airways Company, Limited, (Aircraft Division), Moose Jaw, and employees, 468, 923 (referred to I.D.I.C.), 1499 (agreement reached, application withdrawn).

Price Bros. and Company, Limited, Kenogami, Jonquiere and Riverbend, 595.

Progressive Engineering Works, Limited, Vancouver, and employees, 194 (referred to I.D.I.C.), 327 (agreement reached, application withdrawn).

Purdy Brothers, Limited, Halifax, and employees, 1497, 1651 (referred to I.D.I.C., agreement reached, application withdrawn).

Purity Bread, Limited, Toronto, and employees, 1497.

Quebec Asbestos Corporation, Limited, East Broughton, and employees, 71 (agreement reached).

Geo. W. Reed and Company, Limited, Montreal, and employees, 69 (establishment of Board), 196, 617-23 (report of Board and minority report).

Riverside Iron Works, Limited, Calgary, and employees, 71-78 (report of Board and minority report), 197 (agreement reached).

Robin Hood Flour Mills, Limited, Moose Jaw, and employees, 196 (referred to I.D.I.C.), 1226 (agreement reached, application withdrawn).

Saint John Dry Dock and Shipbuilding Company, Limited, East Saint John, 1649 (referred to I.D.I.C.).

Saint John Dry Dock and Shipbuilding Company, Limited, East Saint John, 763, 923 (referred to I.D.I.C.), 1358 (agreement reached, application withdrawn).

Saint Lawrence Flour Mills Company, Limited, Montreal, and employees, 1089 (referred to I.D.I.C.).

Sangamo Company, Limited, Leaside, and employees, 194 (referred to I.D.I.C.), 925 (application withdrawn).

Sawyer-Massey Limited, Hamilton, and employees, 594 (referred to I.D.I.C., establishment of Board), 764, 922, 1100 (report of Board).

Scott Tool and Machine Company, Montreal, and employees, 1356, 1498 (establishment of Board), 1650.

Schultz Die Casting Company of Canada, Limited, Wallaceburg, and employees, 194 (referred to I.D.I.C.), 325 (establishment of Board), 612.

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- Shawinigan Chemicals, Limited, Shawinigan Falls, and employees, 69, 599-604 (report of Board and minority report).
- Shawinigan Chemicals, Limited, Shawinigan Falls, and employees, 1496 (referred to I.D.I.C.).
- Shurly-Dietrich-Atkins Company, Limited, Galt, and employees, 324, 471 (referred to I.D.I.C., establishment of Board), 789 (report of Board and minority report).
- Howard Smith Paper Mills, Limited, Beauharnois, and employees, 793 (report of Board).
- Sorel Industries Limited, Sorel, and employees, 594 (referred to I.D.I.C.), 764 (establishment of Board), 923, 1110 (report of Board).
- Standard Steel Construction Company, Port Robinson, and employees, 1089 (referred to I.D.I.C.).
- Steel Company of Canada, Limited, Hamilton, and employees, 196 (referred to I.D.I.C.), 323, 925 (application withdrawn).
- Sterling Clothing Company, Limited, Montreal, and employees, 325, 925 (agreement reached, application withdrawn).
- Sydney Foundry and Machine Works, Limited, Sydney, and employees, 1224 (referred to I.D.I.C.), 1358 (agreement reached, application withdrawn).
- Taylor Electric Manufacturing Company, Limited, London, and employees, 328 (report of Board).
- J. A. M. Taylor Tool Company, Galt, and employees, 324, 471 (referred to I.D.I.C., establishment of Board), 597, 794 (report of Board and minority report).
- Torrington Company, Limited, Bedford, and employees, 1224 (referred to I.D.I.C.), 1358.
- Underwood Elliott Fisher, Limited, Toronto, and employees, 469 (referred to I.D.I.C.), 598.
- United Shipyards, Limited, Montreal, and employees, 1224 (referred to I.D.I.C.), 1357 (establishment of Board), 1503 (report of Board and minority report).
- Universal Fur Dressing and Dyers, Limited, Toronto, and employees, 763 (referred to I.D.I.C.), 1092.
- Wallaceburg Brass, Limited, Wallaceburg, and employees, 194 (referred to I.D.I.C.), 598 (application rejected).
- Welland Chemical Works, Niagara Falls, and employees, 470, 598 (referred to I.D.I.C.), 1092 (application withdrawn).
- Welland-Vale Manufacturing Company, Limited, Hamilton, and employees, 195, 325 (establishment of Board), 472, 480 (report of Board).
- West Coast Shipbuilders, Limited, and Hamilton Bridge (Western), Limited, Vancouver, and employees, 920 (referred to I.D.I.C., establishment of Board), 1091, 1674 (report of Board and minority report).
- Weston's Bread and Cake (Canada) Limited, Winnipeg, and employees, 470, 599 (application withdrawn).

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- Whitehall Machine and Tools, Limited, Galt, and employees, 470 (referred to I.D.I.C.), 596 (establishment of Board), 792 (report of Board and minority report).
- Wilson Motor Bodies, Limited, Long Branch, and employees, 194, 327 (agreement reached, application withdrawn).
- Wonder Bakeries, Limited, Toronto, and employees, 1497.
- Yarrows Limited, Victoria, and employees, 194 (referred to I.D.I.C.), 326, 599 (application withdrawn).

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- Acton Rubber, Limited, Acton Vale, and employees, 1648 (referred to I.D.I.C., application withdrawn).
- Butterfly Hosiery Limited, Drummondville, and employees, 1356, 1498 (application rejected).
- Dominion Glass Company, Limited, Wallaceburg, and employees, 68 (referred to I.D.I.C.), 196, 326.
- J. Ford and Company, Limited, Portneuf Station, and employees, 71 (application withdrawn).
- Grover Mills, Limited, Montreal, and employees, 1497, 1651 (referred to I.D.I.C., application rejected).
- James Hazel and Son, Quebec, and employees, 194 (referred to I.D.I.C.), 327.
- H. J. Heinz Company of Canada, Limited, Leamington, and employees, 470, 765 (referred to I.D.I.C., application rejected).
- Imperial Tobacco Company of Canada, Limited, Montreal, and employees, 70 (referred to I.D.I.C.).
- W. C. Macdonald, Incorporated, Montreal, and employees, 70.
- Maranda and Labrecque, Limited, Quebec, and employees, 920, 1092 (application withdrawn).
- Montreal Stock Yards Limited, Montreal, and employees, 197 (application withdrawn).
- Purity Dairies, Limited, Windsor, and employees, 470, 599 (referred to I.D.I.C., application rejected).
- Sable, Limited, Montreal, and employees, 763, 923 (referred to I.D.I.C., application rejected).
- Silverwood Dairies, Limited, Windsor, and employees, 470, 599 (referred to I.D.I.C., application rejected).

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Minister—HON. HUMPHREY MITCHELL

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Notes of Current Interest

A. MacNamara appointed vice-chairman of National War Labour Board

former Deputy Minister and Board vice-chairman.

In addition, Mr. MacNamara has been appointed Chairman of the Interdepartmental Committee on Labour Co-ordination. This Committee includes a representative from each of the government departments concerned with Canada's war effort, and, together with the National War Labour Board, now forms the advisory committee for National Selective Service.

Mr. MacNamara succeeds Elliott M. Little as the representative of Selective Service on the Wartime Information Board.

V. C. MacDonald Canada's representative on Governing Body of I.L.O.

The Minister of Labour, Hon. Humphrey Mitchell, has announced that with concurrence of the Secretary of State for External Affairs and Cabinet approval he has nominated Vincent C. MacDonald, K.C., Assistant Deputy Minister of Labour,

to Dr. Stewart's place as Canada's representative on the Governing Body of the International Labour Office, the head office of which is now in Montreal, where it located after commencement of the war when it was found desirable to leave Geneva.

Charles F. Needham appointed Associate Director of National Selective Service

Appointment of Charles F. Needham, executive of the Canadian National Railways, to the post of Associate Director of National Selective Service (Civilian) is announced by Honourable Humphrey Mitchell, Minister of Labour.

Mr. Needham has held numerous executive positions with the Canadian National Railways, that which he occupied immediately prior to his present appointment with the Department of Labour being Assistant to the Vice-President and General Manager, Canadian National Railways, Central Region, with headquarters at Toronto.

At the same time as he announced the appointment of C. F. Needham, Mr. Mitchell also stated that A. E. Pequegnat, who had held the post of Associate Director of National Selective Service (Civilian), has returned to his duties as Assistant General Manager of the Mutual Life of Canada at Waterloo. However, the Minister added that Mr. Pequegnat had consented to become a general consultant in regard to National Selective Service, and that it is proposed to make use of his services in that capacity from time to time.

Production ideas bring awards to Canadian aircraft workers

Workers in Canada's aircraft industry who think up production or material saving ideas which can be shared by the industry as a whole will be eligible for Merit Awards issued by the Director-General of the Aircraft Production Branch of the Department of Munitions and Supply.

This announcement was made by the Aircraft Industry Relations Committee in an article which further continues:—

"The Merit Awards announced at Ottawa will go annually for the best 25 suggestions from workers in aircraft plants throughout the country. They will be chosen by a committee of judges from the hundreds of employees' suggestions submitted through their individual plants. Each of the 25 will receive a handsome engraved certificate issued by the Director-General of the Aircraft Production branch of the Department of Munitions and Supply. Each will also receive a \$25 cash prize. This money is in addition to the cash awards (ranging from \$2 to \$500) which the worker-inventor may win through his own company's adoption of his practical scheme for either saving material or speeding up a job. And the 25 grand prize winners will have the further and inestimable satisfaction of knowing that their bright ideas are helping the entire production front."

(As indicated in the LABOUR GAZETTE for October, 1942, p. 1116, the Executive Committee of the National War Labour Board recently stated that small awards to employees who may advance worthwhile ideas would not appear to contravene the Wartime Wages Control Policy; but it expressed the opinion that there should be a maximum as well as a minimum amount stated in any such scheme for the reason that if a precedent were established some employers might make such a scheme the indirect means of increasing wages.)

Many ingenious ideas have come to light since the industry inaugurated the company plan last May, and awards of varying amounts have been paid.

Suggestion boxes are maintained in the plants. By the use of posters, and folders in pay envelopes workers are invited to turn in their ideas, using numbered forms provided. The coded suggestions may enable the inventor to remain anonymous until the scheme has been considered on its merits. For judging, each plant is asked to set up a committee of employees. Ideas accepted by this group are passed on to a joint production committee which makes the awards. Plant awards are usually made on a percentage basis of the labour or material saving. If the plan eliminates an accident hazard or does not lend itself to a percentage computation, the prize may be arbitrarily set.

Under the national plan, the 25 winners may receive from 6 to 15 per cent of the saving

achieved through their scheme, within the limits stated.

Strikes and lockouts during December

For the month of December the number of strikes reported, the numbers of workers involved and the time loss in man working days were the lowest recorded for the year. During the month there were 13 strikes, involving, 1,434 workers, with a time loss of 6,016 man working days, as compared with 27 strikes in November, involving 20,490 workers and showing a time loss of 103,770 days. In December, 1941, there were nine strikes, involving 5,688 workers with a time loss of 54,545 days. During the month under review one dispute affecting asbestos miners at East Broughton, P.Q., caused about 50 per cent of the time loss.

Of the 13 strikes during December, 1942, 12 were terminated during the month. Two resulted in favour of the workers, six in favour of the employers, one was a compromise settlement and three were indefinite in result. One strike involving 120 workers was recorded as unterminated at the end of the month.

Canadian trade unionists accompany British shipbuilders on tour

The Minister of Labour announced that Ernest Ingles, of London, Ont., Vice-President of the International Brotherhood of Electrical Workers, and R. D. Patterson, of Victoria, B.C., President of Local 2 of the Boilermakers and Iron Shipbuilders Union of Canada, had been appointed to travel with a group of British shipbuilders in their tour of Canadian shipyards (LABOUR GAZETTE, Dec. 1942, p. 1369). The two union officials are the nominated representatives of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, respectively.

Mr. Ingles and Mr. Patterson, appointed to the present tasks by Order in Council, met the British party on its arrival in Canada and travelled with it as representatives of the Minister of Labour. The British party, whose tour was arranged by the Minister of Labour and National Service in Britain and the first Lord of the Admiralty through the High Commissioner for Canada in London, was made up of representatives of the principal shipbuilding trade unions for the purpose of studying both Canadian and United States shipbuilding methods.

Business statistics

The latest statistics available reflecting industrial conditions in Canada are given in the table below.

The index of the physical volume of business in November was slightly higher than in the previous month and about 13 per cent higher than for November, 1941. Minor recession was indicated for mineral production and in the production of electric power in November as compared with the preceding month, but these were more than offset by advances in manu-

facturing, construction, and in the distribution of goods.

Continued expansion in industrial activity was indicated by the figures for employment. The index advanced only slightly in November as compared with October, but was about 9 per cent higher than in November, 1941, and about 54 per cent higher than at the beginning of September, 1939.

For the first eleven months of 1942 the business index averaged 23 per cent higher than for the corresponding period in 1941. Manufacturing was 39 per cent higher in the same comparison.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1942			1941		
	December	November	October	December	November	October
Employment Index.....(1)		183.3	181.3	168.8	167.6	165.8
Unemployment percentage (trade union members).....(2)	0.8	0.7	0.8	3.3	3.1	2.7
Prices, wholesale index.....(1)	97.2	97.1	96.8	93.6	84.0	93.8
Cost of living index.....(2)	118.8	118.6	117.8	115.8	116.3	115.5
Retail sales unadjusted index.....(2)	165.2	174.3	174.3	201.5	146.6	152.5
Retail sales adjusted index.....(2)	162.1	152.1	152.1	147.2	138.2	138.1
Wholesale sales.....(4)	151.8	170.7	170.7	137.4	147.4	170.5
Common stocks index.....(2)	67.6	65.0	65.0	67.2	68.8	69.1
Preferred stocks index.....(2)	97.5	96.2	96.2	100.7	102.6	102.2
Bond yields, Dominion index.....(2)	99.3	99.6	99.6	99.3	99.1	100.2
Physical Volume of Business Index.....(1) (2)		207.8	207.2	193.9	183.7	178.7
INDUSTRIAL PRODUCTION.....(2)	239.3	238.6	238.6	208.0	202.3	198.6
Mineral production.....(2)	192.0	195.7	195.7	261.4	291.0	299.6
Manufacturing.....(2)	263.4	262.6	262.6	206.7	199.6	192.3
Construction.....(2)	108.3	99.2	99.2	185.0	127.9	144.4
Electric power.....(2)	137.3	138.5	138.5	138.9	137.5	137.4
DISTRIBUTION.....(2)	142.7	142.1	142.1	164.7	145.3	137.5
Carloadings.....(2)	126.5	124.6	124.6	138.8	124.8	120.6
Tons carried, freight.....(2)	137.2	134.5	134.5	170.8	139.6	124.1
Bank debits to individual accounts\$	4,966,558,098	4,073,390,537	3,686,546,270	3,426,905,805	3,627,176,887	
Bank notes in circulation.....(8) \$	623,500,000	581,800,000	462,137,735	442,419,376	419,999,648	
Bank deposits in savings\$	1,629,494,616	1,708,732,999	1,669,032,146	1,639,201,355	1,135,522,582	
Bank loans, commercial, etc.\$	1,164,472,687	1,007,598,156	1,083,701,002	1,128,629,395	1,146,847,162	
Railway—						
Car loadings, revenue freight cars.....(9)	247,382	279,474	288,077	236,325	273,662	279,363
Canadian National Railway, revenues.....\$				28,011,381	27,292,966	28,760,510
Operating expenses.....\$			24,346,408	19,080,608	18,943,937	19,727,676
Canadian Pacific Railway, traffic earnings.....\$	22,414,905	22,799,000	21,204,000	20,207,692	21,577,000	
Canadian Pacific Railway, operating expenses, all lines.....\$	17,145,450	17,081,050	16,113,464	15,006,465	15,638,764	
Steam railways, freight in ton-miles.....		5,170,852,000	4,355,505,000	4,711,258,000	4,795,936,000	
Building permits.....\$	6,358,265	7,828,184	8,186,606	8,391,308	11,729,291	13,137,206
Contracts awarded.....(10) \$	13,451,200	22,085,500	21,412,800	19,109,000	22,589,500	29,082,000
Mineral production—						
Pig iron.....tons	164,382	170,578	175,424	166,182	123,735	153,568
Steel ingots and castings.....tons	269,834	270,812	271,127	244,844	221,367	245,595
Ferro-alloys.....tons	19,567	16,733	18,266	19,986	17,078	18,826
Gold.....ounces	362,652	381,843	381,843	419,104	442,837	461,168
Coal.....tons	1,618,113	1,588,595	1,794,973	1,828,937	1,869,666	
Timber scaled in British Columbia.....bd. ft.	222,518,072	214,881,097	226,333,216	329,960,689	292,205,314	
Flour production.....bbls.	1,973,401	1,851,062	1,577,169	1,664,803	1,595,931	
Footwear production.....pairs.	2,884,992	2,992,325	2,736,108	2,935,564	3,141,512	
Output of central electric stations.....k.w.h.	3,180,153,000	3,166,176,000	3,220,800,000	3,183,982,000	3,140,317,000	
Sales of insurance\$	51,333,000	57,149,000	46,536,000	44,470,000	41,305,000	
Newsprint production.....tons	251,150	271,560	300,820	300,310	318,800	

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended December 24, 1942.

(1) Base, 1926=100. (2) Base, 1935-1939=100.

(3) Adjusted, where necessary for seasonal variation.

(4) Figures for four weeks ended December 26, 1942, and corresponding previous periods.

(5) MacLean's Building Review.

(6) Figures are for the end of the preceding month.

(7) Notes in the hands of the public.

Report on Japanese inquiry at Vancouver, B.C.

His Honour Judge J. C. A. Cameron, of Vancouver, was appointed on October 24, 1942, as a Commissioner under the Inquiries Act to report upon statements carried in the *Vancouver News Herald* in September and October last, which claimed that the Royal Canadian Mounted Police or the British Columbia Security Commission had made use of the services of a naturalized Japanese named Etsuji Morii, who, it was alleged, was not only racketeering at the expense of other Japanese, but was closely allied to the Black Dragon Society of Japan.

The *News Herald* was represented by Senator J. W. de B. Farris, K.C., and C. L. McAlpine, K.C.; the British Columbia Security Commission and the Royal Canadian Mounted Police by C. H. Locke, K.C.; and A. Bull, K.C. appeared on behalf of Etsuji Morii while he was giving evidence.

Present at the hearing throughout, but not represented by counsel, were several members of the "Consultative Council for Co-operation in War Time Problems of Canadian Citizenship."

Forty-five witnesses appeared before the Commissioner and the report, 98 typewritten pages, now filed with the Hon. Humphrey Mitchell, Minister of Labour, gives in some detail the evidence received.

Judge Cameron sums up his findings as follows:—

1. That evidence was not adduced to prove that Morii was affiliated with an association connected with the Black Dragon of Japan, nor that he was racketeering;
2. Although recommending that Morii be further investigated, evidence available did not indicate that the R.C.M.P. should have caused his internment on the basis of known activities, as had been suggested in some quarters;
3. That the R.C.M.P. have not been guilty of complacency in regard to Morii and that they "have lived up to the high standards which the Canadian public expects of that force";
4. That the British Columbia Security Commission was not at any time influenced in the conduct of the Japanese evacuation by Morii or any of his associates, but a committee to which Morii belonged gave valuable advice.

The Commissioner points out that while the statements in the *News Herald* were aimed specifically at Morii, they constituted a very definite attack on the manner in which the British Columbia Security Commission was

conducting the evacuation, and on the vigilance of the Royal Canadian Mounted Police in protecting the public interest. His Honour, in regard to the Commission, stated "that sufficient evidence was produced from many quarters to establish that through its Commissioners and officers it had undertaken and practically completed a very difficult task in a most efficient and humane manner".

The British Columbia Security Commission was appointed by Order in Council of March 4, 1942, to supervise and direct the evacuation from the defence areas of British Columbia of persons of the Japanese race, and to supervise their subsequent care. Austin C. Taylor is Chairman of the Commission, with J. N. Mead, Royal Canadian Mounted Police, and John Shirras, B.C. Provincial Police, as the other two commissioners. In carrying out its duties the Commission has been given much assistance by the Royal Canadian Mounted Police. The offices of the Commission are at Vancouver.

Vocational Training Advisory Council appointed

The establishment of a Vocational Training Advisory Council was recently announced by the Hon. Humphrey Mitchell, Minister of Labour. This Council is a new body set up to advise the Minister on the operation of trade and vocational training courses throughout Canada, including the War Emergency Training Program. The members of the Council have been selected to represent employers, trade unions, war veterans, agricultural industry and vocational educational authorities, including representation of women.

Membership on the Council, the Minister of Labour explains, requires only part time service. Meetings will be held from time to time, and it is expected that the first meeting will take place in Ottawa during February. The Council is provided for by legislation passed at the last Session of Parliament.

Decision of umpire in regard to 37 Ford female employees

The decision of Mr. Justice C. P. McTague, appointed by the Hon. Peter Heenan, Ontario Minister of Labour, as special umpire in the dispute between the Ford Motor Company of Canada, Limited, and Local 200, United Automobile Workers of America, was made public on December 31, 1942.

The dispute concerned the status of 37 female employees hired to perform clerical work in a factory department. The union claimed that the 37 employees were subject to the provisions of the collective bargaining

agreement signed with the company; that they were doing work formerly done by men; and hence that they should receive equal pay for equal work.

The company contended that the girls were office workers, and hence not subject to the terms of the collective agreement.

Some 14,300 employees went on strike on November 24, to enforce their claim. The Company then applied for a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act (LABOUR GAZETTE, December, 1942, page 1375) but withdrew its application when the men returned to work on November 30, following an agreement to have the dispute arbitrated by Mr. Justice McTague.

In his decision Mr. McTague agreed with the union contention that the work done by the girls was of a character formerly performed by male factory employees.

However, he declared that when the clerical work had been done by men it had been "merely incidental to other work which brought them into the class of factory workers, as contrasted with office workers"; whereas the girls' work, he decided, was "purely clerical and analogous to that being done by the office workers".

The union further contended that since men who had formerly done the work and other men who were still doing some of it were on the seniority lists provided for in the agreement, the company had in effect admitted that the jobs in question were covered by the agreement. Mr. McTague declared: "It is a perfectly logical contention, but I think it is a somewhat narrow basis on which to decide an issue such as this."

Mr. McTague ruled in favour of the Company's contention.

New Year's message of Minister of Labour

In a statement issued in the holiday season and published in the *Hamilton Spectator*, the Honourable Humphrey Mitchell, Minister of Labour, outlined the responsibilities of civilians in regard to the war effort, declaring that only by the fullest co-operation of all can victory be finally won.

"Never before", the Minister stated, "has such weight of responsibility rested upon the shoulders of the workers of Canada, and never before have the workers of Canada had so much at stake. Not only are our soldiers, sailors and airmen confidently relying upon the men and women in Canadian war industries to supply them with ever-increasing quantities of the materials of war, but the whole future well-being of the workers of the Dominion is dependent upon a successful

outcome of the battle being waged for the preservation of free institutions.

"Labour has a tremendous task before it," continued the Minister. "A half-hearted effort is not enough; nothing short of a whole-hearted effort can avail us.

"The workers of Canada have put their backs into the job. For their past performances they have earned the gratitude of their brothers in arms. But the task is not yet done; it is actually only commencing. Even greater efforts are necessary if sure and overwhelming victory is to result.

"In times of great stress it is not always easy to retain our sense of proportion, but one thing should be abundantly clear to every Canadian. Any individual who shirks his responsibilities, or who takes advantage of the fact that his country is engaged in a life and death struggle to seek his own personal advantage, is breaking faith with the men who unquestioningly and unhesitatingly are offering their life blood in the service of their country and humanity.

"This is no time for selfishness. It is no time for allowing personal interest to supersede the greater, all-important things for which we are fighting. The workers, by turning a deaf ear to all subversive suggestions, by concentrating all their efforts on the job in hand, can rest assured that they are playing a vital part in assuring victory.

"Labour in past years has achieved many social and economic gains. It is these very gains which are endangered by the forces of Nazism. Labour has had the privilege and responsibility of being in the vanguard of every fight for social reform. It now has the privilege and responsibility of being in the vanguard in the fight to ensure that social and economic gains, dearly won, are not wiped out as the result of an axis victory."

New Year's messages of Canadian labour leaders

Canadian trade union leaders in their New Year's messages reaffirmed the determination of organized labour in Canada to carry out a vigorous war effort.

"The one duty which has been before the people at all times is the winning of the war," declared Mr. J. A. D'Aoust, Secretary-treasurer of the Trades and Labour Congress of Canada.

"The Trades and Labour Congress of Canada has," he continued, "since the outbreak of the war, demonstrated by word and deed its determination to support in every way possible all measures essential for the winning of victory over the enemies of our country and of the United Nations and for the achievement of this victory at the earliest possible time."

Mr. D'Aoust stated that labour was "desirous of co-operating and assisting the Government in its war effort," but declared that "so far places where they could have been of the utmost value, such as being given representation on bodies set up to deal with war production, have been denied them."

He charged that "many misunderstandings and mistakes could have been avoided had the Government recognized labour's request for recognition as an equal partner in industry," and that "while the principle has been on numerous occasions agreed to by the Government, actual practice has fallen far short of making it effective."

In regard to the securing of improved labour standards in the post-war world, Mr. D'Aoust asserted: "Workers through their trade union organizations should be brought into closer consultation with Government both when new laws are being formulated and in the administration of these laws. If the sacrifices called for by war are not to be in vain, then the errors of 1919-1939 must be avoided and plans prepared on which at the termination of the war, a permanent peace founded on justice can be established."

The results achieved by Canadian industry in producing the weapons of war were praised by Mr. A. R. Mosher, President of the Canadian Congress of Labour, who also called for adequate recognition of labour on government bodies, "particularly those dealing with policies regarding production, price control and selective service," and for managements to adopt the principle of labour-management production committees, which, he said, had been highly successful in the United States and Great Britain.

He considered that "we are probably no better prepared for the outbreak of peace than we were for the outbreak of war, and in some respects the changeover will be more difficult because of the enormous number of workers who are now employed for the first time, and who will demand employment at peacetime occupations, as well as because of the large amount of new war-plants which have been established, and which will have to be transformed to other uses or abandoned."

"The war has proven beyond any doubt," he declared, "that financial barriers to industrial development are artificial, and that what is physically possible is financially possible. The same nation which, in the depths of the depression, was forced to maintain hundreds of thousands of people on relief now finds it necessary to organize its manpower in order to utilize the services of every able-

bodied adult, and this is a lesson which surely will not be readily forgotten. When the war ends.....there ought to be work available for all who are able and willing to perform it. By a realistic approach to the problem, forgetting ancient economic myths, Canada will be able to produce in peace-time on a scale quite as great as that required in war-time."

Mr. Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour, declared that the Confederation could be proud, in spite of certain trials, of its year's work. Its progress, he said, without being phenomenal, had been steady, and would, he hoped, prove durable. He called attention to the co-operation which the Confederation had given the federal Government in the war effort.

As no other workers' movement, said Mr. Charpentier, the C.T.C.C. has urged its members, working in war industries, to give honest effort, without loss of time, to prove to the country their true patriotism in the present ordeal. "The patriotism of the C.T.C.C.," he continued, "is not composed merely of vain words, but of action."

Mr. Charpentier expressed the wish that employers would be persuaded that their interests, like those of the workers, would be best served by free collaboration with Christian trade unionism.

Cost of living index

The cost of living rose slightly during the month of November. The official index of the cost of living calculated by the Dominion

Bureau of Statistics (based upon prices during the period 1935 to 1939 as 100) was slightly higher at 118.8 at December 1, as compared with 118.6 at November 1, due to advances for foods, clothing and miscellaneous items.

Since the outbreak of war the index has advanced 17.9 per cent; this compares with an increase of 39.3 per cent for the comparable period during the last war, that is, between July, 1914, and November, 1917. Since the introduction of price control the increase in the cost of living has been less than one-seventh of that during the corresponding period of the last war.

Industrial Disputes Investigation Act

During the month of December, five applications were received for the establishment of Boards of Conciliation and Investigation under the Industrial Disputes Investigation Act. One board submitted its report, two Boards were established, and the constitution of two Boards was completed. Eleven disputes were referred to Industrial

Disputes Inquiry Commissioners for investigation and seven reports were received from Commissioners during the month. Eight applications for the establishment of boards were withdrawn, the disputes being recorded as settled.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in this issue in the article commencing on page .

Wearing of caps by women factory workers

The following circular letter dated January 4 has been sent out to employers by the British Columbia Workmen's Compensation Board:

Many women have suffered serious scalp injuries through getting their hair entangled in moving machinery.

The Board consequently directs that no female employee shall be permitted to enter or work in any part of any plant where there is any moving machinery unless such employee is wearing and continues to wear a cap or other approved head apparel which completely covers and confines her hair so that it cannot become entangled in moving machinery.

The question of the wearing of caps by women factory workers is one that has received widespread attention in the press in Great Britain, where women are not at present required by law to wear them. The *Annual Report of the Chief Inspector of Factories* declares that "caps can only come in as a secondary precaution after the machine has been securely fenced as required by the Factories Act."

An article appearing in the November-December, 1942, issue of *Industrial Welfare and Personnel Management* stresses the human side of the problem. It suggests that "caps used in the factory must be attractive according to the ideas of the girls employed," and that "it is no use trying common sense as the basis of appeals to girls about covering the hair completely Common sense and clothes do not necessarily go together, but if the complete covering of hair at work can once be accepted as the fashion we shall hear no more about caps being hot and uncomfortable."

Hours of young persons in construction in Great Britain

The hours of young persons in construction work in Great Britain are regulated by the Building and Engineering Construction (Young Persons) Order which came into force on

November 29. The Order covers all youths who have not reached the age of 18 and are engaged in work carried on by private con-

tractors, municipal or other public authorities or the Crown. Its provisions are in addition to and do not overrule the provisions of any existing Act, order or regulation relating to the employment of young persons.

The weekly limit on hours is 54 for youths who have reached the age of 16 and 48 for those who have not reached that age. No youth may be employed continuously for more than five hours without a half-hour interval for lunch or rest, and if he works on Sunday he must receive a whole holiday during the course of either the preceding or following week. Employers may obtain permits exempting them from the provisions of this Order if the Minister of Labour and National Service is satisfied that the young persons employed by them are engaged in work which is not essential to the defence of the realm or the efficient prosecution of the war.

Employee suggestion systems in United States

During the first year of United States participation in the war over 1,400 employee suggestion systems were established in American industry, the U.S. War

Production Board reports. Of these, 1,150 are functioning under the direction of plant management-labour committees sponsored by the U.S. War Production Board.

Early in December the WPB distributed merit awards to fifty-eight workers for suggestions that have helped to speed war production. This was the fourth group of workers to be thus recognized by the WPB since the establishment of its merit award system for war workers last June (*LABOUR GAZETTE*, September, 1942, p. 1039). Ten workers whose suggestions have proved particularly useful were further honoured by being presented to the President at the White House and feted at a luncheon attended by high military, naval and WPB officials, cabinet officers and members of Congress. Six of the ten received citations of individual merit, the highest WPB award, and the other four, certificates of individual production merit, at the hands of the President.

U.S. War Labour Board adopts plan to speed action on labour disputes

The United States National War Labour Board has announced a new plan intended to speed action on labour dispute cases and to simplify procedure for handling wage and salary adjust-

ment requests.

The first part of the plan calls for the establishment of panels representing management, labour and the public in the major cities of the country, to which all labour disputes not settled by the United States

Conciliation Service will be referred. Decisions of the panels will be subject to review by the previously established regional advisory boards.

This new program for speeding up the handling of dispute cases will make the twelve-man War Labour Board in Washington almost exclusively a supreme court which would hear only appeals from the regions and from its industry commissions. The Board would, however, retain the right to review any decision on its own motion. Moreover, it would reserve the right to assume original jurisdiction over cases of national significance or those which involve consideration of major policy.

The second part of the plan concerns requests for voluntary wage adjustments and confers on the Board's regional directors authority to make final decisions in all such cases except those involving employers of more than 100 employees. The regional directors had previously been given authority to grant only certain kinds of increases in twenty-nine specified industries.

An adverse ruling by a regional director on a request for wage adjustments may be appealed to a tripartite regional panel and decisions of both the regional directors and the regional panels are subject to review by the WLB on its own motion.

There is a Regional Advisory Board in each of the War Labour Board's ten regions, with headquarters at Boston, New York, Philadelphia, Atlanta, Dallas, Kansas City, Cleveland, Chicago, Denver and San Francisco.

Each of these Regional Advisory Boards is composed of four representatives of the public, four of management and four of labour—the same composition as the War Labour Board in Washington.

Minimum wage increases approved in U.S.A.

In a General Order issued a short time ago the United States National War Labour Board gave blanket approval to increases in wage and salary rates made in compliance with State minimum wage statutes and orders. The authority for this action is contained in the Executive Order setting forth the wages policy, one section of which provides that increases may be made if they are "necessary to correct maladjustments or inequalities, to eliminate sub-standards of living, to correct gross inequities, or to aid in the effective prosecution of the war."

The Board acted on the principle that since minimum wage laws are designed to establish living wages, increases in the required rates to meet increased living costs are necessary to eliminate sub-standards of living. The

Women's Bureau of the United States Department of Labour realized that the work of the States might be greatly delayed if proposed minimum wage orders had to be approved individually before issuance and it therefore requested the Board to make a general ruling. The State administrators are now free to issue orders without referring them to the Board.

U.S. conference suggests principles for wartime employment of young persons

The Ninth National Conference on Labour Legislation, held at Indianapolis in November, 1942, adopted a resolution setting forth certain basic principles which, in its view, should govern employment of children and young persons under 18 years of age. The Conference is an annual meeting of the federal and state Departments of Labour together with representatives of organized labour appointed by the State Governors.

In 1941, twice as many employment certificates were issued for persons under 18 as were issued in 1940 and the increase was continuing in 1942. If these young people were to play an effective part in the war effort, the Conference considered that there must be careful planning and guidance, with due regard for established child labour and school attendance laws and for safeguarding their health, safety and educational opportunities. The following were the principles adopted by the Conference:

No child under 14 as part of any hired labour force;

No child under 16 in any manufacturing, processing or mining occupation;

No minor under 18 in any occupation declared to be particularly hazardous to young workers under State or Federal laws;

Guidance of youth 16 to 18 years of age, whose work is essential to the war effort, into occupations suited to their age and capacity and in which they can make the greatest contribution with the least hazard to their health and well-being;

Available women and men over the age to be utilized before youths under 18 are recruited.

The Conference also recommended that special attention should be given by the appropriate State agencies and community groups to plans for employing boys and girls of school age in emergency work in agriculture. State Departments of Labour were urged to co-operate with other groups in insuring proper safeguards for the health and welfare of children employed in wartime agriculture and to enforce those provisions of the State child labour laws which are applicable to agriculture.

The Conference stressed the importance of using the untapped reserve of adult labour before requiring boys and girls to leave school or to carry a double burden of school and work. It also commended Federal and State

agencies for their efforts to protect children and young persons during the war emergency period and urged full co-operation in carrying out such policies.

Minimum age for girls employed on public contracts in U.S.A.

The United States Secretary of Labour issued an Order on November 11, 1942, fixing 16 years as the minimum age for girls under the Public Contracts Act. This corresponds with the minimum established

under the child labour provisions of the Fair Labour Standards Act. The former minimum age under the Public Contracts Act was 18 years for girls, with provision for exemption when necessary to prevent injustice or to serve public interest. The new Order was made, with a view to assisting war production, at the request of the Secretary of War, the Secretary of the Navy and the Chairman of the Maritime Commission, and was supported by written findings.

The Order sets forth the following conditions governing employment of girls 16 and 17 years of age:—

No girl under 18 may be employed for more than 8 hours in any one day, or between 10 p.m. and 6 a.m. or in any way contrary to State laws governing hours of work.

No girl under 18 may be employed in any operation or occupation which, under the Fair Labour Standards Act or under any State law or administrative ruling, is determined to be hazardous in nature or dangerous to health.

For every girl under 18 employed by him the contractor shall obtain and keep on file a certificate of age showing that the girl is at least 16 years of age.

A specific and definite luncheon period of at least 30 minutes must be regularly granted any female workers under 18.

No girl under 18 may be employed at less than the minimum hourly rate set by or under the Fair Labour Standards Act for the industry Healey Public Contracts Act for the industry in which she is permitted by this Order to be employed.

I.L.O. Study on "Wartime Control of Employment"

This study, which was published in December, 1942, is a general summary of the manpower regulations in force in various countries. It is an up-to-

date version of the second chapter of the report on "Labour Supply and National Defence" which was issued by the International Labour Office in June, 1941 (LABOUR GAZETTE, 1941, p. 795). The countries covered are Australia, Canada, Great Britain, New Zealand and South Africa. Comparisons are made with the United States, but that country is not dealt

with separately because the measures "so far applied there are more in the nature of recommendation than of controls."

The study is divided into two sections: "Restrictions on Engagement" and "Control of Dismissal and Resignation." It is pointed out that restrictions on engagement have been introduced for several related purposes: (1) to prevent excessive labour turnover, (2) to protect the labour supply of essential industries, and (3) to prevent workers from entering relatively unessential employment and to direct them to the most essential work. "At any particular stage in the war effort, one or more of these purposes may predominate.... In the long run, however, the measures restricting engagement are necessarily directed to serve all of these purposes." Control of dismissal and resignation is a necessary complement to restrictions on engagement, for even when workers are diverted into the industries which are given priority, there must still be measures to keep them there and to permit transfers to take place in an orderly manner. The two policies together form "a unified effort to control the mobility and placement of the labour available for or in war industries."

Payment by results in Germany

According to the November bulletin, *Matters of Fact*, issued by the National Industrial Alliance, Great Britain, a new wages tariff

came into operation on September 1 in all branches of the building industry in Germany.

"Payment by results," according to the article, "is to be universal for all workers. According to the Regulations issued, payment will be according to performance for all work 'in order to make the wage system fair, and to increase output.' Additional payment will be made for work at night, for overtime and for work on Sundays and holidays.

"The work has to be done with the most economical use of materials and with the greatest possible care of implements and tools. 'Careless work,' it is laid down, 'must be made good by each group of workers without special recompense. A worker who takes more time than the average worker must receive payment only for his actual performance, unless his slower rate of work is due to conditions in which he works.' It is pointed out that as the Building Industry is in a key position, the introduction of this system of wage payments is of importance in the entire wages structure."

Absenteeism in Canadian War Industry

Causes of Absence—Absentee figures for 35 Canadian plants—Government Action Against Absenteeism in Great Britain—Control of Absence

WITH an increasing shortage in the supply of workers available for war industry, more attention is being paid in Canada to the reduction of absenteeism as an obvious method of achieving a more efficient use of existing manpower.

Indicating the significance of absenteeism in its relation to war production a British report prepared by *Mass Observation*, states: "some people make much of individual absentee percentages and say that they reflect inefficiency, poor worker morale, etc. This is partly true, but the reverse is also the case—they reflect to some extent the attempt of efficiency, the bringing in of more and more people into industry who would not ordinarily be there and who have other obligations, physical deficiencies and necessities which are not as yet sufficiently coped with; some absenteeism may even reflect the over-good morale of workers trying to work longer hours than are practicable. In fact, absenteeism includes practically all the human factors in industry."

Absenteeism is usually the result of a circumstance or combination of circumstances differing from case to case. In some instances it is the result of conditions of work which lie within the power of the employer to correct. In other instances the workers do not appreciate the consequences of their irregular attendance at work. Generally speaking one of the best methods of approach is to bring the representatives of the employer and of the employees together where the causes of the trouble may be discussed and a solution worked out. With this objective in view, the formation of joint employee-management committees has been encouraged. These joint committees once established not only deal with absenteeism but also with such problems as labour turnover, methods of increasing production, etc.

Absentee Figures for 35 Canadian Plants

A sample recently taken by the Department of Munitions and Supply of thirty-five Canadian plants engaged in war industry

gives an estimate of the degree of absenteeism in this country.

Included in the survey were representative firms selected from all across Canada and from different types of war industry. Their employees range in number from over 12,000 to under 100, the average being about 2,500.

The findings of the survey indicate that an average of 8.1 per cent of all employees were absent each day during September. This figure includes absence for all causes, including vacations. Of the 86,224 employees listed, about 7,000 were absent each day.

During October the rate of absence declined to 6.4 per cent; but rose slightly in November to a rate of 6.9 per cent.

ABSENTEEISM IN 35 CANADIAN PLANTS

September, 1942

Number of employees in 35 plants..	86,224
Average number absent daily.....	7,010
Average percentage absent daily....	8.1

October, 1942

Average percentage absent daily....	6.4
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November, 1942

Average percentage absent daily....	6.9
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The lower rate of absence occurring in the latter two months of the survey reflects partly the fact that September is a popular vacation month; and since the figures represent absence from all causes, a decline in the rate would be expected as the vacation season drew to a close. During the summer months, July and August, some individual firms reported a much higher rate of absence.

According to the survey, the amount of absenteeism varied substantially from plant to plant. One firm employing over 5,000 workers had an absentee rate of 18.7 per cent; while another, with approximately the same number of employees, had a rate of only 2.8 per cent. These variations may be partly due to different methods of keeping records used by different plants.

The survey indicates that absenteeism is generally less pronounced in long-established firms than in those of recent development.

Plants employing a large number of women also showed a high percentage of absenteeism. In one firm the absence rate for women was 24 per cent though it was only 8 per cent for male workers.

Causes of Absence

In the survey no breakdown of the figures is made to show the causes of absence. In fact it is difficult to make any estimate of the amount of absence in Canadian war industries due to legitimate reasons, such as illness and vacations, and the amount due to employees simply staying away from work for their own personal reasons.

Data obtained from various sources indicates that, although their relative importance is not definitely established, the principal causes of absence may be classified as follows:—

- (a) illness and accident
- (b) industrial fatigue
- (c) personal reasons
- (d) vacations and leaves of absence.

Of these four causes the last, vacations and leaves of absence, needs no comment. It is around the first three causes, illness and accident, industrial fatigue, and personal reasons, that efforts to improve attendance are concentrated.

Absence Due to Accidents and Illness

It was once thought that accidents and illness were an uncontrollable factor in causing absences. Evidence is beginning to appear, however that accidents and illness as a cause of absence are controllable. Many firms have established sickness prevention programs; and a survey recently made by the United States National Association of Manufacturers shows how effective such programs can be.

The N.A.M. survey of 2,064 industrial firms in the United States shows that sickness prevention programs have on the average brought about the following reductions:—

	Per cent
Occupational disease	62.8
Accident frequency	44.9
Absenteeism	29.7
Compensation cost	28.8
Labour turnover	27.3

The report of the survey also declares that a sickness prevention program more than pays for itself, the average saving in a 500-employee plant in the United States being computed at \$5,611 per year

Beneficial results have also been reported in Canadian plants, one factory employing

200 men announcing a reduction in lost time of almost 70 per cent after the inauguration of a health service program. Dr. C. F. Blackler, Acting Chief of the Division of Industrial Hygiene, Department of Pensions and National Health, gives the example of two companies both engaged in the same kind of work and employing approximately the same number of men, one with a health service program, one without. During a typical month in 1942, the company without a health program had five times as many compensatable accidents as the company which used preventive measures.

A health service program may include, in addition to full or part-time physicians and nurses, a safety engineer and a plan for improving working conditions so as to avoid unnecessary strain and fatigue. Adequate lighting, properly distributed and free from glare; good ventilation, with a system for removal of dust, vapours, fumes, and gases; adjustment of the hours of work to control undue fatigue; rest periods; control of unnecessary noise; provision for nutritious lunches—all these and other factors may play their part in reducing absenteeism.

Industrial Fatigue

On the borderline between absence due to illness and absence due to personal reasons may be classified absence due to fatigue. British experience has been that actual fatigue, in the sense in which the term was used in the last war, has so far been relatively infrequent in this. Long hours, the principal cause of fatigue, are less common now than they were in the last war. Many factors may contribute to industrial fatigue, which may be due as much to mental as to physical tiredness. Dr. Blackler lists, as related to industrial fatigue, the problems of hours of labour, monotonous tasks, rest periods, lighting, heating, ventilation, excessive noise, overcrowding, and "those fundamentals of comfort under which the working day is spent." Evidences of fatigue may consist of "symptoms which so frequently accompany tuberculosis—loss of appetite, loss of weight and tiredness, irritability, pallor, inability to sleep, and tremor of the outstretched hands." These symptoms may occur without any organic disease being present, but obviously render the individual more susceptible to illness. Another cause of fatigue is inadequate nutrition.

The relationship between long hours and absenteeism was indicated in the experience of British industry immediately after Dunkirk. A report of the Industrial Health Research Board in Great Britain (quoted in

an article appearing in *Bulletins from Britain*, April 8, 1942) describes the spurt in production which followed the increase of hours in munition factories to seventy and seventy-five per week. "But as the weeks dragged on," the article declares, "and long hours continued, there was a marked increase in loss of work. Absenteeism in the ordnance factories rose from ten to fifteen per cent. Requests for time off were more frequent, and in some cases the workers made their own arrangements for rest. Interviews with managers and workers in several factories showed that the outbursts of energy and patriotic enthusiasm which characterized the first phase of the emergency period were weakening under the strain of long hours of work. The workers began to feel bored and stale and were more easily irritated and annoyed, according to the report.

"The need for cutting down working hours was officially recognized on July 25, when the Minister of Labour and National Service, Rt. Hon. Ernest Bevin, issued a statement on hours of work and maximum output. He prefaced it with the following words: 'Owing to the situation in this country following the collapse of France it was necessary to call upon all those engaged on war production to make an intensive effort, by working long hours, to speed up production to the utmost extent. It is still of vital importance to maintain war production at the maximum. It is of equal importance, if this end is to be achieved, to relieve the strain caused by long and continuous hours of work, and for this purpose an adjustment in the present long hours of work is essential. This is a matter which must be dealt with by firms in accordance with their particular circumstances, and not by a general order. In order to assist them, I have drawn up some notes for guidance—*Hours of Work and Maximum Production*—in consultation with the British Employers' Confederation and the Trades Union Congress, and with the co-operation of the Supply Departments concerned.'

"First the statement sets forth the dangers of unduly long hours and at the same time the necessity of keeping up output. It points out that the optimum hours have proved to be about fifty-five or fifty-six, and that there must be a reduction to this point—the aim being to work the machinery as many hours as possible while not overworking the men. Some form of shift system is recom-

mended. The notes suggest, also, that ten minute breaks and the provision of suitable refreshment in each working period will help. A system of authorized holidays of from three to seven days was also started at this time, and the improvement in time keeping, as a result of these measures, was very marked."

In the United States eight government agencies, including the Labor Department, the War and Navy Departments, Maritime Commission, Public Health Service, Commerce Department, War Manpower Commission, and War Production Board, recently recommended the following standards in regard to hours:

1. For wartime production the 8-hour day and 48-hour week approximate the best working schedule for sustained efficiency in most industrial operations.
2. One scheduled day of rest for the individual, approximately every 7, should be a universal and invariable rule.
3. A 30-minute meal period is desirable.
4. Vacations are conducive to sustained production, and should be spread over the longest possible period.

Absence Due to Personal Reasons

Personal reasons for absenteeism may be extremely varied. In certain cases absenteeism may be frequent over week-ends. There seems to be some relationship between high earnings and absences. As previously stated, time lost among women is invariably higher than among men—there is probably at least twice as much female absenteeism as there is male. Married women are more often absent than single women; the problem of managing a home in addition to working in a factory being difficult to cope with.

A significant factor is local work tradition. Families raised in a factory atmosphere with industry talked in the home are likely to have higher standards of work, a better esprit de corps, than new workers recruited from the country and unused to city life.

New plants, using a large proportion of workers unaccustomed to industry, seem to have more of an absentee problem than old established companies, this in spite of the fact that Canada's new plants are generally good so far as working conditions are concerned. The difficulty is partly one of obtaining experienced foremen and work supervisors.

There has been indicated a slight reaction among some workers to Canada's new income tax assessments, involving an unwillingness to be placed in a higher income bracket due to increased earnings. In some cases workers were under the impression that they would lose money by working more than a certain length of time. In this connection good work has been done by some firms in explaining to their employees the income tax situation as it affects them. Some firms have published leaflets showing for individual cases the exact proportion of earnings taken by taxes when income is raised above a particular level. Such action has done much to clear up misunderstandings.

Those who dislike their jobs and who are misplaced in jobs are more likely to absent themselves on small provocation. Associated with this, factories where there are hold-ups and consequent frustrations are likely to have a higher absentee record.

Transportation difficulties are apt to contribute to absenteeism, in the case of employees living at a distance from their place of work. This is especially true when hours of work are over-long. When an unusual length of time in getting to and from work is added to an already lengthy working day an additional source of fatigue is created.

Weather too has its effect on steady attendance at work. Severe storms or extreme changes in weather are likely to be reflected in increased absentee figures.

One Canadian company which keeps a record of its absences reported recently that regardless of weather or other factors, payday absenteeism was 40 per cent less than the average for the week. Absenteeism was worst on the day following payday, and improved a little each day until the next payday.

The same company reported that over 60 per cent of its absences were caused by sickness, including "real, imaginary and fictitious" ailments. About two-thirds of these ailments were estimated by the company to be genuine, or severe enough to justify absence.

"Perhaps the most significant cause of all," declares a British Ministry of Labour and National Service report, is "the lack, due often to ignorance, of real interest in the job and of conviction of its importance and urgency. Experience shows that the workers in general respond in increasing degree to the incentive of interest when they are made aware of the part their particular job plays in the final product, and it is hoped that the new production committees will be useful in this direction. The Ministry of Labour and Na-

tional Service is convinced that a real effort by industrial management to attack the psychological causes of absenteeism is the greatest single contribution that can be made to a solution of the problem."

The importance of maintaining accurate and fair records of absence is stressed in most plans for combating absenteeism. When accurate records are kept and employees know that all absences are investigated, absence can usually be reduced. (Cf. Metropolitan Life Insurance Company plan, *LABOUR GAZETTE*, September, 1942, p. 1056.)

Experiences of some English firms in combating absenteeism reflect the complex nature of the problem. The article in *Bulletins from Britain*, previously quoted, mentions that in order to aid women employees, who tend to take extra time off for marketing and household duties, some firms have arranged with local stores for special shopping evenings after hours.

"Community shopping clubs have been instituted in some districts. Some firms arrange shifts to allow shopping time off during daylight hours; and experiments have been made with a system of priority cards for factory workers, which eliminate lining up.

"Some factories now have day nurseries near them where women may leave their children to be cared for during working hours. Factory canteens for men and women where they may eat at any hour of the day or night have done much to relieve the women of other household duties. But it is not only the women who find difficulty in keeping good hours. One firm found that owing to transport difficulties and decrease in the number of barbers, even the men were taking half days off for hair cuts. The firm installed its own barber on the premises and reduced hair-cutting leave from half a day to fifteen minutes.

"Besides these specific conditions which can be met directly there may be a loss of morale due to a combination of them all—boredom and discouragement may have to be combatted. An interest in and enthusiasm for the work is the best preventive of this state of mind. Here, Works Councils have proved invaluable. Talks given in the factories about the work itself, and the uses to which the product is put, have also proved useful. Experiments have been tried with visits for factory workers to battleships, tank units, etc., where they may see their product in action. Large charts are displayed in many factories, with target lines of production on which weekly progress towards the target is marked. The competitive spirit may be evoked by

competitions between teams or between factories.

"Actual boredom with the work has been eliminated in some cases by well-planned rest intervals with refreshment or exercises; by music—sometimes in intervals, but often during work. With certain types of very automatic work this has proved very successful. Absenteeism may also be tackled directly. Some firms give bonuses or badges for good attendance. One firm, at least, gives extra days off for good attendance. Some factories write up the names of persistent absentees on a board at the entrance. In stubborn cases there is the last resort of referring the matter to the National Service Officer."

Government Action Against Absenteeism in Great Britain

Under Great Britain's Essential Work Orders (LABOUR GAZETTE, August, 1942, p. 933) any specified person who absents himself from work or is persistently late may be reported to a National Service Officer (provided his firm has been classified by the Minister of Labour as engaged on essential war production, and also provided that the firm complies with certain standards as to conditions of employment and welfare). If, however, a joint production committee exists in the plant, the case must first be referred to this committee. The absentee is thus exposed to the opinion of his fellow workers, who can if necessary turn him over to the National Service Officer for prosecution, in which case he may be liable to a fine of \$400, or three months' imprisonment, or both.

A recent despatch from the London *Times* mentions a number of prosecutions of miners for absenteeism. The despatch quotes Mr. Bevin, Britain's Minister of Labour, as stating that up to the end of August, 1942, the number of miners prosecuted for absence from work without reasonable excuse or for persistent lateness was 572. Of these, 430 were fined, 115 sentenced to imprisonment, and 12 bound over. Fifteen cases were dismissed.

The view of the British Ministry of Labour and National Service has been declared to be, however, that "a solution of the problem of avoidable absence from work is more likely to be found by those establishments which look for that solution within themselves, than by those which tend to rely more on external powers of discipline or punishment." The Ministry suggests that the first step in the direction of control of absence is for one person of senior status in each factory (assisted as may be necessary) and capable of a tactful and understanding

approach to the individual, to be allocated specifically to deal with all absences, and for the existence of that arrangement to be made thoroughly known throughout the factory. That same person should be responsible also for establishing co-ordinated procedure for dealing with applications for leave of absence.

The next step, the Ministry states, is to ensure that the extent of absenteeism is known, together with its causes.

"It is of primary importance", the Ministry declares, "that in their efforts to deal with absenteeism and persistent lateness, whether culpable or not, managements should maintain close consultation with the representatives of the workers. The factory's record of absence and all relevant data in the possession of the management should be placed regularly before those representatives, so that they may be stimulated to co-operate intelligently and wholeheartedly in the task of reducing that absence to the lowest possible level. The workers' representatives have a special responsibility for convincing the thoughtless minority of their fellow-workers that absence from work, whether during normal or overtime hours, except for unavoidable reasons, not only interferes with the nation's war effort but is grossly unfair to the great majority, who do their part with diligence and enthusiasm in spite of the long hours and the personal and domestic inconvenience involved."

Campaign of a Canadian Firm

A vigorous drive against absenteeism was carried on recently by a large Canadian firm, which directed its campaign solely against the problem of absence, without considering lateness, loafing, or any other factor that could distract attention from the one objective, namely cutting down on absenteeism.

Realizing that the drive could not be a success without the co-operation of the workers themselves, the company enlisted the help of employees in organizing the details of the campaign and in stirring up interest. Plant co-operation committees played a prominent part.

It was decided to launch the campaign in the form of a contest between departments, with each department constituting a team regardless of the number of employees. Several very small departments, however, were grouped together as one team. Weekly contests were to be held between the teams in each of the three main divisions of the company, so as to produce three winners each week. The team in each division with the lowest percentage of absentees was to be the winner for that week. A "lap" winner for

each division would be named every four weeks, thereby maintaining sustained interest. Finally the "sweepstake" winner in each division would be the team with the lowest percentage of absences for the entire twelve weeks of the contest.

Posters were displayed all over the plant, and brightly-printed brochures were distributed to all employees. A huge 4 x 10 ft. chart was posted in each department, giving the number of persons absent week by week, and dividing the figures between men and girls and between those absent with permission and those absent without leave. The name of the winning department was placed on every chart each week, as well as the name of the department with the poorest record.

No monetary reward was offered to the winners. However large silk "Victory Flags" were awarded to the winning teams each week. These were presented by high officials in the army, navy and air force.

During the week prior to the opening of the campaign, absenteeism had reached a company total of almost 14 per cent in absence

from all causes. Steady progress was made, and by the end of twelve weeks the rate of absence had dropped to about seven per cent, where it has since remained.

Control of Absenteeism

In conclusion the application of the following general principles are considered important factors in the control of absenteeism:

- (1) Improvement of labour relations between employer and employee in particular plants.
- (2) Establishment of joint labour-management production committees.
- (3) Inauguration of a system of recording absences and their causes.
- (4) Establishment of safety and health programs.
- (5) Plant campaigns, intelligently conducted, to publicize the importance of individual responsibility in unnecessary absences in terms of lost production vital to the fighting front.

Survey of Absenteeism in New York State

A recent survey of absenteeism in war industry undertaken by the New York Regional Office of the War Manpower Commission indicated that six out of every hundred war workers were remaining away from defence plants daily, for a great variety of reasons which, in addition to illness, included nursing babies, "hangovers", attending a wedding or a wake, repairing the family car, cashing a salary check, and inability to shop at night.

The survey was conducted in eight plants employing a total of 40,000 men and women and representing a wide diversity of industry.

Mrs. Anna M. Rosenberg, Regional Director, declared that the loss of manpower from these largely preventable causes was "definitely far too great".

To remedy the situation, she recommended that management, labour and communities work together for readjustment of all everyday activities to meet the needs of the workers. Communities, she added, would have to readjust and expand the hours of all types of services and facilities.

The survey pointed to illness as the principal cause of absence from work, and found more absenteeism among women than among men.

It was also shown in the New York study that absenteeism is usually confined to a comparatively small group, averaging about 15 per cent of the workers employed in a plant.

The day after pay day proved to be the worst day for absentees, failures to report amounting to 50 per cent of the total number of employees in some cases. It was also found that only half the workers notified the plant of their intention to remain away from work.

Declaring that the problem was largely one of morale, the report recommended labour management committees as the best approach to a solution of the problem. It stressed the importance also of co-operative action on the part of labour, management and the community.

Mrs. Rosenberg also said, "A little incident which occurred while I was visiting one of the plants in which we made our study might carry a hint to employers. I asked one of the girls if she knew what the gadget she was working on was used for. She didn't know. I then took her to another part of the factory and she was very much surprised and pleased to learn that her gadget was a vital part of an aerial bombsight. That girl, I venture to say, will not lose any time from her job if she can help it."

Manpower

Consolidation of National Selective Service Civilian Regulations

Employers Required to Report Surplus Labour—Provision for Compulsory Employment Transfers of Those Rejected for Military Service—Selective Service Appeals to be Determined by Courts of Referees.

AT a press conference on January 21, Hon. Humphrey Mitchell, Minister of Labour, announced a consolidation of National Selective Service Civilian regulations under Order in Council P.C. 246 of January 19. This Order consolidates, with some amendments, the following previously existing regulations:

- (a) National Selective Service Regulations, 1942.¹
- (b) Regulations affecting technical personnel.²
- (c) Regulations affecting university science students.³
- (d) Labour Exit Permit Requirements.⁴

Principle of Selective Service

As explained in a press release, the new regulations enunciate a principle in Part I, namely, that utilization of manpower in the prosecution of the war effort shall be by voluntary placement in the first instance. This is simply in line with experience. The services of labour can be used to the greatest possible advantage by having agreement of the workers concerned in regard to the disposal of their services. However, the compulsory features provided in the regulations may be resorted to so that inconveniences and burdens will be suffered not alone by those willing to accept them, but by any persons whose skills or abilities are useful in the war effort. In other words, voluntary methods may always be supplemented by compulsion where necessary.

Amendments Now Made

Regulations affecting technical personnel, university science students and labour exit permits, except for their incorporation into the general civilian regulations, remain unchanged in principle.

The more important changes contained in the revision involve the former National Selective Service Regulations, 1942, contained in P.C. 7595 of August 28, 1942. However, in essential principle the regulations as in force from September 1 last still remain effective, including chiefly the restrictions on agricultural workers seeking employment at other than agriculture, permits to seek work or enter employment, 7 days' notice of separation from employment, restrictions on employment advertising and compulsory acceptance of employment in some circumstances.

The outstanding changes carried in the new regulations are:—

To prevent labour hoarding, employers must notify the employment service of any surplus workers in their employ.

Any person, between 16 and 65 years of age, must register for work if not gainfully occupied for 7 consecutive days (full time students, housewives and clergy are not included).

Persons in age groups subject to the military call-up may be compulsorily required to accept alternative employment if remaining in civilian life.

Employed persons may be authorized to leave present employment on 7 days' notice, to accept more important work.

Causes for waiving the 7 days' notice before separation from employment are clarified and enumerated.

Persons joining the Armed Forces voluntarily do not have to give 7 days' notice.

Persons normally employed in agriculture may now accept employment without permit in another industry, only to a total of 60 days in a year, and then only outside towns and cities with more than 5,000 population.

Appeals against selective service rulings will now go to Courts of Referees set up under Unemployment Insurance.

The new regulations are restricted to persons 16 to 65 years of age.

Practical nurses and workers in fish processing plants are added to classes exempt from the regulations.

¹P.C. 2254,—L.G., April, 1942, p. 415; P.C. 5083,—L.G., June, p. 676; P.C. 7595,—L.G., Sept., p. 1020; P.C. 7994,—L.G., Sept., p. 1058.

²P.C. 638,—L.G., April, p. 425.

³P.C. 9566,—L.G., Dec., p. 1369.

⁴P.C. 9011,—L.G., Nov., p. 1272.

Building construction workers will be exempt from the 7 days' separation notice requirement.

The Minister of Labour may request that persons failing to furnish evidence to their employer that they have not contravened military call-up regulations, may be dismissed from employment. Similarly, those seeking work and failing to furnish evidence on this point may be refused permits to work on instructions of the Minister.

Regulations in regard to enforcement are made somewhat more rigid.

The earlier Orders in Council, consolidated into the revision, are now repealed. Sections dealing with administration are combined for all regulations.

The Minister of Labour, through his representatives and officers, is to administer the new regulations. The Director of National Selective Service, Associate Directors, and the appointment of officers, clerks and employees, are provided for.

The revised regulations become effective immediately.

Purpose of Consolidation

The purpose of consolidation in the new Regulations is:

(1) To provide a set of consolidated and co-ordinated regulations in order to simplify administration and to harmonize, in so far as is practical, the several provisions;

(2) To correct defects in earlier regulations, which became evident through experience;

(3) To gain a greater measure of control over the employment market, necessary in prevailing circumstances.

The consolidation should result in the public requiring a knowledge of the regulations with greater ease, while without doubt officers whose duty it is to carry out the responsibilities of administration will find the new regulations more easily understood, and more readily carried out, when presented as a single, co-ordinated piece of legislation.

It is inevitable that in regulations of the necessary complexity of the present, experience would show up defects. For instance, while work permits and the 7 days' notice rule have acted to stabilize employment in some industries, in other cases their rigid enforcement was frequently discovered to work hardship on employees or injustice on employers. In building construction, to mention an example, the 7 days' notice was found ill-suited to the natural conditions of work in the industry: consequently, that industry is now exempt. Further, due to lack of clarity in regard to the application of the 7 days' notice to temporary lay-offs, differences between employers and employees frequently arose over whether employees were entitled to notice in a given case. Such disagreements do not make for harmonious working relationships, so that in the revision there has been an effort made to clarify the application of the 7 days' notice, to the point where differences over its application should be much less common.

The requirement that employers who retain in their employ persons whose services are not seriously needed at the moment, must report any workers actually surplus to their requirements, is designed to meet labour "hoarding". The new provision that persons must register after 7 days of unemployment, is necessary so that the employment service may be aware of every person who is available for work. Amendments to the provisions with respect to compulsory transfers will become increasingly important as labour shortages develop further. All in all, these added provisions should give an increasing control over employment.

It is hoped that the provisions in respect of enforcement, now spelled out in the Order in Council in additional detail, will make possible more nearly general compliance with Selective Service regulations. Denial of employment to male persons unable to show that they have complied with the military call-up should assist in the enforcement of National Selective Service Mobilization Regulations.

Summary of Regulations

PART I

General

This Part of the new Order in Council sets forth the methods by which the Minister of Labour is to carry out the Government's policies in relation to manpower.

Means cited for carrying the policies into effect place the following duties on the Minister of Labour:

- (1) Operation of an employment service;
- (2) To ensure the most efficient use of manpower by employers;
- (3) Surveys of manpower resources, as may be necessary;
- (4) Co-ordination of manpower demands of the armed services and departments of government, with available manpower resources, and the making of recommendations thereon to the services, to departments and to the Governor in Council.

PART II

Civilian Employment

This Part contains previous National Selective Service Regulations (P.C. 7595) with new amendments.

The essential features of previous regulations are preserved as follows:

- (i) Employers are required to advise Employment and Selective Service Offices of desire to engage or intention to lay off or discharge, employees;
- (ii) Generally speaking, 7 days' notice from employer to employee, or vice versa, of intention to separate from employment, unless a Selective Service Officer agrees to reduce the period;
- (iii) Permit to seek or enter employment covered by the order;
- (iv) Limitations on agricultural workers leaving agriculture to accept alternative employment;
- (v) Control of advertising for labour or employment;
- (vi) Right of local Selective Service Officer, under general instructions, to direct a person to report for interview, or direct an unemployed or partially unemployed person to accept employment;
- (vii) Supplementary allowances, including travel expenses, when a person is directed or requested by a Selective Service Officer to accept, or change, employment, if authorized by the Minister in the particular case;
- (viii) Compulsory re-instatement in former employment after transfer to other work on request or direction of a Selective Service Officer;
- (ix) Appeals against rulings of Selective Service Officers.

New features now added are:—

- (i) Every employer must notify the employment service of any surplus workers in his employ;
- (ii) Any person, from 16 to 65 years of age, must register for work if not gainfully occupied for 7 consecutive days (full-time students, housewives and clergy are not included);
- (iii) On order of the Minister, and after hearing the parties concerned, a person in an age class designated for the purpose of the military call-up may be compulsorily required to accept alternative employment;
- (iv) An employed person may be authorized by the Selective Service Officer to leave his present employment on 7 days' notice and accept other employ-

ment, when the worker agrees, even though the contract of employment or a law may ordinarily require longer notice.

Amendments made to the previous regulations are as follows:—

- (i) Causes for reducing the 7 days' notice prior to separation, are clarified, and are now chiefly included in the order;
- (ii) 7 days' notice is not to be required until after an employee is in employment for one month;
- (iii) Those volunteering for service with the armed forces will not be required to give notice before leaving employment;
- (iv) Agricultural workers may only accept temporary employment outside of agriculture without a permit, to a maximum of 60 days within a year, and then only outside urban municipalities of over 5,000 population (previously the rule was that an agricultural worker might take employment anywhere without permit, for 30 days at a time);
- (v) Appeals against rulings of Selective Service Officers will now go to Courts of Referees under the Unemployment Insurance Act, instead of to Mobilization Boards (formerly National War Services Boards). Appeal procedure is quite informal.

Previously regulations now contained in Part II applied to employed persons generally, except provincial employees; workers in agriculture and fishing; technical personnel; clergymen; registered nurses; school and college teachers; female persons in domestic science; part time workers; and persons in jobs of not more than 3 days' duration.

Coverage is now amended to restrict the regulations to those 16 to 65 years of age, and to exempt (in addition to classes previously exempt) practical nurses and workers in fish processing. Workers in building construction are now exempt in regard to the 7 days' notice but not from the need of permits to seek or accept employment.

PART III

Technical Personnel

Previous regulations gave authority to direct and control the employment of persons deemed to be "Technical Personnel"; this Part continues this authority, vesting in the Minister or his representatives the right to determine where the services of "Technical Personnel" may be used to the greatest advantage. Similarly, previously existing authority in regard

to "University Science Students" is continued to give the Minister control over their education and some authority to direct their activities after graduation.

PART IV

Labour Exit Permits

Previously existing regulations are unchanged. Generally speaking, it is provided by this Part that no one may leave Canada to work outside, without first receiving a Labour Exit Permit from a Selective Service Officer.

PART V

Administration

This Part provides for the Director of National Selective Service and Associate Directors of National Selective Service, as well as such National Selective Service Officers, clerks and other officers and employees as are necessary. It also makes provisions for the customary detail of administration incidental to such an order.

Text of P.C. 246

ORDER IN COUNCIL

AT THE GOVERNMENT HOUSE AT OTTAWA

Tuesday, the 19th day of January, 1943.

PRESENT:

HIS EXCELLENCY THE GOVERNOR
GENERAL IN COUNCIL:

Whereas the Minister of Labour reports that, by reason of the war, it is necessary for the security, defence, peace, order and welfare of Canada and for the efficient prosecution of the war, to amend and consolidate the various orders and regulations affecting manpower.

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of the War Measures Act, Chapter 206, Revised Statutes of Canada, 1927, and the National Resources Mobilization Act, 1940, is pleased to make the regulations hereto attached and they are hereby made and established accordingly.

THE NATIONAL SELECTIVE SERVICE CIVILIAN REGULATIONS

SHORT TITLE

1. These regulations may be cited as The National Selective Service Civilian Regulations.

INTERPRETATION

2. In these regulations, unless the context otherwise requires:—

(a) "advertisement" includes any notice, announcement or information;

However, two new features are important: the Minister may require any employer to release all male persons failing to furnish evidence that they have not contravened the military call-up regulations; and he may also cause a permit to seek employment to be refused to any male persons failing to furnish similar evidence.

PART VI

Enforcement

This Part contains a consolidation of the regulations in respect of compliance and enforcement. Provisions in regard to enforcement are made somewhat more rigid than heretofore, and penalties are increased in some cases.

PART VII

Miscellaneous

This Part of the order provides for the repeal of Orders in Council now incorporated into the new regulations, as well as certain necessary general provisions. It also provides that the new regulations shall become effective immediately.

- (b) "agriculture" means the production on a farm or field crops, fruits, vegetables, honey, poultry, eggs, livestock, milk, butter or cheese;
- (c) "Associate Director" means an Associate Director of National Selective Service appointed under these regulations;
- (d) "Board" means a Mobilization Board established under the National Selective Service Mobilization Regulations and, with reference to any man, means the Board established for the Division in which he resides;
- (e) "dependent", when used with respect to any person, means some other person dependent for support on the income earned by such person in a business, occupation or employment;
- (f) "Director" means the Director of National Selective Service appointed under these regulations;
- (g) "Division" means a Division established by or pursuant to the National Selective Service Mobilization Regulations;
- (h) to "lay off" means to cease for a period to make use of the services of an employee under circumstances which relieve the employer from remunerating the employee in respect of such period;
- (i) "local office" means an Employment and Selective Service Office, formerly an Employment and Claims Office established by the Unemployment Insurance Commission, or any other office designated by the Minister as a local office for the purpose of these regulations; and in respect of any person, means the nearest local office to the place where he carries on business or is employed or, if he is not in business or employed, to the place where he resides;
- (j) "Minister" means the Minister of Labour;
- (k) "national" includes subject or citizen;
- (l) "peace officer" has the same meaning as in the Criminal Code;

- (m) "person employed in agriculture" means, except in section two hundred, a person who, on the twenty-third day of March, nineteen hundred and forty-two, was wholly or mainly employed or occupied in agriculture and includes any person who, on the said day, was employed or occupied on seasonal work in a primary industry and whose last employment or occupation immediately prior to such employment or occupation in a primary industry was wholly or mainly in agriculture.
- (n) "prescribed" means prescribed by the Minister;
- (o) "primary industry" means lumbering, logging, forestry, fishing and trapping;
- (p) "publish" means to communicate to any person or persons by any means whatsoever;
- (q) "Selective Service Officer" means a National Selective Service Officer appointed under these regulations and in respect of any person means a Selective Service Officer for the area in which such person carries on business or is employed, or if he is not in business or employed, for the area in which he resides;
- (r) "technical person" means a person described in Schedule "A";
- (s) a reference to a section, part or schedule by number only shall be a reference to such section, part or schedule in these regulations;
- (t) words importing the masculine gender include corporations as well as females; and
- (u) "year" means a year commencing on the first day of a month of January.

PART I

General

100. The Minister shall carry out the policies of the Government of Canada with reference to the utilization of manpower in the prosecution of the war by the voluntary placement of labour, if that is practical, and shall only exercise the powers of compulsion vested in him by these regulations when, in his opinion, such action is necessary to carry out the policies of the Government.

101. For the purpose of carrying out the policies of the Government, the Minister shall

- (a) maintain and operate an employment service in Canada;
- (b) take such steps as may be necessary to ensure the most efficient use of manpower by employers other than His Majesty in right of Canada;
- (c) make such surveys of the manpower resources and needs of Canada as he deems necessary;
- (d) after consultation with the armed services of Canada and the departments and agencies of the Government of Canada whose activities affect or relate to the demand for and the supply of manpower, recommend to each of them such action as, in his opinion, is necessary to co-ordinate such activities and carry out the policies of the Government; and
- (e) after consultation with the armed services of Canada and the departments and agencies of the Government of Canada whose activities affect or relate to the demand for and the supply of manpower, recommend to the Governor in Council

such action as, in his opinion, is necessary to co-ordinate activities of the armed services of Canada and of departments and agencies of the Government of Canada which affect the demand for or the supply of manpower and such further action as is necessary to achieve the manpower objectives laid down by the Government.

PART II

CIVILIAN EMPLOYMENT

Interpretation

200. (1) In this part, unless the context otherwise requires:

- (a) "court of referees" means a court of referees constituted under section fifty-three of The Unemployment Insurance Act, 1940.
- (b) "employee" means any person who has attained his sixteenth birthday and has not attained his sixty-fifth birthday and who is employed under a contract of service or apprenticeship, written or oral, expressed or implied; includes any person or group or class of persons not employed under a contract of service or apprenticeship when the Minister declares such person or group or class of persons to be an employee for the purposes of this part; but does not include—
 - (i) any person employed by His Majesty in right of any province;
 - (ii) any member of His Majesty's Naval, Military or Air Forces;
 - (iii) any person employed in agriculture, fishing, fish processing, hunting or trapping;
 - (iv) any technical person;
 - (v) any minister, priest or clergyman authorized to perform the marriage ceremony;
 - (vi) any registered nurse, any person undergoing training to become a nurse or any practical nurse in a private home;
 - (vii) any teacher in a school, college or university which, in the opinion of the Minister, is not carried on for gain;
 - (viii) any female person employed in domestic service in a private home where not more than one servant is employed;
 - (ix) any student when employed only after day classes or on holidays during the school or college term but not when employed during the long summer vacation;
 - (x) any person in respect of part-time subsidiary employment which is not his principal means of livelihood;
 - (xi) any person in respect of casual or irregular employment for not more than three days in any calendar week for the same employer.
- (c) "employer" means any person having one or more persons in his employ and includes His Majesty in right of Canada; any person acting on behalf of an employer, and in the case of a corporation which is an employer, any officer of the corporation;
- (d) "notice of separation" means a notice given by an employer or employee pursuant to section two hundred and two or a similar notice given under The National Selective Service Regulations, 1942;

- (e) "permit to seek employment" means a permit furnished by a Selective Service Officer pursuant to section two hundred and four or a similar permit furnished under The National Selective Service Regulations, 1942; and
- (f) "urban municipality" means an urban municipality whose population exceeds five thousand.

Supply and Demand

201. (1) When a person ascertains that he requires or will require to engage an employee or that he will be laying off or discharging an employee, he shall forthwith notify the local office of such requirement or supply the local office with such information as to the employee to be laid off or discharged as may be prescribed.

(2) Any person who has attained his sixteenth birthday and has not attained his sixtieth birthday and who, for a period of seven consecutive days, has been unemployed or not gainfully occupied shall, unless he is

- (a) a technical person, or
 (b) a school, college or university student, forthwith register with the local office and supply such information as may be prescribed.

(3) No person shall have in his employment more persons of any particular qualifications than are reasonably necessary for his immediate needs without notifying the local office that the persons whose services are not immediately necessary are available for employment.

Separation from Employment

202. (1) No employer shall lay off or terminate the employment of an employee without giving him in prescribed form in duplicate

- (a) seven days' notice of separation exclusive of the day on which the notice is given, or
 (b) such shorter notice as the Selective Service Officer allows,

unless

- (i) the employee is employed on building construction work,
 (ii) the employee has been in his employment for a period of less than one month,
 (iii) by reason of weather conditions or by reason of fire, explosion or other calamity, the employee's services cannot be utilized, or
 (iv) the employee has refused to accept a transfer under a collective labour agreement or practice in the industry in accordance with which employees have agreed or are accustomed to transfer from their usual employment to alternative employment with the same employer at a lower rate of remuneration.
- (2) Where
- (a) an employee is employed on building construction work,
 (b) an employee has been in an employer's employment for a period of less than one month,
 (c) by reason of weather conditions or by reason of fire, explosion or other calamity, an employee's services cannot be utilized, or
 (d) an employee has refused to accept a transfer under a collective labour agreement or practice in the industry in accordance with which employees have

agreed or are accustomed to transfer from their usual employment to alternative employment with the same employer at a lower rate of remuneration,

the employer shall give him notice of separation in prescribed form in duplicate before laying him off or terminating his employment.

(3) Except to undergo alternative service under the National Selective Service Mobilization Regulations or to enter service in His Majesty's Canadian armed forces, no employee shall terminate his employment without giving to his employer in prescribed form in triplicate

- (a) seven days' notice of separation exclusive of the day on which such notice is given, or
 (b) such shorter notice as the Selective Service Officer allows,

unless he is employed on building construction work or has been in the employment for a period of less than one month, in which event he shall give his employer notice of separation in prescribed form in triplicate before terminating his employment.

(4) The Selective Service Officer may, in accordance with principles and directions set out in instructions given by the Minister, allow an employer to give less than seven days' notice under this section; and without limiting the generality of the foregoing, he may do so if he is satisfied

- (a) that it is impossible by reason of
- (i) the absence from work of another employee or group of employees,
 (ii) a power shortage,
 (iii) conditions which might jeopardize the health of the employee,
 (iv) a shortage of materials, or
 (v) a breakdown of machinery, to give the seven days' notice before the employee's services become unnecessary and that the circumstances making it impossible was, in the opinion of the Selective Service Officer, beyond the employer's control; and
- (b) that the employer cannot use the employee's services in alternative employment;

but when the services are made unnecessary by reason of a shortage of materials or a breakdown of machinery he may not allow the employer to give less than two days' notice.

(5) Where an employer applies for a reduction in the seven days' notice affecting an employee who is a member of a trade union and such employer and the trade union have a collective labour agreement, the Selective Service Officer shall consult with the authorized representatives of the trade union before making his decision.

(6) Every employer shall, on request, furnish an employee with an adequate supply of forms containing the prescribed notice of separation.

(7) Where an employer gives an employee notice of separation under this part the employee shall forthwith acknowledge receipt thereof by signing one copy in the prescribed place and return such copy to the employer.

(8) Where an employee gives an employer notice of separation under this part, the employer shall forthwith acknowledge receipt thereof by signing one copy in the prescribed place and return such copy to the employee.

(9) Every employer who gives or receives a notice of separation under this part shall retain one copy thereof and shall, within forty-eight

hours of giving or receiving such notice, deliver a copy thereof to the local office.

(10) The provisions of this part with respect to the giving of notice of separation shall not supersede any law, statutory or otherwise, requiring a longer notice.

(11) No employer or employee shall be bound by this section insofar as it is inconsistent with any right or privilege of the employer or employee, as the case may be, under an existing collective labour agreement which was entered into prior to the first day of September, nineteen hundred and forty-two.

203. (1) Where an employer is of opinion that an employee is guilty of serious misconduct he may give him notice of separation pursuant to section two hundred and two and suspend him from duty forthwith.

(2) An employee may, within seven days of being suspended for serious misconduct, exclusive of the day on which he was suspended, apply in writing to the Selective Service Officer to review such suspension; and, if he does not make such an application, his employment shall be deemed to have terminated when he was suspended.

(3) Where an employee is a member of an association with which his employer has entered into a collective labour agreement which provides for review of a suspension of a member of the association from work, he may not apply under this section to the Selective Service Officer to review a suspension notwithstanding subsection two of this section.

(4) If, upon reviewing a suspension for serious misconduct, a Selective Service Officer finds that the employee was guilty of serious misconduct, the employee's employment shall be deemed to have terminated when he was suspended but if, upon such review, the Selective Service Officer finds that the employee was not guilty of serious misconduct, the employer shall reinstate the employee with full pay from the time the application for review was made and the notice of separation given prior to the suspension shall be of no effect.

Permits to Seek Employment

204. (1) The Selective Service Officer shall, on request, furnish a permit to seek employment in prescribed form to any employee who presents a notice of separation signed by his employer or to any person other than an employee, and he may, in accordance with principles and directions set out in instructions given by the Minister, insert therein restrictions as to

- (a) the place where employment may be obtained thereunder,
- (b) the employer from whom employment may be obtained thereunder,
- (c) the nature of the employment which may be obtained thereunder, or
- (d) the duration of the employment which may be obtained thereunder.

(2) The Selective Service Officer may, at any time, in accordance with principles and directions set out in instructions given by the Minister,

- (a) cancel a permit to seek employment by notice in writing to the employer and employee effective upon or after the expiration of seven days from the day such notices are mailed, or
- (b) extend the period of employment fixed by a permit to seek employment.

205. (1) Neither an employer nor a person acting or pretending to act on behalf of an employer shall

- (a) interview any person with regard to employment as an employee,
- (b) solicit any person to enter into employment as an employee,
- (c) offer any person employment as an employee, or
- (d) take any person into employment as an employee,

unless such person presents to him in duplicate a permit from the Selective Service Officer to seek such employment.

(2) No person shall apply for, accept or enter employment as an employee, unless he has obtained from the Selective Service Officer a permit to seek such employment.

(3) No permit to seek employment is necessary for the re-employment of an employee by an employer,

- (a) within fourteen consecutive days from the day on which the employee was last employed by the employer,
- (b) at the termination of a period of sickness or disability which occasioned the termination of a previous employment of the employee by the employer,
- (c) at the termination of a stoppage of work which resulted from an industrial dispute and terminated the employee's previous employment by the employer,
- (d) pursuant to a collective labour agreement providing preference in re-employment according to service or seniority, or
- (e) upon reinstatement in employment pursuant to this part or The Reinstatement in Civil Employment Act, 1942,

but in any such case, the employer shall, within forty-eight hours of the commencement of such re-employment, deliver notice of such re-employment in prescribed form to the local office.

(4) Where an employer takes an employee into employment, he shall, unless it is a case of re-employment under subsection three of this section,

- (a) record the prescribed particulars of the employment on both copies of the permit to seek employment presented to him by the employee,
- (b) retain one copy of the permit to seek employment on file, and
- (c) within forty-eight hours of taking the employee into his employment, deliver the other copy of the permit to the local office.

206. (1) No employer shall during any day retain in his employment an employee who was, contrary to law, taken into employment without having obtained and presented a permit to seek such employment.

(2) No employer shall retain an employee in his employment during any day if the permit to seek employment pursuant to which he took the employee into his employment has been cancelled pursuant to these or any other regulations or during any day after the period of employment authorized thereby expires.

(3) No employee shall, during any day, remain in any employment which he, contrary to law, entered without having obtained a permit to seek employment.

(4) No employee shall remain in any employment during any day if the permit to seek employment pursuant to which he entered such employment has been cancelled pursuant to

these or any other regulations or during any day after the period of employment authorized thereby expires.

Agricultural Employment

207. (1) No person employed in agriculture shall enter or remain during any day in employment outside agriculture except

- (a) active service in His Majesty's Canadian armed forces, or
- (b) seasonal or temporary employment outside an urban municipality for not more than sixty days in any year when such employment does not interfere with agricultural production,

unless he has first obtained from the Selective Service Officer a permit in prescribed form to enter or remain in such employment.

(2) No person shall take a person employed in agriculture into employment outside agriculture, or retain during any day a person employed in agriculture in employment outside agriculture except

- (a) active service in His Majesty's Canadian armed forces, or
- (b) seasonal or temporary employment outside an urban municipality for not more than sixty days in any year when such employment does not interfere with agricultural production,

unless such person presents to him a permit obtained from the Selective Service Officer in prescribed form to accept or remain in such employment.

(3) The Selective Service Officer on request may, in accordance with principles and directions set out in instructions given by the Minister, furnish a permit to a person employed in agriculture to enter or remain in employment outside agriculture and insert therein restrictions as to

- (a) the place where employment may be obtained thereunder;
- (b) the employment which may be obtained or retained thereunder;
- (c) the nature of the employment which may be obtained thereunder; or
- (d) the duration of the employment which may be obtained or retained thereunder.

(4) The Selective Service Officer may, at any time, in accordance with principles and directions set out in instructions given by the Minister,

- (a) cancel a permit furnished under this section by notice in writing to the employer and employee effective upon or after the expiration of seven days from the day such notice is mailed; or
- (b) extend the period of employment fixed by such a permit.

(5) No person shall retain a person employed in agriculture in his employment during any day if the permit pursuant to which he took the person employed in agriculture into his employment, or retained him in his employment, has been cancelled pursuant to this section or during any day after the period of employment fixed thereby expires.

(6) No person employed in agriculture shall remain in any employment during any day if the permit pursuant to which he entered such employment, or remained in such employment, has been cancelled pursuant to this section or during any day after the period of employment authorized thereby expires.

Advertisements

208. (1) No person shall publish an advertisement offering employment as an employee or seeking employment as an employee except pursuant to and in accordance with a permit obtained from the Selective Service Officer.

(2) Where an application is made to a Selective Service Officer for a permit to advertise under this section, the Selective Service Officer may, in accordance with principles and directions set out in instructions given by the Minister,

- (a) refuse the permit,
- (b) grant the permit subject to such conditions as he deems proper, or
- (c) with the applicant's consent, make such arrangements at the applicant's expense, as he deems proper.

Control of Employment

209. (1) A Selective Service Officer may, in accordance with principles and directions set out in instructions given by the Minister, by order in writing direct any person,

- (a) to report for interview at a local office at a time which will not interfere with his work or occupation; if any;
- (b) if the person is unemployed or not gainfully occupied, to apply forthwith for specified employment which, in the opinion of the Selective Service Officer, is suitable and to accept the employment when it is offered to him; or
- (c) if, for more than two consecutive weeks, the person has not been gainfully occupied during normal full time, to apply, within seven days from the time when the direction is given, for specified full time employment which, in the opinion of the Selective Service Officer, is suitable and to accept the employment when it is offered to him,

and every person to whom any such direction is given shall comply with the direction.

(2) An employee shall, for the purpose of this section, be deemed to be unemployed on the termination of a period of seven days from the day his employer gives him a notice of separation or he gives his employer a notice of separation.

(3) When a Selective Service Officer directs an employed person to accept employment under this section, he shall send a copy of the order to such person's employer.

(4) In deciding whether employment is suitable for a person, a Selective Service Officer shall consider such factors as he deems relevant including the person's physical condition, training, experience, prior earnings and personal responsibilities and the distance of the employment from his residence; and he shall not consider employment to be suitable if the wages are lower, or the conditions of work are less favourable, than either those fixed by collective agreement for the place where the work is to be performed or, if there is no such agreement, those observed by good employers.

(5) When a Selective Service Officer directs a person under this section to accept employment which necessitates changing his place of residence, he shall, in accordance with principles and directions set out in instructions given by the Minister, provide such person with financial assistance under section two hundred and twelve.

(6) Where a person accepts employment pursuant to a direction given under this section

he shall not terminate the employment or cease to perform his duties in the employment, nor shall his employer terminate the employment or lay him off, within six months from the day he enters the employment, without a written permit from the Selective Service Officer.

210. (1) When, after having, in his opinion, given all interested persons an opportunity to be heard, the Minister is of opinion that an employed person to whom The National Selective Service Mobilization Regulations apply and who belongs to an age class or part of an age class which has been designated by proclamation for the purpose of the said regulations can contribute more effectively to the prosecution of the war in employment other than that in which he is employed, the Minister may by order require the employer of such person forthwith to give such person two weeks' notice that his employment will be terminated.

(2) When the Minister has made an order under subsection one of this section, the Selective Service Officer may, after the expiration of the two-week period, by order in writing require the person whose employment is so terminated to apply forthwith for specified employment which, in the opinion of the Selective Service Officer, is suitable and to accept the employment when it is offered to him; and subsections three, five and six of section two hundred and nine shall apply *mutatis mutandis* as if enacted in this section.

(3) Within forty-eight hours of receiving an order from the Minister under this section, the employer shall give the notice therein required to be given and inform the local office as to the time when it was given.

(4) For the purposes of this section, "employer" shall include every person having any other person in his employ and "Minister" includes any senior officer appointed under these regulations and designated by the Minister to exercise the powers conferred on him by this section.

211. Where in the opinion of a Selective Service Officer, it is in the national interest that an employed person take employment other than that in which he is employed, the Selective Service Officer may request him to accept such employment at the expiration of seven consecutive days from service on his employer, either personally or by registered post, of a notice that such request is made pursuant to these regulations; and the person to whom such request is made may accept such employment at the expiration of such time notwithstanding his contract of employment or any law, statutory or otherwise, to the contrary.

Supplementary Allowances

212. (1) Where a Selective Service Officer has directed or requested a person to take employment and deems it necessary for the efficient placement of workers he may, in accordance with principles and directions set out in instructions given by the Minister

- (a) advance such person an amount not exceeding his necessary travelling expenses from the place where he was when he was requested to take the employment to the place of employment;
- (b) advance such person an amount not exceeding his necessary travelling expenses from the place of employment to the place where he was when he was requested to take the employment or to a place equidistant from the employment;
- (c) if, in his opinion, it is necessary to move such person's dependents, advance him

an amount not exceeding the necessary travelling expenses for his dependents and other necessary expenses arising out of his change of residence; and

- (d) pay him an amount substantially equivalent to the remuneration which, in the Selective Service Officer's opinion, he would receive from such employment during the period equal to the time necessarily spent travelling to the place of employment.

(2) A person to whom an advance is made under subsection one of this section shall repay the amount thereof to the Crown upon demand but he shall be deemed to have repaid to the Crown in respect of such advance five dollars for each week during which he remains in the employment which he accepted on the direction or at the request of the Selective Service Officer; and if he remains in the employment for the period which he was, pursuant to this part, directed or requested to remain, or if, for reasons beyond his control, he does not enter the employment which he was directed or requested to take, he shall be deemed to have repaid the full amount of the advance.

(3) Where a Selective Service Officer directs or requests a person to take employment which involves a change of residence and requires him to be separated from his dependents, and the earnings from the employment are not, in the opinion of the Selective Service Officer, sufficient to compensate him for the increased cost of living occasioned by the separation, the Selective Service Officer may, in accordance with principles and directions set out in instructions from the Minister, pay him a supplementary living allowance not exceeding five dollars for each week he is in such employment;

(4) Where a Selective Service Officer has, under this part, directed or requested on employed person to take employment at a lower rate of remuneration than he is receiving, the Minister may pay him or authorize the employer notwithstanding the Wartime Wages Control Order to pay him, a supplementary allowance not exceeding five dollars for each week he remains in the employment.

(5) Where a Selective Service Officer directs or requests a person to take employment, he may, in accordance with principles and directions set out in instructions from the Minister, advance him an amount not exceeding fifteen dollars to defray living expenses during the first week of employment, and the person to whom such advance is made shall repay the amount thereof to the Selective Service Officer within forty-eight hours from receiving his first normal wages or salary from the employment or within such further period as the Selective Service Officer may allow.

(6) Payments under subsections three and four of this section may be made to the person to whom the supplementary allowance is granted or to his employer on his behalf; and where any such payment is made to an employer, the employer shall pay it to the person to whom the supplementary allowance is granted within one month from the receipt thereof.

(7) Where an advance is made under subsection one of this section for travelling expenses, the Selective Service Officer may pay the amount thereof or any part thereof to a transportation company in payment of transportation for the person to whom the advance is made.

Reinstatement

213. (1) Where a Selective Service Officer directs or requests an employed person to accept other employment under this part and notifies the employed person's employer that such direction or request is made pursuant to these regulations and the employed person thereupon accepts such employment, the provisions of The Reinstatement in Civil Employment Act, 1942, shall apply *mutatis mutandis* to the reinstatement of such person upon the termination of the work which he has been directed or requested to accept.

(2) Where a person terminates the employment of another person pursuant to an order made under these regulations, the provisions of The Reinstatement in Civil Employment Act, 1942, shall apply *mutatis mutandis* to the reinstatement of the person whose employment has been terminated when the Minister certifies that such person is no longer required for other work.

Appeals

214. (1) Where the Minister makes an order under section two hundred and ten or a Selective Service Officer refuses to grant or cancels a permit, or makes an order, direction or ruling under this part, a person affected thereby, or a representative of a trade union or similar organization to which a person affected thereby belongs, may appeal therefrom to a court of referees by a notice in writing containing a statement of the grounds of the appeal filed in the local office within seven days from the time when the permit was refused or cancelled or the order, direction or ruling was made.

(2) The members of the court of referees to which an appeal is referred shall be chosen in the same manner as in the case of an appeal to a court of referees under The Unemployment Insurance Act, 1940.

(3) The court of referees to which an appeal is referred shall consider and determine the appeal as soon as possible after receipt of the notice of appeal and its decision thereon shall be final and conclusive.

(4) An appeal may, with the consent of the appellant but not otherwise, be proceeded with in the absence of any member or members of the Court other than the chairman.

(5) No person shall be a member of a court of referees during the consideration of an appeal.

(a) in which he is or may be directly interested;

(b) in which he is or has been a representative of the appellant or other interested person; or

(c) in which he has taken any part either as a witness or otherwise.

(6) The appellant when filing his notice of appeal may apply, by notice in writing filed in the local office, for a hearing; and the chairman of a court of referees may refuse an application for a hearing or he may, whether or not an application for a hearing has been made, direct that there shall be a hearing.

(7) If the number of members of the court of referees is an even number, the chairman shall have a second or casting vote.

(8) The procedure on a hearing shall be determined by the chairman of the court of referees.

(9) A court of referees shall not decide an appeal until a reasonable opportunity has been given to the claimant to make any representa-

tions which he desires the Court to consider in making its decision; and in any case where a hearing has not been directed, the claimant shall be given an opportunity of making representations to the court of referees in writing and if he fails to do so, he shall be deemed to have had such reasonable opportunity.

(10) Any person who appears before a court of referees shall do so at his own expense.

(11) The Minister may publish a decision of the court of referees if and as he deems proper.

(12) For the purposes of remuneration, a court of referees functioning under this part shall be deemed to be functioning under the unemployment Insurance Act, 1940.

PART III

TECHNICAL PERSONNEL

Interpretation

300. In this part unless the context otherwise requires

- (a) "employer" includes His Majesty in right of Canada and in right of any province;
- (b) "essential work" means work which is, in the opinion of the Minister, essential to the efficient prosecution of the war;
- (c) "minister" includes any person designated by the Minister to act on his behalf under this Part;
- (d) "science student" means a male person who has registered at a university as a full-time student during all or part of the academic year for a course the successful completion of which, in the opinion of the Minister, will qualify the person as a technical person; and
- (e) "University" means any person or group of persons, including His Majesty in right of any province, administering or operating a university or college which is, in the opinion of the Minister, properly equipped and staffed to train persons to be technical persons.

Supply and Demand

301. (1) When a person ascertains that he requires or will require to engage a technical person or that he will be laying off or discharging a technical person, and when a person discharges or lays off a technical person, he shall forthwith supply the Minister at Ottawa with such information as to his requirements or the technical person discharged or laid off or to be discharged or laid off as may be prescribed.

(2) When a technical person desires to obtain new employment or is, or knows that he is going to be, unemployed or not gainfully occupied full time on work of a kind for which he is especially qualified, he shall forthwith supply the Minister at Ottawa with such information as may be prescribed.

Control of Employment

302. (1) No person shall, without the approval of the Minister, enter into a contract or arrangement for the services of a technical person except a contract or arrangement in respect of part-time subsidiary employment which is not the technical person's principal means of livelihood.

(2) No person shall make use of the services of a technical person during any day and no person shall pay any remuneration or salary to a technical person in respect of any day if the

employment or arrangement under which he is employed came into operation without the approval required by these regulations or any other regulation.

Employment Changes

303. (1) Where, in the opinion of the Minister, any technical person, other than a member of His Majesty's Canadian armed forces, is capable of contributing more effectively to the war effort in essential work other than that, if any, upon which he is engaged, the Minister may request him to take employment in such work and notify his employer of such request.

(2) Where a technical person agrees to accept work pursuant to a request by the Minister under this section, the employer of the technical person may make representations in writing to the Minister at Ottawa but if the Minister does not withdraw his request within thirty days from the day notice thereof is sent by registered mail to the employer at his place of business, the employer's employment of such person shall be terminated at the end of such period.

(3) Where a technical person enters employment on work which is, in the opinion of the Minister, essential work and the Minister notifies the employer by whom the technical person was employed immediately before entering such employment that he approves the arrangements for such employment, the technical person shall be deemed to have entered into the employment at the request of the Minister.

Reinstatement

304. (1) Where a technical person has entered employment on essential work at the request of the Minister, the employer by whom he was employed immediately before entering the employment on such work shall reinstate him at the termination of his employment on the essential work in a position and under circumstances not less favourable than the position which he would have held and the circumstances which would have been applicable to him had he not entered such employment.

(2) No person is required, by reason of subsection one of this section, to reinstate a former employee who entered employment in essential work at the request of the Minister if

- (a) the former employee does not, within two weeks from the termination of his employment on essential work, apply to the employer for reinstatement;
- (b) the former employee fails without reasonable excuse to present himself for employment at a time and place notified to him by the employer after his request for reinstatement;
- (c) by reason of a change of circumstances, other than the employment of some person to replace him, it is not reasonably practicable to reinstate him;
- (d) his reinstatement in a position and under conditions not less favourable to him than the position which he would have held and the circumstances which would have been applicable to him had he not undertaken the essential work is impracticable and the employee refuses, within a reasonable time, to accept the most favourable position under the most favourable conditions in which it is reasonably practicable for the employer to reinstate him;
- (e) the former employee is physically or mentally incapable of performing the work available in the employer's service; or

(f) the former employee was originally employed to replace a person who had been accepted for service in His Majesty's Forces or to replace a person who entered employment in essential work at the request of the Minister.

(3) Where an employer has reinstated a technical person pursuant to this section, he shall not discharge him or lay him off without reasonable cause; and if he discharges him or lays him off within six months of the reinstatement, the onus shall be on the employer to prove that he had reasonable cause for so doing.

(4) Where an employer has entered into an agreement with his employees, some or all of whom are technical persons, that he will re-employ employees who leave his employment for employment in essential work, such agreement shall continue in force to the extent that it is not less advantageous to an employee than this section.

(5) No person is, by reason of this section, relieved of any obligation under a collective or other agreement.

(6) Where a person fails to reinstate a technical person who entered employment on essential work at the request of the Minister as required by this section or, contrary to this section, discharges or lays off a technical person without reasonable cause, he shall pay to the technical person an amount equal to three months' remuneration at the rate at which the technical person was being remunerated immediately prior to entering employment on essential work at the request of the Minister and, if he does not do so, the technical person may recover such amount as a debt in any court of competent jurisdiction.

University Science Students

305. (1) The armed forces of Canada, the departments and agencies of the governments of Canada and of the provinces of Canada, and all other persons employing technical persons from time to time, at the request of the Minister, shall supply him with such information as he may specify with reference to their present or future requirements of technical persons for essential work.

(2) Every university, from time to time, shall supply the Minister with such information as he may require with reference to science students registered with the university.

(3) If at any time, in the opinion of the Minister, the number of science students in the universities should be increased, he shall recommend to the universities the steps which ought to be taken to train the necessary number of technical persons.

306. (1) Before a person is permitted to commence or continue work as a science student he shall make a declaration in a form prescribed by the Minister indicating whether he wishes to volunteer for service in the armed forces of Canada as a technical officer.

(2) Every university, from time to time, shall at the request of the Minister, supply him with a list of the names of the science students who wish to volunteer for service in the armed forces as technical officers; and the Minister shall from time to time select therefrom the names of persons who, in his opinion, will fulfil the requirements of each branch of the armed forces and shall submit lists of such names for the consideration of the various branches of the armed forces.

(3) Every science student shall submit to such medical examination as the Department of National Defence may from time to time require.

307. (1) If at any time, the number of science students who wish to volunteer for service in the armed forces as technical officers is not adequate, in the opinion of the Minister, after consultation with the armed services of Canada and the departments and agencies of the Government of Canada whose activities affect or relate to the demand for and the supply of manpower, he may request any science student to accept such status in the reserve army and undergo such military studies and duties, whether during the academic year or not, as he may specify.

(2) No university shall retain any person in the university as a science student if such person refuses to accept status in the reserve army or to undergo military studies and duties as requested by the Minister pursuant to this section.

308. The Department of National Defence and the Department of Munitions and Supply shall provide such facilities for the training of science students as the Minister may from time to time require.

309. Every person who completes a course as a science student at a university and does not volunteer for service in the armed forces of Canada shall accept employment in such essential work as the Minister may require and remain in such employment during each day the Minister so requires.

310. No person, whether acting or pretending to act on behalf of any of the armed forces or any department or agency of government or not, shall

- (a) interview any science student, either before or after graduation, with regard to any employment, office or position;
- (b) solicit any science student, either before or after graduation, to enter any employment or to accept any office or position;
- (c) offer any science student, either before or after graduation, any employment, office or position; or
- (d) take any science student, either before or after graduation, into any employment or give him any office or position; except by or with the consent of the Minister.

PART IV

LABOUR EXIT PERMITS

400. No person who has attained his sixteenth birthday shall leave Canada with the intention of seeking or entering into employment outside Canada except pursuant to a Labour Exit Permit in prescribed form issued to him by a Selective Service Officer, unless such person is

- (a) leaving Canada to take employment in the service of the Government of Canada, the Government of a province of Canada, or the Government of any other country;
- (b) not a Canadian national and is proceeding to a country of which he is a national;
- (c) permanently resident in a country other than Canada, and is proceeding to such country or on transit through Canada to some other country;
- (d) a member of a dramatic, artistic, athletic or spectacular organization leaving Canada temporarily for the purpose of giving public performances or exhibitions of an entertaining or instructive character;
- (e) an actor, artist, lecturer, journalist,

priest, minister of religion, author, lawyer, physician, professor of a recognized educational institution, accredited representative of an international trade union, commercial traveller or undertaker, leaving Canada for the temporary exercise of his calling or office;

- (f) an officer or seaman proceeding to join a vessel in a United States port pursuant to authorization issued by or on behalf of the Director of Merchant Seamen;
- (g) the wife of a man who is leaving Canada pursuant to a Labour Exit Permit or who is exempt from obtaining a Labour Exit Permit; or
- (h) a farm labourer going to the United States for seasonal work under an arrangement between the Governments of Canada and the United States.

401. (1) A Selective Service Officer may, in accordance with principles and directions set out in instructions from the Minister, grant a Labour Exit Permit in prescribed form, either for a limited period of absence from Canada or for an indefinite period, to a person desiring to leave Canada to take employment or seek employment outside Canada, but no such permit shall be granted to a male British subject unless he has been authorized in writing by the chairman of the Board to leave Canada if he is prohibited by the National Selective Service Mobilization Regulations from leaving Canada without such authorization.

(2) The Selective Service Officer may, from time to time, in accordance with principles and directions set out in instructions from the Minister, renew a Labour Exit Permit which has been granted for a limited period.

(3) Labour Exit Permits shall not be valid for departure from Canada after the last day fixed therein for such departure.

(4) Where a Labour Exit Permit is endorsed with the words "right to cancel this permit is reserved", the holder shall, if the Minister cancels the permit, return to Canada within such period as the Minister may fix.

(5) Where any Labour Exit Permit is granted for a limited period of absence from Canada, the holder shall return to Canada before the expiration of such period or the expiration of an extension of such period set out in a renewal of the permit.

402. An application for a Labour Exit Permit shall be in prescribed form and no person shall give false or misleading information in such application.

403. No person shall, without lawful reason or excuse, the proof of which shall lie upon him, have in his possession

- (i) a Labour Exit Permit or document purporting to be such permit, which permit or document was not lawfully issued to him pursuant to this order; or
- (ii) a blank form of Labour Exit Permit or printed form purporting to be such blank form of permit.

404. No person shall, without lawful excuse, the proof of which shall lie upon him, print or make a Labour Exit Permit or any printed paper purporting to be a blank form of Labour Exit Permit.

405. Any person leaving or attempting to leave Canada may be accosted by a peace officer, an immigration, customs or excise officer, or any other person authorized by the Minister to exercise the powers conferred by this sec-

tion; and if, upon being so accosted such person fails to establish to the satisfaction of the person so accosting him that a Labour Exit Permit has been granted to him to leave Canada at that time or that he is not required by these regulations to have a Labour Exit Permit to leave Canada, any peace officer, any immigration, customs or excise officer, or any other person so authorized by the Minister, is justified in using such force as may be necessary to prevent such person leaving Canada.

PART V

ADMINISTRATION

500. (1) The Minister shall administer and enforce these regulations.

(2) There shall be an officer in the Department of Labour who shall be appointed by the Governor in Council, shall be called the Director of National Selective Service and shall hold office during pleasure.

(3) The Governor in Council may appoint such Associate Directors of National Selective Service as he deems necessary to assist in the administration and enforcement of these regulations.

(4) The Minister may appoint officers who shall be called National Selective Service Officers and he may designate the areas in which they shall perform their duties.

(5) Such other officers, clerks and servants as are necessary for the administration and enforcement of these regulations shall be appointed in the manner provided by law.

501. There shall be a National Selective Service Advisory Board of which the Minister and his deputy shall be chairman and vice-chairman, respectively, and which shall consist of the members of the Inter-Departmental Committee on Labour Co-ordination, established by Order in Council P.C. 5886 dated the twenty-second day of October nineteen hundred and forty-two, members of the National War Labour Board established by the Wartime Wages Control Order and such other persons as the Minister may designate, to advise the Minister with reference to the utilization of manpower in the prosecution of the war and the administration and enforcement of these regulations.

502. The Governor in Council shall determine the remuneration to be paid to the Director and Associate Directors, and the remuneration to be paid to such other officers, clerks, and employees as may be appointed under these regulations shall be determined in the manner provided by law.

503. The Minister may, in the manner provided by law, establish at any place in Canada such office or offices as are required for the administration of these regulations and may provide therefor the necessary accommodation, stationery, equipment and telephones.

504. The Minister may incur all expenses reasonably necessary for the proper administration and enforcement of these regulations and the cost thereof, including the remuneration of all officers and servants of the branch, shall be paid out of moneys provided for the purpose.

Minister's Powers

505. The Minister may—

- (a) prescribe anything which under these regulations is to be prescribed;
- (b) prescribe such forms as he considers necessary for the administration of these regulations;

(c) prescribe the manner in which notices delivered pursuant to these regulations must be executed;

(d) revoke, cancel or vary any instruction, order, direction or form made or prescribed pursuant to these regulations;

(e) for the purpose of acquiring general or specific knowledge with reference to any person or group or class of persons or the manpower situation in Canada or any part of Canada, require, by order, that any person or group or class of persons complete and return to him such returns of information as he may specify or report at such place and at such time as he may specify and complete such forms and give such information in such manner as he may specify;

(f) in consultation with the Department of Munitions and Supply and the Wartime Prices and Trade Board, classify, in such manner as he deems expedient, occupations, industries, firms or establishments according to essentiality in the prosecution of the war;

(g) by order, exclude any person or group or class of persons from the operation of Part II or Part III or qualify any of the provisions of Part II or Part III in its application to any person or group or class of persons;

(h) by order, require any employer or group or class of employers to keep such records as he deems necessary for the administration of these regulations;

(i) notwithstanding anything in any other law or regulation publish such notices and explanations as he may deem necessary for the proper administration and enforcement of these regulations;

(j) by order, require any employer or group or class of employers or all employers to terminate the employment of every male person in their employ who fails within a time specified in the order to produce such evidence as may be specified in the order that he has not contravened the provisions of The National Selective Service Mobilization Regulations; and

(k) by order, forbid the furnishing of a permit to seek employment to any male person who fails to produce such evidence as may be specified in the order that he has not contravened provisions of the National Selective Service Mobilization Regulations.

General

506. Every person to whom any order is issued or who is required to do or abstain from doing anything by or pursuant to these regulations shall obey such order or do or abstain from doing such things as required.

507. (1) Throughout each day the Minister so requires, every Postmaster, Sheriff, Clerk of the Peace and Clerk or other officer of a Municipality shall cause to be kept posted in prominent places in his office and such other public buildings throughout his district or municipality as the Minister may specify, and in such manner as the Minister may require, copies of any order, notice or announcement under these regulations.

(2) No person shall wilfully destroy, take down, tear or deface any copy of an order, notice or announcement posted under these regulations in any office or public place.

508. No person shall make any false statement or representation for the purpose of ob-

taining any permit under these regulations or of misleading any person engaged in the administration or enforcement of these regulations.

509. (1) No person shall by means of a written or printed communication, publication or article, or by an oral communication or by public speech or utterance,

- (a) counsel or advise any other person not to comply with any of the provisions of these regulations or of a notice or order given or made pursuant thereto; or
- (b) wilfully resist or impede, or attempt wilfully to resist or impede, or persuade or induce or attempt to persuade or induce any person or group or class of persons to resist or impede the operation or enforcement of these regulations.

(2) No person shall in any manner impede or prevent or attempt to impede or prevent any other person in the performance of his duties under these regulations.

510. No person shall, with intent to evade any provision in these regulations, destroy, mutilate, deface, alter, secrete or remove any book, record, or property of any kind.

PART VI

ENFORCEMENT

600. (1) Every Selective Service Officer, and every person authorized by the Minister to act as a Selective Service Inspector, may for the purpose of enforcing these regulations

- (a) enter at all reasonable times any premises or place, other than a private dwelling house not being a workshop, where he has reasonable grounds for supposing that any person is employed;
- (b) make such examination or inquiry as may seem to him to be necessary for ascertaining whether these regulations are being complied with;
- (c) examine orally, either alone or in the presence of any other person as he thinks fit, with respect to any matter arising under these regulations, every person whom he finds in any such premises or place or whom he has reasonable cause to believe to be or to have been in employment and may require every person so examined to sign a declaration of the truth of his statements on such examination; and
- (d) exercise such other powers as, in the opinion of the Minister, are necessary for enforcing these regulations.

(2) The occupier of any premises or place, other than a private dwelling house not being a workshop, any person having other persons in his employ, the servants and agents of any such occupier or person, and any employed person shall furnish to any Selective Service Officer or Inspector all such information, and he shall produce for inspection all such books, documents, papers and records, as the Selective Service Officer or Inspector may reasonably require.

(3) Every Selective Service Officer and Selective Service Inspector shall, on applying for admission to any premises or place under this section, have in his possession and produce if so required a certificate of his appointment signed by or on behalf of the Minister.

601. For the purposes of these regulations and of any proceedings taken thereunder, any notice or other communication sent through His Majesty's mails pursuant to these regulations

shall be presumed, until the contrary is proven, to have been received by the addressee within eight clear days of the posting thereof and a certificate of such posting purporting to be signed by a Selective Service Officer shall be *prima facie* proof thereof.

602. (1) A certificate purporting to be signed by the Minister or by any person authorized to act in the Minister's place or on his behalf that anything has been done or omitted pursuant to or contrary to these regulations shall be *prima facie* proof that such thing has been done or omitted.

(2) A certificate purporting to be signed by the Minister, the Director, an Associate Director or a Selective Service Officer that he has, pursuant to these regulations, served any document or caused any document to be served shall be *prima facie* proof of the statements contained therein.

(3) A certificate purporting to be signed by the Minister or any person authorized to act in the Minister's place or on his behalf that a document is a true copy of any other document which is or has been in the possession of the Minister or any of the Officers or employees engaged in the administration or enforcement of these regulations shall be evidence of the statements contained therein and the copy shall be accorded in all courts, the same probative force as the original document or part thereof, of which it is a copy.

603. (1) Every person is a party to and guilty of an offence under these regulations who

- (a) actually commits it;
- (b) does or omits an act for the purpose of aiding any person to commit the offence;
- (c) abets any person in commission of the offence; or
- (d) counsels or procures any person to commit the offence.

(2) If several persons form a common intention to contravene any of the provisions of these regulations and to assist each other therein, each of them is a party to every offence under these regulations committed by any one of them in the prosecution of such common purpose, the commission of which offence was, or ought to have been known to be a probable consequence of the prosecution of such common purpose.

(3) Every one who counsels or procures another person to be a party to an offence under these regulations of which that person is afterwards guilty, is a party to that offence, although it may be committed in a way different from that which was counselled or suggested.

(4) If a corporation is guilty of an offence under these regulations, any officer or director of the corporation who assented to or acquiesced in the commission of the offence is a party to and guilty of the offence.

604. (1) In any prosecution under Part XV of the Criminal Code for a contravention of these regulations or of any regulations repealed by these regulations, the complaint shall be made, or the information laid, within one year from the time when the matter of the complaint or information arose.

(2) Notwithstanding the provisions of Part XV of the Criminal Code, a complaint or information in respect of any contravention of these regulations or of any regulations repealed by these regulations may be heard, tried or determined by any Police or Stipendiary Magistrate

or any Justice or Justices of the Peace if the accused is found or apprehended or is in custody within his or their territorial jurisdiction although the matter of the information or complaint did not arise within his or their territorial jurisdiction.

605. Every person who contravenes any of the provisions of these regulations is guilty of an offence, and unless some penalty is expressly provided by these regulations for such contravention, liable on summary conviction for a first offence if an individual to a penalty of not more than five hundred dollars or to imprisonment for a term not exceeding twelve months or to both such fine and such imprisonment and if a corporation to a penalty of not more than two thousand five hundred dollars, and for any subsequent offence if an individual to a penalty of not more than one thousand dollars or to imprisonment for a term not exceeding two years or to both such fine and such imprisonment and if a corporation to a penalty of not more than five thousand dollars.

606. Every person is guilty of an indictable offence and liable to a fine not exceeding five thousand dollars and not less than five hundred dollars or to imprisonment for a term not exceeding five years and not less than six months or to both such fine and such imprisonment, who corruptly

- (a) makes any offer, proposal, gift, loan or promise or gives or offers any compensation or consideration, directly or indirectly, to a person concerned in the administration or enforcement of these regulations or having any duties to perform thereunder, for the purpose of influencing such person in the performance of his duties; or
- (b) being a person concerned in the administration or enforcement of these regulations or having any duties to perform thereunder, accepts or agrees to accept or allows to be accepted by any person under his control or for his benefit any such offer, proposal, gift, loan, promise, compensation or consideration.

607. Every person who, without lawful authority or excuse, makes any document purporting to be a notice of separation, a permit to seek employment or other document issued pursuant to the provisions of these regulations, or who, without lawful authority or excuse, alters a notice of separation, a permit to seek employment or other such document in any material part or makes any material addition, either by erasure, obliteration, removal or otherwise, is guilty of an offence and liable on summary conviction to a penalty of not more than one thousand dollars or to imprisonment for a term not exceeding two years or to both such fine and such imprisonment.

PART VII

Miscellaneous

700. (1) All persons appointed by or pursuant to Order in Council P.C. 2254 dated the twenty-first day of March, nineteen hundred and forty-two, Order in Council P.C. 2301 dated the twenty-third day of March, nineteen hundred and forty-two and Order in Council P.C. 10578 dated the nineteenth day of November, nineteen hundred and forty-two who are in the employ of His Majesty when these regulations come into force, shall be deemed to have been appointed pursuant to these regulations

and the Minister shall have the control and supervision of all such persons.

(2) All officers, clerks and employees of the Department of Labour and the Unemployment Insurance Commission whose services are used in the administration or enforcement of these regulations, shall, for the purpose of these regulations, be deemed to have been appointed pursuant to these regulations.

701. If the Engineering Institute of Canada, the Canadian Institute of Mining and Metallurgy and the Canadian Institute of Chemistry consent, the Minister may utilize the Wartime Bureau of Technical Personnel, which is operated pursuant to Order in Council P.C. 780 dated the twelfth day of February, nineteen hundred and forty-one, for the administration of Part III; and in such event the said Bureau shall, without affecting the said Order in Council, be subject to the control and supervision of the Minister.

702. The Essential Work (Scientific and Technical Personnel Regulations, 1942, The Selective Service Regulations, 1942, Order in Council P.C. 1445 dated the second day of March, nineteen hundred and forty-two, Order in Council P.C. 1955 dated the thirteenth day of March, nineteen hundred and forty-two, Order in Council P.C. 2254 dated the twenty-first day of March, nineteen hundred and forty-two, The Labour Exit Permit Order, Order in Council P.C. 9466 dated the sixteenth day of October, Nineteen hundred and forty-two and the University Science Students Regulations, 1942 are revoked.

703. All proceedings taken under any Order in Council or regulation revoked by these regulations shall, so far as consistently may be, be taken up and continued under and in conformity with the provision of these regulations, if any, substituted for the regulation or Order in Council so repealed.

704. (1) All permits, consents, instructions, directions, determinations, decisions, notices and orders granted, given, served or made under any Order in Council or regulation revoked by these regulations shall, as far as applicable, be deemed to have been granted, given, served or made, *mutatis mutandis* under these regulations and all forms which have been prescribed for use under any such Order in Council or regulation shall be deemed to have been prescribed for use in similar cases under these regulations until replaced by forms prescribed by the Minister.

(2) The forms annexed to the Labour Exit Permit Order shall be deemed to have been prescribed for use under Part IV until replaced by forms prescribed by the Minister.

(3) When a Selective Service Officer has, prior to the coming into force of these regulations, made an arrangement for any payment under section twenty-five of The National Selective Service Regulations, 1942, and such payment has not been made before these regulations come into force, it may be made in accordance with such arrangement.

705. These regulations shall come into force on the 19th day of January, nineteen hundred and forty-three.

SCHEDULE "A"

1. A person who is normally engaged in the engineering profession in a consulting, technical or supervisory capacity in design, construction, manufacture, operation or maintenance and who has had a regular professional training in practice and in theory as an engineer in any of the

following branches of engineering: civil, mechanical, electrical, chemical, metallurgical and mining.

2. A production, industrial or other engineer or chemist who normally holds in an engineering works or manufacturing establishment a position of authority involving responsibility for any phase of executive management or control of any technical function.

3. A person who has obtained a degree at any Canadian or other recognized university and who is normally engaged as a teacher of engineering science, or of any branch of science at a university or technical college.

4. A person who has been trained, or who is or has been normally engaged, in the practice of any branch of the science of chemistry but not including a registered pharmacist.

5. A research scientist, that is, a person who, by training or practice, is skilled in the inde-

pendent search for new knowledge of the properties of matter or energy.

6. A person, other than a teacher, who has obtained a degree at any Canadian or other recognized university in Engineering, Chemistry, Physics, Geology, Mathematics, Architecture or in any natural science, or who is a technically qualified member of the Engineering Institute of Canada, the Canadian Institute of Chemistry, the Canadian Institute of Mining and Metallurgy, the Royal Architectural Institute of Canada or of any provincial association of professional Engineers, Chemists or Architects.

7. A person, or a group or class of persons, not in the classes described above, possessing, in the opinion of the Minister, technical qualifications and skill which are needed in essential work.

Selective Service and the Universities

Canada's Manpower Policy Reviewed by A. MacNamara, Director of National Selective Service, at Universities Conference—Relation of Universities to Manpower Situation—Resolutions Adopted.

ON January 9-10, the Canadian Universities Conference was convened in Ottawa by its president, Dr. Sidney Smith, of the University of Manitoba, to consider the relation of the universities to the manpower situation.

Addressing the Conference, Mr. A. MacNamara, Director of National Selective Service, gave a concise review of the manpower situation in Canada, and of the Government's policy towards the problem. He made particular reference to those phases that touch the universities. The text of Mr. MacNamara's address is as follows:

As university teachers and administrators you are meeting to-day to discuss manpower. I say this, without knowing your agenda and without knowing the specific problems you intend to discuss, because the universities are one of the established manpower institutions of the community. By the selection of men and women of requisite qualifications, the training of them for jobs and the education of them for life, you are engaged in developing part of the manpower resources of the country. In time of peace you may describe your functions and responsibilities in other terms, but in this time of war, as the Director of National Selective Service charged with the administration under the Minister of Labour of the manpower policy of the Government, I think it useful to call attention to this obvious aspect of your work and to greet you as colleagues working in the same field. There are many phases of our total manpower problem on which your assistance to the Government is indispensable and there are many phases of Government policy which necessarily affect or

modify your normal operations. I welcome this meeting, therefore, as one which may be helpful in contributing to the solution of some of our mutual problems.

Before turning to a brief discussion of some of the particular ways in which selective service touches the universities I should like to give a quick over-all picture of selective service organization and policy.

Nothing is easier to state than the policy of selective service. It is simply a series of arrangements by which the services of every available or potentially available worker in Canada can be utilized to the greatest possible advantage in the war effort whether in the Armed Forces, in the production of munitions and other materials of war, or in the production of essential civilian goods.

Administrative Problems

Hardly anything, however, is more difficult of administration because it involves the welfare and even the very lives of men and women. It is particularly difficult in Canada for two reasons. The first is that in time of peace we had not developed, as they had over a period of thirty years in Great Britain, a period of twenty years in Germany and of nine years in the United States, the machinery of a well-established and experienced employment service necessary for the administration of any such policy. It is true that one of the early actions of the present Government was the passage in 1940, after securing the requisite constitutional amendment, of the Unemployment Insurance Act. This provided for the establishment of a national employment ser-

vice which got under way in the middle of 1941, before our manpower problems became very acute. The fact remains, however, that we have to develop a policy at the same time that we are creating the machinery for the administration of policy with no stock of experience and judgment on which to draw.

The other difficulty, perhaps less tangible, arises out of the position of Canada in the total war effort of the United Nations. Selective service implies planning, which is by its very nature difficult in a changing and uncertain war situation, but which is particularly difficult in Canada because our most useful contribution to the war effort depends so much on decisions for which the major responsibility necessarily rests upon the larger and more powerful of the United Nations. The changing requirements of Great Britain and the other United Nations for particular kinds of munitions of war and the fluctuating supplies of certain raw materials from the United States, to cite only two obvious illustrations, often modify our production program in such a way as to interfere with the continuous and complete utilization of every available Canadian worker. I mention these difficulties, not in any apologetic spirit, but simply to indicate realistically that the goal of selective service is one which we hope to approach ever closer and closer but which we realize we shall never completely reach.

Co-Ordination of Competitive Demands

The first phase of selective service is a co-ordination and correlation of the competitive demands for men and women for the Armed Forces on the one hand, and for civilian industry on the other. To secure a balance in this regard, Selective Service has co-operated with the Defence Departments and the Department of National War Services in so far as military needs are concerned, and with the Department of Munitions and Supply and the Wartime Prices and Trade Board in relation to industrial requirements. In order that Selective Service might be the authority responsible in a greater degree for the co-ordination referred to, the call-up for the Army was transferred to Selective Service as from December 1 last.

After a satisfactory correlation between military and civilian needs has been established, the next step in a manpower policy is that of apportionment of workers among civilian industries. For upwards of two years compulsion has been an accepted principle in drafting men for the Armed Forces. Likewise drastic compulsion has been applied with respect to civilian employment. The Government has compelled a revolutionary change in employment practices by requiring substantially

all employers to get their employees through employment offices and by requiring that no person seek employment except through the employment offices. Even under these arrangements considerable freedom of choice has been left to employers and employees and we rely upon the willing co-operation of our people to meet our prime necessities. But the authority to compel, used in only a small proportion of cases to date, is in reserve for whatever future use circumstances may require.

Labour Priorities

As a pre-requisite to proper distribution of civilian labour, a scale of labour priorities has been carefully drawn up, to be followed as a guide in diverting and directing workers to more essential employments—while trying to provide all industries with at least their minimum essential requirements. Application of labour priorities involves constant study and observation of shifts and tendencies, with regard to both labour supply and production requirements. Also, it involves a close co-ordination of working arrangements with Government agencies controlling and curtailing production in less essential industries, to see to it that the labour thus released is absorbed to the greatest advantage elsewhere.

To carry out the objectives already outlined, several devices have been employed. It will be observed that these devices are all aimed at control of the employment of the population, so that the priorities for labour may be recognized in practice. Each of the several phases of Selective Service regulations is a means to an end, not an end in itself.

Salient Features of Selective Service

The salient features of the policy may now be summarized:

To conserve our labour supply within the country, persons may leave Canada to work outside only after receiving permission from Selective Service.

To control the flow of labour into jobs in which workers will be most useful, permits are required to secure or enter employment in most lines of industry—and in the issue of these permits officers exercise judgment in order to ensure the application of the priorities.

To stabilize employment for both employers and employees, and to reduce the waste incidental to repeated labour turnover, employers and employees have been required to give notice prior to the release of employees or their separation from employment.

The relation of industrial needs to military service has been studied in several industries, with the result that more flexibility in deferment from military service has been given in cases where industrial needs have been proven.

Persons to be transferred from less essential to more essential work are given some guarantee of reinstatement after the war in order to facilitate the desired transfer.

In some few instances a measure of "freezing" has been found necessary in order to maintain essential services or production—and it should be added that these measures have been exceptionally well received.

The peculiar needs of the agricultural industry have been taken into account, both in relation to deferment from the military call-up and in relation to the needs of other industries for workers.

Mobility of labour has been increased by Government assistance in paying transportation costs, and in adjusting wages and living costs where otherwise the worker would lose by the move.

Unemployed persons and those employed less than full time can be compelled to accept suitable employment in essential work.

The foregoing are the main devices utilized to date; they will be constantly revised, amended and, no doubt, added to.

Centralization of Control

Most phases of selective service have been administered through the local employment offices of the Unemployment Insurance Commission which, because of their increasing responsibilities, have been more than doubled in number and trebled in staff. This necessarily follows from the nature of the problem of selective service which resolves itself into the recruiting of workers, the evaluation of their qualifications and the direction of them to that employment where their qualifications can best be utilized in available work of the highest labour priority. For engineers, scientists and other technical personnel a specialized employment agency, known as the War-time Bureau of Technical Personnel, has been established. To increase the supply of labour with special kinds of readily developed skills, the War Emergency Training Program has been administered, in co-operation with the provinces, through the Training Branch of the Department of Labour.

The call-up for compulsory military service, originally administered by the Department of National War Services, has been transferred to the Department of Labour and is administered through what are now known as the Mobilization Boards in a fashion with which you are all familiar but whose work is gradually being more closely integrated with that of the other branches of the Department which deal with relative manpower needs. The responsibility for all phases of our manpower policy, except that of voluntary enlistment, is now centralized in the Department of

Labour in the expectation that, with experience, this centralization of authority will develop a greater consistency in both policy and administration than would be possible if, as previously, several departments shared the responsibility.

The magnitude of the problem of selective service can be indicated by a few employment office statistics. In general the present volume of employment office activities is about five times that of a year ago. Every month employers now advise the offices of over 270,000 vacancies and over 250,000 applicants register for work, of whom over 160,000 are known to be definitely placed in employment. At the end of typical recent months about 100,000 applicants remain unplaced while nearly 200,000 vacancies remain unfilled. The discrepancy arises from the facts that the applicants and the vacancies are not always in the same place and that the vacancies are often of a type that the available applicants are not qualified to fill. When to this situation we add the known demands of the Armed Services for over 100,000 men and women during the next months, the quantitative problem of selective service becomes evident.

Universities and Selective Service

I turn now to the more specific relations between the universities and selective service. The first aspect of this is compulsory military training for students. I think it may be assumed that the present regulations in this respect are well understood and working to the reasonable satisfaction of all concerned.

It is in this connection that there have developed persistent rumours that the Government is planning to recommend or require the discontinuance, at least for physically fit male students, of courses in liberal arts which do not give specific training that can be of immediate use in the war effort. It may well be that such rumours have their origin in the example set in Great Britain where it has recently been decided not to defer the call-up of university arts students beyond June, 1943, and in the recently announced American program under which liberal arts education will be virtually suspended while the Army, the Navy and the War Manpower Commission assign about 350,000 students to selected universities and colleges for training as technical specialists.

"Rationing" of Liberal Education

So far as I have been able to determine, these rumours have no foundation in fact. They do not arise from official consideration of any such plan by the Government or any of its agencies. Their persistence, however, may indicate a growing feeling on the part, not only of the general public, but perhaps

even of educators, that at this time when all our institutions stand in peril, liberal education like some other necessities may have to be rationed. You will notice that I said rationed, not prohibited. If our two closest allies have felt it necessary to move in this direction, it may well be that we should consider following suit. The demands of the Armed Services and the war industries, both for untrained and for technically trained personnel, may possibly require some further restriction of and some further postponement of purely cultural studies. In suggesting this, personally, not officially, I am far from minimizing the value of non-technical education.

Earlier I spoke of the universities training men and women for jobs and educating them for life. Both are important. We need today, and we shall need even more after the war, not only men and women trained to do particular jobs competently, but men and women who have been educated—men and women, as Dorothy Thompson recently described them, in whom creative forces have been released and whose minds have been so disciplined that they are able to train and adjust themselves to new situations. We must therefore strike a balance and in determining that balance the Government needs your help. As the carriers of our cultural tradition, as the stimulators of much of our scientific and technical progress, I ask you to weigh the problem, as I know you intend to during this conference, and to give the Government your considered judgment about the manner in which this necessary balance may best be struck and the immediate and long-run interests of our nation best furthered.

Assistance to Students

One of our most immediate and pressing needs is the maintenance of the supply of doctors and dentists for military and civilian purposes and of engineers and scientists for the Armed Forces and the war industries. In this connection, through the Wartime Bureau of Technical Personnel and the Training Branch of the Department of Labour, in co-operation with most of the provinces, our program of assistance to students has helped, somewhat, to reduce future shortages in these critical occupations. Our current program is furnishing assistance by loans or grants to 400 students in medicine, 84 in dentistry, 805 in science and engineering, 432 training to become teachers and 178 in other faculties. The expenditures involved amount to about \$200,000 a year in outright grants, shared equally between the Dominion and the provinces, and nearly \$180,000 in loans, of which the Dominion furnishes about \$140,000. This

represents a notable development in co-operation between the Dominion and provincial governments and the universities which may contain promise of fruitful future development.

On one phase of this program we should very much appreciate your specific advice. Of the 805 students in engineering and science now being assisted, 537 are first-year students. While it is necessary to take a long view and to make provision for possible contingencies, the question has been raised whether the Government should continue, and if so, for how long, to extend assistance to first-year students whose training may not be completed in time for them to participate in the war effort. This is a minor illustration of one of the difficulties of selective service in that a program appropriate for a war that may last for ten years, would not be appropriate for a war which might end in two years. In this field of prophecy perhaps one man's guess is as good as any other's, but we should nevertheless appreciate your consideration of this specific question and your advice about the wisdom of continuing this assistance to beginning students.

Bureau of Technical Personnel

It may be useful to indicate to you the division of labour between the Wartime Bureau of Technical Personnel and the Training Branch in connection with this program of assistance to students. It is the responsibility of the Wartime Bureau of Technical Personnel to determine from the Armed Services, the war industries and the war departments of the Government their respective needs for different classes of scientific and technical personnel and to determine whether the present and potential supply of such persons is sufficient to meet these needs. If a deficiency is threatened, the Bureau will then determine in what classes and to what extent in each the training of such personnel should be increased or accelerated. The Bureau will also be responsible, when any special technical course is required, to determine the length and content of any such course in consultation both with the Armed Services, industry or the Government department concerned, and with the university or college where such a course is to be given. After determining the requirements, the Bureau will advise the Training Branch and in co-operation with it determine what action is necessary to meet the situation. It will then be the responsibility of the Training Branch to arrange for the co-operation of provincial governments and universities in developing the necessary plans and in negotiating with them the appropriate agreements for approval by the Government.

One of the ways in which the whole question of the utilization of manpower has most disturbed the student population and university official has been the competition of the three Armed Forces and the war industries for their services. Under these opposing pressures the students and their advisers have not known where their duty lies and have been kept in a state of uncertainty and unrest.

University Science Students Regulations

So far as students in engineering, science and technical courses are concerned this situation is on the point of being repaired by the recent passage of the University Science Students Regulations. These provide that no person, whether or not on behalf of any of the Armed Forces may interview or solicit any science or technical student before or after graduation with regard to service or employment, or offer him service or employment, except with the consent of the Minister of Labour. Each such student is required as a condition of entering or continuing his course to submit to medical examination and to declare whether or not he wishes to volunteer for active service in the Armed Forces as a technical officer. The names of those who so volunteer will be submitted to the various branches of the Forces who will make from them a selection of potential technical officers. Those who complete their course but do not so volunteer will be compelled to accept such essential employment as the Minister may require.

These Regulations will be administered in co-operation with the universities by the War-time Bureau of Technical Personnel and representatives of the Bureau will be available during this conference to discuss the application of these Regulations with you if you so desire. In summary, science and other technical students can now count on being officially directed, with due regard for their personal preferences, to the place where their training and education will be of the greatest national use and they will be freed from the competitive and inconsistent demands with which the Navy, the Army, the Air Force, Government departments and the war industries have heretofore been plaguing them.

You will also shortly be approached by the War-time Bureau of Technical Personnel which hopes again this year to develop a program of summer employment for university students that will be of the greatest usefulness both in meeting the needs of the war industries and furnishing the students practical training to supplement their formal education.

I referred a moment ago to the fact that assistance is being given to 432 students in training to become teachers. This suggests one of our manpower problems in which you are directly concerned. The quality of university education depends in part on the quality of elementary and secondary education, both of which are being seriously threatened by a growing shortage of qualified teachers.

In the field of elementary education it would appear that the shortage results very directly from the low scale of teachers' salaries compared to their possible earnings in other occupations and can be corrected only by a substantial increase in teachers' salaries which raises, of course, inevitable financial problems.

In the field of secondary education the difficulty seems to be less than of the competition of higher paid jobs than the competition of the Armed Services and of jobs that seem to be more directly related to the war effort.

Status of Secondary School Teachers

I welcome this opportunity of declaring that in my judgment secondary school teachers can best serve Canada by continuing in their teaching positions. The greatest asset of our nation is the growing generation. On its quality our whole future depends and we must make every effort to maintain our educational standards to ensure the maintenance of its quality. In a recent debate in the British House of Commons, Sir William Jowitt, the Minister in charge of reconstruction, gave education a place "at the root of reconstruction". We cannot afford under the stress of wartime problems to overlook the problems of post-war reconstruction in which, I am sure we all agree, education will play so vital a part. The passage in October, 1941, of the Post Discharge Re-establishment Order which provides, among other arrangements, for allowances to returned soldiers to enable them to resume their interrupted education and the passage this year of the Vocational Training Co-ordination Act indicate that the Government is already aware of the close connection between education and rehabilitation and reconstruction. But I am far from convinced that these two measures exhaust the field and we must look to you as the leaders in that field for guidance in the further development of educational policy to meet many of the immediate and long-run problems in this field at which I have only hinted.

There has not yet been any general complaint of a shortage of elementary and secondary school students to parallel the shortage

of teachers mentioned a moment ago but, although it does not concern you immediately or directly, it may not be inappropriate at this time to mention another very deep conviction which I wish were more widely shared.

Position of Students

There is some indication that the attraction of wartime wage rates on the one hand and of a genuine desire to help in the war effort on the other are leading many young people who would normally have continued in school to accept employment. Both from the individual and the national interest this is short-sighted and expensive and I have no hesitation in saying dogmatically that our needs are not sufficiently pressing to require any young person under the age of sixteen or perhaps even eighteen years, who can profit from continued education, to sacrifice it during these years. Students of that age can best serve their country, even in this emergency, by continuing wherever possible to complete their high school or technical school education. If by then they are still needed in the Armed Forces or war industry they will be better fighters or better workers. After the war they will be more useful citizens and will play a better part in rebuilding our peace-time life. Those who sacrifice their education to-day will handicap themselves for to-morrow. They will be those most liable to unemployment, most likely to be a burden rather than a help to their community.

The fact that this is obvious and trite has not deterred me from urging you to take every opportunity of encouraging a realization of its truth.

In conclusion I return for a moment to the question of the continuance of the courses in liberal arts. I have suggested that we may have to face the necessity of some further restriction. At the worst it may be hoped that male students not liable or not fit for military service, female students, and a steadily increasing number of discharged men, will maintain the student population at a level sufficient to permit the maintenance of staffs and educational standards. For the present, however, speaking quite unofficially, I venture the personal conviction that if the universities will ruthlessly weed out the incompetent and mediocre students, if we continue to require that all students take their military training while at the universities, and if it can be understood that, when the requirements of the Armed Forces or the industrial war effort so necessitate, National Selective Service would be

authorized to call up students even though that interrupts their courses, no immediate further restriction would be necessary. In any case, I can certainly assure you that no call-up in the middle of an academic year and no basic change in policy will be undertaken except in the common sense way after full consultation with university authorities.

Resolutions Adopted

As a result of its deliberations, the Conference passed the following resolutions:

The conference of Canadian universities wishes to express: (1) Its appreciation of the enlightened policy of the Government of Canada with regard to the maintenance of higher education in the prosecution of the war in cation. (2) Its desire to co-operate with the every possible way and to make any future adjustment of its work that the exigencies of the war effort may demand. (3) Its gratification with the statement of the Director of National Selective Service that the Government recognizes (a) the value for the war effort and national welfare of those creative forces which flow from sound education, and (b) the worth of the war service already rendered by the universities, and (c) that, if "the universities" will ruthlessly weed out the incompetent students, continue to require all students to take their military training at the universities, and that it can be understood that when the requirements of the armed forces or the industrial war effort so necessitates National Selective Service will be authorized to call up students even though they interrupt their courses, no immediate restrictions will be necessary.

This conference wishes to assure the Government that it will co-operate wholeheartedly with the effort to make higher education worthy of the name.

The committee recommends that the executive committee of the conference keep in close touch with the Government and that in the event of any emergency calling for a revision of the manpower policy of the Government in relation to the universities a special meeting of the conference be called.

The conference wishes to express also the appreciation of the recognition of the Government of the importance of adequately-trained teachers, especially with secondary schools, and would urge that students in liberal arts who wish to enter the teaching profession be encouraged to do so, and that those who do so be not called for military service.

The conference strongly commends the action taken by the Government in 1942 in granting financial assistance to students of high calibre who otherwise would have been unable to enter the universities and prepare themselves for special service in the Armed Forces or in war industry; the Conference strongly recommends that the Government continue this assistance to similar students entering the universities in 1943.

Military Call-Up Proclamations

Registration of Single Men—Extension of Draft to Include Married Men

IN a press statement issued on January 4 the Honourable Humphrey Mitchell, Minister of Labour, called attention to two proclamations appearing in the *Canada Gazette* of January 2, 1943, in regard to the military call-up.

The first proclamation required single men, born in any year from 1902 to 1923, who had not previously been served with a notice or order to report for medical examination under National War Services Regulations, to now report before February 1, 1943, to the nearest Postmaster or Registrar of a Mobilization Board. For this purpose a "single" man is one who either was unmarried and without children at July 15, 1940, or since that date has become legally separated, widowed or divorced, and is without children.

The Minister explained that when the various age groups among single men were being called up, there were several reasons why notices to report for medical examination failed to reach the small number now required to report by February 1. For instance, some had failed to register in August, 1940, or having registered, failed to file notice of change of address: actually these make up a considerable majority of the men who now have to register. Quite a number had enlisted with the Armed Forces or joined the Merchant Marine, and the small fraction of these since discharged have probably not realized that they must now report under the military call-up. Quite a number, having applied for voluntary enlistment, were rejected, but unless these men had earlier been medically examined on specific instructions of a Mobilization Board they must now register, so that they can be examined once more. Perhaps some of those in the Reserve Army, below the rank of Corporal, did not realize that they must report for medical examination under the military call-up, and possibly some in occupations regarded as essential and where deferments are fairly generally given, may not have thought it necessary to report for medical examination. The Mobilization Boards expect shortly to furnish a special identification form

to all men who have reported at any time for medical examination, but who either are in a low category or are on deferment, so that each man may be able to carry proof that he has not failed to comply with the military call-up.

Arthur MacNamara, Director of National Selective Service, in a statement on January 25 indicated that 18,757 single men had reported up to and including January 23 under this Proclamation.

The figures by Mobilization Board districts are as follows: Charlottetown, 53; Halifax, 1,177; Saint John, 117; Quebec, 1,277; Montreal, 2,176; Kingston, 933; Toronto, 3,978; Port Arthur, 531; London, 616; Winnipeg, 2,500; Regina, 1,907; Edmonton, 1,360; Vancouver, 2,132.

In a press release at the end of the month, the Minister announced that by an amending Order in Council the date for the registration of single men had been extended to March 1, but that further extension beyond that date would not be considered. The Minister observed that over 40,000 had registered by the end of January.

Married Men Now Subject to Call

The second proclamation authorizes the Mobilization Boards to call up married men born in the years from 1917 to 1923. In other words, the Boards may now direct these men to undergo medical examination, preparatory to joining the Forces.

The Minister pointed out that the proclamations are issued on the authority of Orders in Council passed during December, which were published at the time. Mr. Mitchell called attention to the fact that obviously the present proclamations do not refer to those who are already serving with the Armed Forces, nor does the proclamation in regard to single men require any re-registration by those already medically examined.

National Selective Service Offices were also added to Post Offices and Registrars of Mobilization Boards, as authorities to accept registrations.

Establishment of Manpower Survey

Running Inventory of Labour Supply Based on Quarterly Employers' Reports

IN order to plan and administer Canada's manpower program in the most effective manner, and to make available at National Selective Service headquarters a complete index of the national labour force, a new census of workers, maintained on a quarterly basis, became effective on January 30, 1943.

"The Department of Labour constantly needs up-to-date statistics on Canada's working population," Arthur MacNamara, Director of National Selective Service, pointed out. "The scope of the reports asked for has been most carefully considered. While not imposing a heavy burden on employers, the reports will give a good deal of information now needed so that National Selective Service can plan and administer Canada's manpower program."

Accordingly, all employers of insured and non-insured persons, with certain exceptions noted below, were asked to complete a report on employment as of January 30, 1943. The survey will provide essential information on manpower supply and demand and will be used as the basis for precise industrial classifications and a uniform labour priority system.

Employers who have not been asked to complete a report are:

- (1) Farmers and horticulturists;
- (2) Employers of domestic servants, except where the employed person is employed in a club, or in any trade or business for purposes of gain;
- (3) Governments, with respect to regular governmental activities. However, reports will be expected from Government Commissions, municipalities, etc., with respect to certain business activities operated directly or indirectly by them, including railroads, electric utilities, telephone systems, savings banks, etc.

Employers were required to send returns to the nearest Local Employment and Selective

Service Office by February 6. These reports are being checked at the Local Offices and forwarded to the Manpower Records Division of the Department of Labour in Ottawa for coding and analysis.

The registration is being studied carefully by Selective Service authorities and will become the basis for enforcing a policy of labour priorities to meet the needs of war industries as they arise.

Approximately 170,000 employers' establishments were required to complete this new report. Similar reports are to be required regularly for these employers every three months. The first report form required information on the number of employees as at January 30 or the nearest previous pay date, with specific totals to show age, sex and marital status.

There are 11 different age groups, and for each group the employer was requested to give the number of men and women employed and whether these persons were married or single. There are four annual age group categories for those born in the years 1923, 1924, 1925 and 1926 or later. Between 1922 and 1898 there are five separate categories each covering four-year spans.

Employers were also asked to state, on the basis of present plans, the expected number of employees on their payrolls as at April 30, 1943.

A consolidated report was used by certain types of organizations such as banks, insurance companies, utilities, contractors, retail chains, restaurant and service chains, etc., within the area served by a Local Employment and Selective Service Office.

A staff training school was held in Ottawa to train those who will be responsible for the statistics in the regional offices.

Harvest Assistance to Western Canada

Millions of Dollars Worth of Grain Saved by Prompt Response to Emergency Appeal

REFERENCE was made in the LABOUR GAZETTE of November, 1942, to the emergency assistance provided by the Dominion Department of Labour in organizing chiefly student help in Eastern Canada to prevent the loss of a substantial part of the abnormally heavy harvest in Western Canada.

On the basis of reports received, the eastern harvest expedition of over 5,000 students, together with such farm help as could be spared, resulted in saving several million dollars worth of crops.

In planning this quick campaign to relieve an emergent situation, several factors had to be considered.

The appeal from the Province of Saskatchewan for workers from Eastern Canada to assist in harvesting the field crops reached the Department of Labour at a very late date. When harvest excursions from Eastern Canada were carried to the Prairie Provinces back in the 1920's and before, the excursion trains normally left the East during the latter half of August, and at the latest during the first week or so of September. Arrangements would have been all completed several weeks in advance. However, due to abnormal conditions—including a very heavy crop, labour shortages, and adverse weather—it was not until early in October that Saskatchewan appealed for urgent assistance.

After a careful survey of the situation, certain decisions were taken, which may be summarized as follows:

- (1) Workers going from Eastern Canada should not be taken out of any high priority industry.
- (2) Farm workers to go from Eastern Canada should be those whose absence would not interfere with agricultural production, in so far as the East was concerned.
- (3) Certain high priority industries—steel, for example—were even then looking for farmers who could be spared from the farms in order to build up working forces in industrial plants in Eastern Canada.
- (4) Universities then starting their sessions, could be approached to see whether they would agree to release young men from non-science courses.
- (5) It was considered that unless fairly generous financial support were provided in connection with fares of persons going from the East to the West, the response would not be satisfactory.
- (6) Even given good weather, the period of work in the Western Provinces for eastern harvesters would be quite short, and few would be willing to undertake the move.

After careful consideration it was decided that those to go from the East would be drawn from two classes: university students in non-science courses; and farmers from farms in Ontario and Quebec who could be spared.

Organization of Plan

On October 3 the above opinions and decisions were reached at a meeting held in Ottawa, and on October 5 a meeting was held in Montreal with representatives of the railways. In the meantime, universities, including those in Ontario and Quebec, were approached (these included agricultural colleges). The

railways agreed to give the Department of Labour a single fare rate from points in Ontario and Quebec to points in Saskatchewan, and the final arrangement was that the Government would underwrite the cost of transportation (not including meals en route and expenses other than rail tickets) and that each individual would be required to pay \$10, refundable to the Department of Labour for the return journey.

On October 8, or a few days after the harvest help appeal was received, the first section of university students left Eastern Canada and this movement was completed on October 14 when the last train of harvesters left for the west.

While the great majority of harvest helpers were university students, there were a few hundred farm hands. The industrial areas of Ontario and Quebec were assigned quotas by districts to regulate the number of farmer workers to go. In Northern Ontario and Quebec quotas were not given to farmers but efforts were made to ensure that only farmers went.

In the recruiting of students for this emergency harvest work, instructions were issued that only physically robust youths were to be selected.

Altered conditions—chiefly due to an unforeseen seasonal release of farm workers in certain Manitoba areas—resulted in a surplus being entrained for Saskatchewan.

Alberta authorities were then asked if they could use some of these surplus eastern harvesters. Alberta requirements were met by the diversion of some assistance to that province.

A few unpredictable factors entered into the rapid organization and completion of the program. These may be summarized as follows:

(1) Admittedly the excursion was very late, but as already has been pointed out, the request for help came very late in the season and even at that the program was organized and put into operation within a few days of receipt of the appeal.

(2) The weather—most favourable in late September and early October—turned almost uniformly bad on the Prairies.

(3) A few farmers failed to appreciate labour shortages in Central Canada, and complained of the inexperience of some of the university students. At that, these complaints were relatively few. (But as has been stated, it was an emergency situation that had to be met with whatever residue of labour could be recruited without detriment to war priorities).

(4) Only a few of the harvesters were not able to furnish the \$10 for the return journey. Those who could not do so were looked after.

However, considering the urgency of the situation and all the factors involved, the scheme did accomplish its objective—the saving of millions of dollars worth of wheat that otherwise would have been lost. The cost to the public treasury was very small in proportion to the definite purpose achieved.

Newspaper editorials in the affected areas and messages received by the Minister of Labour and selective service officials, indicate that the results were satisfactory. Editorially,

the *Regina Leader-Post* said: "The plan has accomplished what it set out to do. It has tided the farmer over a tough spot, which he could not have got through otherwise." Hon. R. J. M. Parker, Acting Minister of Labour in Saskatchewan, said, that reports from all sections of the province indicated that the scheme had been a "decided success." In a letter to the Dominion Minister of Labour, the Alberta Minister of Agriculture, Hon. D. Bruce MacMillan, declared that the supply of men from the East had been a success and had "materially assisted" in getting the crop threshed.

Program for Relieving Farm Labour Shortage in Ontario

Farm Service Force of 50,000 Aided Ontario Farmers During 1942— Similar Farm Assistance Programs in Five Other Provinces —Plans for 1943.

THE shortage of experienced farm labour, in Ontario, heightened at the very time an increase in food production is an essential war requirement, was alleviated last summer by the efforts of thousands of volunteer workers, men and women, boys and girls, who gave what time they could in a patriotic endeavour to help in the war effort.

These volunteers were organized by the Ontario Provincial Government as part of its farm labour program. The Dominion Government, on the recommendation of the Minister of Labour, Hon. Humphrey Mitchell, provided the province with financial assistance under a Farm Labour Agreement to cover the cost of recruiting workers, transporting them to farms, and certain other expenses.

In the fiscal year 1942-3 the Dominion Government agreed to pay 50 per cent of the costs up to a maximum Dominion contribution of \$100,000.

Similar farm labour agreements were concluded between the Dominion Government and the provinces of Saskatchewan, Manitoba, Alberta, British Columbia, and Nova Scotia. With Federal aid, Ontario had already undertaken a plan for supplying farm labour the previous year.

During the summer of 1941 the interdepartmental committee in charge of Ontario's program, with an objective of 10,000 helpers for the farmers, had succeeded in registering 23,041. A report of its activities during 1942 has just been issued.

Report of Activities of Ontario Farm Service Force, 1942.

In order to get a picture of the farm labour resources that Ontario possessed for her share of the food production program and to arouse

public opinion to the need for greater effort in discovering, enlisting, and training help from every source that could be drawn on, a thorough survey of labour, live stock, farm crops and machinery was undertaken during the winter by the Ontario Department of Agriculture.

Survey forms were sent to 131,000 farmers in Ontario, of whom 64,157, or nearly 50 per cent submitted answers.

The answers revealed that 42 per cent of the farmers submitting returns had insufficient help to maintain production. Twenty-two per cent stated that they could increase production if help were available.

There were 100,000 farm hands in Ontario, of whom 22 per cent were hired by the year, 27 per cent by the month, and 51 per cent by the day.

Since the beginning of the war, 27,288 farm hands had left the farm. Of these, 23 per cent had enlisted, 34 per cent had gone into war industries, and 43 per cent had gone elsewhere.

More than 51,000 additional farm labourers were listed as required in 1942.

Organization of Farm Service Force

The Ontario Farm Service Force was organized with headquarters in the Parliament Buildings in Toronto. Its field staff consisted of twelve Placement Officers, each in charge of a district and three or four counties, two Placement Officers in charge of Japanese Camps, and three Women Placement Officers.

The duties of the Field Staff were:

- (1) To secure applications from farmers for help;

- (2) To investigate applications to determine suitability;
- (3) To visit schools, employment offices, towns, etc., to recruit helpers and interview them as to suitability;
- (4) Place these Farm Service Volunteers in suitable jobs on farms, in camps, or otherwise as the situation demanded;
- (5) Maintain supervision of placement to adjust difficulties in hours, wages, personality, exploitation, etc.

The report describes the Farm Service Force as follows:

"The Force consists of all those from 12 years of age up to 85 or more who are willing and able to help relieve the farm labour situation and who can give any time for a few evenings a week up to 12 months continuous service. It is made up of all kinds from inexperienced to fully experienced men and women. The members of the Force are known as Farm Service Volunteers.

"The basis of the appeal to boys, girls, men and women, to join the Ontario Farm Service Force is that of patriotic national service. It

is necessary to recognize that men cannot fight without tools and food. This basic fact is receiving increasing recognition in Canada and United States and farming is now being recognized as an essential war industry.

"The Force is divided into seven Brigades as follows:

"*The Children's Brigade*—enrolls all children over 12 years (boys up to 14 or 15 years and girls to 16 years of age).

"*The Farm Cadet Brigade*—enrolls all young men from 15 years of age up to military age and any of military age who have been rejected for any of the services and who are prepared to work on the farm. Their chief work is seasonal work on mixed and dairy farms. It will also enroll all male teachers.

"*The Farmerette Brigade*—enrolls all young women 16 years of age and upwards in school, college, university or other educational institutions, and women teachers in these institutions. Their chief work is fruit, vegetable and truck farming.

"*The Women's Land Brigade*—enrolls all young women who are not in educational

ONTARIO FARM SERVICE FORCE, 1942.

REPORT OF PLACEMENTS APRIL 1ST TO NOVEMBER 23RD, 1942

<i>Children's Brigade</i> —boys and girls under sixteen years of age—	Boys.....	5,490	
	Girls.....	3,452	
	Teachers ..	448	
			9,390
<i>Farmerette Brigade</i> —girls sixteen years of age and upwards in secondary schools, colleges and universities:			
Girls placed on own farms, friends' farms, etc.....		7,125	
Girls placed in 16 Government Camps.....		2,303	
Girls placed in 9 Private Camps.....		485	
Girls placed on individual farms.....		53	
Japanese Beetle Trap Attendants.....		33	
Members of Y.W.C.A. Camp Staffs.....		170	
Members of Red Cross Camp Staffs.....		15	
Number of Labour Secretaries.....		29	
			10,213
<i>Farm Cadet Brigade</i> —boys fifteen years of age and upwards:			
Boys placed on home farms, friends' farms, own choice.....		8,341	
Boys placed in Government Camps.....		260	
Boys placed on individual farms.....		1,694	
Members of Y.M.C.A. Camp Staff.....		20	
Teachers in Secondary Schools.....		275	
Members of Cooking and Care Staff.....		20	
			10,610
<i>Women's Land Brigade</i> —girls and women outside of educational institutions:			
Women's Land Brigade returning home daily.....		55	
Placed in Private Homes.....		49	
Women's Land Brigade Camps.....		680	
Women and girls day-by-day work.....		1,201	
Men and boys day-by-day work.....		580	
			2,565
<i>Farm Girls' Brigade</i>			902
<i>Family placements</i>			64
<i>Holiday Service Brigade</i>			239
<i>Farm Commandos Brigade</i>			12,750
<i>Experienced help through Employment Offices</i>			5,500
<i>Secured for canning industry</i>			1,500
<i>Japanese camps</i>			372
<i>Men for wineries</i>			300
			54,405

institutions and who volunteer for Farm Service. This Brigade emphasizes mixed farming and year round service.

"The Farm Girls' Brigade"—enrolls all farm young women up to 26 years of age, not in school or college, who undertake to help in various ways with farm operations.

"The Holiday Service Brigade"—enrolls all (men or women) who are prepared to give from a week up to two or three months of their holidays (away from their regular occupation) to service on the farm—either helping in the farm home and so relieving some farm women for outside work, or helping in regular farm work.

"The Farm Commando Brigade"—enrolls all who, unable to leave home, are willing to give evenings, half a day a week or one whole day a week to go out to help some nearby farmer and return home at night."

The members of the Children's Brigade, according to the report, work on their own farm, or neighbours' farms, with relatives or farmers known and approved of by the parents; or they live at home and go out day-by-day to nearby farms to do light work such as berry picking, etc.

Members of the other six Brigades work in one or other of the following ways:

(1) Live and work on individual farms as individuals.

(2) Live in small private camps on individual farms (10 to 40 in a camp) and all work on the same farm.

(3) Live in large Government camps (40 to 100 in each camp), girls under supervision of the Y.W.C.A. and boys under Y.M.C.A. These workers are taken out, in twos or more each morning to neighbouring farms and are brought back each evening. They take a lunch with them.

(4) Live at home and are taken out day-by-day by farmers who require their services and are brought back each evening.

(5) Work in canneries, live at home, or board away from home.

In addition, day-by-day work is conducted in suburban truck farming areas. Farmers come to a pre-arranged place on the outskirts of the city and pick up their help in the morning and return it to the same spot at night. It draws its help from all Brigades of the Force and is supervised by the Farm Service Force.

Placements Effected

The accompanying table shows that 54,405 placements were effected through the Farm Service Force during 1942. Moreover, the report declares that the publicity given to the plan created throughout Ontario a consciousness of the food problem that brought

hundreds, if not thousands, into participation in the program that were not recorded in the registration. No record is given of the number directly placed by County Agricultural Representatives.

The following types of farming were supplied with help: general mixed farming, dairying, beef stock, poultry, flax, sugar beets, vegetables, truck gardening, and fruit farming. Workers were also supplied to canneries and wineries.

The Department of Education made it possible for large numbers of entrance class and secondary school pupils to participate in the program for a period of thirteen weeks or more. Regulations were drawn up permitting secondary school pupils with a 50 per cent standing in their year's work to leave school after the Easter examinations without losing their year's standing in Departmental examinations, provided they worked on farms for at least thirteen weeks.

It was also arranged for pupils in entrance class to be given their entrance certificate under the same conditions.

Co-operation of Voluntary Agencies

Voluntary agencies co-operating with the Ontario Farm Service Force included:

(1) The National Council Y.W.C.A. which undertook the supervision and staffing of all Government camps for girls. They looked after food, discipline, housing, recreation, health of the Camp.

(2) The National Council Y.M.C.A. undertook the supervision of Government Boys' Camps for discipline, recreation, etc.

(3) Church Boards circularized all churches in Ontario urging all to do their part in the work.

(4) The Red Cross Society co-operated in finding, training and supervising cook-supervisors for private camps.

(5) Urban Boards of Education, school supervisors, inspectors and teachers co-operated, many of them to the extent of having close to 100 per cent of their pupils working on farms.

In many cases the worst hit sections of Ontario in respect to farm labour, were the areas close to some military establishment. As an offset to this labour drain, for which their presence was partly responsible, many Army and Air Force camps supplied hundreds of men on half days, evenings or week-ends for haying, harvesting and canning.

Camps for Girls and Boys

Government Camps were organized mainly in fruit or vegetable sections where a large number of workers were needed in a small area.

The first approach to the organization of a camp was to call a public meeting of all the growers likely to be interested in help to be secured. At this meeting there was discussed the general farm help situation in the district. Wages were discussed, both hourly and piece rates. Minimum hourly rates were agreed on and hours of work settled. Then each grower was asked to fill in a survey form telling in detail the amount of help he needed throughout the season, giving the numbers and dates. A committee to help run the camp was elected. Possible camp sites were then listed and an approximate date of opening decided.

The National Councils of Y.W.C.A. and Y.M.C.A. were invited to co-operate in selecting sites and to provide supervision of the camps for boys and girls respectively. Under their supervision questions of discipline, health, recreation and feeding were handled. In each camp a Boys' Camp Council or Girls' Camp Council was elected by the campers to co-operate with the camp officers in running the camp in a democratic way.

Each girls' camp had a staff of Director, Assistant Director and three Camp Assistants in a camp of 60 girls. There was also in each camp a young woman Labour Secretary who was responsible for seeing that every girl was kept employed every day as far as possible. Girls were called for each morning between 7.30 and 8 a.m. They took lunch with them to eat at the farm. Farmers brought the girls back to camp about 5.30 or 6 p.m.

Boys' camps had a staff of women to cook and serve meals and supervise the cleanliness in camp. There was also a staff of a Director and two or three Counsellors to organize the discipline, recreation and social life in camp.

Transportation of all Farm Service Volunteers who offered to serve three weeks or more was paid to the extent of one-way fare.

An unemployment insurance fund was set up. Each farmer paid into the fund 10 cents per day per girl or boy hired. This fund was used to pay board money on the following basis: all workers who had worked 32 hours or more in the week paid their full board of \$4.50 a week (girls) or \$5 a week (boys). If they were unable to get 32 hours work, due to rain or no work being offered, then 1/32 of their board money was paid on account of board out of the unemployment insurance fund for every hour less than 32 that they worked.

Wages were payable every Friday night for one week's work up to Thursday evening. Board was payable for the parallel period on the same night as wages were payable.

Camps were set up in a variety of ways. Two were under canvas with a central building for staff, kitchen, wash room, dining room, etc. One was housed in a public school, an-

other in a high school, one in a high school and church parish hall. One was erected in an orchard, another was in a refitted and furnished horse stable, a packing house provided another site, two were roadside tourists' cabin centres, three were in private residences, two were in bunkhouses, one in a barn and two in fall fair buildings.

Private camps to the number of fifteen were built, equipped, and staffed by individual farmers who needed from 10 to 40 or more workers on their own farms. The Ontario Farm Service Force undertook to help find staff and keep the camps filled with helpers, throughout the season.

Some Results

The report continues:

"One placement in our day-by-day work was that of a grandmother, daughter and granddaughter. The grandmother, on the first day, harvested 69 bushels of carrots, the second day 75 bushels, and 82 bushels the third day which would have been 100 bushels but the carrots gave out. On the fourth day she topped 120 bushels of beets.

"Mr. M. M. Robinson, Secretary of the Ontario Food Distribution Council in his annual survey said: 'Ontario's fruit and vegetable growers would never have completed their 1942 operations without the student labour organized by the Provincial Department of Agriculture and this source of labour even saved the day for many processors and others engaged in activities related to production and distribution.'

"Extract from letter re one of our boys at the Leamington Camp.

"Here is a record of one boy's work—fifteen weeks.

Number of hours worked.....	817
Wages earned.....	\$243
Board	75
Savings	150

Plans for 1943

According to the report, the plan for finding farm help for 1943 in Ontario will be worked out on the same lines as in 1942. The seven Brigades of the Ontario Farm Service Force will be continued and extended. New government camps for boys and for girls are being planned; and several new private camps have been proposed.

Two years of operation have provided valuable experience in regard to the organization of the Farm Service Force. Moreover those of the fifty thousand volunteers who again offer their assistance will be of improved skill and usefulness to the farmers for whom they work.

Wartime Controls Found Valid

Supreme Court of Canada Upholds Validity of Order in Council Delegating Power to Controller and of Order Issued by Controller under this Authority

THE authority of the Governor in Council to delegate to subordinate agencies the powers conferred on him by the War Measures Act was upheld in a unanimous decision rendered on January 5 by the Supreme Court of Canada.¹ The judgment has removed doubts as to the validity of the Government's system of wartime controls, a system which has been in operation since the beginning of the war and has been steadily extended in scope until it is now of basic importance to the entire war program.

It was first challenged when a charge of an offence against an order made by the Oil Controller was dismissed by the senior County Court Judge in the County of York on the ground that the authority vested in the Governor in Council could not validly be delegated to a Controller. A few days later, another charge, this time involving an infraction of the National Selective Service Regulations, was dismissed by a Kingston magistrate, and in other cases judgment was withheld. As a result, doubt was cast on the validity of a wide range of regulations under the War Measures Act, including the Defence of Canada, price control, wages stabilization, foreign exchange control and manpower regulations and the orders issued under them. A Reference was therefore made to the Supreme Court to determine (1) if an Order in Council relating to chemicals, which was considered to be representative, was ultra vires of the Governor in Council, and (2) if an order issued under that Order in Council was ultra vires of the Chemicals Controller who had issued it. The unanimous opinion of the Court was that neither the Order in Council nor the order were invalid except for one paragraph of the Order in Council which was held to be clearly in conflict with a section of the War Measures Act.

Act Itself Not Open to Challenge

It was pointed out that there could be no dispute as to the validity of the War Measures Act itself, this matter having been finally determined by the Privy Council in *Fort Frances Pulp and Paper Company v. Manitoba Free Press Company* (1923) A.C. 695. Moreover, it could not be suggested that the various sub-

jects dealt with by regulation and order, whether by the Governor in Council direct or by subordinate agencies under a delegated authority, were not within the powers vested in the Governor in Council by the Act. The question to be determined, therefore, related purely to the delegation of power to subordinate agencies, and this involved particularly the interpretation of Sec. 3 of the Act which provides that

The Governor in Council may do and authorize such acts and things, and make from time to time such orders and regulations, as he may by reason of the existence of real or apprehended war, invasion or insurrection deem necessary or advisable for the security, defence, peace, order and welfare of Canada...

and that

All orders and regulations made under this section shall have the force of law...

Legislative Powers Conferred on Governor in Council

Chief Justice Duff expressed the opinion of the Court when he stated that the decision in *re Gray* (1918) 57 Can. S.C.R. 150

involved the principle, which must be taken by this Court to be settled, that an Order in Council in conformity with the conditions prescribed by, and the provisions of, the War Measures Act may have the effect of an Act of Parliament.

That is, the Act confers law-making authority on the Governor in Council, and within the ambit of the Act he has powers as great as those of Parliament itself. Apart from conditions expressed in other sections of the Act, the validity of an order passed under Sec. 3 depends on a two-fold condition:

that it could be enacted as a statute by Parliament, in execution of its emergency powers, or otherwise; and furthermore, that Parliament is not precluded by the British North America Act, or by any later enactment concerning its legislative powers, from committing the subject matter of it to the Executive Government for legislative action.

At the same time, the risk of an abuse of power is avoided because Parliament still remains the ultimate authority:

Under the War Measures Act the final responsibility for the Acts of the Executive rests upon Parliament. Parliament abandons none of its powers, none of its control over the Executive, legal or constitutional.

Sec. 3 of the Act is couched in extremely comprehensive terms: the Governor in Council has power to do any act or pass any order

¹ In the matter of a Reference as to the validity of the Regulations in relation to Chemicals enacted by the Governor General of Canada on the 10th day of July, 1941, P.C. 4996, and an Order of the Controller of Chemicals, dated the 16th day of January, 1942, made pursuant thereto.

which he deems necessary for the security, defence, peace, order and welfare of Canada. These words, on their natural meaning, cannot be interpreted as precluding delegation of authority. In Britain in the last war wide powers were delegated to Boards and Controllers under authority of a statute whose language was less comprehensive than that of the War Measures Act, and in the Defence of the Realm Act of 1939 the necessity of this procedure was recognized by the fact that it was explicitly provided for. Actually, the imposition on the Governor in Council of the duty of safeguarding the supreme interests of the State in itself necessarily implies that he has the power to delegate his authority, for otherwise he would be unable to perform his duty adequately.

I find it impossible to suppose that the authors of the enactment did not envisage the likelihood of the Executive finding itself obliged to make use of such [subordinate] agencies.

The Governor in Council has been vested with full discretion in performing the duty imposed on him and he alone is competent to decide what it is necessary to do. Subject to the conditions expressed above it is not within the powers of any court to canvass the considerations which led him to believe that

any regulations he might pass are necessary or advisable.

The words are too plain for dispute: the measures authorized are such as the Governor in Council (not the courts) deems necessary or advisable.

Governor in Council not a Delegate

Mr. Justice Rinfret amplified this reasoning in certain particulars. Citing the case of *Hodge v. the Queen* (1883) 9 App. Cas. 117, he stated that the powers conferred on the Governor in Council

are "not in any sense to be exercised by delegation from or as agents of the Parliament."

Within the limits prescribed, the authority of the Governor in Council is as plenary and as ample as the Parliament "in the plenitude of its powers possessed and could bestow." The "devolution effected by the War Measures Act" (to borrow the expression of my Lord the Chief Justice in the *Gray* case) is not to be assimilated to a so-called delegation; and such a devolution has no analogy with agency.

The maxim *Delegatus non potest delegare* therefore does not apply as having no reference to legislative authority.

The Governor in Council within the ambit of the Act, is not a delegate. The Act constitutes a devolution of the legislative power of Parliament, and, within prescribed limits, it can legislate as Parliament itself could. Therefore it can delegate its powers whether legislative or administrative.

Price Control in Newfoundland

THE *Commercial Intelligence Journal* issued by the Department of Trade and Commerce, in a recent number provided a brief description of Price Control in Newfoundland as reported by Mr. R. P. Bower, acting Trade Commissioner in Newfoundland.

On December 29, 1941, under the provisions of the Emergency Powers (Defence) Act, 1940, the Newfoundland Commission of Government introduced the Defence (Prices of Goods) Regulations. These regulations empower the Commissioner for Public Health and Welfare to fix the maximum prices to be charged for specified commodities in the course of a business of any specified class and provide penalties for evasion or contravention. They also provide that control of prices can be effected by regulating the amount of mark-up imposed by the various intermediaries in the distribution chain.

Although these regulations have been in force since December 2, 1941, it was only recently decided to establish a comprehensive list of maximum prices. To determine these prices and secure enforcement, a Deputy Food Controller was appointed on November 3. According to recent press notices published by the Commissioner for Public Health and Welfare, the retail price of eggs should not exceed \$1.05 per dozen and maximum prices

have been established for certain brands of oleomargarine. Until these prices were set, prices for these products varied widely. In St. John's, for example, a certain brand of oleomargarine could be bought for 35 cents per pound in one store, while in another the price was 42 cents. The price of imported eggs ranged from \$1.25 to \$1.60 per dozen. In many cases, the retail selling price bears little relation to cost price and is determined largely by the scarcity of the commodity involved. In the case of an item of office equipment, where cost figures were recently examined, it was found that the landed cost amounted to \$1.82; retail selling prices ranged from \$2.75 to \$5.50, depending on the stock position of the various merchants, those with ample supplies charging the lower figure and those with small stocks the higher.

The cost of living under such circumstances has risen at a much greater rate than the higher landed costs of imports would justify. It is in an effort to control the cost of food and ensure its equitable distribution that the recent appointment of a Deputy Food Controller was made. If the program meets with success, its scope is likely to be extended to include control over other items entering into the cost of living.

Social Security

Social Security: A National Minimum Standard

Report of Sir William Beveridge Recommends Universal Freedom from Want in Britain—Declares Security Should not Stifle Incentive—Beveridge's Basic Principles—Outline of Plan

SIR WILLIAM BEVERIDGE in his report on *Social Insurance and Allied Services*¹ set forth a plan to provide a national minimum standard of social security in Great Britain.

The main feature of the plan is a unified comprehensive, contributory, scheme of compulsory insurance against interruption and destruction of earning power, and for special expenditure arising at birth, marriage and death.

In his report Sir William Beveridge stated that in only one respect of first importance—namely, limitation of medical service—does Britain's achievement in social insurance fall seriously short of what has been accomplished elsewhere. It has a further shortcoming in its inadequate provision for cash benefit for maternity and funerals and through the defects of its system for workmen's compensation. In all other fields British provision for security, in adequacy of amount and in comprehensiveness, stands comparison with that of any other country; few countries stand comparison with Britain.

Guiding Principles of Recommendation

The recommendations of the report are based on three guiding principles. The first is that while being proposals for the future, they should take advantage of experience gathered in the past, and should not be restricted by consideration of sectional interests. This is not the time for patching, but for clear revolutionary changes.

The second principle is that social insurance should be regarded as one part only of a policy of social progress. Social insurance fully developed may provide income security; it is an attack upon want, but want is only one of five giants on the road of reconstruction. The others are disease, ignorance, squalor and idleness.

The third principle is that security must be achieved by co-operation between the State and the individual. Security should be offered in return for service and contribution. In

organizing security the State should not stifle incentive, opportunity, responsibility: in establishing a national minimum, it should leave room and encouragement for voluntary action.

The plan for social security set out in this report is built upon these principles: it is a limited contribution to a wider social policy, but something that could be achieved now without waiting for the whole of that policy. It is a plan of insurance—of giving in return for contributions, benefits up to subsistence level, as a right and without means tests, so that individuals may build freely upon it.

Freedom from Want

Before dealing with the plan for social security the report investigates the causes of want—of the circumstances in which families and individuals in Britain lacked the means of healthy subsistence in the pre-war years. During those years impartial scientific authorities made social surveys of the conditions of life in a number of the principal cities in Britain. They determined the percentage of the people whose means were below the standard assumed to be necessary for subsistence, and analysed the extent and causes of that deficiency. The same broad result emerged from all these surveys. From three-quarters to five-sixths of the want, according to the precise standard accepted, was shown to be due to interruption or loss of earning power. The remaining portion was due to failure to relate income to the size of the family. Therefore, to abolish want there must be a double redistribution of income—through social insurance and by family requirements.

First there must be provision against the interruption and loss of earning power—in other words, social insurance. There are already schemes of social insurance covering sickness, unemployment, old age, etc., yet many people affected by these causes are found to be without adequate means, so it is evident that the benefits of the insurance are either insufficient or do not last long enough, or alternatively, are only available on terms which make men unwilling to have recourse to them. Hitherto, neither benefit nor assistance

¹The official summary of this report containing benefit and contribution tables appeared on page 1406 of the December, 1942, issue of the *LABOUR GAZETTE*.

has been designed with regard to the accepted standards of the social surveys, though unemployment benefit and assistance, and workmen's compensation since 1940 are not altogether out of relation to those standards.

Secondly, there must be adjustment of incomes to family needs, that is, allowances for children. Without these no scheme of social insurance against interruption of earnings can be adequate. But these allowances must be given during periods of earning as well as in interruption of earning, or there will remain a large measure of want among the lower paid workers as the accompaniment of large families, or, alternatively, income will be greater during unemployment than during work.

Beveridge's Fundamental Principles

The social insurance scheme which is the chief method proposed to achieve social security embodies six principles. The report states that these six principles and all that is implied in them are fundamental; the rest of the scheme can be adjusted without changing its character; all rates of benefit and all details are by nature subject to amendment.

Flat Rate of Subsistence Benefit.—The social insurance scheme provides a flat rate of insurance benefit, irrespective of the amount of the earnings which have been interrupted by unemployment or disability or ended by retirement; exception is made only where prolonged disability has resulted from an industrial accident or disease. This principle follows from the recognition of the place and importance of voluntary insurance in social security and distinguishes the scheme proposed for Britain from the security schemes of Germany, the Soviet Union, the United States and most other countries with the exception of New Zealand. The flat rate is the same for all the principal forms of cessation of earning—unemployment, disability, retirement; for maternity and for widowhood there is a temporary benefit at a higher rate.

Flat Rate of Contribution.—The second fundamental principle of the scheme is that the compulsory contribution required of each insured person or his employer is at a flat rate, irrespective of his means. All insured persons, rich or poor, will pay the same contributions for the same security; those with larger means will pay more only to the extent that as taxpayers they pay more to the National Exchequer and so to the State share of the social insurance fund. This feature distinguishes the scheme proposed for Britain from the scheme recently established in New Zealand under which the contributions are graduated by income, and are in effect an income-tax assigned to a particular service. Subject moreover

to one exception, the contribution will be the same irrespective of the assumed degree of risk affecting particular individuals or forms of employment. The exception is the raising of a proportion of the special cost of benefits and pensions for industrial disability in occupations of high risk by a levy on employers proportionate to risk and pay-roll.

Unification of Administrative Responsibility.

—The third fundamental principle is unification of administrative responsibility in the interests of efficiency and economy. For each insured person there will be a single weekly contribution, in respect of all his benefits. There will be in each locality a security office able to deal with claims of every kind and all sides of security. The methods of paying different kinds of cash benefit will be different and will take account of the circumstances of insured persons, providing for payment at the home or elsewhere, as is necessary. All contributions will be paid into a single social insurance fund and all benefits and other insurance payments will be paid from that fund.

Adequacy of Benefit.—The fourth fundamental principle is adequacy of benefit in amount and in time. The flat rate of benefit proposed is intended in itself to be sufficient without further resources to provide the minimum income needed for subsistence in all normal cases. It gives room and a basis for additional voluntary provision, but does not assume that in any case. The benefits are adequate also in time, that is to say except for contingencies of a temporary nature, they will continue indefinitely without means test, so long as the need continues, though subject to any change of conditions and treatment required by prolongation of the interruption in earning and occupation.

Comprehensiveness.—The fifth fundamental principle is that social insurance should be comprehensive, in respect both of the persons covered and of their needs. It should not leave either to national assistance or to voluntary insurance any risk so general or so uniform, that social insurance can be justified. For national assistance involves a means test which may discourage voluntary insurance or personal saving. And voluntary insurance can never be sure of covering the ground. For any need moreover which, like direct funeral expenses, is so general and so uniform as to be a fit subject for insurance by compulsion, social insurance is much cheaper to administer than voluntary insurance.

Classification.—The sixth fundamental principle is that social insurance, while unified and comprehensive, must take account of the different ways of life of different sections of

the community; of those dependent on earnings by employment under contract of service, of those earning in other ways, of those rendering vital unpaid service as housewives, of those not yet of age to earn and of those past earning. The term "classification" is used here to denote adjustment of insurance to the differing circumstances of each of these classes and to many varieties of need and circumstance within each insurance class. But the insurance classes are not economic or social classes in the ordinary sense; the insurance scheme is one for all citizens irrespective of their means.

Outline of Plan

The Beveridge plan covers all citizens without upper income limit, but has regard to their different ways of life; it is a plan all-embracing in scope of persons and of needs, but is classified in application.

In relation to social security the population falls into four main classes of working age and two others below and above working age respectively, as follows:

(1) Employees, that is, persons whose normal occupation is employment under contract of service.

(2) Others gainfully occupied, including employers, traders and independent workers of all kinds.

(3) Housewives, that is married women of working age.

(4) Others of working age not gainfully occupied.

(5) Below working age.

(6) Retired above working age.

Every person in Class (1) (2) or (4) pays a single security contribution by a stamp on a single insurance document each week or combination of weeks. In Class (1) the employer also contributes affixing the insurance stamp and deducting the employee's share from wages or salary. The contribution differs from one class to another, according to the benefits provided, and is higher for men than for women, so as to secure the benefits for Class (3).

Benefits

Subject to simple contribution conditions, every person in Class (1) receives benefit for unemployment and disability, pension on retirement, medical treatment and funeral expenses. Persons in Class (2) receive all these except unemployment benefit and disability benefit during the first 13 weeks of disability. Persons in Class (4) receive all these except unemployment and disability benefit.

As a substitute for unemployment benefit, training benefit will be available to persons in all classes other than Class (1), to assist them to find new livelihoods if their present ones fail.

Maternity grant, provision for widowhood and separation and qualification for retirement pensions are secured to all persons in Class (3) by virtue of their husbands' contributions; in addition to maternity grant, housewives who take paid work receive maternity benefit for thirteen weeks to enable them to give up working before and after childbirth.

The sixth of these classes receives retirement pensions and the fifth is covered by children's allowances, paid from the National Exchequer in respect of all children when the responsible parent is in receipt of insurance benefit of pension, and in respect of all children except one in other cases. All classes are covered for comprehensive medical treatment and rehabilitation and for funeral expenses.

Unemployment benefit, disability benefit, basic retirement pension after a transition period, and training benefit are at the same rate, irrespective of previous earnings. It was felt that this rate would provide by itself the income necessary for subsistence in all normal cases. Provision is made for a joint rate for a man and wife who is not gainfully occupied. Where there is no wife or she is gainfully occupied, there is a lower single rate; where there is no wife but a dependant above the age for children's allowance, there is a dependant allowance.

Maternity benefit for housewives who work also for gain is at a higher rate than the single rate in unemployment or disability, while their unemployment and disability benefit is at a lower rate; there are special rates also for widowhood. With these exceptions all rates of benefit are the same for men and for women.

Disability due to industrial accident or disease is treated like all other disability for the first thirteen weeks; if disability continues thereafter, disability benefit at a flat rate is replaced by an industrial pension related to the earnings of the individual subject to a minimum and a maximum.

Unemployment benefit continues at the same rate without means test so long as unemployment lasts, but is normally subject to a condition of attendance at a work or training centre after a certain period. Disability benefit continues at the same rate without means test, so long as a disability lasts or till it is replaced by industrial pension, subject to acceptance of suitable medical treatment or vocational training.

Pensions

Pensions (other than industrial) are paid only on retirement from work. They may be claimed at any time after the minimum age

of retirement, that is 65 for men and 60 for women. The rate of pension is increased above the basic rate if retirement is postponed.

Contributory pensions are raised to the full basic rate gradually during a transition period of twenty years, in which adequate pensions according to needs are paid to all persons requiring them. The position of existing pensioners is safeguarded.

While permanent pensions are no longer to be granted to widows of working age without dependent children, there is for all widows a temporary benefit at a higher rate than unemployment or disability benefit, followed by training benefit where necessary. For widows with the care of dependent children there is guardian benefit, in addition to the children's allowances, adequate for subsistence without other means. The position of existing widows on pension is safeguarded.

National Assistance

For the limited number of cases of need not covered by social insurance, national assistance subject to a uniform means test is available.

It must meet those needs adequately up to subsistence level, but it must be recognized

as something less desirable than insurance benefit. Assistance would therefore always be given subject to proof of needs and examination of means; it would be subject also to any conditions as to behaviour which may seem likely to hasten restoration of earning capacity. The cost of assistance is met directly by the National Exchequer; although distinct from social insurance national assistance is combined with it in administration.

Medical Treatment

Medical treatment covering all requirements is provided for all citizens by a national health service organized under the health departments and post-medical rehabilitation treatment is provided for all persons capable of profiting by it.

Unified Administration

It is proposed that the social security plan should be administered by a Ministry of Social Security under a Cabinet Minister. This Ministry would be responsible for social insurance, national assistance and encouragement and supervision of voluntary insurance and will take over, so far as necessary for these purposes, the present work of other Government Departments and of Local Authorities in these fields.

Planning for Peace in War

At the conclusion of his report on "Social Insurance and Allied Services", Sir William Beveridge emphasized the need of planning for peace in wartime.

He said in part that "Statement of a reconstruction policy by a nation at war is statement of the uses to which that nation means to put victory, when victory is achieved. In a war which many nations must wage together as whole-hearted allies, if they are to win victory, such a statement of the uses of victory may be vital. This was recognized by the leaders of the democracies east and west of the Atlantic in putting their hands to a charter which, in general terms, set out the nature of the world which they desired to establish after the war. The Atlantic Charter has since then been signed on behalf of all the United Nations. The fifth clause of the charter declares the desire of the American and the British leaders 'to bring about the fullest collaboration between all nations in the economic field, with the object of securing for all improved labour standards, economic advancement, and social security'." The proposals of this Report are designed as a practical contribution towards the achievement of the social security which is named in the closing words. The proposals cover ground which must

be covered, in one way or another, in translating the words of the Atlantic Charter into deeds. They represent, not an attempt by one nation to gain for its citizens advantages at the cost of their fellow fighters in a common cause, but a contribution to that common cause. They are concerned not with increasing the wealth of the British people, but with so distributing whatever wealth is available to them in total, as to deal first with first things, with essential physical needs. . . .

"Freedom from want cannot be forced on a democracy or given to a democracy. It must be won by them. Winning it needs courage and faith and a sense of national unity: courage to face facts and difficulties and overcome them; faith in our future and in the ideals of fair-play and freedom for which century after century our forefathers were prepared to die: a sense of national unity overriding the interests of any class or section. The Plan for Social Security in this Report is submitted by one who believes that in this supreme crisis the British people will not be found wanting, of courage and faith and national unity, of material and spiritual power to play their part in achieving both social security and the victory of justice among nations upon which security depends."

Social Security in New Zealand

Comprehensive Program Financed by Special Social Security Contributions and State Subsidies

THE announcement in Great Britain of the Beveridge Report proposing a unified and extended social security plan for that country focuses attention once again on social security in New Zealand. This Dominion, which has gained a reputation as a laboratory for social legislation, has had in operation for a number of years a social security program in many respects similar to that suggested in the Beveridge Report.

The basic philosophy which motivated the adoption of New Zealand's social security legislation in 1938 was embodied in the Prime Minister's statement at the time: "A new principle has been introduced by this Act: citizens of the Dominion are ensuring themselves against the economic hardships that would otherwise follow those natural misfortunes from which no one is immune." "This legislation," states the Hon. Walter Nash, New Zealand's Minister to Washington, "ensures that no individual need ever lack an income sufficient to provide the necessities of life. It recognizes more fully and completely, I believe, than has ever been recognized anywhere else, the need for the community, as a whole, to accept responsibility directly for the economic welfare of its members—that, against the hazards incidental to competitive struggle for private gain must be set the need for collective organization of security."

The New Zealand Social Security Act, passed in September, 1938, makes comprehensive provision against the financial loss occasioned by such misfortunes as invalidity, sickness, orphanhood, widowhood, occupational disease and unemployment. In addition, it also provides old age superannuation, family allowances and various health and medical services.

New Zealand's social security program endeavours to provide an adequate income for those citizens of the state who permanently or temporarily lose their earning power. At the same time, it is understood to be the obligation of the citizen to co-operate fully in restoring his earning capacity whenever this is possible.

The Social Security plan is financed by a special social security levy, known as the Social Security Contribution, and by Government subsidies. In effect, the Government subsidizes an amount equal to the difference between the contribution receipts and the total social security costs. The Social Security Contribution consists of two parts: (1) a "regist-

ration fee" paid quarterly for all men over 20, and annually for women, and for boys and girls between 16 and 20; and (2) a "charge" on salaries, wages and other income of 1 shilling per pound, i.e. an income-tax of approximately 5 per cent. This income-tax is deducted at its source in the case of income derived from wages and salaries and in other cases is payable quarterly on an annual declaration of income received. Social security benefits themselves and military pay and allowances are the only classes of income exempt from payment of the charge.

Administration

The Health provisions of the Social Security Act are under the jurisdiction of the Minister of Health, who delegates authority to the Director-General of Health. All the other benefits are administered by the Minister of Social Security through the Social Security Department. A Social Security Commission acts under the general direction and control of the Minister of Social Security. This Commission consists of three members who are the executive officers of the Department.

Health Program

A universal health scheme covers every man, woman and child in New Zealand. The benefits made available under the Social Security Act include full general practitioner services, hospital treatment, pharmaceutical benefits and maternity benefits. The principle was established whereby patients have free choice of doctor and the doctor has free choice of patient.

There is free treatment in public and mental hospitals and part-payment of private hospital fees.

All necessary medicine and drugs are provided without charge, as well as all prescribed appliances and materials.

Maternity benefits include free nursing and medical services at confinement, treatment and maintenance in maternity hospital for fourteen days, or the services of a midwife or maternity nurse in the patient's home for a similar period; ante-natal and post-natal treatment are given free by the doctor. Every woman has the right to choose the maternity home or midwife who attends her in her own home.

Another feature of New Zealand's health program is the provision made for systematic dental treatment for school children through school dental clinics.

Security Benefits

Universal Superannuation and Age-Benefits.—Superannuation benefits under the 1938 Social Security Act were made available to all persons reaching the age of 65, without regard to other income or property. Payments of superannuation began on April 1, 1940 with the amount of £10 for the first year. Each succeeding year this amount is increased by £2 10s until the maximum of £78 a year is reached in 1968. In effect, it means that all persons under the age of 37 when the Act was passed will get universal superannuation at 30 shillings a week at age 65.

In addition to superannuation benefits there are age benefits which are payable to both men and women at age 60. Persons between the ages of 60 and 65 who need the assistance are taken care of by age benefits. The age benefit, unlike the superannuation benefit, is on a means test basis.

The basic rate paid in age benefit is thirty shillings a week (£78 a year). This basic rate is reduced if the recipient has an income in excess of £52 a year or if both husband and wife are entitled to benefit. The age benefit is supplemented by a children's allowance paid in respect of any child of an age beneficiary.

Emergency Benefits.—Persons not qualifying for any other benefit but not able to provide adequate livelihood for themselves and their dependents by reason of age, or physical or mental disability, domestic circumstances or for any other reasons, can qualify for an emergency benefit, an amount which is determined by the special circumstances of the case.

Family Benefits.—The family benefit is a payment made to the mother of every child, provided the income of the home does not exceed £5/50 a week. If the income of the home does not exceed five guineas a week, then six shillings a week is paid to the mother in respect of every child. If the income of the home exceeds £5/5/0, the total benefit payable in respect of any family is reduced by the amount of the excess. These allowances are paid in respect of children under 16 but must be used exclusively for the maintenance or education of the children, and the benefit may be discontinued at any time if, in the opinion of the Social Security Commission, this stipulation is not observed.

Orphans' Benefits.—Another benefit under the Social Security Act is the orphans' benefit which is paid to guardians for every orphan under 16.

Unemployment Benefits.—Every person over 16 who is unemployed, is capable of working and willing to work, and has taken reasonable

steps to obtain suitable employment is entitled to apply for unemployment benefits. The Social Security Commission has the discretionary powers to reduce the rate of benefit in relation to the claimant's other income and property. This is a means test.

There is a seven-day waiting period before benefit is paid but this may be waived if it is deemed necessary by the Commission. Further, the Commission may postpone the commencement of unemployment benefit for as long as four weeks or terminate it altogether if the applicant lost his job through misconduct, left voluntarily without good reason, or failed to accept an offer of suitable employment. Unemployment benefit may be refused to a seasonal worker if, in the opinion of the Commission, his earnings for the season are sufficient for the maintenance of himself and his family.

The duration of benefit lasts as long as the recipient meets the qualifications and provided he does not become entitled to receive some other benefit under the Act.

Sickness Benefits.—Persons over 16 are entitled to receive sickness benefits if they are incapacitated for work through sickness or accident resulting in a loss of salary, wages or other earnings. The incapacity must be certified by a resident medical practitioner. Sickness benefits are paid at the same rate as unemployment benefits. The Commission may reduce the amount of sickness benefits if the applicant is in receipt of other income. As in the case of unemployment benefit, there is a waiting period of seven days for sickness benefit. However, this waiting period can be waived by the Commission for special circumstances.

Invalidity Benefits.—The Social Security Act provides that every person who has attained the age of 16 years and who is not qualified to receive an age-benefit is entitled to an invalidity benefit, if the person is totally blind or if the person is permanently incapacitated for work as a result of an accident or by reason of illness or any congenital defect. In addition to certain residential qualifications, invalidity benefits are conditional on the fact that the disability was acquired during residence in New Zealand and that it was not self-induced.

Social Security Fund

Social security contributions are collected by the Commissioner of Taxes but are transferred to a special account known as the Social Security Fund. The annual government subsidy from general taxation revenue is also paid into this fund to meet its budgetary requirements.

In the fiscal year 1941-2 Social Security expenditures for monetary and medical benefits

and for administrative expenses were £13,531-287. Payments in respect of universal superannuation, age, widows, orphans, family, invalids, miners, Maori war, unemployment, sickness and emergency benefits were £10,701-237 while medical and other benefits including medical, hospital, maternity, pharmaceutical and supplementary benefits amounted to £2,435,588. The administrative expenses for social security of the Land and Income Tax, the Health and the Social Security Departments were £394,462.

Receipts from social security registration fees in the same period were £605,222; those from the social security charge on wages and other income were £10,432,314; penalties, fines, interest and miscellaneous receipts amounted to £50,146. The other receipts included the balance of £1,867,440 in the Fund from the fiscal year 1940-1 and the grants from the Consolidated Fund of £3,600,000.

At March 31, 1942 there was a balance of £3,023,835 in the Social Security Fund. This sum is carried over for use in the current fiscal year, 1942-3.

System of State Medical Services Proposed in Great Britain

Report of British Medical Planning Commission Urges that Medical Services be made Available to Every Individual

A Commission, which consists of representatives of the British Medical Association, the Royal Colleges of Physicians and Surgeons and other medical societies, held its first meeting in May, 1941, and a year later published a Draft Interim Report. In September, 1942, the conclusions of the report were discussed by the Annual Representative Meeting of the British Medical Association and were for the most part approved.

The Commission made the following statement of its objects:

(1) To provide a system of medical service directed towards the achievement of positive health, the prevention of disease and the relief of sickness; and

(2) To render available to every individual all necessary medical services, both general and necessary medical services, both general and specialist, and both domiciliary and institutional.

Certain principles were outlined as basic to all proposals for reform. Such proposals should aim at improvement in the quantity, quality and availability of all types of medical services and should include measures for securing that each family or individual will be under the care of a medical practitioner who is concerned not only with diagnosis and treatment but also with the promotion of health and the prevention of disease. There should be as full a measure as possible of freedom of choice both by the patient of his doctor and by the doctor of his patients; co-operation among individual general practitioners in a locality is essential and implies some form of group practice; and the two existing types of general hospitals ("council" and "voluntary" hospitals) should be brought together in a unified system.

Outline of Plan

The Commission in its proposed plan favoured an intermediate scheme between a full-time salaried medical service and the present form of insurance medical practice. A central authority, preferably a Ministry, should be established to deal with all civilian, medical and ancillary health services, including general practitioner, hospital and public health services, industrial health services and the medical treatment of pensioners. The policies of the central authority would be carried out by special regional authorities responsible for a population which is considerably larger than that of most of the existing local authorities.

A State scheme of medical service should be provided for all persons whose incomes do not exceed the maximum prescribed as compatible with liability to compulsory insurance (at present £420 per year), i.e., about 90 per cent of the population. Health centres should be established which would be the local headquarters of the general practitioner service and each of which would serve an urban or mixed urban and rural area. Each centre would contain several consulting and waiting rooms, an operating room for minor surgery, a small X-ray department and a pathological room for simple diagnostic investigation. The person entitled to avail himself of the State scheme would choose his doctor from among those working at one of the nearby centres, subject to the doctor's right to reject him. Hospitals should be generally administered in each region by the regional health authority, but this authority would not interfere with the internal organization of the individual hospital.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their Reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Industrial disputes which concern wage demands are now administered by the National War Labour Board.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried

on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1941 appeared in the *LABOUR GAZETTE* for May, 1942.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Disputes in Steel Industry.—This month the *LABOUR GAZETTE* publishes the majority and minority reports of the Royal Commission appointed in regard to wages in the steel industry. Also published is a statement by the Minister of Labour giving the background of the dispute.

Steel Workers' Industrial Dispute

Statement by Minister of Labour—Decisions of Regional War Labour Boards—Majority and Minority Reports of Royal Commission

IN order that the background of the industrial dispute, affecting steel workers at Sault Ste. Marie, Ontario, and Sydney, Nova Scotia, might be understood, the following statement was issued by the Hon. Humphrey Mitchell, Minister of Labour.

On March 18, 1942, employees of the Algoma Steel Corporation, Ltd., at Sault Ste. Marie, members of the United Steel Workers of America, applied to the Ontario Regional War Labour Board for an increase in basic wages for unskilled labour to 55 cents an hour. On

March 31, 1942, members of the same union employed by the Dominion Steel and Coal Corporation, Ltd., at Sydney, made a similar application to the Nova Scotia Regional War Labour Board.

Order in Council P.C. 5963 of July 10, 1942 (superseding the earlier P.C. 8253) undertakes to stabilize wage rates throughout Canada, with a view to preventing a harmful cycle of price and wage increases which, through their inflationary effect, so increase the cost of living that actually the workers receiving nominal wage increases are worse off by reason of the very increases which they have obtained. This was demonstrated repeatedly during the last war. However, this wage control order provides for an examination into cases where it is claimed that special conditions exist—for example, that the wage rates in a given industry are less than those generally applying in a comparable district to others who are doing the same class of work. For consideration of such cases, some industries come within the purview of the National War Labour Board, others under the jurisdiction of the Regional War Labour Board for the province. In the case of both steel industries referred to, the cases come under the jurisdiction of the Regional Board for the province. Hence, the employees in both cases took the proper action in making their representations to the Regional Boards.

Actions of Regional Boards

After receiving submissions from the union and the employer, the Ontario Regional Board sent a special investigator to Sault Ste. Marie to secure a report on the wage situation. Next, both employer and union were given opportunity to have representatives present further particulars of their cases to the Board. Representations from the union and the Company were in conflict, the union urging an increased rate, with the Company opposing the application.

In Nova Scotia the representations submitted by the employees and by the Company were likewise at variance, the union arguing for, and the Company against, an increase in basic wage rates.

On July 17 the Nova Scotia Regional Board decided to refuse the application of the union on behalf of Sydney employees for increased rates, on the ground that existing rates were at least equal to rates current in the district for similar work.

About August 14 the Ontario Regional Board dealt with the application of the union

at Sault Ste. Marie, by recommending to the employees and the Company that they endeavour to come to agreement on suitable rates for particular classes, and then to present joint applications to the Board.

On August 10 the union, through its representative, asked the Department of Labour to conduct strike votes at both Sault Ste. Marie and Sydney. The union was verbally informed, however, that no legislation existed to warrant such action. It was pointed out that the dispute came under the Wartime Wage Control Order, not under the Industrial Disputes Investigation Act. On August 19 the employees at Sault Ste. Marie took the day off and conducted a strike vote, which resulted in 3,126 in favour of a strike, to 17 against.

Royal Commission Appointed

On August 29 the union requested a conference with the Minister of Labour, in reference to both disputes, and this was held within a couple of days. Immediately following the conference, and after consultation with the Honourable Peter Heenan, Chairman of the Ontario Regional Board, and Honourable L. D. Currie, Chairman of the Nova Scotia Regional Board, I recommended to Cabinet Council that a Royal Commission be appointed, as requested by the union, to investigate both situations.

The Commission was instructed to report as to what wage adjustments, if any, would appear justified under the wage control regulations, in the case of employees of the Algoma Steel Corporation Ltd. at Sault Ste. Marie, Ont., and of the Dominion Steel and Coal Corporation Limited at Sydney, N.S. The employees, members of the United Steel Workers of America, had put forward demands for increases in their basic rates of pay.

The Royal Commission was appointed by Order in Council of September 14, under the Inquiries Act, consisting of the Honourable Mr. Justice Barlow of Toronto, James T. Stewart of St. Thomas and J. King Gordon of Montreal.

The Royal Commission held hearings at Sault Ste. Marie, Toronto and Sydney, and both the union and the management appeared in order to make representations. The Royal Commission held extended hearings, made a lengthy study, and then reported.

A majority report was submitted by the Chairman, Mr. Justice Barlow, and James T. Stewart, while J. King Gordon submitted a minority report.

Majority Report

The majority of the Commission, reporting under date of December 28, 1942, recommended that there be no change in basic wage rates. The majority report states: "We cannot find that the basic wage rates in these two companies are lower than the generally prevailing wage rates with the exception of the wage rates of what are usually termed maintenance men." The majority report does, however, recommend overtime at the rate of time and a half for the seventh day where it is found necessary for employees to work a seven-day week; careful study of job re-classification and evaluation; continuation of management and employee committees; and the Commission majority report recommends against exemption of the steel industry at the two points in question from the wage control regulations.

"From a careful study of these rates which constitute a fair cross-section of the basic wage rates for unskilled labour prevailing throughout Ontario and Nova Scotia, it is quite clear that the basic wage rates for unskilled labour of 50½ cents an hour and 52½ cents (including cost of living bonus) paid by Algoma Steel Corporation Limited and Dominion Steel and Coal Company Limited respectively are not substandard but in fact above the average rates generally prevailing for that class of labour."

In the case of maintenance men, however, the majority report finds that the rates of pay are lower than would appear justified, and it is recommended that the management and the employees enter into negotiations to secure increases through the Regional War Labour Boards.

On behalf of the employees it had been represented to the Commission that the workers in the steel plants should be exempted from

the wage control regulations. The majority report finds that the conditions of the steel industry are not sufficiently different from those in other war industries to warrant this action being taken. On whether steel should be declared "a national industry", so that wage adjustments would be dealt with by the National War Labour Board, and not by the Regional Boards, the majority felt that this subject was beyond their terms of reference.

Minority Report

J. King Gordon, while concurring in other recommendations of the majority, in his minority report states that because of the peculiar arduousness and hazard of the work in the steel plants, and because of exceptionally long hours—conditions which he claims violate the Government labour policy—an increase in the basic wage rate, as requested by the employees, is justified. He recommends that the present basic rates of 50½ cents per hour at Sault Ste. Marie and 52½ cents per hour at Sydney (both including cost of living bonus) should be increased to 55 cents. Mr. Gordon suggests that steel should be declared "a national industry", and that, if necessary, workers in the steel industry should be removed from the field of the wage control regulations in order to secure adjustment of wage rates.

In announcing the report of the Barlow Commission, Mr. Mitchell said that, after conferring with the chairman of the Ontario and Nova Scotia Regional War Labour Boards, he had appointed special representatives to endeavour to bring the company and the union together in each case, in an effort to secure prompt action in carrying out those recommendations of the Commission acceptable to both parties. These special officers are immediately available for this purpose, the Minister said.

Report of the Royal Commission

Following is the text of the report of the Royal Commission appointed to report as to wage rates of employees in Algoma Steel Corporation Limited and Dominion Steel and Coal Corporation Limited, pursuant to Order in Council P.C. 5963, signed by the Honourable Mr. Justice Barlow, Chairman, and Mr. James Stewart, Commissioner, together with a minority report signed by Mr. J. King Gordon, Commissioner.

Majority Report

To: The Honourable Humphrey Mitchell,
Minister of Labour for Canada,
The Honourable Peter Heenan,
Chairman of the Regional War Labour
Board for Ontario,
The Honourable Lauchlin D. Currie, K.C.,
Chairman of the Regional War Labour
Board for Nova Scotia.

By Order in Council P.C. 8267 dated the 14th day of September, 1942, pursuant to the provisions of Section 65 of the Industrial Disputes Investigation Act, a Commission was appointed under the provisions of Part 1 of the Inquiries Act, Chapter 99, Revised Statutes of Canada 1927:

- (a) To enquire into the facts and circumstances of the representations made on behalf of certain employees of the Algoma Steel Corporation Limited, members of Local 2251, United Steel Workers of America, and certain employees of the Dominion Steel and Coal Corporation Limited, members of Local 1064, United Steel Workers of America, to the Regional War Labour Board for Ontario and to the Regional War Labour Board for Nova Scotia, respectively, for increases in basic rates of pay.
- (b) To report to the Minister of Labour and to the Chairmen of the Regional War Labour Boards for Ontario and Nova Scotia as to what adjustments, if any, in the wage rates of the said employees are justified under the terms of Order in Council P.C. 5963 dated the 10th day of July, 1942.

Your Commission has inspected the plants of Algoma Steel Corporation Limited and Dominion Steel and Coal Corporation Limited and has taken *viva voce* evidence at the City

9½c	increase	for all employees receiving 75c or less
8 c	"	" " " " from 75½c to 85c
7½c	"	" " " " " 86c to 95c
7 c	"	" " " " " 96c to \$1.05
6½c	"	" " " " " \$1.06 to \$1.15
6 c	"	" " " " " \$1.16 to \$1.25
5½c	"	" " " " " \$1.26 to \$1.35
5 c	"	" " " " " \$1.36 to \$1.45
4 c	"	" " " " " over \$1.45.

of Sault Ste. Marie, in the Province of Ontario, at the City of Sydney, in the Province of Nova Scotia, and at the City of Toronto, in the Province of Ontario. Some sixty-six exhibits were filed, also briefs by the United

The employees of Dominion Steel and Coal Corporation Limited, who are members of Local 1064 United Steel Workers of America, have presented to us an application for an increase in hourly wage rates as follows:

11½c	increase	for all employees receiving 50c or less
11 c	"	" " " " " from 50½c to 60c
10 c	"	" " " " " 60½c to 70c
9c	"	" " " " " 70½c to 80c
8c	"	" " " " " more than 80c.

Steel Workers of America on behalf of the employees and by both steel companies. Pursuant to the Order in Council under which your Commission was appointed, your Commission has conferred with the Minister of Labour for Canada, the Chairman of the Regional War Labour Board for Ontario and the Chairman of the Regional War Labour Board for Nova Scotia.

On the 18th day of March, 1942, certain employees of Algoma Steel Corporation Limited, members of Local 2251, United Steel Workers of America, made an application to the Regional War Labour Board for Ontario for an increase in the basic wage rate for unskilled labour to 55 cents per hour (Exhibit 4). This application, after having been duly considered by the Regional War Labour Board for Ontario, was refused on the 14th day of August, 1942 (Exhibit 8).

On the 31st day of March, 1942, certain employees of Dominion Steel and Coal Corporation Limited, members of Local 1064 United Steel Workers of America, made an application to the Regional War Labour Board for Nova Scotia for an increase in the basic wage rate for unskilled labour to 55 cents per hour. This application, after having been duly considered by the Regional War Labour Board for Nova Scotia, was refused on the 17th day of July, 1942.

Following the refusal of the applications to the Regional War Labour Boards for Ontario and Nova Scotia certain representations were made to the Minister of Labour for Canada and this Commission was appointed.

The employees of Algoma Steel Corporation Limited, who are members of Local 2251, United Steel Workers of America, have presented to us an application for an increase in hourly wage rates as follows:

The employees of Algoma Steel Corporation Limited on the basic wage rate for unskilled labour are now receiving 50½c per hour made up of a basic wage rate of 45½c and a cost of living bonus of 5c per hour. The following is a summary of the basic wage rate for unskilled labour at Algoma Steel Corporation Limited for 1914 to date showing the high and the low years during the period:

September	1914	.....	16 c
June	1918	.....	30 c
November	1918	.....	35 c
April	1920	.....	42½c
January	1921	.....	35 c
June	1923	.....	36½c
November	1931	.....	33 c
April	1934	.....	30 c
July	1935	.....	33 c
March	1937	.....	37½c
January	1938	.....	41½c
September	1938	.....	37½c
January	1939	.....	41½c
August	1940	.....	43½c
December	1940	.....	45½c

For more particulars see Exhibit 14.

It is to be noted that the present rate is the highest basic wage rate for unskilled labour paid during the entire period and probably the highest in the company's history without taking into account the cost of living bonus.

The employees of the Dominion Steel and Coal Corporation on the basic wage rate for unskilled labour are now receiving 52½c per hour made up of a basic wage rate of 43½c and a cost of living bonus of 9c. The following is a summary of the basic wage rates for unskilled labour at Dominion Steel and Coal Corporation Limited from 1914 to date showing the high and low years during the period:

.....	1916	.....	14 c
January	1920	.....	34 c
May	1920	.....	28 c
November	1921	.....	24½c
July	1929	.....	36 c
June	1932	.....	28 c
April	1932	.....	40½c
July	1937	.....	43½c

(which is the present rate).

For more particulars see Exhibit 29.

The evidence shows that the present rate is the highest basic wage rate for unskilled labour in the company's history without taking into account the cost of living bonus.

We have been asked to report as to what adjustments, if any, in the wage rates are justified under the terms of Order in Council P.C. 5963 above mentioned.

After a careful perusal of Order in Council P.C. 5963, and particularly the sections of the said Order in Council dealing with wage rates, it is clear that the purpose is to prevent a general increase in basic wage rates. Any increase in the cost of living is taken care of by the cost of living bonus which is increased or decreased as the cost of living index rises or falls. It is, however, flexible in that it provides for a levelling up of wages in any industry where it is found that the wage rates paid for a job, position or occupational classification are lower than the wage rates generally prevailing in a similar or substan-

tially similar job, position or occupational classification in the locality or in a locality which in the opinion of the Board is comparable (Section 25 of the Order in Council). It does not mean that wage rates shall be raised to that of the highest wage rate paid in the locality for the same or a substantially similar job. The measure to be used is the wage rate generally prevailing in the locality or in a locality found by the Board to be comparable. The words "generally prevailing" in our opinion mean the wage rate in a particular job, position or occupational classification which it is found is being paid generally by employers of the particular type of labour.

ALGOMA STEEL CORPORATION LIMITED

If we find that the basic wage rate for unskilled labour of 45½c paid by Algoma Steel Corporation Limited is lower than the generally prevailing basic wage rate for unskilled labour paid for similar or substantially similar jobs at Sault Ste. Marie, then it should be raised to whatever is the generally prevailing basic wage rate for unskilled labour. We have carefully investigated the basic wage rates for unskilled labour at Sault Ste. Marie and cannot find that the prevailing rate is higher than the rate paid by Algoma Steel Corporation Limited. Evidence has been presented to show that the lowest rate paid by Abitibi Pulp and Paper Company is 56c and it is contended that this is the basic wage rate for unskilled labour. While it is the lowest wage rate paid by Abitibi Pulp and Paper Company, it is the rate paid not only to unskilled labour but also to semi-skilled and some skilled employees. About 41 per cent of all the employees are on this rate. We, therefore, are of the opinion that it cannot be said to be a rate of wages paid for similar or substantially similar jobs to those for which Algoma Steel Corporation Limited pays 45½c.

DOMINION STEEL AND COAL CORPORATION LIMITED

Applying the same measure to the basic rate for unskilled labour paid by Dominion Steel and Coal Corporation Limited, we are unable to find any generally prevailing wage rate for unskilled labour at Sydney, Nova Scotia, higher than the rate of 43½c paid by Dominion Steel and Coal Corporation Limited. In fact the evidence before us is to the effect that other employers at Sydney have raised their basic wage rate for unskilled labour to equal that paid by Dominion Steel and Coal Corporation Limited.

GENERALLY PREVAILING WAGE RATES

In addition to considering the particular application of Section 25 of Order in Council

P.C. 5963, we have given consideration to wage rates generally prevailing in Canada, and more especially to wage rates for unskilled labour. Mr. E. B. Jolliffe, counsel for the Union, in his examination of Mr. Eugene Forsey, Director of Research for the Canadian Congress of Labour, filed as Exhibit 58 a supplement to the LABOUR GAZETTE entitled *Wages and Hours of Labour in Canada 1929-1940-1941*. This publication contains a survey of wage rates and hours of labour paid in industries in various cities throughout the whole of Canada. In view of the fact that we are dealing primarily with basic wage rates for unskilled labour, we have confined ourselves to these labour rates. The names of the industries are not given, numbers having been substituted for the companies. The rates quoted are taken from the 1941 column and *include cost of living bonus*. No rates are given for Sydney, Nova Scotia. We have, therefore, taken Halifax and New Glasgow. In Halifax out of eight companies six paid a rate of 43 cents or less with a low of 37 cents, one paid 48 cents and one a range from 47 cents to 52 cents. In New Glasgow five companies show a low labour rate of 34 cents and a high of 45 cents. We do not find any rate for Sault Ste. Marie.

Under the various industries we find the following basic wage rates for unskilled labour at page 114. The pulp and paper industry shows 29 companies out of 41 with basic wage rates for unskilled labour ranging from a low of 25 cents to a high of 50 cents; 4 with rates from 51 cents to 55 cents; and 7 from 56 cents to 62 cents. At page 116 under manufacture of sash, doors, etc., 44 companies out of 46 show basic wage rates for unskilled labour from 25 cents to 45 cents and 2 companies with a 50 cent rate. At page 118 furniture manufacturing shows 23 out of 25 companies with a basic wage rate for unskilled labour from 25 cents to 50 cents. At page 120 crude, rolled and forged products show basic wage rates for unskilled labour in 14 companies out of 21 of from 30 cents to 50 cents. Page 122 foundry and machine shop products show basic wage rates for unskilled labour in 41 companies out of 47 of from 25 cents to 50 cents. At page 124 a continuation of foundry and machine shop products shows 14 companies out of 19 with a basic wage rate for unskilled labour of from 30 cents to 48 cents. At page 127 under manufacture of machinery 27 companies out of 31 show basic wage rates for unskilled labour ranging from 33 cents to 50 cents with 21 of the companies under 45 cents. At page 130 under manufacture of agricultural implements 13 out of 14 show basic wage rates for unskilled labour of from 30 cents to 49 cents with one with a range from 37 cents to 53 cents, ten of

the companies paying 45 cents or less. Page 133 under manufacture of steel products 12 companies out of 18 show a basic wage rate for unskilled labour of from 37 cents to 50 cents. Pages 16 and 17 of Exhibit 58 under building trades the basic wage rate for unskilled labour at Sydney, Nova Scotia, is shown from 35 cents to 40 cents and at Halifax from 35 cents to 40 cents. At Port Arthur 40 cents to 45 cents. At Fort William 40 cents to 45 cents. No figures are given for Sault Ste. Marie.

From a careful study of these rates which constitute a fair cross-section of the basic wage rates for unskilled labour prevailing throughout Ontario and Nova Scotia, it is quite clear that the basic wage rates for unskilled labour of 50½ cents an hour and 52½ cents (including cost of living bonus) paid by Algoma Steel Corporation Limited and Dominion Steel and Coal Corporation Limited respectively are not substandard but in fact above the average rates generally prevailing for that class of labour.

Evidence was presented showing that the lowest wage rate paid by General Motors Corporation at the City of Oshawa is 62 cents an hour, and it is contended that we should find that Oshawa is a locality which in our opinion should be found to be comparable to Sault Ste. Marie, Ontario, and Sydney, Nova Scotia. We are unable to come to this conclusion for the following reasons:

- (1) Oshawa is a locality built up around General Motors Corporation, an industry which operates on the assembly line principle. Throughout a period of years the seasonal character of this industry with the frequent lay-offs for long periods of time has created a wage structure that is in no way comparable to the steel industry.
- (2) The evidence before us shows that there are two principal centres of the motor car industry in Ontario, namely Oshawa and Windsor. The wages in this industry have been largely affected by the wages paid in the plants at Windsor which are contiguous to the City of Detroit and affected by the ebb and flow of labour between Windsor and Detroit.
- (3) The wages paid in these plants are affected by the wages paid in the parent companies in the United States of America.
- (4) Oshawa is within forty miles of Toronto, and considering the metropolitan developments in and around Toronto it is in no sense a locality comparable to Sydney or Sault Ste. Marie.
- (5) Except for some general labour, the basic wage rate paid in the motor in-

dustry are for quite different jobs, positions and occupational classifications than those found in the steel industry.

BASIC WAGE RATES FOR JOBS, POSITIONS OR OCCUPATIONAL CLASSIFICATIONS OTHER THAN UNSKILLED LABOUR

We have considered carefully all the basic wage rates paid for the various jobs, positions and occupational classifications other than unskilled labour of the employees of both companies. Rates for such occupational groups are fixed either on an hourly, daily or production basis, and in some cases on a minimum hourly rate with a production bonus. The monthly earnings of employees of Algoma Steel Corporation Limited working for a normal month of twenty-six days are shown in Exhibit 10. The weekly earnings of the employees of Dominion Steel and Coal Corporation Limited are shown in Exhibit 33. We cannot find that the basic wage rates in these two companies are lower than the generally prevailing wage rates with the exception of the wage rates of what are usually termed maintenance men. For the purpose of maintaining the plants there are a considerable number of employees known as maintenance men. These employees, such as pipe fitters, steam fitters, millwrights, electricians and carpenters, are in many instances skilled tradesmen or journeymen. Where such tradesmen are found working on a construction job their wage rates are very considerably higher than the wage rates paid to the same skilled employees who are working in the steel plants as maintenance men. It is true that the higher wage rates prevailing for these skilled employees on construction work arises from the fact that such employment is seasonal and dependent on the life of the particular contract on which they are employed while the maintenance men in the steel plants receive steady employment. This is a factor to which full consideration must be given. Consideration should also be given to the difference between fully skilled journeymen and an employee who is only skilled as to certain operations in a trade. We are of the opinion that the spread between the wage rates received by maintenance men who are fully skilled or semi-skilled tradesmen and what may be called the seasonal wage rate paid on construction work is too great and that a more equitable wage rate should be established, which will bring the wage rate paid to such maintenance men in line with rates generally prevailing for skilled and semi-skilled maintenance men. We have made a careful study of the evidence and the exhibits with a view to making a definite finding fixing a definite increase, but unfortunately the evidence submitted is not sufficient

to enable us to arrive at a decision. It would appear that a range of wages should be fixed for the semi-skilled tradesmen and a wage rate for the skilled tradesmen. We, therefore, recommend that the management and the employees enter into negotiations and that an application for an increase be made to the Regional War Labour Boards in the light of the above findings supported by complete information as to such wage rates.

COST OF LIVING BONUS

We have considered carefully the cost of living bonus presently being paid at Algoma Steel Corporation Limited and at Dominion Steel and Coal Corporation Limited and find that both companies are complying with Order in Council P.C. 5963 and that the full cost of living bonus in compliance with the said Order in Council is being paid.

TIME AND A HALF FOR THE SEVENTH DAY

The evidence discloses that both plants operate on a continuous process with the result that certain employees work seven days a week. The management of both companies express the opinion that every employee should have at least one day off in seven. This, however, by reason of the shortage in man-power is not possible at the present time. In that part of both plants which operates on a six day week time and a half is paid to all employees who are for any reason required to work on Sunday. This, however, does not apply to employees in the continuous process departments. We are of the opinion that it is only just and equitable that the same practice should apply to the employees in the continuous process. We, therefore, recommend that employees who work more than six days of eight hours each in any one week be paid time and a half for the seventh day.

JOB CLASSIFICATION AND JOB EVALUATION

We have heard considerable evidence with reference to job classification and job evaluation. This is a matter which requires very careful consideration and extensive study by experts. It is contended that in the two companies under consideration there are inequities as between employees in different parts of the plant who are performing jobs of the same or substantially similar value. It is also contended that there is not a sufficient spread or differential between the different jobs. We have not had the evidence, the time, or the opportunity, nor do we consider ourselves competent to form an opinion let alone attempt a reclassification or an evaluation of jobs. We are, however, of the opinion

that it is a matter which should be given careful consideration. Whether it should be proceeded with now or at the close of the present war, is a matter upon which we decline to express an opinion.

MANAGEMENT-EMPLOYEE CO-OPERATION

We strongly recommend the continuation and development of management-union-employee committees within the different departments of the industry.

STEEL A NATIONAL INDUSTRY

We have been asked to declare steel a national industry. It is our opinion that this is beyond the terms of our reference. We are asked to report as to what adjustments, if any, in the wage rates of the employees of the two corporations in question are justified under the terms of Order in Council P.C. 5963. We are unable to see how the question as to whether or not steel shall be declared a national industry can be imported into a reference requiring a report on wage adjustments. Furthermore, our reference is in the nature of a review of the decisions of the Regional War Labour Board for Ontario and the Regional War Labour Board for Nova Scotia, neither of which Boards has any power to deal with the question whether or not steel shall be declared a national industry. It is, in our opinion, a matter for the National War Labour Board under the terms of Order in Council P.C. 5963.

SHOULD SECTION 14 OF ORDER IN COUNCIL P.C. 5963 BE APPLIED?

Section 14 of Order in Council P.C. 5963 is as follows:

14. (1) The National Board may by order exclude from any of the provisions of this Order, in whole or in part, any employer or employee, or any class of employers or employees or employers and employees in any area designated by such Board, if in the opinion of the National Board it is impracticable to administer such provisions in respect thereof, or in any other case, if, in the opinion of the National Board, it is in the public interest so to do and if the Wartime Prices and Trade Board concur.

(2) No order shall be made under this Section by a Regional Board.

This section gives extraordinary powers and any ruling under it must have the concurrence of the Wartime Prices and Trade Board. Unless it can be shown that the two steel companies which are before us on this reference fall into the category of a very special case, these extraordinary powers ought not to be exercised. It is contended that the case of logging wage rates in the Queen Charlotte Islands off the northern coast of British

Columbia where wage rates were very considerably raised in order to obtain aeroplane spruce for the war effort is a precedent. We cannot agree. The steel companies in question are only two of many companies in industries which are equally important to the war effort and all of which come within the powers of the various sections of Order in Council P.C. 5963. It would be manifestly unfair to the other companies and industries if an attempt were made to exercise extraordinary powers under this Section 14 in so far as these two steel companies are concerned.

CONCLUSION

We, therefore, recommend with respect to both Algoma Steel Corporation Limited and Dominion Steel and Coal Corporation Limited:

1. That the management and the maintenance men enter into negotiations and that an application be made to the Regional War Labour Boards of the respective provinces for such increased wage rates or range of wage rates with respect to such maintenance men as pipe fitters, steam fitters, millwrights, electricians and carpenters as will bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications.

2. That time and a half be paid for the seventh day to any employee working seven days in any one week.

3. That arrangements be made for the making of a careful study having in view a reclassification and an evaluation of jobs.

4. That management-union-employee committees be appointed in the different departments of each company.

Further than this we are of the opinion that it has not been shown that further adjustments of the wage rates of the employees involved are justified under the terms of Order in Council P.C. 5963 dated the 10th day of July, 1942.

APPRECIATION

We wish to thank Mr. J. C. McRuer, K.C., counsel for the Commission, for the courteous and impartial manner in which he has assisted in obtaining from the management and the employees all available material. We were much impressed with the painstaking and careful presentation of facts and exhibits made by Mr. E. B. Jolliffe, counsel for the Union, all of which was most helpful and much appreciated. We also wish to express our appreciation of the courtesy and assistance given us by Mr. E. G. McMillan, K.C., counsel for Algoma Steel Corporation Limited, and Mr. John MacNeil, K.C., counsel for Dominion Steel and Coal Corporation Limited.

All of which is respectfully submitted by the two undersigned Commissioners.

Dated at Toronto this 28th day of December, 1942.

(Sgd.) F. H. Barlow,
Chairman

(Sgd.) Jas. T. Stewart,
Commissioner

Minority Report

Steel is Canada's basic war industry. Upon it other great war industries depend—the industries that use steel for ships, guns and tanks. The maximum production of steel is a matter of national importance. For this reason, the members of the Royal Commission appointed as a result of a major crisis in the steel industry have carried a grave responsibility. A unanimous concurrence in the Commission's recommendations which might be of assistance to the Government in meeting the crisis was greatly to be desired. In certain positive recommendations unanimous agreement has been arrived at. These points of agreement will be mentioned later. Unfortunately, on some of the most important issues faced, this Commissioner has found it impossible to concur in the findings of his colleagues.

This Commissioner has been of the firm opinion that the broad purpose of the Commission, appointed pursuant to the provisions of Section 65 of the Industrial Disputes Investigation Act, and under Part I of the Inquiries Act, was to furnish the Government with recommendations which might be of assistance in bringing about a stable settlement in this important war industry. He believed that, in arriving at an opinion, full cognizance had to be taken of the Government's declared Labour Policy. He also believed that, in the interpretation of any single Order in Council, full consideration had to be given to the total war policy of the Government as outlined in the numerous Orders in Council issued from time to time to meet the constantly developing war needs.

These considerations have had an important bearing on two main points of disagreement between members of the Commission: the request of the steelworkers for an adjustment in the basic rates of pay, and their request that the steel industry be named a "national employer" under the terms of Order in Council P.C. 5963. In regard to the request for a wage adjustment, the majority felt that it was not justified under the terms of Order in Council P.C. 5963. This Commissioner feels that such a decision represents a strictly legalistic interpretation of the Order and leaves out of account important factors which came to light in the course of the hearings.

These factors, as will be shown later, have a relation to the declared labour policy of the Government and to the most efficient prosecution of the war effort. If Order in Council P.C. 5963 is seen in the full context of the Government's war policy, it is this Commissioner's firm belief that the request of the steelworkers for an increase in their basic wage rates is not only justified but actually required.

The request that steel be named a national employer is closely related to the request for adjustment in wage rates. For the granting of such a request would remove steel from a purely regional category and bring it under the jurisdiction of the National War Labour Board. This Commissioner is of the opinion, in the light of all the evidence presented, that a recommendation to name steel as a national employer and place it alongside of such industries as mining and shipbuilding falls within the Commission's terms of reference. If such a course of action were followed it would assist greatly in the stabilization of the entire steel industry.

THE CRISIS IN STEEL

The Royal Commission came into being in the midst of a major crisis in the basic steel industry in Canada. The employees of the Algoma Steel Corporation in Sault Ste. Marie, organized as Local 2251 of the United Steelworkers of America, had made certain representations to the Minister of Labour requesting a raise of their basic rates of pay and certain other adjustments in November, 1941. A similar request had come from the employees of the Dominion Steel and Coal Corporation of Sydney, Nova Scotia, organized in Local 1064 of the United Steelworkers of America. At the time of the original requests, the National War Labour Board was in process of organization. The steelworkers were asked to make their representations to the Regional War Labour Boards of Ontario and Nova Scotia respectively.

The representations of the Union came before the Regional Boards in March, 1942. Hearings and deliberations occupied several months and the findings of the Boards were handed down in August. The Boards decided that under Order in Council P.C. 5963 and within the terms of their jurisdiction the request for an increase in the basic wage rate could not be granted. Restlessness and dissatisfaction had increased among the steelworkers during the summer and, as a result of the Regional Boards' decisions, a work stoppage was threatened. In the face of such a menacing situation, representatives of both locals appealed to the Minister of Labour to have a

thorough investigation instituted. The Minister responded by recommending the appointment of a Royal Commission pursuant to the provisions of Section 65 of the Industrial Disputes Investigation Act, under Part I of the Inquiries Act.

The Commission, therefore, arose as the result of a major industrial crisis in probably the most essential of the nation's war industries. It was set up because of the failure of the Regional Boards to effect a settlement on a regional basis. It must be assumed that the main purpose in naming the Royal Commission was to discover, if possible, a way out of the crisis and the means of bringing into the basic steel industry that stability which would ensure the continuous, and indeed, the maximum production of steel for war.

WHAT THE COMMISSION WAS ASKED TO DO

The instructions given to the Commission are contained in Order in Council P.C. 8267. After reviewing the history of the case, the Minister of Labour stated that it seemed expedient "that an inquiry be made into all matters and circumstances" in connection with the applications made by the two steelworkers locals. He, therefore, recommended:

That, pursuant to the provisions of Section 65 of the Industrial Disputes Investigation Act, a Commission be appointed under the provisions of Part I of the Inquiries Act, Chap. 99, Revised Statutes of Canada, 1927,

(a) to inquire into the facts and circumstances of the representations made on behalf of the aforementioned employees,

(b) to confer with the Minister of Labour for Canada and Chairman of the National War Labour Board, and with the Chairman of the Regional War Labour Board for Ontario and with the Chairman of the Regional War Labour Board for Nova Scotia, and

(c) to report to the Minister of Labour and to the Chairman of the Regional War Labour Boards for Ontario and Nova Scotia as to what adjustments, if any, in the wage rates of the aforesaid employees are justified under the terms of Order in Council P.C. 5963, dated July 10, 1942.

It should be noted in the first place that the Commission is appointed under an Act of Parliament which provides that "where, in any industry, any strike or lockout has occurred, or seems likely to be imminent, and in the public interest or for any other reason it seems to the Minister expedient" the Minister of Labour may recommend that a Commission be appointed. The purpose of the Commission under the Act is therefore to discover a settlement where none could be arrived at through the normal processes of collective bargaining or negotiation. Its purpose, in the immediate issue, was not primarily to review the findings of the Regional Boards. It was not primarily to give a legal-

istic interpretation of the Order in Council later referred to. Its function was primarily one of investigation and, as a result of thorough investigation, to bring in recommendations that would be of assistance to the Government in finding a solution of an acute problem.

In the second place, it should be noted that the Commission was given instructions to inquire into all the facts and circumstances of the representations made on behalf of the steelworkers. No evidence could be excluded which might have any bearing on the situation in any of its aspects. It must be recalled at this point that not only are the Regional Boards limited in their jurisdiction but that most of their hearings are held in secret. In the case of the Commission, hearings are in public, and the fullest opportunity is given for presenting evidence and hearing argument on the main issue from all sides.

In the third place, it must be noted that special reference is made to Order in Council P.C. 5963—the Wartime Wages Control Order. The Commission is instructed to report what adjustments, if any, can be made within the terms of this Order. It is clear that some study of Order in Council P.C. 5963 is required to determine how broad or how narrow is the frame of reference within which the Commission was to operate in making its recommendations. The succeeding paragraphs will be devoted to such an examination. Here it must be pointed out that the whole of Order in Council P.C. 5963 is referred to, not just one section. Moreover, as has been indicated above, any Government Order in Council must be studied in the broad context of the whole scheme of Orders in Council which, taken together, spell out the Government's war policy.

ORDER IN COUNCIL P.C. 5963

At the outbreak of war, it was deemed necessary to assign to the Government extraordinary powers which, in time of peace, are reserved for Parliament. Few will question the necessity of this drastic step. The Government has exercised these powers through Orders in Council designed to further the maximum war effort of the Canadian people. They contain in outline the Government's policy in mobilizing Canada's fighting forces, in organizing Canada's industrial war effort, in controlling Canada's wartime economy so as to meet civilian needs and avoid inflation, and in providing machinery to settle industrial disputes which might lead to an interruption in Canada's maximum war effort.

The Government's war policy has been flexible and not rigid. It has undergone modification and change as immediate needs and objectives changed and as new conditions

arose. For example, the Government's wage control policy, first outlined in Order in Council P.C. 7440, December 16, 1940, underwent no less than seven changes before it emerged in its present form as Order in Council P.C. 5963, July 10, 1942. Moreover, the Government's war policy cannot be blocked off in watertight compartments. Since the promulgation of Order in Council P.C. 5963 important revisions have been made in the Government's manpower policy. Doctor Bryce Stewart, then Deputy Minister of Labour, in reviewing the Government's wage and manpower controls before the American Management Association in New York on October 5, 1942, said: "Controls of wage rates and manpower are two important units in a wartime economic policy. There must be adequate co-ordination between all agencies properly concerned with the development and administration of such a policy. Close relationships between wage and manpower controls is especially necessary." No Order, then, must be seen by itself but in the total context of the war policy of the Government.

The broad intent of Order in Council P.C. 5963 is to stabilize wages at the rate paid on November 15, 1942 (Sections 18, 19). This stabilization was not designed to be completely rigid. In a speech before the National Convention of the Canadian Congress of Labour, September 14, 1942, the Hon. Humphrey Mitchell, Minister of Labour, said: "Too often our policy is spoken of as wage freezing. Wages are not frozen. You know as well as I do that there is power to adjust wages given to the National and Regional Boards. A great many adjustments have been made. It is our aim to remove anomalies, to eradicate injustices." The adjustments provided for have to do with basic wage rates, with the reclassification of wage rates, with the conversion of wage rates and with the cost of living bonus. While the whole order is deserving of study, three Sections are of particular importance in emphasizing the Minister's contention that the Government's policy is "to remove injustices, to eradicate anomalies":

Section 25: If the National Board finds that a range of wage rates or a single wage rate forming part of a basic scale of wage rates paid by an employer on November 15, 1941, is low as compared with the ranges of wage rates or single wage rates, respectively, generally prevailing for the same or substantially similar jobs, positions or occupational classifications in the locality or in a locality which, in the opinion of the Board, is comparable, it may direct such increased range of wage rates or single wage rate to be paid as it finds fair and reasonable, having regard to all the circumstances deemed by it, in its discretion, to be material.

This section describes the normal basis of adjustment. It must be noted that the Na-

tional Board (or the Regional Board as the case may be), is given wide discretionary power. It has the power to decide (a) what is the same or a substantially similar job, position, or occupational classification; (b) what is the prevailing rate of wages for such a job in the same locality; (c) what is a comparable locality; (d) what is the prevailing rate of wages for the same or substantially similar jobs in a comparable locality; (e) what is a fair and reasonable wage rate; (f) what circumstances may be deemed material. It is quite clear that, even taken by itself, this Section admits of no narrow, legalistic interpretation. The Section gives the Board wide discretionary powers and trusts to the Board's good sense.

Section 4 (2): The National Board shall, as directed by the Minister of Labour, investigate wage conditions and labour relations in Canada and shall from time to time make such recommendations as it may deem necessary therewith, having regard to the principles enunciated in Order in Council P.C. 2685 of the 19th June, 1940.

In this Section the National Board is assigned wide powers of investigation in addition to its powers of interpretation and administration. Specifically, attention is called to the Government's war labour policy as set forth in Order in Council P.C. 2685, which outlines "certain principles for the regulation of labour conditions during the war, the acceptance of which by employers and workpeople would make for the avoidance of industrial strife and the utmost acceleration possible in the production which is so essential in the present circumstances." Among other things, it recommends that "fair and reasonable standards of wages and other conditions should be observed, that there should be no undue extension of hours but where necessary a shift system should be adopted, that every precaution should be taken to ensure safe and healthful conditions, that the right of workmen to organize and bargain collectively should be recognized and disputes settled by negotiation or with the assistance of Government conciliation services or under provisions of the Industrial Disputes Investigation Act, and that collective agreements should provide machinery for adjusting grievances."

These principles require little elaboration. The Government has declared that they should be carried out in practice and has made specific reference to them in Order in Council P.C. 5963 under the terms of which this Commission has been instructed to bring in its recommendations. Moreover, it is important to note that, with practical realism, the Government has linked together "the avoidance of industrial strife and the utmost

acceleration possible in the production that is so essential in the present circumstances." It is unthinkable that the decisions of any Board administering P.C. 5963 should neglect or in any way transgress these principles.

Section 14 (1): The National Board may by order exclude from any of the provisions of this Order, in whole or in part, any employer or employee, or any class of employers or employees, or employers and employees in any area designated by the Board, if, in the opinion of the National Board, it is impracticable to administer such provisions in respect thereof, or in any other case, if, in the opinion of the National Board, it is in the public interest so to do and if the Wartime Prices and Trade Board concurs.

(2) No order shall be made under this Section by a Regional Board.

This Section sets forth the extraordinary powers granted to the National War Labour Board under Order in Council P.C. 5963. With the concurrence of the Wartime Prices and Trade Board, if the provisions of the Order seem impracticable in a particular case or in any other case, if the public interest demands it, the National Board may set aside the provisions of the Order in the case of any employers or employees. Very clearly these are exceptional powers. But it must be noted that in the formulation of its wage policy the Government contemplated special situations arising where even the wide latitude of the Order would not permit of a satisfactory solution. In so many words Section 14 states that under no consideration must an Order, designed to control one aspect of the War Economy, be allowed to operate to the jeopardy of the public interest. For the Order is a wartime Order, and the public interest is the maximum war effort and all that contributes to it.

These are three important sections of Order in Council P.C. 5963, under the terms of which the Commission was instructed to bring in its recommendations. They indicate how wide is the scope of the Commission both in determining what evidence is relevant and in arriving at its findings. It is to be assumed that members of the Commission, being responsible individuals, will pay due regard to the underlying purpose of Order in Council P.C. 5963. But it is also to be assumed that the Commission has a larger responsibility to Canada's maximum war effort and will let no narrow interpretation of an Order in Council leave any injustice unredressed or the war effort in any way endangered.

WHAT THE STEELWORKERS REQUESTED

The representations made before the Regional War Labour Boards of Ontario and Nova Scotia by the Algoma and Sydney locals of the United Steelworkers of America con-

tained certain specific requests. These were amplified and supported by evidence and argument in the case laid before the Commission. The first and most important of the requests was that a national basic wage rate of 55 cents an hour be set in the Canadian steel industry. It was further asked that increases granted in bringing the basic rate to this level be made retroactive to the date on which the Union's applications were made to the Regional Boards in March, 1942. The second main request was that steel be named a national employer and so brought under the jurisdiction of the National War Labour Board. Other requests had to do with conditions of work, with the problem of job classification, with the standardization of the cost-of-living bonus between the two steel plants concerned, with measures that might be taken to improve union-management relations in the interests of greater production of steel and with other measures that might be taken to expedite the settlement of grievances and disputes.

On certain of the Union's requests, members of the Commission reached complete agreement. They will be referred to in the majority report. There was complete agreement in the recommendation that time and a half should be paid for overtime for the seventh day beyond the continuous six-day week of forty-eight hours. This is supported by practice in other industries and appears to be particularly called for in an industry where the work is arduous and where the hours are abnormally long. There was agreement that the Commission should recommend that a study be conducted in both plants which would lead to a more equitable and scientific classification of jobs. Such a study was clearly not within the province of the Commission itself but could best be carried out by committees representative of the Union and the management of each plant respectively. It was further agreed to recommend that Union-management co-operation, which has proven so beneficial in Sault Ste. Marie and which has been begun in Sydney be actively promoted in the interest of higher industrial efficiency. Attention was called to the need for the improvement in sanitary facilities and safety arrangements, particularly in the Sydney plant and it was felt that reference to these conditions should be included in the report.

The request of the Union that cost of living bonuses be standardized as between the two plants under consideration raises one or two interesting points. At present, the workers in Sydney are paid the full cost of living bonus of \$4.25 a week or about 9 cents an hour for a 48 hour week. The Algoma steelworkers on the other hand receive a weekly bonus of

\$2.53, or about 5 cents an hour. The reason for this differential is that after August 1939 and before November 15, 1942, the Algoma workers received a wage increase of 4 cents in their basic rate. The Order in Council P.C. 5963 appears to require that the cost of living bonus be counted from the date of the last wage increase after August, 1939. In spite of this apparent justification of the existing situation, there is the curious anomaly that a steelworker on the base rate of 43½ cents an hour in Sydney earns more for the same amount of work than the worker on the Algoma base rate of 45½ cents an hour. There was no indication in evidence that costs of living in Sydney were higher than in Sault Ste. Marie, in fact, workers in the Algoma plant are now faced with the necessity of purchasing coal at \$15 a ton this winter whereas previously it was possible for them to purchase coke at \$7 a ton. It is perhaps fair to relate this request to that for a standardized national basic labour rate of 55 cents an hour. It would appear equitable, that, if the request for the adjustment of the basic labour rate to 55 cents an hour were justified under the terms of Order in Council P.C. 5963, cost of living bonuses should be equalized so that a steelworker in Algoma earns as much as a steelworker in Sydney for the same work.

We pass, then, to a consideration of the Union's request for a national basic labour rate of 55 cents an hour which in this Commissioner's opinion, is not only justified but actually required under the terms of Order in Council P.C. 5963.

A NATIONAL BASIC WAGE OF 55 CENTS AN HOUR

The central issue in the case before the Commission was the question of the adjustment of the basic wage rate to 55 cents an hour. In the words of the Union's brief: "As a primary cause of unrest in the steel industry in this country we find first the substandard basic rate." At present, the rate in Algoma is 45½ cents an hour plus a cost of living bonus of \$2.53 a week. The Sydney rate is 43½ cents an hour, with a full cost of living bonus of \$4.25 a week.

Under Section 25 of Order in Council P.C. 5963 comparison is to be made with prevailing rates for the same or substantially similar jobs, positions, or occupational classifications in the locality or a comparable locality. The Commission encountered their first difficulty in attempting to discover what might be described as the same or substantially similar jobs. The only major manufacturing industries on which witnesses gave first hand evidence were the Abitibi Pulp and Paper Corporation in Sault Ste. Marie and the General Motors Corporation in Oshawa, Ont., which, in the opinion of the Union, might be judged a comparable locality.

Abitibi Pulp and Paper Corporation has a basic labour rate of 56 cents an hour. Beginners' rates for papermakers in the same corporation range from 68 cents to 71 cents an hour. The basic labour rate in General Motors in Oshawa is 62 cents an hour. The operational rate for assembly work in the lower semi-skilled category is 74 cents an hour with an incentive bonus which normally raises the rate to about a dollar an hour. The rates paid for maintenance work are proportionately high in both plants. It is interesting, and relevant, to note that the automobile industry is classed with steel as an "A" priority industry for purposes of labour allocations. In fact, the automobile industry, where the rates are so much higher, is dependent on the steel industry for much of the material that goes into trucks, tanks and armoured cars. The paper industry, on the other hand, where the rates are also higher, is in a "C" category.

Other labour rates in Sault Ste. Marie approximated the steel plant rates. These included rates for labour on the highways, rates of municipal workers, and rates for railway sectionmen and railway shopworkers. In Sydney it was quite apparent that the predominant character of the steel industry determined other labour rates. No establishment of comparable size exists in the locality. Rates compared were for a small woodworking establishment, for construction labour, for municipal labour, and for railway labour.

A strictly legalistic line of reasoning might arrive at the conclusion that the prevailing labour rate in Sault Ste. Marie and Sydney is such that no increase is justified under the terms of Section 25 of Order in Council P.C. 5963. The majority of the Commission has arrived at this decision. But such a line of reasoning gives no special weight to the character of the steel industry as a manufacturing industry and a war industry in "A" priority category. There is nothing in Section 25 to prevent the occupations in the steel industry being compared with occupations in Abitibi and General Motors, Oshawa.

But of vastly greater importance than any we have mentioned are considerations that have come to light as a result of the complete investigation which the Commission was instructed to carry out. These considerations are ruled out as irrelevant by a narrow interpretation of one section of the Order. They are of first importance in the light of the full meaning of the Order in Council P.C. 5963, in the light of the Government's war labour policy, in the light of the Government's total war policy, and in the light of the main purpose of this Commission—to provide the Government with such recommendations that may assist it to effect a settlement in the basic steel industry of Canada.

A simple fact, sometimes forgotten by the layman, is that steel is made not only out of ore and coal and limestone, processed by coke ovens, blast furnaces, open hearth furnaces and rolling mills, but steel is made out of the lives of men and women. How the steelworker and his family live, the conditions under which he works, the length of hours he works, his relationship with his employer—all these are vital factors in considering steel and its place in the war effort.

Evidence taken from steelworkers at Sault Ste. Marie and Sydney revealed quite unjustifiable conditions among the families of the low income group. This group constitutes a large proportion of the total number of steelworkers. In Algoma, more than 40 per cent of the steelworkers receive wages of less than 55 cents an hour. In Sydney, the proportion in this category is closer to 60 per cent. Testimony of many witnesses from this low income group told a story of hardship and privation, of overcrowding, of financial worry, of acute distress occasioned by illness against which there was no financial protection. A great many families in this group failed to receive the bare subsistence income set by the Department of Labour, The Dominion Bureau of Statistics, the Toronto Welfare Council and other competent bodies.

A special consideration in the case of steel is the peculiar arduousness of the work. In many occupations the workers encounter hazard and discomfort. They experience extremes of heat and cold. In certain parts of the plant, steelworkers carry on their labours in the midst of gas, fumes and dust. Insurance rates show an extra premium on policies taken out by steelworkers. With the increased production of the war years these features have grown more acute. Workmen's compensation rates for steel have risen from 60 cents per hundred payroll to \$1.10 in the last three years in the Province of Ontario. These special features in steelmaking should be reflected in the rates of pay throughout the plant. There is no indication that they are taken into account in determining the present steel wages.

Among the most shocking conditions revealed by the evidence were the length of hours worked by the majority of steelworkers. In the Algoma plant, it appeared from payroll sheets for the two week period ending September 30, 1942 that more than 60 per cent of the workers worked 56 hours or more in a week. In the Sydney plant, the payroll for the week ending October 17 indicated that the number who worked 56 hours or more constituted more than 50 per cent of the labour force. A great many worked sixty hours. Some worked 70 and 80 hours. A few had worked a hundred or more hours in

the week. Nothing can justify these hours. Many investigators think that a 48-hour week is the optimum length if efficiency is to be maintained. All agree that where longer hours are worked there should be a break of one day in seven. No investigator has ever justified a continuous 7-day week. Yet a large proportion of the workers in the plants visited are working week in, week out, with no respite.

What is the reason for these inhumanly long hours? The explanation seems to be twofold. On the one hand, many workers in the lower wage brackets are working the seventh day in order to supplement earnings of a six-day week that are insufficient to provide them with even a bare standard of subsistence. On the other hand, company spokesmen placed the blame for the seven-day week on the demands for high production and the impossibility of getting additional workers to permit a day of rest for workers on the continuous process operations. Neither reason affords a valid justification.

The continuation of substandard wage rates for a large number of steelworkers engaged in peculiarly arduous and hazardous occupations, and the prevalence of unduly long hours for the majority of workers appear to constitute a violation of the Government's labour policy set forth in Order in Council P.C. 2685 to which reference is made in Order in Council P.C. 5963 which governs this Commission. Insofar as these conditions can be redressed by wage adjustment it is imperative that appropriate action should be taken.

The length of hours in the steel plants has been definitely linked to the shortage of steelworkers. Evidence at Algoma revealed that the plant was short 400 to 600 men and that this shortage would be substantially increased when new units, now under construction, are brought into operation. So far from finding it easy to secure new workers, until Government action froze labour in steel, the steel plants were experiencing serious labour turnover. In the first nine months of 1942, the Algoma Steel Corporation lost nearly 20 per cent of the labour force at the beginning of the period. This percentage is exclusive of those who left for military service. Of those who left, more than 80 per cent were in the low wage group below 55 cents an hour. For Sydney, the story is essentially the same. The steel plant lost 18 per cent of its workers in the first nine months of this year. These figures are especially significant because of the comparative remoteness of both Sault Ste. Marie and Sydney from places where they might expect to secure more remunerative or less arduous work.

Commenting on such a condition, Doctor Bryce Stewart, in the speech already referred to, said: "If production in low wage plants is essential, the workers must be given higher wages to retain them. The injustice of freezing workers on jobs at lower pay than they could have elsewhere and especially forcing them to remain on substandard rates cannot be contemplated. In the absence of such freezing the workers would go on strike and the employers would have to capitulate."

This linking together of wage policy and manpower policy—which every great nation engaged in the war has had to face—is not only outlined in Governmental declaration, but is carried out in Governmental practice. Not only have there been special cases of drastic wage revision to meet critical war production needs, but in at least one Order in Council (Wartime Salaries Order P.C. 1549) provision is made against any "serious interference with and loss of production in war industries" which might result from inadequacy of remuneration. It would seem, therefore, that upward adjustment in wages in steel is called for by the serious manpower situation which now pertains and which is likely to grow more acute.

Under the terms of Order in Council P.C. 5963 it would, therefore, appear that increases in basic pay are not only justified but required. Section 25 of the Order permits them to be made since a case for comparison can be made out both with the basic rates prevailing in the Abitibi Pulp and Paper Company and with those in the General Motors plant in Oshawa. Substandard living conditions arising from inadequate income, the peculiar arduousness and hazard of the work in steelmaking, uncompensated for in the present rates, the inhumanly long hours, accounted for partly by inadequate income, partly by a shortage of workers—all these conditions violate the Government's labour policy set forth in Order in Council P.C. 2685. The manpower crisis, emphasized by the shortage of steelworkers at Algoma, the high turnover in the low-wage class before the freezing Order went into effect, and the unduly long hours resulting in diminished efficiency, call imperatively for upward wage adjustment. If necessary, Section 14 of Order in Council P.C. 5963 can be invoked making of steel a special case, freed from any restriction the Order might place upon it. However, the broad purpose of the Government's labour policy, "the avoidance of industrial strife and the utmost acceleration possible in the production which is so essential in the present circumstances," is quite sufficient to justify the adjustments in the basic rates of pay which have been requested.

THE NAMING OF STEEL A NATIONAL EMPLOYER

Under the by-law of the National War Labour Board, the Board may name any industry a national employer and by doing so bring the industry under the jurisdiction of the National Board. The discretion of the National Board in such matters appears to be broad; the nature of the industry and the public interest are obviously important determining factors. The Commission has been requested by the Union to recommend that the National Board take such action in the case of the steel industry.

The justification for the Commission bringing in such a recommendation is to be found in the crisis in steel which gave rise to the Commission's appointment, and in the situation in the steel industry which was revealed to the Commission in the course of its hearings.

The Commission was appointed owing to the failure of two Regional Boards to effect a settlement using a regional basis of wage comparisons and acting within the scope of their jurisdiction. The Commission was appointed on recommendation of the Canadian Minister of Labour and was given authority to bring in a report which had to do with two steel plants in two widely separated provinces. It was given scope in its investigation under Order in Council P.C. 5963 far exceeding that of the Regional Boards. In fact, it was requested to consider the steel industry in its true perspective as an industry of prime national importance.

The evidence brought before the Commission which so strongly supported the request of the steelworkers for a standard basic wage of 55 cents supports with equal force their request that steel be named a national industry. Acute problems relating to the well-being of the steelworkers and to the maximum efficiency of steel production may be beyond the scope of the Regional Boards' authority but are properly the concern of the National War Labour Board. The National Board is in a position to take steps to see that the Government's labour policy is carried out.

The National Board can take measures to eliminate those factors which at present are having a detrimental effect on steel production. The National Board might well see fit to call a conference of representatives of management and of the union, as was suggested in the steelworkers' brief, to discover ways to bring about greater stability and higher production through improved union-management co-operation.

On its production side, the Government is already treating steel as a national industry. Its production comes under the control of the Minister of Munitions and Supply. Its price is nationally controlled. For purposes of labour

supply, it is rated in "A" priority category. Mining, which supplies the ore and coal from which steel is produced, is listed as a national employer. Shipbuilding, which is supplied with steel plates by the steel industry, is a national employer. There is every reason why steel, in many respects an even more important industry in the national war effort, should be placed in the same national category.

CONCLUSION

It is the opinion of this Commissioner that the investigation carried out by the Royal Commission has indicated measures that the Government might appropriately take to solve the crisis in the steel industry which occasioned the appointment of the Commission. The payment of overtime wages, the reclassification of jobs, the improvements of facilities for the comfort and safety of the steelworkers are recommended in the majority report. With

these recommendations this Commissioner heartily concurs. If they are carried out they will lessen certain causes of grievance. But of much greater importance than such measures is placing steel in its proper category as a national employer and establishing for steelworkers a basic wage which will provide them with an adequate standard of living for themselves and their families and which will have an additional effect of promoting stability in an industry upon which so much depends. The steelworkers are bearing a large share of the industrial war effort. The carrying through of measures in true line with the Government's declared labour policy would lead to greatly improved co-operation between union and management and to an even greater contribution in the making of steel for war.

(Sgd.) J. KING GORDON,

Commissioner.

Recent Proceedings under the Industrial Disputes Investigation Act

During the month of December, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with the dispute between Riverside Iron Works Limited, Calgary, Alta., and its employees, members of Local 360, International Moulders and Foundry Workers' Union of North America. The texts of the majority and minority reports submitted will be found at the conclusion of this statement.

Applications Received

Five applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour during the month of December. These were:

1. From employees of the Dominion Glass Company, Limited, Wallaceburg, Ont., members of the United Automobile Workers of America. The dispute, which concerns union recognition and the negotiation of a collective agreement, was said to directly affect some 650 workers. On December 29, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, was appointed an Industrial

Disputes Inquiry Commissioner, to investigate the dispute.

2. From employees of the Aluminum Company of Canada, Limited, Arvida, P.Q., members of the International Union of Aluminum Workers No. 22022. Ten thousand employees were said to be affected in the dispute which concerns union recognition. On December 14, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized, as Industrial Disputes Inquiry Commissioner, to make an investigation.

3. From employees of the Aluminum Company of Canada Limited, Kingston, Ont., members of the United Electrical, Radio and Machine Workers of America. The dispute, which concerns union recognition and the negotiation of a collective agreement, is said to directly affect some 2,300 employees and 500 indirectly. On December 15, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner, to investigate the dispute.

4. From employees of the Canadian Bronze Powder Works, Limited, Valleyfield, P.Q., members of the International Bronze Aluminum Foundry Workers, No. 23235, A.F. of L. Some 72 employees were said to be affected in the dispute which concerns union recognition and the negotiation of a collective agreement. On December 21, Mr. Bernard Rose, K.C., Montreal, was authorized as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute.

* By P.C. 5963, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

5. From employees of the Hamilton Bridge Company, Limited, Hamilton, Ont., members of Local 2537, United Steelworkers of America. The dispute, which is said to directly affect 1,000 employees, concerns the union's request that the Company enter into negotiations with a view to signing a collective agreement. According to the employees' application, the Company has refused to enter into negotiations.

Boards Established

On December 11, a Board of Conciliation and Investigation was established to deal with a dispute between Geo. W. Reed and Company, Limited, Montreal, P.Q., and its employees, members of Local 2735, United Steelworkers of America. (LABOUR GAZETTE, December 1942, page 1374.) Following the receipt of the application for the establishment of a board, Mr. Bernard Rose, K.C., Montreal, was authorized, as Industrial Disputes Inquiry Commissioner, to make an investigation. Following the taking of a vote to determine the bargaining agency of the employees, the Commissioner recommended that the circumstances, in his opinion, warranted the establishment of a board. At the end of the month, Mr. R. L. Calder, K.C., and Mr. D. A. Paterson, both of Montreal, had been appointed members of the Board on the nomination of the employees and employer respectively, and were requested to confer respecting the nomination of a person to act as chairman.

On December 22, a Board of Conciliation and Investigation was established to deal with a dispute between the Manitoba Rolling Mill Company, Limited, Selkirk, Man., and its employees, members of the Selkirk Rolling Mill Employees' Federal Union No. 120. (LABOUR GAZETTE, November 1942, page 1247.) Following the receipt of the application, Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Regina, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner recommended that the circumstances warranted the establishment of a board. At the end of the month, Mr. Clifford W. Brock, K.C., Winnipeg, Man., had been appointed a member of the Board on the nomination of the employees.

Boards Fully Constituted

Reference was made in the December issue of the LABOUR GAZETTE, page 1374, to the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Consumers' Gas Company of Toronto, Ont., and members of Local 12291, District 11, United Gas, Coke and Chemical Workers of America. During the month the personnel of the Board was completed and is as follows:

Honourable Mr. Justice J. G. Gillanders, Supreme Court of Ontario, Chairman, appointed on the joint recommendation of the other two members; Mr. Drummond Wren, appointed on the nomination of the employees and Mr. V. A. Sinclair, K.C., appointed on the nomination of the employer. All three reside in Toronto.

The constitution of the Board of Conciliation and Investigation established in November to deal with a dispute between Shawinigan Chemicals, Limited, Shawinigan Falls, P.Q., and its employees, members of Local 357, International Moulders and Foundry Workers' Union of North America (LABOUR GAZETTE, December 1942, page 1376), was completed during December. The personnel of the board is as follows: Mr. Walter S. Johnson, K.C., Chairman, appointed on the joint recommendation of the other two members; Mr. Gerald Almond, appointed on the nomination of the employees; and Mr. D. A. Paterson, appointed on the nomination of the employer. All three reside in Montreal.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

An application for the establishment of a Board of Conciliation and Investigation was received in November from employees of Canada Paper Company Limited, Windsor Mills, P.Q. (LABOUR GAZETTE, December 1942, page 1374). On December 10, Mr. Bernard Rose, K.C., Montreal, was authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner on December 3 to investigate applications from the employees of Canada Packers, Limited, Toronto, Ont., members of Local 114, United Packinghouse Workers of America, and the Toronto Employees' Plant Council. (LABOUR GAZETTE, December 1942, page 1374). The Commissioner reported that the Company agreed to meet and enter into negotiations with a view to reaching a collective agreement with the group designated by the majority of the employees. A representation vote was taken on December 17 to determine the employees' bargaining agent and resulted in favour of the United Packinghouse Workers of America. The Director of Industrial Relations was subsequently advised by the president of Canada Packers Limited, Mr. J. S. McLean, that the Employees' Plant Council had been dissolved and that the Union had been formally advised that it would be recognized as the bargaining agent of the employees.

On December 10, Mr. Bernard Rose, K.C., Montreal, was authorized, as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute between Levis Ferry, Limited, Quebec, P.Q., and its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. (LABOUR GAZETTE, December 1942, page 1375).

On December 14, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute between Genelco, Limited, Peterborough, Ont., and its employees, members of the United Electrical, Radio and Machine Workers of America. (LABOUR GAZETTE, December 1942, page 1375).

Mr. Bernard Rose, K.C., Montreal, was authorized on December 8, as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute between the Johnson Woolen Mills Limited, Waterville, P.Q., and certain of its employees. (LABOUR GAZETTE, December 1942, page 1375).

On December 16, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute between the Massey-Harris Company, Limited, Toronto, Ont., and its employees, Members of Local 2901, United Steelworkers of America. (LABOUR GAZETTE, December 1942, page 1375).

On December 15, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dismissal of an employee of Canada Illinois Tools Company, Toronto, Ont., allegedly for union membership and activity on behalf of the United Electrical, Radio and Machine Workers of America.

Other Reports of Industrial Disputes Inquiry Commissioners

On December 10, Mr. Bernard Rose, K.C., Montreal, who had been authorized to investigate, as Industrial Disputes Inquiry Commissioner, the dispute between Dominion Lime, Limited, Lime Ridge, P.Q., and its employees, members of the National Catholic Union of Dominion Lime employees (LABOUR GAZETTE, September 1942, page 1003) submitted his report. The Commissioner found that the Company is under an agreement with the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and that when the agreement was signed, and at the present time, a majority of the employees of the Company were members of that organization and had given authority to it to conclude an agreement on their behalf. The Commissioner recommended that the application for the

establishment of a Board of Conciliation and Investigation be denied. The applicants were advised by the Department that a Board could not be established to deal with the dispute.

In October, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the Imperial Tobacco Company of Canada Limited, Montreal, P.Q., and its employees, members of Local 234, International Union of Tobacco Workers. (LABOUR GAZETTE, November 1942, page 1248). Early in December, the Commissioner, following negotiations during which a delegation of the parties concerned made representations to the Quebec Regional War Labour Board, reported that he had been advised that satisfactory arrangements were being made with the Company looking toward a settlement of the dispute and that in so far as the Department was concerned the case could be considered closed.

An application was received in October for the establishment of a Board of Conciliation and Investigation in the dispute between W. C. Macdonald Incorporated, Montreal, P.Q., and its employees, members of Local 235, International Union of Tobacco Workers (LABOUR GAZETTE, November 1942, page 1248). On December 1, the Department was advised that steps were being taken toward the settlement of the matters in dispute and that in so far as the Department was concerned the case could be considered closed.

Report of Royal Commission

The report of the Royal Commission appointed to inquire into facts and circumstances pertaining to applications submitted on behalf of certain employees of the Algoma Steel Corporation Limited, Sault Ste. Marie, Ont., members of Local 2251, United Steelworkers of America and certain employees of the Dominion Steel and Coal Corporation Limited, Sydney, N.S., members of Local 1064, United Steelworkers of America, to the Ontario Regional War Labour Board and the Nova Scotia Regional War Labour Board, respectively, for increases in basic rates of pay, (LABOUR GAZETTE, October 1942, page 1123.) is printed in full elsewhere in this issue. Following the release of the Commission's Report, a strike of the employees concerned took place.

Settlements

During December, the Department was advised that an agreement had been signed by Peacock Bros., Limited, Ville La Salle, P.Q., and their employees, members of Lodge 631, International Association of Machinists. (LABOUR GAZETTE, October 1942, page 1121). The agreement between the Company and the Union is summarized in the article entitled "Recent Industrial Agreements and Schedules

of Wages" appearing elsewhere in this issue. Mr. Bernard Rose, K.C., Montreal, made an investigation of the dispute as Industrial Disputes Inquiry Commissioner, prior to the agreement being reached. On December 9, the applicant employees requested that the application for the establishment of a Board of Conciliation and Investigation be withdrawn.

On December 11, the Department was advised that an agreement had been reached between William Kennedy and Sons, Limited, Owen Sound, Ont., and its employees, members of Local 2460, United Steelworkers of America. (LABOUR GAZETTE, November 1942, page 1250). The application for the establishment of a Board of Conciliation and Investigation was also withdrawn by the employees. A summary of the agreement will be found in the article entitled "Recent Industrial Agreements and Schedules of Wages" to be found elsewhere in this issue.

The Department was advised on December 14 that following the taking of a vote to determine the bargaining agency of the employees an agreement had been reached between Marine Industries, Limited, Sorel, P.Q., and its employees, represented by the Metal Trades Council of Sorel (LABOUR GAZETTE, August 1942, page 883). The application for the establishment of a Board of Conciliation and Investigation was accordingly withdrawn. A summary of this agreement will also be found in the article entitled "Recent Industrial Agreements and Schedules of Wages" appearing elsewhere in this issue.

An agreement has been signed by Brunner Mond, Canada, Limited, Amherstburg, Ont., and its employees, members of Local 89, United Automobile Workers of America. (LABOUR GAZETTE, July 1942, page 762). The application for the establishment of a Board of Conciliation and Investigation has accord-

ingly been withdrawn. A summary of the agreement will be found in the article entitled "Recent Industrial Agreements and Schedules of Wages" appearing elsewhere in this issue.

In September, a report was received from Mr. Bernard Rose, K.C., who has been authorized, as Industrial Disputes Inquiry Commissioner, to investigate a dispute between the Quebec Asbestos Corporation Limited, East Broughton, P.Q., and its employees, members of the National Catholic Union of Asbestos Workers of East Broughton. (LABOUR GAZETTE, October, 1942, page 1124). At that time the Commissioner reported that the interested parties would enter into an agreement. An agreement was subsequently signed by the Company's representative and the representative of the union. The interested parties were advised, during December, that this dispute was considered closed by the Department.

Other Application Withdrawn

The Department was notified on December 23 that the application for the establishment of a Board of Conciliation and Investigation to deal with the dispute between J. Ford and Company, Limited, Portneuf Station, P.Q., and its employees, members of the National Catholic Union of Paper Workers of Portneuf Station (LABOUR GAZETTE, September 1942, page 1003), had been formally withdrawn by a resolution unanimously passed at a regular meeting of the union. Previously it had been ascertained through an investigation made by Mr. L. Pepin, Industrial Relations Officer, Dominion Department of Labour, Montreal, that the matters in dispute were solely concerned with remunerations and therefore the dispute did not fall within the ambit of the Industrial Disputes Investigation Act but was clearly within the jurisdiction of the Quebec Regional War Labour Board.

Report of Board in Dispute Between Riverside Iron Works Limited, and its Employees

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Riverside Iron Works Limited, Calgary, Alta.; and its employees, members of Local 360, International Moulders and Foundry Workers' Union of North America. (LABOUR GAZETTE, November, 1942, page 1248.)

The personnel of the board was as follows: His Honour Judge J. W. McDonald, District Court Judge, Chairman, appointed on the joint recommendation of the other two members; Mr. Gordon G. Cushing, appointed on the nomination of the employees; and Mr. C. S. Blanchard, K.C., appointed on the nomination of the employer. All three reside in Calgary.

The report of the board is signed by the Chairman and Mr. C. S. Blanchard, K.C.; and a minority report was submitted by Mr. Gordon G. Cushing.

Report of Board

In the matter of the Industrial Disputes Investigation Act, and in the matter of a dispute between Riverside Iron Works Limited, and its employees, members of Local 360, International Moulders and Foundry Workers' Union of North America.

This Board, consisting of His Honour Judge J. W. McDonald, Chairman; Mr. C. S. Blanchard, K.C., nominated by Riverside Iron Works Limited; and Mr. Gordon G. Cushing,

nominated by the members of Local Union 360, employees of the said Company, was appointed by the Acting Minister of Labour to enquire into a dispute which had arisen between the Company and the members of the Local Union. The Board was established as the result of an application to the Registrar, dated October 8, 1942, and signed by Charles Ogilvie, President of Local 360, and D. M. Lewis, Corresponding Representative of the International Union. These gentlemen were not employees of Riverside Iron Works Limited.

The grounds of the dispute, as set forth in the Application for a Board, are:—

- (a) Refusal of the Company to recognize the Union as the bargaining agent of the employees;
- (b) Refusal of the Company to consider or deal with a proposed agreement relating to working conditions and wages, which agreement was submitted to the Company's Manager, Mr. J. P. Carroll.

Copy of this proposed agreement is appended to this report.

The Board commenced its sittings on November 11, 1942.

The Representatives of Local Union 360 were:—

Mr. James Grimes—of Winnipeg, Representative of the International Union;

Mr. D. M. Lewis—of Calgary, Corresponding Representative of the International Union.

Mr. G. Walsh—of Calgary, a member of the Shop Committee, and an employee of the Company.

The Representatives of the Company were:—

Mr. J. P. Carroll—of Calgary, Manager of the Company.

Mr. Eric Avery—of Calgary, Plant Engineer of the Company.

Mr. James McGill—of Calgary, General Foreman in the Foundry of the Company.

Five sittings of the Board were held at which evidence and arguments were heard and four meetings of the Board were held at which the Board, in the absence of the parties, discussed and considered the evidence and arguments submitted by both sides to the dispute.

While the application refers to the questions of wages and working conditions in the plant, it became evident at an early stage of the proceedings that these were regarded by the complainants as matters of secondary importance and that the main object of the repre-

sentatives of the local union was to secure recognition by the Company of Local Union 360 as the bargaining agent of the employees. The Board, however, has considered it important to enquire into all questions raised by the terms of the application in an endeavour to ascertain whether any real causes of complaint existed between the Company and its foundry workers, apart from the question of union recognition, with a view, if possible, to bringing about an amicable settlement between the parties, and also with a view to determining whether or not recognition of the Union as the bargaining agent of the employees would be likely to improve relations between the Company and its employees, and eliminate future disputes without impairing the efficiency of the plant in the production of war supplies.

Working Conditions:

So far as working conditions in the plant are concerned, the representatives of the Union have conceded that there is no real ground of complaint and in inspection of the whole plant by the Board, accompanied by Representatives of the Union, confirmed this view. None of these representatives were able on that occasion to point to any adverse conditions of any importance whatever, and Mr. Grimes was frank enough to state as much to the Board. He thought the working conditions compared most favourably with those obtaining in other similar plants. In this connection, the supplementary brief filed by the Company, dated November 17, and attached to this Report, sets forth in some detail the efforts made by the Company to provide for the health, comfort and convenience of its employees. These statements were not challenged by the Union representatives, and the Board has therefore no hesitation in concluding that, with regard to working conditions, the employees of the Company had no just cause of complaint whatever.

Wages:

While the Board has no jurisdiction to deal with, and is not required to make any recommendations with respect to the scale of wages paid by the Company, we feel some reference should be made to this phase of the case, inasmuch as the question of wages is alleged to have been one of the causes of the dispute between the Company and its employees.

In the proposed agreement submitted by the Local Union, attached hereto, it is suggested that the basic rate of wages for journeymen shall be 97 cents per hour and for non-journeymen 70 cents per hour, plus cost of living bonus in each case.

A sliding scale of wages for apprentices is suggested, running from 40 cents per hour for

the first six months to 75 cents per hour for the eighth six months. The Local Union's proposal is that the period of apprenticeship be four years.

From information furnished by Mr. Carroll it appears that the present basic wage scale paid by the Company is 77 cents per hour for journeymen and 40 cents to 55 cents per hour for non-journeymen.

The apprenticeship period fixed by the Company is five years and the basic wage rate is 30 cents per hour for the first six months, with an increase of 5 cents per hour for each succeeding six months' period.

The Company has always paid the full cost of living bonus and no dispute arises under that head.

In addition, however, to the basic wages above mentioned, the Company, pursuant to an agreement reached with its Employees' Shop Committee in June, 1942, has been paying to its employees in the foundry an "incentive" bonus based on tonnage production. In the month of October the bonus paid under this heading amounted to \$47, or 24.6 cents per hour for each journeyman, and 12.3 cents per hour for each non-journeyman and apprentice.

The following is a summary of the wages paid by the Company in October as compared with the scale of wages proposed in the Local Union's draft agreement:—

Local Union Scale		Cents
Journemen:		
Basic wage.....	97	
Cost of living bonus.....	09.4	
		<hr/>
Gross wage.....	106.4	
Non-Journemen:		
Basic wage.....	70	
Cost of living bonus.....	9.04	
		<hr/>
Gross wage.....	79.04	
Apprentices:		
First six months.....	40	
		<hr/>
	40	
		<hr/>

In the case of apprentices the Company has been paying the full cost of living bonus required by law.

The foregoing figures show that, for the month of October, the wages paid by the Company were substantially higher for

journeymen and apprentices than those demanded by the Local Union, but lower for non-journeymen.

The Local Union's demand is for a higher basic wage with no incentive bonus. Mr. Grimes, who was the chief spokesman for the Union representatives, stated that the Union was unalterably opposed to the incentive bonus as being in the nature of an undignified bribe to the workmen, or as he phrased it, "a piece of meat held out on a stick" to induce men to increase production. Mr. Carroll states that the proposal for the adoption of the incentive bonus came from a Shop Committee representing the foundry employees, and that the plan was subsequently accepted and later sanctioned by the Regional War Labour Board. A memorandum sent by the Company to the Shop Committee dated May 4, 1942, appears to support this statement, although Mr. Grimes asserts that the men were not satisfied with this policy. Copy of the said memorandum is appended hereto. The Board is inclined to the view that the incentive bonus plan was probably satisfactory to the men prior to the advent of Mr. Grimes, and since, in the opinion of the Board, any incentive designed to achieve greater production in wartime is desirable, the Board considers this feature of the Company's wage policy should be approved and that the Company should not be forced

Riverside		Cents
Journemen:		
Basic wage.....	77	
Cost of living bonus.....	09.4	
Incentive bonus.....	24.6	
		<hr/>
		111
Non-Journemen:		
Basic wage.....	40 to 55	
Cost of living bonus.....	9.04 to 9.04	
Incentive bonus.....	12.03 to 12.03	
		<hr/>
Gross wage.....	61.07 to 76.07	
Apprentices:		
First six months.....	30	
Incentive bonus.....	12.03	
		<hr/>
		42.03
		<hr/>

to eliminate the bonus and substitute correspondingly higher basic wages.

Apart from the disputed question with respect to the incentive bonus, the Board does not anticipate that much difficulty will be experienced in bringing about an amicable

agreement between the Company and its employees as to the *quantum* of wages to be paid, and the door is still open, in any event, to discussion on this point.

Before leaving the question of wages, the Board directs attention to the provisions regarding wages contained in an agreement concluded between the Northwestern Brass Limited and its foundry employees, represented by Local Union 360. The agreement was entered into on October 8, 1942, and provides for the following scale of wages:—

- (a) All journeymen, moulders and core-makers a basic wage of 85 cents per hour.
- (b) Non-journeymen from 45 cents per hour to 60 cents per hour.
- (c) Apprentices, from 35 cents to 75 cents per hour, on a rising scale based on length of service.

The cost of living bonus provided for is to be paid on the adjusted index figure of 105.1 for August, 1940. No incentive bonus is paid by Northwestern Brass Limited. A comparison of these rates with those paid by Riverside under its incentive bonus policy affords fairly cogent evidence that the rates of wages now being paid by Riverside, which are substantially higher than those accepted by Local Union 360 in the case of Northwestern Brass Limited, are not unfair.

Having regard to the terms on which Local Union 360 was willing to enter into an agreement with Northwestern Brass Limited, the Board is inclined to the view that no serious cause for dispute with regard to wages really existed between the Riverside employees and the Company which justified the application for the establishment of a Conciliation Board, and we believe that an arrangement satisfactory to both sides could easily have been reached but for the intervention of Union officials who were not employees of the Company.

A copy of the Northwestern Brass agreement is appended hereto.

Draft Agreements Presented to the Board:

In order, if possible, to bring the parties to this dispute to an amicable settlement of any existing differences, both sides were invited to submit draft agreements containing their respective proposals. The draft agreement proposed by the Local Union had been presented at the first meeting of the Board. At a later stage the Company submitted its proposals, and both sides were then requested to consider the proposals of the opposite party and to report back to the Board.

Upon further hearing, it became clear that the Local Union 360 would not approve any agreement with the Company unless the Local Union was a party to the agreement and recognized as the bargaining agent of the employees. The Company stated that it was prepared to discuss the terms of an agreement with a Committee of its employees, but that it would not under any circumstances recognize the Local Union as their bargaining agent.

Notwithstanding this attitude on the part of each side, the terms of the agreements submitted by the Company and the Local Union respectively were discussed, clause by clause, with the result that, while there were many provisions to which the opposite side raised objection, the Board is satisfied that all such differences can be amicably adjusted without any great difficulty, provided the fundamental question as to recognition of the Union is settled.

Union Recognition:

Because the only real "bone of contention" between the parties to this dispute is the question of union recognition, the Board has given this matter a great deal of anxious consideration. Apart from this difference the Board is satisfied that there are no matters of dispute that cannot be easily and fairly adjusted between the Company and its employees. So far as wages and working conditions are concerned the Board is of the opinion that no substantial ground for complaint has existed. Certainly, if the Northwestern Brass agreement is to be taken as a criterion of fairness, Riverside has not been unjust to its employees with respect to wage scales.

In deciding the issue before the Board regard must be had to not only the demands of employees but also—and this is particularly so in time of war—to the efficient and continuous operation of the plant. In cases where it is shown that an employer has been paying unfair wages, failing to provide decent working conditions or otherwise indulging in unfair practices towards its employees, demand for union recognition to enable employees to present a solid front directed by men experienced in matters involving the relationship between capital and labour should not be rejected.

In the present dispute, however, these factors are absent and the Board is presented with a situation in which the Company, merely because it refused to meet and negotiate with an official of the International Union, was subjected to an illegal strike by its foundry workers for a period of a week, and this at a time when the Company was bending every

effort towards filling its war contracts. The Board is satisfied that there were no conditions existing that would have justified this strike even if it had not been illegal and we are further satisfied that the strike would not have occurred without the intervention of the officials of the International Union and the agitation inspired by the determination of these officials to bring Riverside into the Union fold. These remarks are not to be taken as any condemnation of the principles of trades unionism or a denial of the right of the men to be members of a union. Properly and fairly directed a union may exercise a most salutary influence in bringing about co-operation between employers and employees. In this case the Board has reluctantly come to the conclusion that the opposite was the case.

The sole purpose of the strike, in the opinion of the Board, was to force the Company to recognize the Local Union as the bargaining agent of the foundry employees, and it was precipitated by the refusal of Mr. Carroll to treat with Mr. Grimes. There were no other "grievances", so far as the Board has been made aware, that could possibly have justified the action taken by the men, and, if there were any, no attempt was made to present them to the Company for adjustment. The men were warned before they dropped their tools that a strike would constitute a breach of the law but, notwithstanding this, the Minutes of a meeting of the Local Union held two weeks after the men returned to work contains a resolution unanimously passed, "approving" the strike.

Under all these circumstances this Board considers that the Company should not be forced to recognize the Union as the bargaining agent of its employees. To do so would be to put the stamp of its approval on an unlawful act and create a precedent which would be very likely to encourage similar breaches of the law in other industrial plants throughout the Dominion.

In conclusion the Board desires to express its appreciation of the able and courteous manner in which both sides to the dispute presented their respective cases.

(Sgd.) J. W. McDONALD,
Chairman of Board of Conciliation.

(Sgd.) C. S. BLANCHARD,
Member of the Board.

Calgary, Alberta,
December 4, 1942.

Minority Report

The Honourable Humphrey Mitchell,
Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

Sir:

Re: *Dispute between Riverside Iron Works Limited, Calgary, and its employees, members of Local 360, International Moulders and Foundry Workers' Union of North America.*

Having had the honour of serving as a member of the above Board of Conciliation and Investigation on the recommendation of the employees of the said Company, and having had the opportunity of studying the evidence presented to the Board, I find myself in disagreement with the other members of the said Board and must therefore place before you a minority report.

The dispute arose through the refusal of the management of the Riverside Iron Works to meet a committee of the Local Union representing the employees to discuss wages and working conditions with a view to a collective agreement, and the dispute was climaxed by a strike of the employees on September 24.

Prior to this date, upon evidence submitted by the Local Union every effort was made to negotiate in a peaceful and legal manner. Copies of letters were filed with the Board showing that as early as July 28, 1942, efforts were made by the Local Union to arrange meetings with the management. These letters were never acknowledged by the management and in this I contend that through an act of courtesy alone these letters should have been acknowledged.

The Local Union requested the assistance of their International Representative and upon the arrival of Mr. Grimes in the city early in September efforts were again made to meet the management of the Riverside Iron Works. These efforts were at all times without success.

I am informed that the majority report in this dispute will be based upon the opinion that no employer or company should be requested or directed to negotiate with an organization who are responsible for, or a party to, an illegal act.

From the evidence submitted it is my opinion that the management of the Riverside Iron Works were as much responsible for the illegal act on the part of the employees, as the employees themselves, and from a report placed before the Board by Mr. F. G. Cope, Conciliation Officer, Province of Alberta, covering his efforts in conciliation prior to the appointment of a Federal Conciliation Commissioner my opinion is substantiated.

The opinion has also been expressed that if "union recognition" were granted in this dispute a precedent would be established whereby strike action on the part of workers would be the only necessary action in securing their demands of "union recognition" or other conditions. This in my opinion would set no precedent, as I believe in reviewing other disputes throughout our Dominion, strikes have preceded Board of Conciliation wherein the workers were granted their requests.

The management of the Riverside Iron Works have also expressed concern over being called upon to negotiate agreements with persons other than their own employees. This in my opinion is a very minor detail and could very properly be handled in the drafting of an agreement. Attached to this report as Appendix "A", I hereby submit a proposed agreement which in my opinion would alleviate this difficulty.

I must express keen disappointment in the Board as a whole in not being guided by Order in Council P.C. 2685, a copy of which was supplied to us for our guidance, wherein it definitely states:—

"That employees should be free to organize in trade unions, free from any control by employers or their agents."

"That employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers or the representatives of employer's associations concerning rates of pay, hours of labour and other working conditions with a view to the conclusion of a collective agreement."

I must therefore submit a minority report recommending recognition of the Union as the bargaining agent with the suggestion that an agreement be entered into between the Riverside Iron Works Limited, Calgary, and the Local Union representing the employees of the said Company as proposed in Appendix "A".

With the establishing of this initial agreement, I feel that the matter of wages could either be mutually agreed upon and a joint application made to the Regional War Labour Board of Alberta for approval, or an application could be made by either the Company or the Employees on the question of wages. When a decision had been rendered by the said Regional Board it could be attached to and become a part of this agreement. In this way a mutual agreement could be established for the duration of the war and six months thereafter and production of vital war needs would be efficiently carried on.

All of which is respectfully submitted.

(Sgd.) GORDON G. CUSHING,

Member.

Calgary, Alberta, December 4, 1942.

Appendix "A"

An agreement entered into:

Between: The Riverside Iron Works Limited, Calgary, Alta.,

Party of the first part, hereinafter called the "Company"

And:

The Employees in the Foundry Department, being members of Local Union 360, International Moulders and Foundry Workers Union of North America.

Party of the second part, hereinafter called "Employees"

For the duration of the war and six (6) months thereafter, until terminated as hereinafter set forth, and until the termination hereof, under the terms hereof, witnesseth that:—

1. Duration of the Agreement

This agreement shall become effective on the date of its signing and shall remain in effect until changed by mutual consent. Should either party desire to terminate the agreement six (6) months after the end of the war, thirty (30) days notice will be given to the other party and on the expiration of the said thirty (30) days notice the agreement will terminate. If no notice is given by either party, the Agreement shall be considered as automatically renewed for an additional period of one year from the termination of the war, and in like manner from year to year thereafter.

2. Joint Committee

A Committee of six members shall be formed to be known as the Joint Committee. Three members of the Joint Committee shall be elected annually by the Employees and shall be known as Elected Representatives. The three persons who sign this agreement for the employees shall be the first Elected Representatives, or in case the agreement is signed by more, the signatures of the first three in their order on the agreement shall be the first three Elected Representatives. The said first Elected Representatives shall hold office until the first election.

Three members of the Joint Committee shall be appointed by the Company to be known as Appointed Representatives and they shall hold office during the pleasure of the Company.

If any Elected Representative dies or leaves the service of the Company or is promoted to some position rendering him ineligible for office he shall automatically cease to hold office. In such case another Elected Representative shall be elected to take his place for the balance of the term.

The election of the Employees Representatives shall be handled by the Local Union as a part of their regular business and the Company shall be kept informed by the Union of the names of the Employees' Representatives.

3. Meetings of the Joint Committee

The Joint Committee shall meet as soon as convenient after the completion of this agreement and as soon as possible after this election and shall elect from its members a Chairman and a Secretary. The secretary will keep the minutes of each meeting and the Company will provide stenographic services and materials for the typing of the minutes.

The Joint Committee shall meet once each month on the Company's premises. It would be preferable for this meeting to take place in working hours, but owing to the necessity for production of vital war materials, the monthly

meeting will be held in the evening for the duration of the war.

The Chairman of the Joint Committee shall have the right to vote the same as any member, but shall have no casting vote in case of a tie. A quorum shall consist of four, including not less than two of the Elected Representatives and two of the Appointed Representatives.

An emergency meeting of the Joint Committee will be called by the Chairman if any representative of the Joint Committee considers that such a meeting is necessary and requests the Chairman to call it.

The Minutes of each meeting will be prepared by the Secretary as soon as possible after each meeting. They will be prepared in triplicate and the minutes of each meeting will be signed by at least one Elected Representative and one Appointed Representative as well as by the Secretary of the minutes so signed. One shall be posted on the Bulletin Board in the Foundry and left there for at least forty-eight hours. One shall be delivered to an Elected Representative and one shall be kept in the files of the Company.

4. Functions of Joint Committee

The Joint Committee will endeavour to arrive at a fair and equitable decision on any matters affecting any employee or employees of the Company.

The objects and purposes of this Committee shall be as follows:—

1. During the present war to act as a "war production committee" to obtain from the Foundry the maximum quantities of war material being produced in it.

2. To make working rules for the Foundry.

3. To consider suggestions from employees and to settle hereunder complaints and grievances of any employee.

4. To consider and improve the general welfare of the employees especially their personal safety and health.

5. To organize and carry on entertainment and sports for the employees and members of their families.

6. To provide a medium whereby the Representatives of the Company and its employees may discuss any matter relating to their employment and the work carried on in the Foundry.

5. Grievances

The Joint Committee comprised of the three Employees' Representatives and the three Company Representatives shall also act as a Grievance Committee. All grievances between the Company and the employees or any one employee arising out of general working conditions shall be settled in the following order.

- (a) The employee shall first take the question up with his foreman. The employee may or may not be accompanied by an Employee Representative.

- (b) If the case is not settled under (a) then the Employees' Representative with or without the employee may present the question to the General Foreman of the plant.

- (c) If the case is not settled under (a) and (b) above, such grievance shall be referred to the Joint Committee referred to above, composed of the three Employees' Representatives and the three Company Representatives. All grievances presented in this step shall be in writing and shall be given two full days before a meeting.

- (d) If the case is not settled under (a), (b) and (c) above, then such grievance shall be

submitted to the Industrial Disputes Inquiry Commission of the Province of Alberta for decision.

When a settlement is reached at any stage of the procedure described in paragraphs (a), (b) or (c) then in such case the decision shall be final and binding on the parties hereto.

Representatives of the Joint Committee may initiate discussion with the Company of any grievance which may come to their attention, but such grievances shall be presented and considered only with the consent of the employee or employees concerned.

This in no way prevents the employee from handling his own grievance by the method outlined in paragraph (a) hereof.

6. Strikes, etc.

During the currency of this agreement or while negotiations for a further agreement are in progress there are to be no strikes, stoppages or slow-down in work on the part of employees, members of the Union, nor any lockout of employees on the part of the Company.

7. Hours of Labour

The regular working week shall consist of forty-four (44) hours divided into five (5) and one-half regular working days.

The regular working day shall consist of shifts of eight (8) hours of employment to be performed on Mondays to Fridays inclusive and four (4) hours on Saturday forenoon.

All hours worked as above shall be classed as single time.

All hours worked in any shift in excess of those provided above shall be deemed overtime, and the first three (3) hours of daily overtime shall be paid at the rate of time and one-half, and any hours of overtime thereafter shall be paid for at the rate of double time.

8. Statutory Holidays

The following are recognized as Statutory Holidays:

1. New Years Day.
2. Good Friday.
3. First Monday in July.
4. Labour Day.
5. Thanksgiving Day.
6. Christmas Day.

Any work performed on these days shall be paid for at the rate of double time. Work performed on Sundays shall also be paid at the rate of double time unless the work performed is part of the regular work week, in which case the employee or employees shall be allowed one other day of rest in lieu of Sunday.

9. Apprentices

For the duration of the present war owing to the difficulty of securing journeymen moulders and coremakers, the Company shall be permitted to engage as many apprentices as necessary in order that the Foundry may co-operate 100 per cent in the War Effort.

After the end of the war one apprentice shall be allowed and one additional apprentice shall be allowed for the first six journeymen moulders and coremakers employed, and thereafter one apprentice shall be employed for every six additional journeymen moulders and coremakers employed.

The term of apprenticeship shall be four years.

An apprentice shall work a probationary period of three months. If he shows in that time that he will make a good tradesman, then

his apprenticeship agreement as laid down by the Alberta Government, Department of Industrial Relations, shall be completed, and handed to him by the Elected Representatives.

Failure on the part of the apprentice to complete the filling in of his apprenticeship agreement, when called upon to do so, shall constitute cause for his release.

It shall be understood that on the completion of his term of apprenticeship he shall be immediately paid at the rate prevailing for journey-men moulders or coremakers in the Foundry.

10. *Employment and Reduction of Staff*

Only the General Foreman shall have the power to employ new employees.

Nothing in this agreement shall effect or interfere with the right of the Company to lay off or discharge an employee for proper and sufficient cause as provided by law.

In the event of it being necessary to reduce the staff due to a reduction of work or for other reasons, all employees who have not been in the employ of the Company for a period of one year shall be laid off according to their seniority first. After this procedure is completed and it is still necessary for a reduction of staff, the Joint Committee shall confer in order that a mutual agreement may be made either to reduce the hours of work or to decide on the number of employees to be laid off. In all cases of lay off seniority shall prevail.

11. *Discrimination*

There shall be no discrimination of employees on account of membership or non-membership in any Union, Fraternity, Church or Society.

12. *Discipline of Employees*

Employees may be suspended or dismissed without advance notice for the following.

(a) Stealing or malicious mischief which results in loss of or damage to property either of the Company or of fellow employees.

(b) Carrying concealed weapons, fighting or attempting bodily injury to another, or drunkenness on the Company's premises while on duty.

(c) Illegal possession of intoxicating liquor on the Company's premises while on duty.

(d) Insubordination, neglect or refusal to perform work assigned or using profane or abusive language towards fellow employees or officials of the Company.

(e) Absence from duty without advance notice to the General Foreman (except in case of sickness or causes beyond the control of the employee, for which proof may be

asked by the General Foreman, and if so shall be provided promptly).

(f) Wilful neglect in the case of the Company's property.

(g) Sleeping while on duty.

(h) Harboring infectious diseases that may endanger the health of fellow employees.

13. *Wages*

It is understood that upon the signing of this agreement the Joint Committee shall meet to discuss the wage scale of the plant.

It is agreed where the Joint Committee is in agreement on wage schedules which include increases of the basic wage rate, a joint application, by the Company and the Local Union, to the Regional War Labour Board, will be made for same. If the Joint Committee is not in agreement in the matter of wage schedules it is then agreed, that either party may proceed with their application direct to the Regional War Labour Board in accordance with procedure laid down by that body.

When the wage schedule has received the approval of the said Regional War Labour Board, it shall then be attached to, and become a part of this agreement.

14. *Application of Agreement*

This agreement does not apply to any employee who holds an administrative or advisory position in the Company.

15. *Amendment of Agreement*

The Joint Committee will consider the amendment and improvement of this agreement as the result of their experience in carrying on the work of the Company under same. No such decision shall go into force until it is embodied in a written agreement signed by the Company and by the Elected Representatives.

In witness whereof:

The undersigned have and hereunto set their hands and seal this.....day of.....1942.

For the Riverside Iron Works Limited,
Calgary, Alberta.

Party of the first Part

.....

For the Employees, members of Local
360, International Moulders and Foundry
Workers Union of North America.

Party of the second part

.....

.....

Conciliation Work of the Department of Labour During December, 1942

DURING December, some 50 disputes were referred to the Industrial Relations Branch of the Department. In a great number of these cases, and in other disputes carried over from the preceding month, Industrial Relations Officers were instrumental in bringing about an amicable settlement of the matters in dispute. The following statement, however, summarizes only those disputes of major importance and is not intended as a complete review of the activities of the Branch during the month.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the officers resident in Vancouver comprises British Columbia and Alberta; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba; the officers resident in Toronto confine their activities to Ontario; the officers in Montreal to the Province of Quebec, and the officer resident in Fredericton represents the Department in the Maritime Provinces. The

headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

METAL WORKERS, TORONTO, ONTARIO.—Toward the end of November, the Department received a complaint from the International Representative of the United Automobile Workers of America that several employees had been dismissed by Wilson and Cousins Company, Toronto, allegedly for union activity and membership. The case was referred to Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, who reported on December 12 that the events leading up to the dismissal of the employees concerned indicated that union affiliation was responsible, at least in part, for these dismissals. As a result of Mr. Ainsborough's efforts, the Company agreed to reinstate all of the employees in question except one who had been in their employ only about two weeks and whose work was not satisfactory. The union agreed to this settlement. The company maintained its denial that union affiliation was the cause of the dismissals, but carried out the terms of the settlement, without prejudice, in order to demonstrate its good faith.

OPTICAL GLASS AND INSTRUMENT WORKERS, LEASIDE, ONT.—By joint consent and by arrangement of the federal Department of Labour, Mr. J. Hutcheon, of the Provincial Conciliation Service supervised a vote among employees of Research Enterprises Ltd., Leaside, Ontario, on December 10. On two questions 5,825 employees voted as follows: In favour of the R. E. L. Employees' Cooperative Union, 1922; in favour of Local No. 1039, United Steelworkers of America, 3338; spoiled ballots, 25. At the end of December negotiations for a collective agreement between the Crown Company and the United Steelworkers of America, were actively proceeding.

STEEL WORKERS, WELLAND, ONTARIO.—In mid-December, a complaint was received by the Department from officials of the United Electrical, Radio and Machine Workers of America alleging that the Atlas Steel Company, Welland, Ontario, was endeavouring to force a "company union" upon its employees, and requesting the appointment of an Industrial Disputes Inquiry Commissioner to investigate the dismissals of several workers whom, it was charged, the Company had dismissed on account of union activity. On behalf of the Department, a Conciliation Officer in the service of the Provincial Government conducted an investigation. He concluded that the dismissals in question were for causes other than union activity and that a Commissioner should not be appointed. The management denied the charges that it was fostering the formation of any union. A move to have the name of the company's Sports Association

changed in order to allow it to act as bargaining agent for the employees failed to carry by a sufficient majority. At the end of the month, efforts were being made to organize an "Atlas Workers' Independent Union," while the complainant Union was also continuing its activities.

ARMATURE WORKERS, BRANTFORD, ONTARIO.—Early in December, an appeal was received from a representative of the United Electrical, Radio and Machine Workers of America for the appointment of an Industrial Disputes Inquiry Commissioner under the provisions of Order in Council, P.C. 4020, to investigate the dismissal of an employee of Robbins and Meyers, Limited, Brantford, Ontario. An Industrial Relations Officer, Mr. J. P. Nicol, was assigned to ascertain whether or not the appointment of a Commissioner was warranted. The officer found that the worker in question was dismissed because of his refusal to abide by Company rules and that the Union's allegations were without foundation in fact. Accordingly, no Commissioner was appointed. The Company expressed willingness to reinstate the workman under certain conditions, but, as there was considerable doubt as to whether there would be more than a few weeks' work for him and he had secured satisfactory employment elsewhere, this course was not pursued.

TRANSPORT WORKERS, MONTREAL, P.Q.—On December 5 a strike involving some 400 drivers and mechanics of the Provincial Transport Company, Montreal, P.Q., was reported to Mr. Raoul Trepanier, Industrial Relations Officer, Montreal. The dispute arose out of the Company hiring three buses from a Levis firm. The owner of the rented buses insisted that his employees operate the vehicles and be paid their usual rates of wages which were lower than those paid by the Provincial Transport Company. The employees, members of Local 1157, Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, protested against this procedure and demanded a closed shop agreement. With the valuable assistance of an officer of the Montreal Trades and Labour Council, Mr. Trepanier persuaded the employees to resume work upon the understanding that the Company would not use the buses in question pending negotiations with a committee of employees. Consideration was given to adoption of a maintenance-of-membership provision in the contract rather than a closed shop, the results of which have not yet been reported. During the course of the brief strike about 100 buses, many of which served war factories and munitions plants in the Montreal zone, were tied up.

COAL HANDLERS, SAINT JOHN, N.B.—On December 14, the Department was advised that

a dispute which threatened to delay the loading of a freighter had arisen between the Parker D. Mitchell Coal Company, Limited, Saint John, N.B., and its employees, members of the Coal Handlers' Union chartered by the International Long Shoremen's Association. The dispute arose over the Company's allegations that the Union's interpretation of its agreement entailed unnecessary employment of coal handlers engaged in discharging cargoes of coal. In the unloading of coal at Saint John, the Union had an understanding with the Company providing for the use of two to four-man crews when clam cranes were used at its own docks. The Union refused to permit the use of two- to four-man crews when the Company entered into a contract to unload coal for the British Coal Corporation, Limited, at public docks. The Union held that its agreement called for the use of 12-man crews, but compromised and permitted 7-man crews to be used in view of the utilization of clam cranes. This situation continued until December when the Company complained to National Selective Service that a crew of seven men was more than sufficient for the operation. Further, the Company requested that, when unloading operations progressed to the point where clam cranes were replaced by half-ton tubs, ton tubs should be used in the interests of more expeditious handling of the cargo. The Union objected to the latter proposal. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., secured a settlement of the dispute on the basis of a proposal that 7-man crews should be used on clam cranes to break down the coal and when tubs were required, one-ton tubs should be utilized, the Union business agent to designate the number of men required on tubs.

LIME PLANT WORKERS, JOLIETTE, P.Q.—On December 14 the Department was informed of a strike of 180 male employees of the Standard Lime Company, Limited, Joliette, P.Q., which occurred on the evening of December 11. The strike was caused by a deadlock over the terms of an agreement covering wages and working conditions, negotiations for which commenced following a representational vote conducted by the Department of Labour on October 1. (By 145 to 0, the employees had voted in favour of being represented for the purposes of collective bargaining by the Canadian Union of Lime Products Workers, Local No. 1, C.C. of L.). Continuous consultation with the parties to the dispute was maintained by Mr. R. Trepanier, Industrial Relations Officer, Montreal, and on December 19, at a meeting in the Montreal Office of the Industrial Relations Branch, an understanding was reached between representatives of the management and union. Work was resumed on December 20 and on December 21 a collective agreement was signed

providing, among other things, for a union shop, time-and-one-half pay for overtime and a minimum of three hours' pay on reporting for work when none is available, these two latter provisions requiring the approval of the Quebec Regional War Labour Board.

ELECTRIC RAILWAY EMPLOYEES, WINNIPEG, MAN.—On December 10, the Department was advised by the Winnipeg Electric Employees' Federated Council that an unfavourable decision of the Manitoba Regional War Labour Board on an application made on behalf of Winnipeg Electric Company's employees would be rejected by the employees and that a 48-hour strike notice would be given. Mr. James Leslie of the Manitoba Department of Labour was requested to meditate and a joint meeting of representatives of the Company, the employees and the Regional War Labour Board was arranged. A joint application for further consideration was made to the Regional Board by the Company and employees, and additional evidence was presented. On the basis of this new material a wage increase of three cents per hour, retroactive to August 1, 1942, was granted to all employees in the seven departments involved. The award was accepted by ballot of the employees.

LEATHER WORKERS, NEWMARKET, ONT.—On December 16, the Department received a complaint relative to the action of the Davis Leather Company, Limited, in sponsoring and allegedly imposing upon the employees a "Factory Relationship Committee." The protest was made by the International Representative of the Fur and Leather Workers' Union. An investigation conducted by Mr. F. J. Ainsborough, Industrial Relations Officer of the Department indicated that the Employees Relationship Committee was sponsored by the Company. The investigation of the matters in dispute was still proceeding at the end of the month.

GLOVE WORKERS, WINNIPEG, MAN.—On December 18, the Department's Industrial Relations Officer situated at Winnipeg, Mr. Ronald H. Hooper, was requested to assist Local No. 90, International Glove Workers' Union of America, in negotiations with the J. L. Morton and Company, Limited, looking toward the signing of an agreement with the Union on behalf of the company's employees in the glove department. In order to decide the question of whether or not the employees wished to be represented by the Union, a ballot of the employees concerned was taken which resulted in a substantial vote in its favour. Negotiations followed which led up to the signing of an agreement providing for a closed shop, time-and-one-quarter for overtime and initiation of the Union schedule of wage rates.

Union Representation Votes

RESTAURANT WORKERS, CHERRIER, P.Q.—By joint consent of the parties, a vote was conducted on December 2 under Departmental supervision to determine whether or not the employees of Munitions Caterers Ltd., wished to be represented in negotiations with the Company by the Hotel and Restaurant Employees' International Union as bargaining agent. Out of 399 eligible workers, 262 voted in favour of the Union and 7 against. There were 18 spoiled ballots.

MUNITIONS INSPECTORS, CHERRIER, P.Q.—By joint consent a Departmental officer supervised an election on December 4 and 5 among employees of the Inspection Board of the United Kingdom and Canada in order to ascertain if they desired Local No. 1 of the Canadian Association of Inspectors of War Supplies (C.C.L.) to represent them as bargaining agent in negotiations with the employer. There were 1,262 eligible voters, of whom 337 voted in favour of the Union and 189 against. Seventeen of the 543 ballots cast were spoiled.

TOOL MAKERS, WINDSOR, ONT.—On December 2, Industrial Relations Officer H. Perkins supervised, by joint consent of the parties, a ballot to determine if the employees of the Colonial Tool Company wished to bargain collectively through a Windsor local of the U.A.W.A.-C.I.O. The vote resulted in the Union's favour by 85 to 9.

PACKINGHOUSE WORKERS, TORONTO, ONT.—A ballot was taken, under Departmental supervision, on December 16 and 17, among the employees of Swift Canadian Company, Limited, Toronto, Ontario, to determine their bargaining agency. The ballot read as follows: "Do you want to bargain collectively with your employer through P.W.O.C. (Packinghouse Worker Organizing Committee) as your collective bargaining agent." The result of the ballot, announced December 22, was as follows: Voting "Yes," 579; voting "No," 119; spoiled ballots, 1.

METAL WORKERS, WINDSOR, ONT.—On December 17, a vote was conducted among employees of the Canadian Motor Lamp Company, Windsor, to determine the following question: "Do you want to bargain collectively with your employer through a Windsor local of the U.A.W.A.-C.I.O." The result of the ballot was as follows: Voting "Yes," 482; voting "No," 568; spoiled ballots, 10.

MUNITIONS WORKERS, VALLEYFIELD, P.Q.—By joint consent of the parties involved, a ballot was conducted under Departmental supervision on December 16 among employees in the Salaberry Plant of Defence Industries, Limited, to determine their wishes on the following question: "Is it your wish that the Montreal Metal Trades Council (A.F. of L.) act as bargaining agent on your behalf in negotiations with your employer . . .?" The result of the ballot was as follows: Eligible, 2,570; Votes cast, 2,109; voting "Yes," 1,909; voting "No," 146; spoiled ballots, 54.

Strikes and Lockouts in Canada During December, 1942

FOR the month of December the number of strikes reported, the number of workers involved and the time loss in man working days were the lowest recorded for the year. During the month there were 13 strikes, involving 1,434 workers, with a time loss of 6,016 man working days, as compared with 27 strikes in November, involving 20,490 workers and showing a time loss of 103,770 days. In December, 1941, there were nine strikes, involving 5,688 workers with a time loss of 54,545 days. During the month under review one dispute affecting asbestos miners at East Broughton, P.Q., caused about 50 per cent of the time loss.

Two strikes involving 297 workers were carried over from November and 11 commenced during December. Of these 13 strikes 12 were terminated during the month. Two resulted in favour of the workers, six in favour of the employers, one was a compromise settlement and three were indefinite in result.

The following table gives information for November and December, 1942, and December, 1941:—

Date	Number of strikes	Number of employees involved	Time loss in man working days
*December, 1942	13	1,434	6,016
*November, 1942	27	20,490	103,770
December, 1941	9	5,688	54,545

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

At the end of the month one strike was reported as unterminated, namely: asbestos miners at East Broughton, P.Q.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which informa-

tion has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1942*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

(a) Strikes and Lockouts in Progress Prior to December, 1942.

MINING— Asbestos miners and grinders, East Broughton, P.Q.	1	120	3,000	Commenced November 24, 1942; against dismissal of a contractor and his employees; unterminated.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Textile factory workers, Montreal, P.Q.	1	177	500	Commenced October 13, 1942; for union recognition and agreement; terminated December 5 (employment conditions no longer affected); return of workers and replacement; in favour of employer.

(b) Strikes and Lockouts Commencing During December, 1942.

MINING— Coal pier loaders, Union Bay, B.C.	1	15	23	Commenced December 4; for increased wages; terminated December 5; conciliation (federal); return of workers pending reference to the National War Labour Board; indefinite.
MANUFACTURING— <i>Boots and Shoes—</i> Sewing machine operators, Toronto, Ont.	1	(a) 10	60	Commenced December 3-9; re timing of new operations; terminated December 15; conciliation (provincial); compromise.
Shoe factory workers, Toronto, Ont.	1	39	351	Commenced December 11; re system of paying union dues (check-off); terminated December 22; conciliation (federal); in favour of employer.
Metal Products— Foundry workers, Brantford, Ont.	1	(b) 75	75	Commenced December 7; for increased wages; terminated December 7; conciliation (federal); return of workers pending reference to the Regional War Labour Board; indefinite.
Munitions factory workers, Toronto, Ont.	1	50	50	Commenced December 8; for reinstatement of a forelady; terminated December 9; return of workers; in favour of employer.
Machine operators, Longueuil, P.Q.	1	41	60	Commenced December 9; against reduced hours of work; terminated December 10; replacement; in favour of employer.
Non-metallic Minerals— Lime-kiln workers, Joliette, P.Q.	1	151	1,057	Commenced December 11; for increased wages and closed shop agreement; terminated December 19; conciliation (federal); in favour of workers.
Miscellaneous— Miscellaneous products workers (metal, felt, etc.), Windsor, Ont.	1	252	126	Commenced December 23; re union agreement; terminated December 23; return of workers; in favour of employer.
CONSTRUCTION— <i>Building and Structures—</i> Carpenters, Cornwall, Ont.	1	120	240	Commenced December 9; for increased wages; terminated December 11; conciliation (federal); in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1942*—*Con.*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts Commencing During December, 1942.— <i>Concluded.</i>				
TRANSPORTATION— Local and Highway— Bus drivers and mechanics, Montreal, P.Q.	1	339	339	Commenced December 4; for closed union shop; terminated December 5; conciliation (federal); return of workers pending settlement; indefinite.
SERVICE— Business and Personal— Elevator operators and bell boys, Montreal, P.Q.	1	45	135	Commenced December 9; against working with a certain supervisor; terminated December 11; conciliation (provincial); in favour of employer.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 100 indirectly affected. (b) 200 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing down to date that given in the May, 1942, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1941". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the *LABOUR GAZETTE*, August, 1940, page 760.

The number of disputes beginning in October was 110, and 4 were still in progress from the previous month, making a total of 114 disputes in progress during the month; 58,500 workers were involved in the disputes in progress during the month and the time loss was 377,000 working days.

Of the 110 disputes beginning in October, 36 arose out of demands for increased wages and 33 over other wage questions; 4 over working hours, 14 over questions as to employment of particular classes or persons; 20 over other questions as to working arrangements; and 3 on questions of trade union principle. Final settlements were reached in 91 disputes, of which 19 were settled in favour of workers, 54 in favour of employers and 18 resulted in compromises; in 17 other disputes, work was resumed pending negotiations.

United States

The number of strikes beginning in November was 165, involving 55,000 workers in these new strikes. The time loss for all disputes in progress during the month was 175,000 man-working days.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec and a schedule of wages and hours made binding under the Industrial Standards Act of Alberta are summarized in a separate article following this.

Manufacturing: Tobacco and Liquors

MONTREAL, QUEBEC.—DISTILLERS CORPORATION LIMITED AND THE DISTILLERY, RECTIFYING AND WINE WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 64.

Agreement to be in effect from July 6, 1942, to July 5, 1943.

All employees must be union members and no discrimination to be shown employees on account of union activity. Hours: for distillery and dry house, 8 per day for 4 days, 12 per day for 2 days; for bottling, women, 8½ per day for 5 days, 5 hours on sixth day; for bottling, men, 9½ per day for 5 days, 5 hours on sixth day; for janitors, miscellaneous labour, warehousemen, coopers and maintenance men, 10 per day for 5 days, 5 hours on sixth day. Overtime at time and one half for work in any day beyond the normal working schedule as outlined above, and over 48 hours in any one week, except watchmen who receive time and one half for work over 60 hours in a week. Wage rates are not stated in the agreement. A one week's vacation with pay for all employees with one year's service. In addition, seven holidays are granted employees, with no deduction in pay. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Printing and Publishing

CALGARY, ALBERTA.—A CERTAIN NEWSPAPER AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 201.

The agreement which came into effect July 8, 1938, and was summarized in the *LABOUR GAZETTE*, December 1938, page 1407, was renewed for the period July 8, 1941, to July 7, 1944, with an increase in wages to 92 cents per hour (an increase of 7 cents per hour); hours are unchanged at 45 per week for day work and 42 for night work.

CALGARY, ALBERTA.—CERTAIN JOB PRINTING SHOPS AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 201.

Agreement to be in effect from July 20, 1942, to September 30, 1944, and thereafter from year to year, subject to notice. Only union members to be employed. Hours: 44 per week for day work, 42 for night work. Overtime and work on holidays is payable at time and one half for the first three hours and double time thereafter. Weekly wage rates: cylinder and offset journeymen \$44, journeymen for 2 automatic or 3 and 4 hand-fed presses \$40, (\$3 per week extra for night work); cylinder feeders \$15 to \$26 after two years, platen feeders \$10 to \$18 after two years.

Manufacturing: Metal Products

VILLE LA SALLE (MONTREAL), QUEBEC.—PEACOCK BROTHERS LIMITED AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 631.

Agreement to be in effect from September 1, 1942, to August 31, 1943 (or 1944 if no notice given). This agreement was reached following an application for a board under the Industrial Disputes Investigation Act and the intervention of an Industrial Disputes Inquiry Commissioner, as noted on page 70 of this issue.

Hours: 48 per week. Overtime is payable at time and one half until 12½ hours have been worked on any one shift, and double time thereafter; double time for all work on Sundays and holidays. Minimum hourly wage rates: journeymen machinists and journeymen fitters 80 cents, production workers 52 and 65 cents, learners 45 cents, beginners 40 cents, labourers, sweepers and material truckers 45 cents, apprentices 30 cents to 80 cents, maintenance millwrights 80 cents, millwrights' helpers 52 cents; employees working on shifts other than regular day shifts, 5 cents per hour extra. Provision is made for the seniority rights and the settlement of disputes.

LONGUE POINTE (MONTREAL), QUEBEC.—CANADIAN CAR AND FOUNDRY COMPANY LIMITED, LONGUE POINTE PLANT, AND THE ASSOCIATION OF EMPLOYEES.

Agreement to be in effect from June 13, 1942, to June 12, 1943, and thereafter from year to year, subject to notice. (The report of a board under the Industrial Disputes Investigation Act with reference to this agreement was published in the *LABOUR GAZETTE*, November 1942, page 1258.)

Hours: 48 per week, in either 8 or 9 hour shifts at the option of the Company. Overtime at time and one half, with double time for all work on Sundays and holidays, except for power house employees, enginemen, sprinkler and heating system attendants for whom overtime is payable after 56 hours' work in any week. Minimum hourly wage rates for some classes: checkers 55 to 65 cents, chemical laboratory 40 to 80 cents, clerks 35 to 75 cents, inspectors 65 to 75 cents, labourers 45 cents,

metal pattern machinists 70 to 80 cents, pattern apprentices 35 to 70 cents, power house engineers 55 to 71 cents, tractor operator 60 to 70 cents; cleaning department—boring mill operators 65 and 70 cents, chippers 55 to 65 cents, chainmen 50 to 60 cents, cutters 70 and 75 cents, sandblast 65 to 75 cents, toolmen 60 to 80 cents, welders 65 to 75 cents; electrical department—crane operators 60 to 70 cents, electricians 70 to 80 cents, electricians' apprentices from 35 cents during first year to 70 cents during fifth year, labourers 45 cents; electrical furnace—heat pourers 63 cents, operators 65 cents, scalemen 49 cents, strippers 57 cents; forge department—automatic sandblast loaders 50 to 60 cents, billet chargers 65 cents, burner 70 cents, lathe hand 60 cents, operators 60 to 70 cents, toolman 65 cents; foundry department—chainmen 50 to 60 cents, corefinisher 70 and 75 cents, improver 55 to 65 cents, sand mill operators 50 to 60 cents, mould finisher 70 and 75 cents, apprentices 35 to 70 cents; frog and switch shop—driller 55 and 60 cents, fitter 60 to 70 cents, grinders 55 to 65 cents, punch and shear men 60 to 70 cents, riveter 60 to 70 cents, welder 65 to 75 cents, roll turners 70 to 80 cents; open hearth department—bricklayers 80 to 90 cents, apprentice bricklayers 35 to 70 cents, ladleman 65 and 70 cents, pitman 55 cents, shearmen 45 and 50 cents; machine shop maintenance department—blacksmiths 70 and 75 cents, steamfitters, machinists and millwrights 70 to 80 cents, apprentices to these trades 35 to 70 cents, carpenters and welders 65 and 70 cents; labourers 45 cents. Employees on night shifts to be paid 5 cents per hour extra. All adjustments in wages during the life of this agreement shall be made by a cost of living bonus in accordance with a federal government order in council. Provision is made for seniority rights.

MALTON, ONTARIO.—AN AIRCRAFT MANUFACTURER AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 717.

Agreement to be in effect from December 19, 1942, to December 18, 1943, and thereafter from year to year, subject to notice. The Company agrees to bargain exclusively with this union as long as it represents a majority of the employees covered by this agreement.

Hours: 8 per day, 48 hour week. Overtime at time and one half for the equivalent of a further 8 hour shift and double time thereafter; double time for work on Sundays and holidays except Sunday work which is part of a regular shift. Minimum hourly wage rates: tool and die makers 80 to 95 cents, pattern makers 95 cents, journeymen 80 cents, production workers 40 to 75 cents, inspectors 55 to 85 cents, examiners 52 cents, maintenance journeymen 80 cents, engineers 65 to 85 cents, firemen and crane operators 65 cents, journeymen's helpers 66 cents, labourers 52 cents, oilers 55 to 65 cents. For each shift or part shift worked, involving a trip to the plant, employee to secure an allowance of 25 cents for transportation. Provision is made for seniority rights and for the settlement of disputes.

OWEN SOUND, ONTARIO.—THE WILLIAM KENNEDY AND SONS LTD., AND THE UNITED STEELWORKERS OF AMERICA.

Agreement reached following applications for a board under the Industrial Disputes Investigation Act and later settlement through an Industrial Disputes Inquiry Commissioner (see page 71 of this issue). Agreement to be in effect from November 1, 1942, to October 31,

1943, and thereafter from year to year, subject to notice. The company recognizes the union, and no discrimination to be shown employees either by the company or the union on account of union activity or lack of it.

Hours: 9 per day, 5 on Saturdays, a 50-hour week. Overtime is payable at time and one-half; double time for all work on Sundays and holidays. Wages: A proposed wage scale was agreed upon between the parties and was to be submitted to the Regional War Labour Board and to become effective as directed by the Board. Vacation: A one week's vacation with pay to employees with one year's service. Provision is made for seniority rights and for the settlement of disputes.

WINDSOR, ONTARIO.—AUTO SPECIALTIES MANUFACTURING CO. (CANADA) LTD., AND INTERNATIONAL UNION OF UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement to be in effect from March 31, 1942, to March 31, 1943, and thereafter from year to year, subject to notice. The Company recognizes the union; no discrimination against any employee on account of union activity, and union members are not to intimidate other employees into membership. Hours and overtime are to continue as prevailing when the agreement was made. While existing legislation remains in effect concerning wages, bonuses, etc., it is agreed that neither party will make application to the Regional or National War Labour Board before the matter is discussed between the parties. Provision is made for seniority rights and for the settlement of disputes.

WINDSOR, ONTARIO.—GAR WOOD INDUSTRIES OF CANADA LTD., AND INTERNATIONAL UNION OF UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement entered into following a report of a board under the Industrial Disputes Investigation Act (see LABOUR GAZETTE August, 1942, page 890). Agreement to be in effect from October 26, 1942, to October 25, 1943, and until notice given.

The Company recognizes the union as the bargaining agent for hourly-rated employees, but employees are free to join or not join any union or association. Hours: 44 per week with time and one-half for overtime. During the time existing legislation remains in force concerning wages, bonuses, etc., neither party is to make application to the Regional or National War Labour Board until the matter has been discussed between the parties. Provision is made for seniority rights and for the settlement of disputes.

MOOSE JAW, SASKATCHEWAN.—PRAIRIE AIRWAYS LTD., AIRCRAFT DIVISION, AND THE WORKERS' COMMITTEE.

Agreement reached with the assistance of an officer of the Department of Labour. Agreement to be in effect from November 27, 1942, to November 26, 1943, and thereafter subject to 30 days' notice. The Company agrees that the committee will be the sole bargaining agency for employees provided the members represent a majority of the employees.

Hours: 8 per day, a 48-hour week. Overtime is payable at time and one-half. Wage rates to continue as at time the agreement made until a joint application to the National War Labour Board is made and approved. A cost-of-living

bonus to be paid, as fixed by Dominion Government regulations. Vacation: All employees with one year's service to be granted two weeks' vacation without pay and without loss of seniority rights. Provision is made for seniority rights and for the settlement of grievances.

VANCOUVER, B.C.—A CERTAIN FORGINGS PLANT AND THE BLACKSMITHS AND HELPERS' UNION OF CANADA, LOCAL No. 1.

Agreement to be in effect from December 2, 1942, to June 1, 1943. Employees are free to join or not join the union, but the Company agrees to employ only union members if they are available and competent. Hours: 8 per day, 44 per week; on second shift, 8-hour shift including ½-hour lunch period, with pay for 8 hours; for third shift, 7½-hour shift including 25-minute lunch period, for which 8 hours to be paid. Overtime at time and one-half for first four hours and double time thereafter; double time for all work on Sundays and holidays. Minimum hourly basic wages: forgers \$1.10, blacksmiths 90 cents, forgers' helpers 75 cents, blacksmiths' helpers 67 cents. A cost-of-living bonus to be paid according to government decree.

VANCOUVER, B.C.—CERTAIN BOILER WORKS AND ENGINEERING ESTABLISHMENTS AND THE BOILERMAKERS' AND IRON SHIPBUILDERS' UNION OF CANADA, LOCAL No. 1.

Agreements to be in effect from November 16, 1942 (December 10, 1942, for one firm) for the duration of the war and wartime contracts. The company recognizes the union as the sole bargaining agency as long as the union holds a majority of employees in the shop.

Hours: 8 per day, 44 per week for day shift; if a second shift is employed, 7½ hours to be worked with pay for 8 hours, 3½ hours on Saturday, with pay for 4 hours; if a third shift worked, 7 hours to be worked with pay for 8 hours, 3½ hours worked on Saturday, with pay for 4 hours. Overtime: time and one-half for first four hours and double time thereafter; double time for work on Sundays and holidays.

Basic hourly wage rates; acetylene welders and burners, anglesmiths, boilermakers, electric welders, riveters, chippers and caulkers, fitters, drillers and tappers, 90 cents; ironworkers' helpers 67 cents; rivet heaters 68 cents, reamers and countersinkers 70 cents, punch and shearmen, holders-on 76 cents, planer operators 80 cents, flange fire work 95 cents, flange fire helper 72 cents, crane man 70 to 80 cents,

helpers 60 cents for first month and 67 cents thereafter. A cost-of-living bonus to be paid in accordance with the federal government 1941 Order in Council P.C. 8253. Time and one-quarter for all dirty work (outside work only) and work in confined places full of gas.

Manufacturing: Non-Metallic Minerals, Chemicals, Etc.

AMHERSTBURG, ONTARIO.—BRUNNER MOND CANADA, LTD., AND INTERNATIONAL UNION OF UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS, LOCAL 89.

Agreement reached following application for board under the Industrial Disputes Investigation Act, which application was subsequently withdrawn (see page 71 of this issue). Agreement to be in effect from October 31, 1942 to October 31, 1943, and thereafter from year to year, subject to notice. The Company recognizes the union as the sole bargaining agent for its members, but employees are free to join or not to join any union or association. Hours and overtime: at the time of the signing of the agreement, the regular hours are 8 per day, a 48-hour week, with time and one-half for overtime. Vacation: one week with pay to employees with at least one and not more than five years' service; two weeks to those with five years' service or more. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Shipbuilding

SOREL, P.Q.—MARINE INDUSTRIES LTD., AND THE METAL TRADES COUNCIL OF MARINE INDUSTRIES' EMPLOYEES.

Agreement to be in effect from November 25, 1942, to November 24, 1943, and thereafter from year to year, subject to notice. This agreement was reached following an application for a board under the Industrial Disputes Investigation Act and its subsequent withdrawal (see page 71 of this issue). No discrimination against employees on account of union affiliation. Hours for both day and night shifts: 48 per week; double time for work on Sundays and holidays. Wage rates are as provided in the federal government 1942 Order in Council 629 (see LABOUR GAZETTE, May, 1942, page 558). A cost-of-living bonus to be paid in accordance with federal government Orders in Council. Provision is made for seniority rights and for the settlement of grievances.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

THE Collective Agreement Act was assented to June 20, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act," the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934," continue in effect for the period for which they were made or have been renewed or amended. Under the

Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all

such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the *LABOUR GAZETTE* from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of a new agreement for the fur industry (wholesale) at Montreal and the amendment or extension of the period of eleven agreements, all of which are noted below. A request for the extension of a new agreement for the sheet metal industry at Montreal was published in the *Quebec Official Gazette*, December 5, and for a new agreement in the clock and watch making and repairing industry at Montreal, in the issue of December 19. Requests for the amend-

ment of the agreements for building trades at Sorel, St. John and Iberville, St. Jerome, Quebec, Hull, Joliette, Three Rivers, St. Hyacinthe and Chicoutimi, were published in the *Quebec Official Gazette*, December 5; for the amendment of the agreements for barbers at Hull, building trades at Hull and building trades at Sherbrooke, in the issue of December 12; for building trades at Joliette, in the issue of December 19.

In addition, Orders in Canada were published in the *Quebec Official Gazette* during December, approving or amending the constitution of certain parity committees, and others approving the levy of assessments, or amending previous Orders in Council in this connection, for certain parity committees.

Manufacturing: Fur and Leather Products

FUR MANUFACTURING (WHOLESALE), MONTREAL.

An Order in Council, dated November 27, and published in the *Quebec Official Gazette*, December 5, extended the term of this agreement (*LABOUR GAZETTE*, September, 1940, page 970; May, 1942, page 630, August, page 978, September, page 1097, and November, page 1348) to December 31, 1943.

A later Order in Council dated December 4, and published in the December 12 issue, makes obligatory the terms of a new agreement between the Fur Manufacturers' Guild, Incorporated, other employers and the International Fur Workers' Union, Locals 66 and 67, the agreement to be in effect from December 12, 1942 to April 30, 1944. This agreement is similar to the one previously in effect, as summarized in the *LABOUR GAZETTE*, September, 1940, page 970, with some exceptions:

After two years' apprenticeship, apprentices to be third class operators and paid at \$12.50 per week until promoted to second class operators. Retailers are permitted, for the duration of the war only, to have finishing done at home, provided that all finishers in the shop are working and that the names of employees doing work at home are submitted to the parity committee.

In accordance with a decision of the Regional War Labour Board, a cost-of-living bonus is to be paid and is to be varied in accordance with the general orders of the National War Labour Board, the first bonus to be based on the rise in the index number of the cost of living from July, 1940, to July, 1942 (a rise of 12.2 points).

FINE GLOVE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated December 17, and published in the *Quebec Official Gazette*, December 26, extends the term of this agreement (*LABOUR GAZETTE*, April, 1941, page 472, July, page 854, October page 1314; January, 1942, page 110) to March 1, 1943.

WORK GLOVE CUTTERS, PROVINCE OF QUEBEC.

An Order in Council, dated December 17, and published in the *Quebec Official Gazette*, December 26, extends the term of this agree-

ment (LABOUR GAZETTE, March, 1940, page 282; March, 1941, page 333 and October, page 1314) to March 1, 1943.

WORK GLOVE BLOCKERS AND OPERATORS, PROVINCE OF QUEBEC.

An Order in Council, dated December 17, and published in the *Quebec Official Gazette*, December 26, extends the term of this agreement (LABOUR GAZETTE, September, 1940, page 971; March, 1941, page 333, October, page 1314; January, 1942, page 110) to March 1, 1943.

Manufacturing: Textiles and Clothing

TEXTILE AND JUTE BAG MANUFACTURING INDUSTRY, MONTREAL.

An Order in Council, dated December 17, and published in the *Quebec Official Gazette*, December 26, extends the term of this agreement (LABOUR GAZETTE, May, 1939, page 527; March, 1940, page 282, June, page 608; February, 1941, page 183; January, 1942, page 110) to December 31, 1943.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (CORRUGATED PAPER) MANUFACTURING, PROVINCE OF QUEBEC.

An Order in Council, dated November 27, and published in the *Quebec Official Gazette*, December 5, amends the previous Orders in Council for this industry (LABOUR GAZETTE, April, 1942, page 483, and September, page 1097) by substituting a new wage scale which in some cases is the same and in others 5 cents per hour higher than the previous scale.

Minimum hourly rates for some classes of male employees after 6 months' experience: corrugating machine—operators 55 cents, other operators 45 and 50 cents, helpers 40 cents; printing machine—operators 50 cents, assistants 40 cents, box slotting machine operators 45 cents; box and sheet slitting machine operators 45 cents; operators of flap cutting machine, bar scorer machine and taping machine, 40 cents; stitching machine operators, die press machine operators, 35 cents; feeders and tailers for all machines 35 cents, general employees 32 cents; roll handlers 40 cents, shippers 45 cents, truck drivers 40 cents, maintenance machinists and millwrights 65 cents, boiler room stationary enginemen 49½ to 66 cents, firemen 38½ cents. Minimum hourly rates for some classes of female employees, after 6 months' service: operators of bar scorer machine, taping machine, stitching machine, partition slotting machine, feeders and tailers and box folding 22 cents, general employees 22 cents. The minimum hourly average wage for male employees is 40 cents and of female employees 28 cents, and the minimum average for both sexes, 32 cents.

PAPER BOX (UNCORRUGATED PAPER) MANUFACTURING, PROVINCE OF QUEBEC.

An Order in Council, dated December 4, and published in the *Quebec Official Gazette*, December 12, amends the previous Orders in Council for this industry (LABOUR GAZETTE, April, 1939, page 528; September, page 950; May, 1940, page 496; December, page 1310; April, 1941, page 473; June, page 704, and December, page 1572). Overtime is payable at time and one-half for all work over 55 hours in a week except for firemen and enginemen for whom time and one-half is payable only after 60 hours in a week. For all work on holidays, time and one-half is payable in zone I, double time in zone II.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated December 12, and published in the *Quebec Official Gazette*, December 19, extends the term of this agreement (LABOUR GAZETTE, June, 1941, page 704; April, 1938, page 452; June, 1936, page 546; December, page 1181; October, 1939, page 1065; February, 1941, page 183; April, page 473; December, page 1572; May, 1942, page 631; July, page 856, and November, page 1348) to March 31, 1943.

Manufacturing: Metal Products

CAN AND METAL UTENSIL MANUFACTURING, PROVINCE OF QUEBEC.

An Order in Council, dated December 12, and published in the *Quebec Official Gazette*, December 19, extends the term of this agreement (LABOUR GAZETTE, May, 1940, page 496; June, page 608; July, page 730; January, 1941, page 70, May, page 593; January, 1942, page 110) to December 31, 1943.

Construction: Buildings and Structures

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated December 17, and published in the *Quebec Official Gazette*, December 26, amends the previous Orders in Council for these trades (LABOUR GAZETTE, August, 1940, page 867; December, page 1311; March, 1941, page 334; September, page 1160; September, 1942, page 1097). Demolishers are added to the wage scale at 40 cents per hour in zone I and 30 cents in zone II.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, JOLIETTE.—

An Order in Council, dated November 27, and published in the *Quebec Official Gazette*, December 5, amends the previous Orders in Council for these trades (LABOUR GAZETTE, November, 1941, page 1426, and September, 1942, page 1098) by making some change in the arrangement of hours shops may be open.

Industrial Standards Acts, Etc.

Schedule of Wages and Hours Recently Approved by Provincial Order in Council, in Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the

summaries of these Acts and of amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. A schedule of wages and hours recently made binding by Order in Council under these Acts are summarized below.

Alberta

BAKERS, CALGARY.

An Order in Council, dated December 28, and published in *The Alberta Gazette*, December 31, makes binding the terms of a new schedule of wages and hours for the baking industry in the Calgary zone, to be effective from January 10, 1943, for twelve months or thereafter during pleasure. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, April, 1941, page 475 and January, 1940, page 71, with certain exceptions.

The Advisory Committee may fix a minimum rate lower than in this schedule for inexperienced females and males doing work formerly done by experienced employees. Indenturing of apprentices is not required during the war and three months after. Employees with over six months or less than one year's service may have one day's vacation for every month's service after six months.

Trade Union Membership in Great Britain

The publication *Labour Research* provides recent figures on Trade Union Membership in Great Britain which are of interest.

The increase in trade union membership from December, 1938, to December, 1941, is shown by the annual statistical statement submitted to the Trade Union Congress:

Membership in 000's.	
Year to December.	
	1938 1941
Men	4,116 4,509
Women	553 923
Total	4,669 5,432

This increase of 763,000, or roughly one in six, partly reflects the steadier employment due to the war; but it is also the fact that many who were previously non-unionists have felt the need of trade union organization to protect their interests in dealing with changing wartime conditions and regulations like the Essential Work and Fire-watching Orders.

Despite the effects of the call-up, it appears likely that the total numbers employed in industry have been kept roughly at the pre-war

level up to 1941, the numbers called up being roughly balanced by the numbers of women and fewer unemployed drawn into industry. The percentage organized in unions has therefore increased.

At the end of 1941 trade union membership represented somewhere about one-third of the wage and salary earning population, excluding the Civil Servants whose unions are forbidden under the Trade Union Act (1927) to affiliate to Congress.

The 1942 membership affiliated to Congress is the highest since 1921, though it still falls a million short of the peak membership of the 1920 Congress (which included some 75,000 Government employees and some teachers).

	No. of Members Represented at T.U.C.
1913	2,232,000
1920	6,505,482
1929	3,673,144
1934	3,294,581
1939	4,669,186
1942	5,432,644

Prices and Price Control

Price Control in Canada During December, 1942

Rationing of Butter—Reduction of Retail Food Prices—Action to Protect Tenants—Conservation and Simplification Activities of Wartime Prices and Trade Board

THE outstanding developments reported by the Wartime Prices and Trade Board during the month of December were:—

- (1) Consumer rationing of butter;
- (2) Price reduction with respect to tea, coffee, milk, oranges and butter;
- (3) Further price orders covering potatoes, eggs, bananas, figs, etc.
- (4) Rental regulations revised regarding new housing accommodation, time of notices to vacate and fixing of room rental rates;
- (5) Limitation on production of newsprint and plan for compensation within the industry; rationing of print paper;
- (6) Further simplification and conservation orders covering various items of clothing, jewellery and pottery ware and the packaging of certain products;
- (7) Further restrictions on the use and repair of automotive vehicles.

Rationing of Butter

Consumer rationing of butter became necessary toward the latter part of the month in order to ensure an equitable distribution of supplies. Acute shortages of butter had developed in certain areas owing to excessive consumer buying while stocks in general had been reduced by greatly increased consumption. The rationing plan came into effect on December 21 for consumers of butter and on December 28 for suppliers and producers. The ration was fixed at one-half pound per person per week.

The mechanics of the butter rationing system follow closely that of sugar, tea and coffee, the chief difference being that in the case of butter, ration coupons have an expiry date for use both by consumers and retailers. With the exception of coupons Nos. 1 and 2, the butter ration coupons become good in pairs on specified dates and cease to be valid two weeks later. Retailers supplying household consumers may use the coupons to replace their stocks for two weeks after the date on which they expire for consumers or if using them to support a replacement certificate, for three weeks. (Replacement certificates are used by retailers or whole-

salers when purchasing quantities in excess of one thousand pounds.) Householders owning surplus stocks of butter, that is, amounts over one pound per person, were required to report such supplies and surrender coupons to cover the surplus.

Public caterers and operators of institutions will be allotted quotas by the Administrator of Consumer Rationing for the period commencing March 1 and after this date they may purchase butter from only one registered supplier. In the meantime, only a signed requisition is necessary in purchasing butter. Public caterers are not allowed to serve more than one-third ounce of butter at a sitting and may serve it only on the customer's request. Operators of institutions must collect coupons from their residents once a week and forward them monthly to the Administrator. Records of purchase and use are to be kept and furnished on request.

Farmers producing dairy butter are required to collect coupons, permits or requisitions on all sales to consumers. They are not to use their own coupons to buy butter for home consumption unless the amount of their own butter which they consume is less than the ration allowance. Farmers may continue selling butter if they register by January 31 with their local ration board as producers of dairy butter. Producers of creamery butter are required to keep records of production, sales and transfers of butter and to collect ration documents on all sales. Transfer of butter by wholesalers or retailers requires special authorization. (Board Order No. 220, Dec. 15, effective Dec. 21.)

Price Reduction

Butter.—At the same time that butter rationing was introduced, maximum prices of creamery butter were reduced and provision made against any further increase. Under the former policy which allowed for seasonal increases in prices to wholesalers, increases had taken place on November 1 and December 1 and these had been reflected in advances in retail prices. On December 21 the maximum wholesale price of butter was reduced to the

level of October 30 (except in the Maritimes), and a week later, a corresponding reduction took place in maximum retail prices. In the Maritimes the maximum prices are $\frac{1}{2}$ cent above the October maxima. There are to be no increases above this level. Arrangements have been made to compensate the producer during the period (November to April) when he would otherwise have received the benefit of the seasonal price increases previously allowed. This will be done by increasing the subsidy, paid through the creameries to producers of butter fat, from 6 cents to 10 cents per pound. The increased subsidy will be paid during the period December 21, 1942, to April 30, 1943, after which it will revert to 6 cents. (Board Order No. 221, Dec. 15; effective Dec. 21.)

Milk.—During the month the prices of milk, oranges, tea and coffee were reduced in accordance with the government's policy of stabilizing the general cost of living. (LABOUR GAZETTE, Dec. 1942, p. 1417.) The reduction, effective December 16, in the price of all fluid milk sold to consumers amounted to 8 cents per gallon, or 2 cents per quart, etc., when sold at wholesale or retail. Sellers are to be reimbursed by the Commodity Prices Stabilization Corporation. The price reduction does not apply to sales by primary producers to distributors or manufacturers or to sales at retail in half-pint containers (Board Order No. 195, Dec. 11; effective Dec. 16, amending No. 124.)

Oranges.—In the case of oranges, a specified reduction or specific maximum was not set owing to the variety of grades and differences in cost to distributors. The method adopted was to remove the seasonal import duty and the 10 per cent war exchange tax on oranges and to limit distributors' markups. Provision has also been made to offset advances in producers' prices for the new crop by means of subsidy. Maximum prices are to be based on the actual price paid plus any transportation charges, exchange, brokerage charges, etc., actually borne by the distributors, and plus a normal basic period markup limited to 50 cents per case for wholesalers and 20 per cent of selling price for retailers. The purpose of the Order is to reduce prices to about the level of September-October, 1941. (Board Order No. 215, Dec. 7.)

Tea and Coffee.—Maximum prices for tea were reduced by 10 cents per pound, for roasted coffee by 4 cents per pound and for green coffee by $3\frac{1}{4}$ cents per pound, with appropriate reductions for smaller quantities. The reduction takes place all along the line of distribution and in cases where wholesale distributors of tea were allowed a rebate or discount of

7 per cent this must now be increased to 8 per cent. The original cost to suppliers will be kept at a level appropriate to these reduced selling prices by C.P.S.C. which controls all supplies of tea and coffee. All retailers, wholesalers and others who had stocks of tea and coffee were required to take an inventory as at the close of business on December 5, 1942, and make returns to C.P.S.C. as a basis for determining compensation for price reductions on these stocks. (Tea—Board Order No. 216; Coffee—Board Order No. 217, Dec. 7.)

New Price Schedules

Potatoes.—Specific price ceilings were established for potatoes, replacing individual ceilings which had been set back by a previous Order (November 11) at the levels of November 1-10, 1942. The new price regulations divide Canada into three marketing areas and fix maximum prices for the recognized kinds and grades of potatoes generally sold in each area. Maximum wholesale prices are specified in the Order and maximum retail prices are controlled by limiting the markup. Limited markups also apply to sales by primary producers to consumers. Seasonal price increases are allowed for the balance of the present crop year beginning in January and continuing to June to cover storage losses due to waste and shrinkage. In issuing the order the Board stated that while it regarded the seasonal increases indicated in the Order necessary to storers and producers, it might find it necessary in order to prevent the full effect of these increases from being reflected in prices to consumers, to take further action through Wartime Food Corporation Limited or some other agency. (Board Order No. 219, Dec. 15.)

Eggs.—Specific price differentials for various grades of eggs have been set by an amending Order of the Board. Under the original Order (Board Order No. 178), maximum wholesale prices were specified for Grade "A" eggs in eleven principal Canadian markets, while prices for other grades were to bear their normal relation. Under the amendment, specific price differentials have been fixed for each of the commonly marketed grades and sub-grades in relation to the maximum established for Grade "A" eggs. The method for determining retail prices remains unchanged, the retailer's markup being limited to his basic period markup or to 20 per cent of selling price or 8 cents per dozen, whichever is lower. (Board Order No. 212, Nov. 23.)

Bananas.—Maximum wholesale and retail prices have been fixed for bananas; the maximum retail prices per lb. are 14 cents in

Eastern Canada and 15 cents in other areas. These maxima are somewhat below the prices which have been recently prevailing, the reduction having been made possible by the Government's removal, effective December 16, of the customs duty, war exchange tax and special excise tax. Imports of bananas have been very light for some time owing to transportation difficulties but there has been a fairly constant flow to the West and several shipments have reached Montreal recently. (Board Order No. 218, Dec. 15.)

Beef.—The new schedule of maximum wholesale prices for cuts of beef for the period December 24, 1942, to February 10, 1943, inclusive, gives effect to the advance of 50 cents per cwt. in the price of beef carcasses authorized for this period under Board Order No. 194. This advance was tempered by a reduction in the cutting charges allowed to wholesale distributors of beef, which is reflected in the new schedule. (A-529, Dec. 22.)

Macaroni Products.—Markups of wholesalers and retailers were limited on sales of packaged macaroni products. This is one of the products in a list of grocery items for which manufacturers were required in April, 1942, to reduce their basic period prices to the level of June, 1941, in order that wholesale and retail prices might be maintained at basic period levels. The new Order will tend to level off the wide range of markups now existing and take care of wholesalers, particularly in Western Canada, whose maximum selling prices had been based on contracts entered into prior to June, 1941. (A-517, Dec. 12.)

Figs.—It has been necessary to fix prices for the different varieties and grades of California figs now coming on the market, since, in many instances, no basic period ceiling prices were established. An embargo was placed on the importation of figs from non-sterling countries in 1940, and this has only recently been lifted. The schedule lists f.o.b. California prices in terms of U.S. funds. To this cost, expressed in Canadian funds, may be added transportation, bank charges, customs duty, etc., and a markup not greater than the basic period markup and limited to 12 per cent of selling price for wholesalers and 30 per cent for retailers. (A-527, Dec. 18.)

Cashew nuts.—Maximum prices were also set on shelled cashew nuts. Prices are to be based on the maximum specified for importers and the principle of limited markups is applied as in the September Order governing prices of Brazil nuts. Allowances for storage and maximum processing charges are also specified. (A-518, Dec. 12.)

Fuelwood Prices.—Maximum prices were set for fuelwood in the province of Saskatchewan. On sales to dealers, maximum prices were specified f.o.b. railway cars or trucks at the point nearest the place of cutting. On sales to consumers, prices were increased by specific amounts over base period prices. (F-55, Dec. 9.) The Order applying to the town of Banff, Alta., was replaced by another which substituted bushwood for fuelwood and set the maximum price of mill wood at the basic period price. (F-57, Dec. 24.)

A general readjustment of fuelwood price schedules was put into effect for the whole of Southern Ontario and the principle of specific maximum roadside prices was dropped in order to encourage production. The order covering Central and Southwestern Ontario replaces former orders F-27, F-28 and F-35. Prices are progressively higher proceeding from the northern to the southern Ontario area, with the schedules for towns and cities within each area set at a level higher than that for the counties. (F-58, Dec. 29.) Another order applies to the Eastern Ontario counties and a portion of Quebec adjacent thereto. This area was divided into two districts with different price levels, and schedules were also given for several of the larger cities and towns and for the Ottawa-Hull area. (F-59, Dec. 29.)

Import Policy

Cotton and artificial silk fabrics in the higher priced ranges were added to the list of articles which will be subsidized only in cases approved in advance by C.P.S.C. Several finished textile articles were added to the list of goods completely ineligible for subsidy. These included: hats; manufactures of pure linen, tablecloths, towels, etc.; coats, suits or dresses of woollen or artificial silk fabrics; and a number of other articles. The Board's objective is to avoid subsidizing the importation of luxury or semi-luxury items while ensuring that an adequate supply of essential fabrics and textile manufactures continues to be available at ceiling prices. (Amendment effective Dec. 17.)

Rentals

Further action was taken by the Board to protect tenants against unfair eviction and against transactions designed to defeat maximum rental provisions. A 12 months' notice to vacate must now be given to a tenant in the case where a person buys accommodation after December 10, 1942, and seeks to obtain possession of it for his personal occupation. A landlord may no longer give a tenant notice to vacate for the sole reason of needing the

accommodation for occupation by a child, parent, dependent or employee. The order also provides that maximum rentals for any accommodation not previously rented or for accommodation which has been converted into two or more units must be fixed by a rentals committee either before making a lease or within 30 days after making it. (Board Order No. 211, Dec. 1, amending No. 108.)

A general order was passed outlining a system for controlling the rates charged for rooming accommodation. The regulations will apply to areas which may be designated from time to time by the Rentals Administrators. They set out the procedure to be followed in making application for a maximum rate card and the general rules which apply to rates according to the period of occupation and the number of people in the room. The Local Examiner in these areas will have power on his own motion or on application to fix or vary maximum rates in accordance with those generally prevailing on October 11, 1941. (A-488, Nov. 22.)

The Real Property Administrator added a number of other "congested areas," Winnipeg, Man., Sudbury, Ont., and several in B.C., to the list of municipalities in which barriers to subletting accommodation were suspended by Board Order No. 200. (A-520, Dec. 14.)

Conservation and Simplification

The Newsprint Industry.—The scheme for curtailment of the newsprint industry initiated in October, 1942, was extended during the past month with regard to 1943 production. During any quarterly period of 1943 no manufacturer may deliver to any persons in Canada or the United States a quantity of newsprint representing more than 90 per cent of three times his average monthly deliveries for the period October 1, 1941, to March 31, 1942. Manufacturers are not to include newsprint paper made to the order of other manufacturers in calculating this amount. In addition the order prohibits delivery or acceptance of newsprint in any quantity which would increase the buyer's stock beyond 75 days' supply, on the basis of current rate of consumption or sale. However, one car load or less may be accepted as long as it does not bring the buyer's inventory above two car loads. Manufacturers must continue to supply 1942 customers to the best possible extent under the terms of the order and on the basis of substantially equivalent treatment of customers. (A-547, Dec. 30, replacing A-454.)

Details of the *compensation plan for allocated newsprint* were announced. Each of the 25 newsprint manufacturers in Canada is assigned an established percentage of total

production which remains constant until changed by the Administrator of Newsprint. These percentages were determined by the Administrator after consultation with the industry's Advisory Committee. When in any calendar month a manufacturer invoices to his customers and to other manufacturers a quantity of newsprint manufactured by him in excess of his quota of the total output for that month, he will be required to remit a proportionate sum to the fund established by C.P.S.C. Conversely if he invoices an amount short of his quota, he is to receive from the fund a corresponding sum.

The order sets out the formula for determining contributions to and payments from the fund. Generally speaking, the compensation represents the difference between the cost of the extra tonnage and the revenue received from it. The Administrator is authorized to consider, in establishing amounts to be paid to or received by a manufacturer, gains or losses from other products manufactured on newsprint machines as compared to newsprint, and also any reduction in costs occasioned by operation at a rate below the established percentage.

With regard to newsprint which the Administrator orders transferred from one manufacturer to another for production, the manufacturer who produces or ships it is to invoice it at full price to the transferring mill which is to pay on or before the 25th of the month following the invoice date. Payments to adjust basic mill net price between the mills are to be made through C.P.S.C. (Board Order No. 222, Dec. 30.)

In line with this restricted production, *the distribution of print paper to newspapers and periodicals in Canada* has been rationed. The rationing order which went into effect January 1 parallels similar action taken in the United States and carries out plans forecast last October. To ensure equitable distribution of paper the rationing order authorizes a system of permits and quotas to be issued by the Administrator of publishing, printing and allied industries. Permits are hereafter required for the purchase and use of print paper for the publication of any newspaper or periodical. In determining quotas, the Administrator will take into consideration (1) overall supply and distribution factors, (2) use of paper and circulation changes prior to November 1, 1942, and (3) minimum requirements, total volume of use and potential economies. Several classifications of publications are exempted from the Order, including those published by the various governments, and by religious, educational, political, labour or other non-profit organizations, provided that advertising does not figure largely either in pur-

pose for publishing or in revenue. (Board Order No. 223, Dec. 30.)

Motor vehicle repairs, deliveries, etc.—A preference rating based in the use of vehicles has been established for *motor vehicle repairs*. The classes are roughly, (1) military, (2) commercial and those vehicles for which a gasoline ration of over "AA" has been issued, and (3) other vehicles. Repairers must give preference according to the classification of the vehicle and are to allocate available labour accordingly. Records of cost, time expended, etc., must be kept regarding all vehicles repaired. (A-528, Dec. 21.)

An amendment to the order on *wholesale deliveries* brought the delivery of automotive parts to repairers within the restrictions limiting deliveries to one a day. In addition, orders unless placed prior to 10 a.m. may not be delivered on the day ordered. (A-508, Dec. 7, amending A-292.)

In order to conserve automotive equipment, a permit system has been applied to the *trucking of milk and cream*. A general permit was granted for the month of January, but in order to continue operations all persons engaged in transporting milk and cream by automotive vehicles are required to make application for a specific permit by January 31, 1943. Granting of these permits comes under the Administrator of Services who may specify terms as to routes, rates, frequency and method of collection, etc. He has power also to cancel or vary any permit. To assist him in dealing with applications the Administrator may establish Provincial or Regional Advisory Committees. (A-533, Dec. 29.)

Clothing.—Amendments were made in several of the previous simplification orders respecting clothing. The order regarding the manufacture of *coats, suits and sport jackets for women, misses and children* was amended to bring the restrictions and eliminations into line with those applicable to other women's wear by a recent order. Specifically, certain kinds of formal wear and sports wear were eliminated and restrictions placed on sleeve styles and other features. Adjustments were made in the maximum measurements allowed for certain garments and measurements are now given for all size ranges in misses' and women's sizes. (A-525, Dec. 18, replacing, in part, A-276.) An accompanying order amended the restrictions regarding styling, sale and delivery. Manufacturers of these garments are not to make new cutting patterns and are to reduce styles to 50 per cent of the previous seasons. This number is not to exceed 50 styles for any one season and at least 20 per cent of the styles shown must be duplicates

of those shown for Fall, 1942 and Spring, 1943. After January 1, 1943 cost sheets must be approved by the Administrators before garments are offered for sale. (A-526, Dec. 18, replacing, in part, A-276.)

Recent orders applicable to *women's, misses' and children's wear* were amended by clauses allowing the Administrator to grant exemptions in special cases of individual hardship. The one concerned with manufacturing included certain clarifications and additional restrictions in the schedules. (A-511, amending A-475 and A-512 amending A-474, Dec. 9.)

Manufacturers of *uniforms* may not put pleats in any officer's service trousers and in making service dress jackets for army officers and W.O.'s Cl. I must conform to the routine order specifications as to pockets, buttons, sleeves, etc. Corresponding with the saving in material and labour, manufacturers and retailers are to reduce their maximum prices for jackets by \$1 and \$1.50 respectively. (A-515, Dec. 11.) Outside the domestic field an order was passed prohibiting the use of *cotton duck* or similar cotton fabrics to cover pipes, except where such a covering is specified in a contract with the Department of Munitions and Supply or its agencies. (A-532, Dec. 24.)

Also in the clothing and apparel field were amendments to orders on *leather footwear and ladies' handbags*. A wider retail purchasing range for footwear is given by allowing retailers to purchase outside of Canada and sell footwear not complying with the terms of the Order. The limitations regarding styles of heels of women's shoes have been lessened and restrictions applying to minimum orders have been extended. (A-524, Dec. 18, amending A-478.) Further limitations have been placed on *hangbag* styles applying now to higher priced styles as well as to the lower priced ranges. Manufacturers must file statements not later than 10 days before each style season begins, showing proposed styles and selling prices. Only approved styles may be sold and the prices approved may not be increased. (A-536, Dec. 29, replacing A-184.)

Jewellery.—The jewellery order restricting the range of designs and the use of certain metals in the manufacture of jewellery was designed particularly to conserve metals and to enable the industry to operate with present manpower. The kinds of costume jewellery and toileware and the sizes and designs of flatware which may be manufactured are also limited. Manufacturers are to file for approval statements showing designs proposed to be continued. (A-507, Dec. 7.)

Pottery ware.—Specifications have been laid down regarding types and sizes of pottery ware which may be manufactured after January 2. Certain usages, such as "decorating" and stamping of the crest or name of the user are prohibited as well as the acquisition and use of new mould designs. In addition, manufacturers may in the future only accept orders which have been submitted by the purchaser for the Co-ordinator's approval (A-521, Dec. 17.)

Electric Cords, Etc.—A more comprehensive order was issued regarding *flexible electric cords*, giving specifications for types, sizes and insulation to be complied with in manufacturing. (A-510, Dec. 8, amending A-282.) The quota on the production of *portable lamps* on a 1941 basis was extended on the same basis for the following 3 months' period, but an increase in the production of lamp shades is allowed compared to the last 6 months of 1942. (A-537, Dec. 30, amending A-413.)

Typewriters and other Metal-using Products.—In order to retain control over a larger number of *typewriters*, as no new machines are being made, the provision allowing unrestricted sale of typewriters more than 10 years old was changed to read typewriters "manufactured new prior to January 1, 1933," (A-534, Dec. 26, amending A-194, as amended.)

Listed specifications as to types and sizes were given for the manufacture of *portable chain hoists and trolleys*. (A-506, Dec. 7.)

An order regarding *heating specialties for hot water and steam heating systems* prohibited the addition of any new kind, model, quality or size, to the lines manufactured, assembled or imported during 1942. Specifications were given for the patterns and metals allowed and nickel, chromium or other metallic plating was prohibited. (A-522, Dec. 17.)

Packaging.—A number of orders passed during the month concerned the packaging of products. The quantities of *cigars or cigarettes* which may be packed in containers after

April 30, 1943, were specified and many of the smaller packages eliminated. Weights for plug or twist tobacco and for cut tobacco or snuff in packages were also specified. No new brands of tobacco products may be offered for sale and the size, labelling and pricing of brands now sold may not be changed. (A-513, Dec. 9.)

The range of sizes in which *household drug products* may be packaged for sale to retailers has been greatly reduced. The number of sizes and the maximum and minimum sizes which may be used have been given for some 46 items. On sales in bulk the minimum sizes of packages have been prescribed. (A-514, Dec. 9.)

After February 28, only two sizes of containers may be used by a manufacturer for packaging any brand or type of *toilet goods*, and the sizes to be continued must be approved. Containers of toilet goods are not to be attached to display cards. This order also prohibits the manufacture of several creams, sachets or face packs. (A-535, Dec. 29.)

Further simplification in *waxed bread papers* is to be achieved by allowing the base paper from which these are converted to be manufactured in one shade only and with two specified fibre contents, only one of which may be used by a single manufacturer. Manufacturers' maximum prices are specified and quarterly production is restricted to one quarter of average output during 1942. A further restriction limits purchasers' inventories to a 90 days' supply which is to be used for immediate conversion. (A-523, Dec. 18.)

An order covering *soft drinks* was concerned in part with ensuring a larger return of empties by prescribing deposit charges on all bottles supplied to customers. (A-531, Dec. 23.) Maximum prices of unwashed beer bottles were set in Nova Scotia and New Brunswick. The shipment of used beer bottles outside these provinces or sale to persons other than brewers within these provinces was prohibited except under permit. (A-505, Dec. 7.)

Prices, Retail and Wholesale, in Canada, December, 1942

Cost of Living, Prices of Staple Articles and Index Numbers.

THE official index number of the cost of living calculated by the Dominion Bureau of Statistics advanced from 118.6 at the beginning of November to 118.8 at the beginning of December. The increase was due to minor advances in the food, clothing and miscellaneous groups. The index for the food group rose from 132.4 to 132.8 because of higher prices for lard, butter, eggs, lamb, and potatoes which more than offset declines in the prices of oranges and lemons. Comparative

figures for the general index at certain earlier dates are 115.8 for December, 1941; 108.0 for December, 1940; and 100.8 for August, 1939, the last pre-war month.

Since the outbreak of war the index has advanced 17.9 per cent compared with an increase of 39.3 per cent for the comparable period during the last war. Since the establishment of the prices ceiling the increase has been less than one-seventh of that recorded for the corresponding period of the last war.

After adjustment to the base 100.0 for August, 1939, as required by Order in Council P.C. 5963, July, 1942, the index was 117.9 at December 1; 117.7 at November 1; 117.0 for July; and 114.6 for October, 1941.

Foods advanced 33.7 per cent between August, 1939, and November, 1942; clothing 20.1 per cent; home furnishings and services 16.7 per cent; fuel and light 13.9 per cent; rent 7.2 per cent; and the miscellaneous group, 5.8 per cent.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941. The text of P.C. 8527 which appeared in the LABOUR GAZETTE, for November, 1941, on page 1371 provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the LABOUR GAZETTE the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds

of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, dairy butter, farm-made cheese, honey, maple syrup and fish, but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

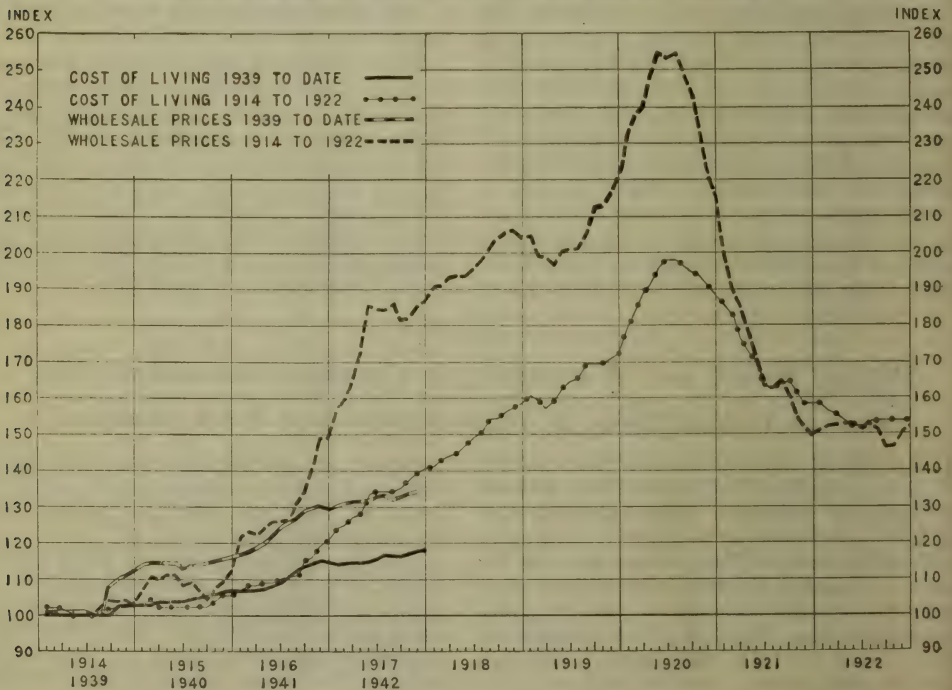
The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$450 and \$2,500 in 1938. The average expenditure was \$1,453.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1942

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100.0; September, 100.0; October, 103.8; November, 104.3; December, 104.3; January, 1940, 104.2; February, 104.3; March, 105.5; April, 105.5; May, 105.3; June, 105.3; July, 106.4; August, 106.8; September, 107.9; October, 108.4; November, 109.7; December, 110.0; January, 1941, 110.4; February, 110.1; March, 110.2; April, 110.7; May, 110.9; June, 112.7; July, 114.9; August, 117.7; September, 119.4; October, 120.1; November, 121.4; December, 120.6; January, 1942, 119.9; February, 120.3; March, 120.6; April, 120.6; May, 120.9; June, 121.8; July, 123.9; August, 123.5; September, 123.0; October, 123.7; November, 125.0; December, 125.2.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Wholesale Prices

The index number of wholesale prices advanced fractionally in December and was at the highest point reached during the year. The increase during the month was due to advances in the vegetable products group, the animal products group, and in the non-metallic mineral products group. The chemical products group declined and the other four principal groups were unchanged. This index calculated by the Dominion Bureau of Statistics and based upon prices in 1926, as 100 was at the highest point in December reached at any time since the spring of 1928 and was 34.4 per cent higher than in August, 1939. Comparative figures for the index at certain dates are 97.2 for December; 97.1 for November; 93.6 for December, 1941; 84.2 for December, 1940; and 72.3 for August, 1939. Consumers' goods rose 33.6 per cent between August, 1939, and December, 1942; producers' goods rose 34.9 per cent and Canadian farm products 49 per cent during the same period. The general index advanced 85.2 per cent between July, 1914, and November, 1917.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of December of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class

of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers: milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the *LABOUR GAZETTE*. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the *LABOUR GAZETTE*.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965, dated November 21, 1941 (*LABOUR GAZETTE*, December, 1941, page 1462), the price ceiling established by P.C. 8527 (*LABOUR GAZETTE*, November, 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003 (*LABOUR GAZETTE*, October, 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the cities in the list on page 104. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect on January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Rupert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Beef prices at the beginning of December were little changed from the levels of the

(Continued on page 106)

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100-0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous
1913.....		79.7	88.3	74.3	76.9	88.0		70.3
1914.....		80.0	91.9	72.1	75.4	88.9		70.3
1915.....		81.6	92.7	69.9	73.8	96.8		70.9
1916.....		88.3	103.3	70.6	75.4	110.8		74.5
1917.....		104.5	133.3	75.8	83.8	130.3		81.5
1918.....		118.3	152.8	80.2	92.2	152.3		91.4
1919.....		130.0	163.3	87.6	100.7	175.1		101.2
1920.....		150.5	188.1	100.2	119.9	213.1		110.3
1921.....		132.5	143.9	109.2	127.6	123.4		112.5
1922.....		121.3	121.9	113.7	122.2	147.0		112.5
1926.....		121.8	133.3	115.9	116.8	139.1		106.1
1927.....		119.9	130.8	114.5	114.4	135.6		105.1
1928.....		120.5	131.5	117.3	113.2	135.5		104.8
1929.....		121.7	134.7	119.7	112.6	134.8		105.0
1984.....		95.6	92.7	93.2	102.1	97.1		97.8
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	96.7
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
February 1.....	103.0	103.8	104.5	104.4	105.8	103.3	104.3	101.9
March 1.....	103.8	104.6	104.8	104.4	105.7	107.8	105.9	101.9
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
May 1.....	104.1	104.9	104.4	106.9	106.1	107.8	106.2	101.8
June 1.....	104.1	104.9	103.8	106.9	106.0	109.1	106.5	101.8
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
August 1.....	105.1	105.9	105.4	106.9	108.4	109.1	106.9	103.0
September 2.....	105.6	106.4	105.4	106.9	108.5	112.4	108.9	102.8
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
November 1.....	106.9	107.8	108.7	107.7	108.5	113.5	110.0	102.8
December 2.....	107.1	108.0	109.1	107.7	108.5	113.5	110.7	102.8
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.....	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.....	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May 2.....	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.....	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.....	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.....	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.....	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942								
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wages rate of less than twenty-five dollars per week.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES IN CANADA AT THE BEGINNING OF DECEMBER, 1942

Base: August 1939=100

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	116.2	136.2	104.8	104.4	116.8	114.7	105.7
Saint John.....	117.3	130.5	107.3	109.5	121.2	116.0	107.6
Montreal.....	120.3	136.9	108.3	116.3	123.2	117.6	105.1
Toronto.....	116.8	131.3	108.5	117.7	117.5	113.9	107.3
Winnipeg.....	115.6	132.0	104.4	107.1	117.0	115.7	105.6
Saskatoon.....	118.5	134.3	113.1	107.0	119.3	119.6	105.1
Edmonton.....	115.0	133.2	100.0	99.4	123.3	117.1	104.9
Vancouver.....	116.8	137.5	99.4	111.5	119.8	113.0	105.3

AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES, 1914 TO 1942

Commodities	Unit	Dec. 1914	Dec. 1915	Dec. 1916	Dec. 1917	Dec. 1918	Dec. 1920	Dec. 1922	Dec. 1929	Dec. 1933	Dec. 1939	Dec. 1940	Dec. 1941	Nov. 1942	Dec. 1942
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	23.7	23.3	25.8	31.2	36.7	35.6	26.4	35.1	19.0	27.8	29.9	33.8	38.1	38.0
Beef, round steak.....	lb.			22.5	28.4	33.3	31.4	21.6	30.1	15.3	23.8	25.8	29.8	34.5	34.4
Beef, rib roast.....	lb.			21.1	25.8	30.1	28.6	19.7	28.1	14.8	21.0	25.0a	29.0a	33.0a	33.0a
Beef, shoulder.....	lb.	16.7	16.1	16.9	21.7	25.4	23.0	14.3	22.2	10.2	16.0	17.6b	21.1b	25.0b	25.0b
Beef, stewing.....	lb.						19.2	10.9	18.1	8.3	13.4	14.3	17.5	21.1	21.2
Veal, forequarter.....	lb.	17.6	17.5	19.3	24.7	27.5	28.0	18.0	24.9	11.3	16.9	19.3	21.1	24.5	24.5
Mutton, hindquarter.....	lb.	20.7	20.8	24.2	30.4	34.2	33.4	26.5	30.2	17.4	24.3	27.2c	31.1c	34.5c	35.2c
Pork, fresh from ham.....	lb.	19.3	19.7	23.7	32.7	36.7	38.8	26.4	28.9	15.6	23.1		29.0	30.9	31.3
Pork, salt mess.....	lb.	18.4	18.0	20.6	31.2	34.8	35.3	26.1	27.3	15.4	21.2	20.2	24.0	24.6	24.7
Bacon, not sliced.....	lb.	25.5	26.3	30.9	44.6	51.3	57.0	41.0	39.7	21.1	30.4		39.2	40.5	40.2
Bacon, sliced.....	lb.						61.7	45.7	43.9	24.3	34.0	32.2	43.1	44.4	44.7
Fish, salt cod.....	lb.						24.0	21.1	21.0	17.2	19.0	19.6	23.5	27.9	28.2
Fish, finnan haddie.....	lb.						21.1	20.0	20.6	16.3	17.9	18.9	21.5	26.7	27.0
Lard.....	lb.	18.1	18.1	23.8	32.9	36.9	35.2	23.0	21.4	13.4	13.0	10.5	17.1	16.2	16.8
Eggs, fresh.....	doz.	45.1	45.4	56.7	60.8	71.3	84.2	60.3	65.2	44.8	41.5d	46.2d	47.4d	55.4d	56.2d
Eggs, cooking.....	doz.	34.5	35.4	44.9	50.7	59.7	75.5	46.1	50.5	30.9	32.8f	37.5f	40.8f	49.2f	50.6f
Milk.....	qt.	8.8	8.7	9.9	11.8	13.7	15.6	11.9	12.8	9.7	10.9	11.1	11.8	12.1	12.1
Butter, dairy.....	lb.	30.0	32.7	42.1	47.4	52.2	59.3	38.2	43.8	22.2	29.2		34.1	36.8	37.5
Butter, creamery.....	lb.	34.9	37.4	49.0	51.3	58.1	65.3	44.4	47.5	25.6	32.7	34.9	38.5	40.0	41.0
Cheese, Canadian mild.....	lb.	20.3	22.0	28.2	33.2	32.8	37.9	30.6h	33.1h	19.8h	23.4h	23.4	36.5	34.1	34.1
Bread, white.....	lb.	4.5	4.4	6.1	7.5	7.9	8.9	6.7	7.9	5.9	6.5	6.7	6.8	6.8	6.8
Flour.....	lb.	3.7	3.5	5.4	6.5	6.9	7.0	4.4	5.3	3.1	3.3	3.5	3.6	3.6	3.6
Rolled oats, bulk.....	lb.	4.9	4.7	5.4	6.7	8.1	7.7	5.5	6.5	5.1	5.2	5.1	5.6	5.7	5.7
Rice.....	lb.	6.6	6.1	6.8	9.6	12.6	15.4	10.4	10.3	8.0	8.4	9.1	10.5	11.7	11.8
Tomatoes, canned, 2½'s.....	tin				19.2	19.1	20.5	17.5	16.0	11.7	11.9	13.5	13.9	13.9	13.9
Peas, canned, 2's.....	tin					19.1	20.5	18.1	16.3	12.3	11.2	11.8	12.5	12.8	12.8
Corn, canned, 2's.....	tin				22.6	23.9	20.3	16.2	16.3	11.7	11.1	11.6	13.3	13.7	13.7
Beans, dry.....	lb.	6.7	8.3	11.9	16.3	16.0	10.9	8.4	10.8	4.3	6.8	7.0	6.6	6.5	6.5
Onions.....	lb.						5.8	4.4	5.1	3.4	3.6	3.8	5.3	4.8	4.8
Potatoes.....	75 lb.	81.7	105.0	156.0	176.7	155.0	188.2	94.8	188.7	88.6	122.9	104.8	124.7		
Potatoes.....	15 lb.						41.8	23.7	41.9	21.6	30.6	25.6	29.4	39.6	39.9
Apples, evaporated.....	lb.	12.2	12.2	13.8	17.5		28.2	22.5	21.5	15.1	15.0		15.0	15.9	16.0
Prunes, medium.....	lb.	12.8	12.7	13.3	16.6	19.4	26.2	19.1	15.8	12.4	11.6	11.4	12.6	13.1	13.3
Raisins, seedless, 16 oz.....	pkg.						30.7	21.4	16.3	16.7	17.1	16.6	17.2	16.5	16.3
Currants, bulk.....	lb.						29.2	24.1	18.8	15.7	15.1	14.7	15.1	15.4	15.4
Peaches, canned, 2's.....	tin						42.3	33.7	26.8	20.1	16.1	15.7	16.0	16.3	16.3
Corn syrup, 5 lb.....	tin						71.3	50.2	42.4	41.9	43.1	45.1	59.2	60.3	60.0
Sugar, granulated.....	lb.	7.8	7.7	9.3	10.8	12.4	13.4	9.3	7.3	8.0	7.1	7.5	8.6	8.6	8.6
Sugar, yellow.....	lb.	7.2	7.1	8.8	10.0	11.3	12.6	8.8	6.9	7.7	7.0	7.3	8.4	8.4	8.4
Tea, black.....	lb.	38.9	39.0	39.8	49.7	62.5	60.6	59.3	70.2	43.9	63.5	67.8	83.2		
Coffee.....	lb.	39.5	39.5	39.6	40.4	46.5	60.8	54.0	60.4	39.4	43.7	45.4	48.0	48.2	48.2
Cocoa, ½ lb.....	tin						32.5	28.0	27.4	22.2	19.6	19.6	19.0	18.9	18.9
Coal, anthracite, U.S.....	ton	8.66	8.49	10.09	12.46	13.08	20.15	18.28	16.22	15.20	14.89	15.76	16.52	16.57	16.57
Coal, bituminous.....	ton	5.95	5.92	7.37	8.90	10.18	14.76	12.05	10.10	9.27	9.67	10.00	10.60	10.62	10.62
Coke.....	ton								12.86	11.63	12.19	12.73	13.61	13.32	13.30
Wood, hard, long.....	cord	6.75	6.65	7.12	9.73	12.77	14.04	12.61	12.18	9.47	9.71	9.91	11.26	11.35	11.33
Wood, hard, stove.....	cord						15.94	14.18	14.51	11.36	11.75	11.98	13.47	13.84	13.84
Wood, soft, long.....	cord	4.97	4.84	5.15	7.04	9.23	11.05	9.42	8.69	7.26	7.17	7.42	8.16	8.23	8.39
Wood, soft, stove.....	cord						13.11	11.57	10.92	8.68	8.61	8.86	9.55	9.76	9.88

a Rolled. b Blade. c Lamb. d Grade A. f Grade B. h Kind most sold.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Beef					Veal		Pork					Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless front, per lb.	Shoulder roast per lb.	Lamb, leg roast per lb.	Fresh loin, per lb.	Fresh leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
Dominion (average)	38-0	34-4	33-0	25-0	21-2	26-0	24-5	35-2	34-8	31-3	26-6	24-7	40-2	44-7
Nova Scotia (average)	41-9	35-5	32-6	26-5	22-0	18-7	35-6	27-3	33-7	27-6	24-2	24-2	41-7	43-6
1—Sydney.....	47	38-3		29	24-2		22	36-3		36	30-7	24-4	42	44-2
2—New Glasgow.....	41-3	35-7	33-6	27-6	22-6		15	35	34-2	35	28-3	24-7	42	43-8
3—Amherst.....														
4—Halifax.....	40-5	33-8	30-4	24-3	21-9		19	34-7	33-6	30	26-7	23-9	41	43
5—Windsor.....	39-3	34-7	33-3	26	21-5			35	33-3		26	23-8		44-2
6—Truro.....	41-4	35	33	25-6	19-8			37	35-2		26-4	24		44
7—P.E.I.—Charlottetown.....	37-8	33-2	31-7	25-1	21-7		20-0	32-8	35-0	30-0		24-0	40-0	44-5
New Brunswick (average)	40-7	34-4	31-7	24-4	19-7	24-4	23-0	36-9	32-0	34-0	26-1	24-0	38-5	43-8
8—Moncton.....	38-9	33-2	31	24-2	18-5		25	35-7	33-3	35	27-9	23-9	38	46-4
9—Saint John.....	42-5	34-8	32	24-7	20-3	23-7	21	35-7	33-1	33	27	23-5	39	42-2
10—Fredericton.....	40-8	34-7	32-1	23-5	20-1	25		39-4	29-6		23-4	24-7		45-1
11—Bathurst.....		35		25								24		41-3
Quebec (average)	36-2	35-0	29-0	23-7	17-0	26-5	24-0	33-3	28-8	28-4	24-0	24-1	36-3	42-2
12—Quebec.....	37-3	35-9	25-3	24-6	16	26	23	32-5	24-5	23	23	24		38-8
13—Three Rivers.....	36-9	34-4	27-8	23-1	18-1	22-3	23	30-3	26-5	28	23-6	22-3	41	46
14—Sherbrooke.....	38-6	36	31-5	26-6	18-1	22-2	25	34-1	30-9	32	23-8	24	38	36-7
15—Sorel.....	36-3	37-1	30-3	22-1	16-5	24-7		32-4	29		21-7	22-9		44-4
16—St. Hyacinthe.....	31-1	31-3	27-9	21-6	18-5	28-3		31	26-8		22-9	20-7		45-2
17—St. Johns.....	41	36-3	30-5	25	15-7	32-7		41-3	35-2		26-7	24-7		43-3
18—Thetford Mines.....	30-1	33-9	22-3	24-1	15-7		25	30	24-5	24	23-8	23-9	30	37-3
19—Montreal.....	37-7	35-3	34-4	22-1	17-3	24-2	24	33-7	31-1	35	24-4	27-1		43-9
20—Hull.....	36-7	34-4	31-3	23-7	16-7	24-6		34-3	31-1		26	27-6		44-1
Ontario (average)	38-1	35-0	34-4	25-9	21-9	26-1	27-1	36-4	36-3	33-1	28-0	25-6	41-1	44-6
21—Ottawa.....	39-7	36-1	36-4	26-9	21-8	26		33-9	33-4		26-6	26-1		46-9
22—Brockville.....	37-3	34-4	33-3	25-7	22-3			35	33-5		25-8			45-6
23—Kingston.....	37-4	33-5	32-3	25	17-7	24	30	34-2	35-9	30	26-3	28		44-1
24—Belleville.....	35-4	32-5	34	23-3	20-5		32	34-5	34-4	30	27-3		45	46-1
25—Peterborough.....	37-8	35-1	34-7	26-3	21-9		29	35	37-2	32	29	26-6		44-2
26—Oshawa.....	37	35-3	37-6	26-9	22-0	30-8	27	36-8	37-6	30	28-6	23	42	45-3
27—Orillia.....	39	35-7	34-7	26-7	25	29		36-7	38-5		30	27-5		47-7
28—Toronto.....	39-1	35-2	38-5	27-5	24	28-6	23	35-8	37-6	37	25-7	26-7	43	47-4
29—Niagara Falls.....	37-5	35-3	34-1	26	20			36-3	37-4		27-7			43-9
30—St. Catharines.....	40-4	35-3	37-8	28-1	21-1		27	34-2	38	30	28-1		40	44-7
31—Hamilton.....	40-4	37-6	35-9	27-3	24-7	30-1	25	36-7	37-1	29	29-9		42	44-4
32—Brantford.....	37-8	35-2	33-6	26-5	19-7	27-2		35-3	36-8		29		39	46-1
33—Galt.....	37-7	34-4	35-8	26-7	23-3		29-5	35-6	37-8		28		43	46
34—Guelph.....	34-7	32	32-2	23-8	23-3			35	36-3		28-5			44-3
35—Kitchener.....	36-9	35-7	33-1	25-8	21-8	27-5		35-3	37-1		27-1			45
36—Woodstock.....	38-8	34-6	35	25-8	21			34-5	37-7		26-8			42-6
37—Stratford.....	38-5	34-7	36-3	26-3	23-5			36-3	36-7		26-1			45-3
38—London.....	37-9	35-3	34-8	25-7	22-1	27-2	25	36-3	36-7	32	28-9		40	44-1
39—St. Thomas.....	38-5	35-5	35	26	22-9	28-2	28	35	37-3	32	28-9		43	44-2
40—Chatham.....	38-5	35-7	35-6	26-8	20	29-3		37-6	36-9		32	25-8		45-1
41—Windsor.....	38-1	35-1	34-4	26	23-5		24	32-9	35-9	35	28-6	26-7	38	43-1
42—Sarnia.....	37-3	34-7	34	25-1	20-9	27-5		35	35-1		28			43-9
43—Owen Sound.....	40	36-3	35-6	27-7	27			36-8	35-1		26-5			44-5
44—North Bay.....	37-6	35-5	33-7	25-6	20-8	29	27-5	34	36-4		28-6		40	41
45—Sudbury.....		34-3			20-7		28		36-4		28-3		25-5	42-4
46—Cobalt.....	35-1	33-4	31-9	24-1	21-6	25	25	35	36	35	27-6		39	41
47—Timmins.....	39-5	36	30-2	25-7	20-6	25		34-7	35-1	35	27-4	23-3	40	42-3
48—Sault Ste. Marie.....	38-7	34-5	31-5	23-5	21		25	34-3	35-3	35	27-5	24-4		45-9
49—Port Arthur.....	37-9	35-9	31	23	19-5	27-8		34-5	36-3	35	28-3	24-5		43-9
50—Fort William.....	35-5	30-0	31-9	22-7	20-7	24-5	31-0	32-0	35-4	25-0	27-5	23-6	37-0	45-3
Manitoba (average)	36-3	31-6	30-4	23-6	21-9	24-5	22	32-3	36-4		29-9	23-6	39	44-6
51—Winnipeg.....	34-7	28-3	33-3	21-7	19-4	20	31-7	34-3	38-5		25		35	45-9
52—Brandon.....	33-1	29-4	30-0	21-6	18-3	22-3	20-8	30-6	30-7	26-5	22-1	22-5	39-7	42-1
Saskatchewan (average)	36-2	32-2	30-8	22	19-7	22-8	22	31-1	31-3	28	21-7	23-7	43	45-3
53—Regina.....	27-5	25-5	26-7	19-7	17-7	21-7	22	30	30-3	23	20-3	22-7		36
54—Prince Albert.....	32-9	29-3	30-3	21-6	16-6	22-4	19	29	31	28	22-6	21	36	44-3
55—Saskatoon.....	35-7	30-7	32	23	18-9		20	32-2	30-3	27	23-7		40	44-7
56—Moose Jaw.....	36-0	31-8	30-9	23-0	19-9	23-0	24-0	33-0	33-7	26-8	24-6	23-7	37-3	45-2
Alberta (average)	36-2	32-6	32	23-7	23-3			34	35-5		23-8			45-9
57—Medicine Hat.....	35-2	32-5	27-5	22-3	18	22-7	25		34-5	28	26	23-3	35	43-8
58—Drumheller.....	34-7	29-6	31-1	21-6	17-9	22-4		30-6	35		25-8			43-6
59—Edmonton.....	37-5	32-3	34-9	23-3	21-8	23-6		34-3				24-5		47-1
60—Calgary.....	36-3	32	29	24-3	18-5	23-3	23	33	29-7	25-5	22-7		39-5	47-4
British Columbia (average)	40-8	36-5	36-8	26-0	25-9	29-5	25-7	36-7	35-7	32-7	27-1	26-0	43-8	49-9
61—Lethbridge.....	37-7	35	37	25-7	23-3			36				23-4		46-2
62—Fernie.....	38-7	36-3	38-7	28-3	27-7		28	37-3		37			43	46-7
63—Nelson.....	42	37-8	37	28-5	26-7	28-7	28	40	37-2	35	28	25-4		49-9
64—Trail.....	39-7	35-6	36-3	24-2	25-3	27-5	21	34-3	33-4	29	26-5	25	44	52-2
65—New Westminster.....	41-4	36-1	35-2	24-3	26-3	28-7	19	34-9	33-8	29	26-9	26-6		51-3
66—Vancouver.....	43-6	38-4	39	26-8	27-8	32	24	37-2	36-4	33	27-9	27-2	43	56-3
67—Victoria.....	44-2	38	36-2	27-4	27-8		30	36-7	34-3	28	26-3	26-3		
68—Nanaimo.....	39	34-7	35	22-9	22-6	31-7	30	37-5	39	38		23		50

a. Price per single quart higher.

b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF DECEMBER, 1942

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable per lb. package	Eggs		Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.	Milk in bottles, per quart	Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
65-2	23-5	36-7	26-2	28-2	27-0	22-2	16-8	19-4	56-3	50-6	12-1	37-5	41-0
65-5	18-0	39-3		28-2	23-0	22-0	17-6	19-6	59-1		12-2	38-5	44-0
68-3	15-7	32		27-9	21-7	22-2	17-1	19-3	59-3		13-14	37	43-7
66-2	19-3	37-7		27-6			17-6	19-7	59-2		12	40	44
61-3				28-4		24-8	18-5	19-9	59-4		11b	43-7	43-3
66-8	17-9	43-8		28-2		21-8	17-6	19-7	59-1		12-5a	44-4	44-4
64-8	20	40		27-6		23-5	17	19-3	58-3		12	44	44-5
65-3		42		29-3	24-3	22-5	17-6	19-9	59-3		12	44	44-6
65-3	18-2	38-4	15-3	27-3	28-0	21-8	17-4	19-2	58-0	51-5	10-11	36-0	42-1
63-3	15	37-5		29-1		23-9	17-6	19-3	59-4	46-7	12-3	40-0	43-2
66-5	18	38-7	15-3	28-9	21-8	23-7	16-7	19-3	59-4		13	40	43-8
66	21-7	42-5		28-6		23-2	17-5	19-6	55-4	46-7	12	43-9	43-9
	18	35		25-3			17-5	18-6	55			42-4	42-4
67-0	19-6	39-5	28-5	28-0	25-9	22-2	17-1	19-0	57-3	53-4	11-2	37-6	40-1
59-2	16-5	37-3	26-7		24	21-3	17-8	19-2	58-3	52-5	12	38	40-5
67-7		41			27-3	21-4		19-3	56-4	51-5	11	37	40
67-8	20	45	30			22	17-3	19-3	58-2	56-3	11-1a	35	39-4
67-7						22-8	16-7	19	56-6	52-3	11	41-6	41-6
64-5	22	40				22-7	16-6	19-2	56-4	55-3	10	40-2	40-2
70-4						22-8	17-5	19	57-6	54	11	39-7	39-7
66		40				21-2	17-4	18-7	55	52	10	38	39-8
70-7	19-9	38-1	29	28	27-2	22-2	17	18-9	58-3		12-5a	40	40-3
69		35			25	23-1	16-3	18-4	58-5		12	39-5	39-5
65-1	22-5	36-8	29-5	27-8	26-1	23-3	16-9	19-2	56-3	50-2	12-4	39-5	40-6
67-6		35-7		31-9	23	22	17	18-9	58-9		12	40-3	40-3
64-9		35		30-3			18-1	19-5	55		12	39-6	39-6
63-4	20	39-3	24-2			23-9	16-4	19-1	56-4		12	38	39-8
64-9						21-4	16-9	19	55-1	46-4	12	41	40-4
63-8							16-8	19	55-5	51-8	12	38	40-6
65-4						24-5	17-1	19-3	57-8		12	41	41
61-8			28			23-3	17-3	19-2	56-1		12	41	41-2
63-8	22	42-1	29			20-1	16-7	19-1	57-3		13	40	41-2
64-9	29				28	21-2	17	19-5	57		12-5a	41-4	41-4
66-4						22-5	16	19	56-6		12-5a	38-5	41-4
65-7	25	39-5	34-5			22-3	16-6	19-1	56-3		12-5a	41-5	41-5
65-3	18	35	33			22-5	16-4	19-2	55-6		12	40-3	40-3
66-9						22-7	17-1	19-1	54-8	49	12	41	40-7
66-1						22-3	16-6	19-1	53-7		12	40-5	40-5
64-7		41	29			22-3	16-7	19	52-8	48-4	12	40-5	40-5
64-5					26-3		18-1	18-9	52-3	50-2	12	40-5	40-5
64-5		35	29			23-3	17-2	19-9	52-7	49-3	12	40-7	40-7
65-7	20-3	35	33-5		25	20-6	17-2	19-1	55-5	50-7	12	40	41-1
65-6		38	30	29-3		22-2	17-5	19-1	55-5		12	41-3	41-3
65-6						20-8	16-6	19-2	53-7		12	40-1	40-1
65-5	19	35-8	32-7		28	20	16-8	19	56-8	55-7	13	39	40-3
65-8	27	35				24-3	17-4	19-3	54-7		12	41-2	41-2
62						23-1	16-3	19-1	55-1		12	40-8	40-8
64-2							17-7	19-3	58-8		13	40-4	40-4
64-9				27-5		22-2	16-9	19-2	59-3		13	40-6	40-6
63-3						23-2	17	19-3	59-5		13	39	40
64-8		39		24		23-3	17-5	19-3	60-5		14	41-1	41-1
62-9			29			20-2	16-5	19-3	60-3		13	41-1	41-1
66-3			23	26		22-5	16-1	18-7	58-2		13	39-9	39-9
66-6		30	29	25-5		22-5	16-1	18-7	57-6		13	40-1	40-1
65-9	29	37-0	26-5		27-7	21-8	16-2	20-2	52-7	49-0	12-0	33-0	38-6
66	26	36-2	26-5		27-7	21	16-1	19-3	55-1	49	12	38-5	38-5
65-8	32	37-7				22-6	16-3	21	50-2		12	33	38-7
62-8	28-3	34-7			26-6	21-3	15-4	20-1	51-9	47-4	12-0	32-7	39-5
63-1	30	33-3			27	22-2	15-5	21-3	52	48-6	12	39-3	39-3
61-8	25	34-3			27-3	19-1	15-3	18-9	51	45-5	12	32	40-4
61-2	27-3	34-2			25-5	22-1	15-5	19-6	52-4	45-3	12	32	38-9
65-4	31	37				21-7	15-2	20-4	52	50-2	12	34	39-2
62-6	28-8	35-4	17-5	34-5	29-0	21-2	15-5	19-7	53-6	48-6	12-0	31-7	39-3
60-7	30-3	36-6					15-5	19-5	50-7		12	38-7	38-7
63-1	27-7	36-7	14			21-9	15	20-1	56	50-5	12	34	40-1
61-3	28	33-3	22-4		29	20-8	15-5	19-3	52-9	46-7	12	32	38-7
63-1	30-2	35-5	16	34-5	29	21-8	15-8	19-6	55-3		12	39-7	39-7
64-7	28	35			20-3	20-3	15-9	20-1	53-3		12	29	39-1
66-6	26-3	32-4	13-0	27-5	31-7	21-6	16-6	20-1	57-2	52-5	12-4	39-6	42-8
65	27-3	36	13	27-5		22-3	15-1	20-7	57-6	52	11b	40-9	40-9
66-3	26-7	35-7					15-3	21-3	57-3		12-5a	41	43-2
68-1	31	37-5			32	23-3	17-4	22-1	58-3		13-5a	35	41-5
65-7	25-1	29			30-3	21-5	16-4	18-8	55-9	53-4	11	42	42-7
67-7	25-3	26				21-3	16-1	18-5	56-3	52	11	40	42-7
67-3	22-3	33			31-3	21-3	16-9	19-1	56-7		13	40	42-8
68-7						19-7	17	19-9	55-8		12-5	44-3	44-3
63-6	29-3				33-3		18-7	20	60		14-3a	44	44

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Beans, common, dry, white, per lb.	Onions, cooking, per lb.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Beans, baked, per 16 oz. tin			
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
Dominion (average).....	34.1	6.8a	19.1	3.6	5.7	9.3	11.8	13.9	12.8	13.7	11.0	6.5	4.8	
Nova Scotia (average).....	34.0	7.5	20.0	3.7	5.9	9.9	10.8	15.0	13.0	14.4	10.0	6.6	4.9	
1—Sydney.....	34.1	6.7-8.8	20.0	3.6	5.7	9.9	9.3	14.6	13.1	14.8	.....	6.2	4.9
2—New Glasgow.....	34.3	6.7-7.3	20	3.7	6	10	11.2	14.8	12.4	14.7	10	6.3	4.9	
3—Amherst.....	33.5	7.3c	20	3.8	5.8	9.9	10.5	15	12.9	14	.....	6.7	5.1
4—Halifax.....	33.7	6.7-8	20.1	3.6	6	9.7	11.1	15.1	13.1	14.6	.....	7.1	4.6
5—Windsor.....	33.3	8.8c	19.6	3.9	6	9.5	10.2	15	13.4	13.6	.....	6.9	4.8
6—Truro.....	34.8	6.7	20	3.8	5.9	10.1	12.6	15.3	13.3	14.5	.....	6.6	4.7
7—P.E.I.—Charlottetown.....	31.8	7.3	19.9	3.7	6.0	10.0	10.6	14.7	13.8	14.6	.....	6.4	5.2
New Brunswick (average).....	33.5	7.5	19.9	3.6	5.9	9.7	10.9	14.8	13.1	13.8	11.4	6.4	4.9	
8—Moncton.....	34	8	20.3	3.7	5.8	10	11	14.8	13.7	13.5	11.8	6.7	4.9	
9—Saint John.....	33.8	6.7-3	19.3	3.3	5.9	9.7	11.3	14.7	12.6	13.8	11.3	6.9	4.9	
10—Fredericton.....	32.6	7.3	20	3.7	6.3	9.5	11.8	14.6	12.9	14.1	11	6.5	4.8	
11—Bathurst.....	33.7	8c	19.8	3.6	5.6	9.6	9.3	15	13.3	13.8	.....	5.6	5
Quebec (average).....	32.7	5.3	16.0	3.8	5.5	9.7	11.6	12.7	13.5	15.0	11.2	6.0	5.9	
12—Quebec.....	33.5	5.7-5	18.4	3.6	5.7	9.7	12.4	13.1	13.1	15	12.5	6.3	6.1	
13—Three Rivers.....	31.6	5.3-6	14.9	3.9	5.4	9.7	11.6	13.1	13.4	15	10.9	5.5	6	
14—Sherbrooke.....	33.4	5.3	15.1	3.8	5.9	9.7	11.6	12.8	14.2	15.5	11.1	5.7	5.4	
15—Sorel.....	31.4	4.7-5.3c	14.8	3.5	5.2	10	11.8	12.5	12.7	15.5	10.7	6.3	7.3	
16—St. Hyacinthe.....	31.6	4	16.2	3.7	5.9	9.9	11.9	12.4	13.3	14.6	11.5	5.8	5.8	
17—St. Johns.....	33.1	5.3c	17.2	3.8	5.5	9.7	12.6	12.4	15.8	15.3	11.7	5.7	6.3	
18—Theftford Mines.....	32.4	4.7	14.9	3.9	5.1	9.7	10.1	12.7	13.2	14.6	11.8	5.6	5.7	
19—Montreal.....	32.7	5.3-6.7	17.2	3.9	5.4	9.5	11.4	12.3	12.3	14.5	10.6	5.9	5.2	
20—Hull.....	32.8	5.3-6c	15	3.7	5.5	9.5	11.4	12.8	13.3	15	10.3	7.2	5.5	
Ontario (average).....	34.3	6.3	17.4	3.5	5.6	9.1	12.1	13.5	12.3	13.2	10.8	6.2	4.7	
21—Ottawa.....	34.2	6.7	16.7	3.8	5.6	9.1	12.4	13.3	.....	.....	11.1	6.6	5.3
22—Brockville.....	31.9	6.3	14.1	3.7	5.5	8.9	11.8	13.6	13.2	13.8	10	6.3	5.3	
23—Kingston.....	33.5	5.3-6.7	15.6	3.7	5.2	9.1	11.9	13	12.7	13.9	10.9	6.7	5.3	
24—Belleville.....	33.2	5.3-6.7	16.7	3.5	5.1	9	11.4	13	12.9	12.8	11.6	5.7	4.8	
25—Peterborough.....	33.9	5.3-6.7	17.5	3.4	5.4	8.7	12.3	13.1	11.9	13.8	10.6	6	4.7	
26—Oshawa.....	34.9	5.3-6.7	17.9	3.2	5.7	9	11.3	13.3	12.5	13.8	10.7	6.7	4.6	
27—Orillia.....	33.9	6.7	16.7	3.4	5.1	8.9	12.3	13.9	12	13.4	14.2	5.7	4.4	
28—Toronto.....	33.8	6.7	18.1	3.5	5.3	8.8	11.8	13	11.7	12.5	10.9	6.2	4.5	
29—Niagara Falls.....	34.7	6	18.3	3.6	5.4	9.1	11.6	12.8	.....	.....	.....	6.9	4.3
30—St. Catharines.....	35	6.6-7	17.7	3.5	5.5	9.1	11.9	12.8	12.7	13.1	10.6	6.8	4.5	
31—Hamilton.....	35.3	6.6-7	17.6	3.4	5.5	8.8	12	12.9	12.1	12.7	10.5	5.9	5	
32—Brantford.....	35.3	6.6-7	18	3.4	5.4	9.1	12.5	13.7	12.3	12.7	10.4	5.8	4.5	
33—Galt.....	37	6.7	18.3	3.4	5.4	8.7	11.8	13.6	12.5	13.4	10.5	5.7	4.7	
34—Guelph.....	37.2	6	18.5	3.2	5.7	9	11.7	13.7	12.1	13.1	9.5	5.7	4.4	
35—Kitchener.....	36.4	6.7	17.2	3.3	5.8	8.9	12.4	14	12.7	13.4	10.9	6.5	4.5	
36—Woodstock.....	33.3	6	16.6	3	5.7	8.9	12.3	13.8	12.2	12.8	9.8	6.3	4.2	
37—Stratford.....	36.6	5.3	17.2	3.2	5.7	9.2	12.3	13.3	12.1	13	10.5	6.4	5.4	
38—London.....	31.6	6.7	18.8	3.3	5.5	8.9	12	13.2	12.1	12.6	10.4	5.8	4.5	
39—St. Thomas.....	35	5.3-6.7	20.4	3.7	5.8	9.4	12.1	13.5	12.3	12.6	10.8	5.7	4.8	
40—Chatham.....	31.6	5.3	19	3.5	5	8.8	12.1	13.4	11.9	12.3	9	5	3.8	
41—Windsor.....	34.8	5.3-6.7	17.3	3.5	5.1	8.9	12	12.7	11.5	12.2	10.6	5.5	4	
42—Sarnia.....	35.5	6	18.5	3.2	5.9	9.3	12.5	13.9	12.6	14.1	.....	6.6	4.5
43—Owen Sound.....	33.3	6c	16.5	3.3	5.5	9.4	11.1	13.3	.....	14.1	10.9	6.2	4.3
44—North Bay.....	34.8	6.6-7	16.6	3.9	6.3	9.9	13.1	14.1	13.1	14	11.5	6.6	5.1	
45—Sudbury.....	32.5	6.7	16.5	3.8	6.1	9.1	11.6	13.4	12.3	14.2	11.2	6	4.9	
46—Cobalt.....	32	6.7	16.6	3.0	5.8	9.7	14.4	14.9	12.9	14	.....	5.8	4.8
47—Timmins.....	32.9	6.7	18	3.7	5.9	9.7	12.7	14.2	12.7	13.4	11.9	6	4.9	
48—Sault Ste. Marie.....	32.7	6.7	16	3.5	6	9.3	12.5	14.1	12.1	13.9	11.8	7.3	5.3	
49—Port Arthur.....	34.3	6.6-7	18.5	3.6	5.5	9.4	10.7	13	11.8	12	9.9	6	4.4	
50—Fort William.....	34.3	6.6-7	18.5	3.6	5.5	8.9	11.7	13.1	11.7	12.5	.....	6.1	4
Manitoba (average).....	33.0	7.0	19.6	3.5	5.7	9.0	12.1	14.9	12.9	13.2	10.9	6.9	3.6	
51—Winnipeg.....	33.4	6.4-8	19.9	3.4	5.6	8.9	12.1	14.6	12.7	13.2	10.9	6.8	3.1	
52—Brandon.....	32.6	6.4-7.1	19.3	3.0	5.7	9	12.1	15.1	13.1	13.2	.....	6.9	4
Saskatchewan (average).....	33.0	7.0	22.2	3.5	5.9	8.9	12.0	15.1	13.3	13.4	11.7	6.6	4.5	
53—Regina.....	33.7	7.2	20.9	3.5	6.5	8.8	12.4	15	13.1	13.1	11.7	6.4	4.4	
54—Prince Albert.....	33	6.4	22.3	3.6	5.8	8.9	11.3	15.2	13.7	13.9	.....	7.1	4.7
55—Saskatoon.....	32.3	7.2	22.8	3.6	5.3	8.8	12.8	15.3	13.9	13.7	.....	6.8	4.4
56—Moose Jaw.....	33	7.2	22.6	3.4	5.8	8.9	11.3	15	12.6	12.9	.....	6.1	4.4
Alberta (average).....	35.2	7.9	22.7	3.5	5.6	8.9	11.8	14.7	12.6	13.1	10.5	6.9	4.4	
57—Medicine Hat.....	36.4	8	23.6	3.5	5.3	8.9	12.8	14.7	12.5	13	10	6.6	4.5	
58—Drumheller.....	35.1	8	22.5	3.6	5.9	.....	9.2	14.9	12.9	13.8	10.7	7	4.3
59—Edmonton.....	33.5	7.2-8	22	3.5	5.6	8.7	12.2	14.7	12.8	12.8	10.7	6.9	4.2	
60—Calgary.....	35.1	8	22.7	3.4	5.4	8.9	12.5	14.6	12.5	13.1	11.3	7	4.4	
61—Lethbridge.....	36	8	22.8	3.6	.....	8.9	12.5	14.7	12.5	12.7	10	6.9	4.4
British Columbia (average).....	35.7	9.0	23.8	3.8	6.1	9.3	11.9	14.7	13.5	13.8	11.4	8.0	4.6	
62—Fernie.....	34.4	8c	23.5	3.6	6	0	12	14.3	13.4	13.2	12.7	8.3	4.1	
63—Nelson.....	35	9	24.5	3.8	.....	9.3	12.7	14.8	15	15	.....	9.3	3.9
64—Trail.....	34.7	9	23.8	3.6	6.1	9.3	12.5	14.5	13.4	14.4	12	8.2	4.2	
65—New Westminster.....	34.1	9-9.6	23.4	3.8	6	9.1	11.9	14.1	.....	.....	11.2	7	4.9
66—Vancouver.....	34.9	9-9.6	22.6	3.7	5.8	9.1	11.3	14	12.7	12.7	10.7	6.9	4.3	
67—Victoria.....	35.3	9	23.3	3.9	6.6	9.2	13	14.4	12.6	13.3	11.3	7.8	4.7	
68—Nanaimo.....	40	9	24.4	3.8	6	9.6	11.9	14.8	.....	.....	10.3	7.7	5.3
69—Prince Rupert.....	37	9-10	25	4	6.3	10	10.7	16.3	14.1	14.2	.....	8.7	5.7

a. Chain stores, etc., sell bread, undelivered, at lower prices in many cities.

c. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF DECEMBER, 1942

Potatoes per 15 lbs. (d)	Apples		Prunes, medium size, per lb.	Raisins, seedless per 10 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin
	Fresh, cooking, per gal.	Evaporated, per lb.										
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
39.9	23.3	16.0	13.3	16.3	15.4	16.9	45.4	41.7	†	16.3	†	60.0
34.9	25.0	15.7	14.0	16.8	14.5		52.3	49.4	37.4	16.6	34.8	65.5
40.8	25	17	12.6	15.1			52.7	55	36.7		35	56
33.1		15	16.2	17			56.1	47.6	38.1	16.6	35	
23.6			14.5	17.8			51.6	51	37.3	15.6	34.7	
39.4	25	15	13.5	18			50.9	46.8	37		34.9	67.5
34.3			14	16	14.2		52.3	48.7	37.7		34.5	63.3
33.3	25		13.4	17	14.7		50.4	47.5	37.4	17.7	34.7	65.3
26.7	15.6	17.0	14.2	17.7	15.2		51.4	55.4	37.7	17.3	34.5	65.0
34.1	21.2	15.5	13.2	16.3	14.5		49.4	51.0	38.0	16.2	35.9	
29.4	22.1	13	13.6	17	15		49.1	50.4	39.3	16.3	36.5	
36.9	22.1	18	13.6	15.5	14		50.5	49.9	38		35.3	65
35	19.3		12.7	16.2	14.5		51.1	51.8	37.5	16.1	35.8	65.2
35			12.9	16.3			46.7	52	37.2		36	
38.8	23.4	17.0	13.5	17.2	15.2		45.1	41.2	36.2	16.2	34.2	60.0
40.2	21.3		14.1	18.9	15.8		46.8	45.4	35	16.9	34.2	61.8
38	25.5		13.1	16	15		46.8	41.2	37.7	17.2	33.4	61.6
38.1		18	14.2	16	15.4		42.1	40.3	35.9	16.5	34.5	60
38.7			12.7	17.2	14.2		45.5	45	37.5	15.5	36.4	59.5
34.5			14.5	18.7	15		47.5	43.9	35.9	15.2	34	59.2
41.2	22		13.3		15		44.8	44.3	36.1	16.2	32.6	61.6
39			13		14.7		48	38.2	34.7	16.5	36.4	62
39.3	25.3	17	13.1	17.1	14.6		43.1	35.4	34.7	15.3	32.4	56.9
40	23.1		13.1	16.4	17.2		41.1	36.8	38.1	16.1	33.8	57.8
43.5	23.6	16.8	13.2	16.0	15.9		44.0	39.9	36.4	15.6	32.4	58.8
42.5	26.5		13	17.2	17.2		43.1	37.6	36.9		32.7	59.7
45.7	25		11.9				44.8	43.1		15.6	32.1	60.1
46.4	24.5		14	16.5	14.9		41.6	38.8		16	32.7	58.5
44.8	23.5		13.3		14.9		42.8	39.3	36.1		32	58
42	21.1		12.5		15.3		41.7	40.8		16.7	31.3	57.2
41.7	24.7		13	17.5	15		41.7	41.5	37.3	15.4	30.9	59.2
39.7	24.1		12		14.9		44	39.4	36.4	15.3	32.4	57.4
42.9	25.8		11.8		14.9		40.3	35.8	34.5	14.9	29.8	56.8
46	25		12.3		16		47.5	38.4	36.2	15.2	33	59
45.7	22		13.9		15.5		41.5	39.2	35.2	14.8	31.5	57.7
47.2	26.3	19	14.4	15	14.7		42.1	39.3	34.5		30.8	57.3
43.6	22.4		13.3	15.4	15.3		46.7	39.9	34.9	15.1	31.5	57.7
42.8	22.6		14.4	12.9	15		45.9	40.1	34.7	14.7	30.5	56.8
41.5	23.5		13.4		15.5		39.3	37.3	35.9	15.6	30.6	57.7
42.5	22.2		14.1	14.5	15.4		39.7	39.3	34.7	15.5	31.5	57.3
39.5	22.6		12.5		15		47	39.1	38.2	15.3	30	57.3
41.9	22.6		14.1		14.8		45.2	38.8	36.7	15.4	32.4	58
40.9	22.2		13.8	16.4	14.8		44.1	39.4	35.5	15.4	31.2	57.8
41.9	18.5		14.2	18	15.7		48.9	40.7	35.4		32	58.9
40.5	21.7		12.7		15		41.7	38.7	35.3	15.6	31.5	57.8
40.8	23.4		12.7	13.4			39.6	35.4	34.2	15.5	32.1	58.8
38.8	20.3		12.6		15.8		43.9	37.1	37.5	15.7	33.6	59
41.9	22		12.5				40.8	38.7	35.7	16.3	33.3	58.4
48.9			14.1		17.7		47.7	44			35	61.7
44.5	26	15	12.9	16.9	18.1		41.2	41.3	38.2		33.7	62
58.9	23.3	17	15	17.5	18		47.8	44.6	39.2	19	35.6	62.7
47.2	25	15	12.3		18.2		50	43.7	37.7	16.7	35	62.8
44.9	25.4	18	14.3	15.2	16.7		49.5	38.8	37.4	15.3	32.3	59.7
36.5	26.8		12.4	16.3	17.7		44.4	45.9	40.2	14.8	36	59.9
36.4	24.3		12.3	16.6	16.6		44.7	40.9	37.6	15.3	34	59.4
25.5		15.0	13.3	15.8	16.0	16.1	45.5	39.2	74.0	16.6	57.9	59.1
28.3			12.9	16	15.4	15.7	45	39.8	74.5	15.8	57	58.8
22.7		15	13.6	15.6	16.5	16.4	46	38.6	73.4	17.3	58.7	59.3
26.3		15.3	13.5	14.3	15.8	17.3	43.2	39.9	71.4	17.5	58.1	63.9
26.7			13.9	14.2	15	17.3	45.3	38.9	71.9	16.8	59	63.5
24.5		16	12.9		17.1	17	39.8	38.6	72.8	18.8	59.7	64.9
25.5		14.6	14.2	14.2	15.6		46.9	39.5	70.8	16.8	57.3	63.3
28.5			12.8	14.4	15.4	17.5	40.7	42.7	70		56.3	
33.7		15.0	13.1	16.1	15.1	17.5	45.9	38.9	70.3	17.7	55.8	60.0
36.1			13.1	14.6	15.7	17.3	42.3	40.4	70.1	17	56.3	
33.2			13	15	15.2	17.9	47	41.9	71	18.3	58	
25.6		15	12.7	16.4	14.9	17.4	47.6	35.6	69.3		52.7	60
38.4			13.7	18.3	14.8	17.3	49.2	42.4	70.7		56.2	59
35.2		15	12.7		15		43.6	34.3				
52.2		15.0	12.7	17.7	14.6	16.4	43.9	39.8	68.2	18.0	53.3	55.1
38.5			13.9	19.3	15.6	17.8	44	40	69.6			
					15		45	45	69.5	19.3		
45.5			12.9		14.8	17.5	41.1	40.2	69.7	19.1	59.7	
53.8			12.4	16	13.9	15	40.5	36	66.5	17	52.6	56
53.6			12.6		13.8	15.4	42.7	37.5	66.6	15.6	49.7	
59.8			12.2		13.5	16.5	47.3	38.3	67	16.6	52.3	55.3
55.3		15	12.9		14.9		46.6	38.5	68.4		52.3	54
59			11.8		15			43		20.3		69

† Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb.	Cocoa, pure unsweetened, per ½ lb. tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	\$	\$
Dominton (average)	8.6	8.4	48.2	43.6	18.9	16.3	4.4	12.9	5.5	16-575b	10-616
Nova Scotia (average)	8.5	8.2	57.1	43.0	19.1	12.0	4.7	13.0	5.9		9-178
1—Sydney.....	8.6	8.4	54.3	42.8	19.6	10	3.8	12.9	5.8		7-37-7-72a
2—New Glasgow.....	8.2	8.2	58	43	20.6	10	4.4	13.5	6		7-05-7-30a
3—Amherst.....	8.3	8.1	57	43	17.2		5	12.8	5.9		10-50
4—Halifax.....	8.6	8.3	57.8	43	21.1	16	4.9	13.7	5.7		9-22-11.42
5—Windsor.....	8.3	8.1	58.6	43	17.3		4.7	12.2	5.9		10-00-10.70
6—Truro.....	8.7	8.3	56.7	43	18.5		5.6	13	5.8		9-90-10.40
7—P.E.I.—Charlottetown.....	8.7	8.2	60.2	43.0	18.3	15.0	4.1	13.2	5.9	17-900	11-145
New Brunswick (average)	8.6	8.5	56.7	43.0	18.4	10.0	4.2	12.7	5.7	18-500	10-47-10.97
8—Moncton.....	8	8.8	59.7	43	19.8	10	4.5	13.3	5.9		12-25-13.25
9—Saint John.....	8.4	8.2	50.3	43	17.4	10	4.5	12.5	5.5	18-50	10-72-11.50
10—Fredericton.....	8.4	8.3	57.1	43	18		4.1	12.7	5.9		10-00
11—Bathurst.....	8.6	8.5	59.7	43	18.4		3.8	12.1	5.4		9-937*
Quebec (average)	8.1	7.8	46.9	41.7	20.2	15.4	4.3	12.1	5.6	16-425*	10-50
12—Quebec.....	8.1	7.9	46.8	44.8	20.3	15	4.1	12.8	5.7		8-50-8.75
13—Three Rivers.....	8.5	8	47.7	45.2	21.3	15	4.4	12.3	6		17-00
14—Sherbrooke.....	8	8	43.5	44.1	19.6	15	4.7	12.7	5.6		9-05
15—Sorel.....	7.9	7.7	48.7	44.7	18.9		4	11	5.3	16-00-16.50	9-47-11.75
16—St. Hyacinthe.....	8	7.8	44.5	45.4	20.6		4.5	11.5	5.3		10-50
17—St. Johns.....	7.9	7.8	43.1	45.6	19.3		4.8	12.8	5.7		10-50
18—Thetford Mines.....	8	7.5	52.2	44.3	20.8	15	4.3	12.5	5.9		8-00-8.50
19—Montreal.....	7.9	7.7	47.5	44.7	18.7	17	3.9	11.5	5.3		11-00
20—Hull.....	8.3	8	48.1	43.8	22.5		4.1	11.6	5.5	16-40-16.75	12-022
Ontario (average)	8.5	8.4	47.3	43.8	18.8	14.4	4.3	12.5	5.5	16-398	10-50-11.00
21—Ottawa.....	8.3	8.1	47.3	43.8	17.9		4.2	11.9	5.7		9-00-9.50
22—Brockville.....	8.2	8	44.2	43.1	20.7		4.4	11.5	5.4		9-50
23—Kingston.....	8.1	7.9	48.3	43.5	18.1		4.7	12.6	5.6		10-00-13.00d
24—Belleville.....	8.6	8.3	48.8	43.6	17.7	12	4.7	12.2	5.7		10-50-14.00d
25—Peterborough.....	8.5	8.5	48.5	43.7	18.5	15	4.7	12.3	5.5		10-50-14.75d
26—Oshawa.....	8.7	8.4	52.9	43.5	19.1	12.5	4.4	12.5	5.9		9-50-14.00d
27—Orillia.....	8.3	8.2	47.5	44.1	19.7		3.9	11.5	5.4		12-25d
28—Toronto.....	8.2	8	49.7	43.4	18.2	12	4	11.7	5.2		9-00-10.00g
29—Niagara Falls.....	8.7	8.7	48.9	43.8	19.5		4.1	12.7	5.4	14-50-14.75	9-50-13.75d
30—St. Catharines.....	8.6	8.3	46.5	43.8	19.3		4.2	12.2	5.6		10-50-13.00d
31—Hamilton.....	8.2	8.1	44.8	44.2	18.5	10	4.3	11.9	5.3		10-50-13.25d
32—Brantford.....	8.4	8.3	50.8	44.6	18.7	13	4.2	11.9	5.5		10-50-13.50d
33—Galt.....	8.7	8.5	48.7	44.4	19.6		4.1	12.3	5.4		10-50-13.75d
34—Guelph.....	8.5	8.4	46	43.5	18.2		4.2	12.7	5.4		10-50-14.00d
35—Kitchener.....	8.6	8.4	43.1	44.2	18.9		3.8	12.3	5.3		10-50-14.00d
36—Woodstock.....	8.6	8.4	48.5	43.9	18.1		4.3	12.3	5.4		10-50-14.00d
37—Stratford.....	8.7	8.7	48.2	43.9	18.4		4.2	13.3	5.7		10-50-14.00d
38—London.....	8.5	8.3	47.7	43.9	16.9		4.1	11.9	5.5		10-50-14.00d
39—St. Thomas.....	8.6	8.6	48.2	44.1	18.2		4.2	12.7	6		10-50-14.00d
40—Chatham.....	8.6	8.4	44.9	43.4	16.3		4	12.5	5.1		10-50-12.50
41—Windsor.....	8.3	8	42.6	43.6	18.9	15	4	11.8	5.5		10-50-13.00d
42—Barnia.....	8.8	8.7	46.4	44	18		4.7	12.9	5.9		10-75-13.50d
43—Owen Sound.....	8.5	8.3	53.3	43.7	19.4		4.7	12.6	5.7		10-50-12.00
44—North Bay.....	9	8.9	54.7	44.4	19.3		4.6	14.1	5.7		12-50-15.00d
45—Sudbury.....	8.8	8.4	47.3	43.8	19.9	15	4	14	5.8		11-50-15.75d
46—Cobalt.....	8.8	8.9	46	43.7	19		4.9	13.3	5.9		13.50
47—Timmins.....	8.8	8.8	43.1	44	20.8	18	4.8	13.7	5.5		13-00-16.75d
48—Sault Ste. Marie.....	8.6	8.5	44.3	43.8	19.7		4.2	13	5.2		10-50-13.00d
49—Port Arthur.....	8.4	8.2	43.9	42.6	18.6	18	4.4	13.1	5.2		11-75-14.75d
50—Fort William.....	8.6	8.4	43.6	43.1	19.5	18	4.6	12.2	5.2		11-75-14.75d
Manitoba (average)	9.1	9.0	44.8	43.0	18.7	15.0	4.0	13.0	5.5	20-000	9-250
51—Winnipeg.....	9.1	8.9	42	43	18.5	15	4.3	12.2	5.7	20.00	6-25-14.25b
52—Brandon.....	9.1	9	47.6	42.9	18.9	15	3.7	13.8	5.3		5-50-11.00h
Saskatchewan (average)	9.4	9.5	45.5	43.1	19.5	18.5	3.9	14.0	5.3		8-675
53—Regina.....	9.2	9.6	46.2	42.7	19.2	15	3.3	13.7	5.4		5-50-13.00h
54—Prince Albert.....	9.7	9.5	42.7	42.9	20.4		4.2	14.3	5.6		9-00-10.00h
55—Saskatoon.....	9.5	9.5	47.9	42.9	19.8	20.6	3.9	13.6	5.1		7-25-9.60h
56—Moose Jaw.....	9.3	9.3	45	44	18.4	20	4.3	14.5	5.3		5-40-9.65h
Alberta (average)	9.2	9.2	45.3	42.8	17.5	17.5	4.0	14.2	5.2		5-469
57—Medicine Hat.....	9.3	9.2	41.8	43.1	16.1		3.3	13.8	5.2		4-50-5.50h
58—Drumheller.....	9.3	9.1	45.3	43.5	17.5	20	4.5	15	5.3		3-50-5.00h
59—Edmonton.....	9.2	9	46.5	42.8	18.7	15	4.2	13.7	5.2		7-75g
60—Calgary.....	9	9.1	44.9	42.1	17.5		4.2	13.5	5.1		4-75-5.00h
61—Lethbridge.....	9.2	9.5	48	42.5	17.6		3.9	14.8	5.3		10-793
British Columbia (average)	8.6	8.5	44.7	43.5	19.0	23.0	4.8	13.8	5.6		
62—Fernie.....	9	9.3	47.7	43.7	17.6		4.7	14.4	5.2		9-75-11.50
63—Nelson.....	9	9	47	44.3		25	5.2	15	5.5		9-25-10.25
64—Trail.....	8.8	8.8	43	43.3	19.4	25	5.8	14.4	5.3		10-50-12.00
65—New Westminster.....	7.9	7.7	40.3	43.4	17.9	23	4.2	12.8	5.3		10-50-12.00
66—Vancouver.....	8	8	41.7	42.5	19.3	15	4.7	12.2	5.4		9-75-12.25
67—Victoria.....	8.9	8.3	46.7	43.4	20	25	4.1	12.7	5.8		9-80
68—Nanaimo.....	8.6	8.1	46.3	43.6	19.3	28	4.9	13.7	5.5		10-75-13.00f
69—Prince Rupert.....	8.7	8.5	45	43.5	19.7	20	5	15	6.7		

(b) For prices of Welsh coal see text. (c) Calculated price per cord from price quoted. (d) Including semi-bituminous, extensively occupied by workmen but some at \$30-\$45. (e) Few six-roomed houses occupied by workmen; rent for 4 houses are mostly of four and five rooms; modern, \$24-\$28, semi-modern, \$20-\$24. * Sales taxes, 4% in Montreal and

AND RENTALS IN CANADA AT THE BEGINNING OF DECEMBER, 1942

Coke, per ton	Wood						Rent			
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month	
\$	\$	\$	\$	\$	\$	cents	cents	\$	\$	
13-302	11-333	13-838	8-389	9-877	8-355	28-8	9-8	25-607	18-835	
10-625	6-667	7-833	5-500	6-333	6-167	30-0	10-0	21-417	15-417	
8-50-9-50	6-50	8-00	5-50	7-00	7-00	30	10-1	18-00-26-00	14-00-18-00	1
9-70	5-00	6-00	4-00	4-00	6-00	30	10-3	15-00-25-00	10-00-15-00	2
12-50	8-00-9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	30	9-9	15-00-20-00	10-00-17-00	3
11-30							10	20-00-32-00	15-00-22-00	4
13-138	9-500	11-000	7-000	8-000	7-500c		9-8	18-00-25-00	14-00-18-00	5
12-05g	9-00g	10-00-11-00g	7-00g	8-00g	9-000	28-8	9-8	18-00-25-00	15-00-17-00	6
13-50	9-00	12-00-14-00	6-00	7-00	8-00-10-00	26-5	9-8	19-00-25-00	12-00-16-00	7
13-00	10-00	12-00	8-00	9-00			9-8	20-00-32-00	15-00-20-00	8
14-00							9-8	18-00-27-00	16-00-20-00	9
13-667*	13-443*	15-050*	9-250*	10-407*	10-320*	27-5	9-7	25-00	18-00	10
12-00	13-32c	13-33c	12-00c	12-00c	8-25c	26	9-4	23-00	16-00	11
14-25	10-00	16-00c	8-00	12-00c	10-00c		9-5	23-00-31-00	17-00-23-00	12
14-75	14-00	16-00	9-00	10-00	10-00	28	9-6	23-00-30-00	18-00-25-00	13
13-50							9-4			14
13-00-13-50	14-00	15-35	10-00	11-35	11-35		9-4	18-00-25-00	14-00-20-00	15
13-00							9-5			16
15-50		12-00c		9-00c		29	9-4	16-00-22-00	12-00-15-00	17
12-50-13-00	17-33c	18-67c	10-00	11-00	11-00-13-00c	27	9-2	24-00-34-00	20-00-23-00	18
14-00	11-00-13-00	12-00-16-00	6-50	7-50			9-3	18-00-26-00	14-00-18-00	19
14-002	12-250	14-919	9-594	11-458	10-688	26-8	9-6	27-306	20-269	20
14-00							9-8	20-00-30-00	15-00-20-00	21
14-00	12-00	16-00	11-00	12-00c	13-00c	25	9-7	18-00-26-00	15-00-18-00	22
13-00	13-00	14-00	9-00	10-00	11-00	25	9-4	25-00-30-00	18-00-25-00	23
15-00-15-50	12-00	14-50	10-00	13-00	9-00	22	9-4	18-00-28-00	14-00-20-00	24
14-25	17-00	18-00	12-00	13-00	9-00		9-5	22-00-30-00	16-00-20-00	25
13-75							9-4	25-00-32-50	15-00-22-50	26
12-50-13-00							9-8	20-00-28-00	16-00-22-00	27
13-50	14-00	16-00	10-00	12-00	12-00	25	9-2	30-00-40-00	20-00-30-00	28
13-00	15-00	18-00				25	9-7	20-00-32-00	16-00-24-00	29
14-00		13-00-15-00		9-00-10-00		28	9-4	23-00-33-00	18-00-25-00	30
13-30		16-00-18-00		11-00-13-00		25	9-5	20-00-27-00	15-00-20-00	31
14-00							9-1	24-00-30-00	18-00-24-00	32
14-00							9-5	22-00-35-00	18-00-24-00	33
14-00							9-7	20-00-28-00	16-00-20-00	34
13-50		18-00c		16-00c			9-7	21-00-27-00	15-00-21-00	35
14-00-15-00		16-00-18-00c		11-00-14-00c	8-00-12-00c	27	9-6	20-00-37-00	22-00-27-00	36
14-00							9-7	24-00-32-00	20-00-24-00	37
12-75g		18-00g		14-00g		25	9-7	20-00-28-00	15-00-20-00	38
14-50g							9-4	25-00-37-00	20-00-27-00	39
14-00							9-7	20-00-30-00	15-00-22-00	40
15-00							9-3	21-00-27-00	15-00-22-00	41
15-50-16-50	15-75-16-50			10-50c	10-50c	30	9-9	30-00-40-00	25-00-30-00	42
12-00	11-00	12-00	8-75	9-00-9-75c	9-75	30	9-9			43
15-00	9-00	12-75				26	9-7	22-00-32-00	16-00-22-00	44
15-50	10-50	11-75	8-00	9-25	11-00c	30	9-9	23-00-33-00	17-00-23-00	45
13-500	9-00	10-00	8-00	9-00		30	9-8	23-00-33-00	17-00-23-00	46
14-00-15-00			7-50-11-00	8-50-12-00	9-00-10-25	31-5	9-9	26-750	19-500	47
12-50			7-80	8-50	7-50	35	9-9	26-00-37-00	18-00-26-00	48
			7-417	9-375	10-000	28	9-9	18-00-26-00	14-00-20-00	49
			8-00-9-50	9-00-10-50	10-00	27	10-0	27-875	20-000	50
			5-50-6-00	7-00-7-50		30	10	28-00-37-00	20-00-28-00	51
			6-50-9-00	7-00-11-00		29	10	20-00-29-00	15-00-21-00	52
				11-00-12-00c		28	9-9	22-00-32-00	17-00-22-00	53
					3-800	28-3	10-2	25-00-30-00	17-00-20-00	54
							10-2	26-125	18-625	55
							10-6	22-00-27-00	15-00-22-00	56
							10-1	22-00-32-00	15-00-22-00	57
							10-1	22-00-30-00	18-00-20-00	58
							10-1	22-00-32-00	15-00-22-00	59
10-750			8-906	8-982	4-688	34-2	10-6	23-313	17-688	60
							10-8	16-00	14-00	61
10-50			8-00-9-00	9-50-10-25	5-00-5-50	40	11	20-00-30-00	18-00-20-00	62
10-75			8-50-9-75	9-50-11-50		40	10-7	27-00-32-00	22-00-25-00	63
10-75				6-50	4-00	30	10-1	18-00-25-00	14-00-18-00	64
11-00				6-50	4-00	30	10-1	22-00-27-00	16-00-22-00	65
				7-50	9-00	30	10-7	20-00-25-00	15-00-18-00	66
				8-00	5-50		10-6	20-00-25-00	12-00-20-00	67
			10-00-11-00	12-00-13-00		35	10-9	20-00-30-00	15-00-20-00	68

(f) Higher price is for coal in sacks. (g) Natural gas used extensively. (h) Including lignite. (p) Six roomed houses not and 5 roomed houses, modern \$25-\$35 per month, semi modern, \$10-\$15. (s) Delivered from mines. (v) Workingmen's Quebec, and 2% in the other cities in the province are not included in the fuel prices.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	Dec. 1926	Dec. 1929	Dec. 1930	Dec. 1933	Dec. 1937	Dec. 1939	Dec. 1940	Dec. 1941	Nov. 1942	Dec. 1942
*All commodities.....	567	64.0	127.4	155.9	97.3	97.9	96.0	77.7	69.0	82.7	81.7	84.2	93.6	97.1	97.2
Classified according to chief component material—															
I. Vegetable products.....	135	58.1	127.9	167.0	86.2	95.0	93.9	59.3	60.4	85.2	72.0	70.8	80.2	85.9	86.0
II. Animals and Their Products	76	70.9	127.1	145.1	96.0	100.0	109.8	90.5	63.7	78.2	80.3	83.5	98.8	106.0	106.2
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	96.2	89.6	76.9	71.7	69.0	81.9	84.4	94.9	92.0	92.0
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	99.0	93.2	85.2	64.4	75.5	85.3	91.3	99.2	102.8	102.8
V. Iron and Its Products.....	44	68.9	156.9	163.4	104.6	99.3	93.4	89.0	86.7	103.9	102.2	106.3	112.9	115.3	115.3
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	95.7	96.5	71.6	66.5	72.5	75.3	77.7	77.6	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	103.1	93.4	89.4	85.8	87.2	86.5	90.8	99.3	100.1	100.4
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	99.3	95.1	90.3	80.8	80.7	85.1	90.8	104.1	102.1	100.8
Classified according to purpose—															
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	97.3	95.3	83.2	73.3	79.1	81.2	85.2	95.3	97.3	97.1
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	99.0	103.3	81.0	67.4	80.2	79.1	81.8	94.6	101.8	101.6
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	96.1	90.0	84.6	77.3	78.3	82.6	87.5	95.8	94.3	94.1
II. Producers' Goods.....	402	67.7	133.3	164.8	98.8	97.8	95.9	71.3	64.3	82.6	78.1	79.1	85.7	89.5	90.0
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	110.4	96.2	91.5	87.2	94.3	96.6	102.2	108.6	110.5	110.5
Producers' Materials.....	378	69.1	139.0	171.0	98.2	96.4	95.9	69.0	61.8	81.3	76.0	76.5	83.2	87.2	87.7
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	97.8	97.9	85.0	80.6	91.7	94.2	98.0	112.9	116.4	116.7
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	96.1	95.5	65.5	58.6	79.5	72.9	73.0	78.2	82.2	82.8
Classified according to origin—															
I. Farm—															
A. Field.....	186	59.2	134.7	176.4	91.2	95.2	91.5	60.5	60.3	80.2	70.0	69.6	79.0	82.3	82.5
B. Animal.....	105	70.1	129.0	146.0	95.9	99.8	106.7	88.0	65.3	78.5	82.3	84.5	96.8	102.4	102.3
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	97.7	104.5	61.8	53.6	84.2	69.0	67.1	74.6	86.3	87.0
II. Marine.....	16	65.9	111.7	114.1	91.7	103.7	107.0	87.0	66.8	73.5	80.3	82.9	108.2	119.0	120.2
III. Forest.....	57	60.1	89.7	151.3	106.8	99.0	93.1	85.1	64.7	75.3	85.0	90.9	98.8	102.3	102.3
IV. Mineral.....	203	67.9	115.2	134.6	106.4	100.2	92.3	85.3	82.2	87.8	87.8	92.1	97.7	98.9	99.0
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	98.2	98.9	67.3	58.9	80.8	74.4	76.1	85.6	93.5	93.5
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	97.5	93.2	81.5	72.0	80.3	81.2	83.0	92.2	92.4	92.6

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

previous month but were considerably higher than at December 1, 1941. Sirloin steak averaged 38 cents per pound as compared with 38.1 cents for November and 33.8 cents for December one year earlier. Rib roast was 33 cents for December, 1942, the same as for November but was four cents per pound higher than for December, 1941. Lamb averaged 35.2 cents for December and 34.5 cents for November. The prices of fresh pork and bacon advanced slightly during the month, the former at 34.3 cents per pound for December and the latter at 44.7 cents; each averaged 1.6 cents higher than for December, 1941. The stocks of eggs in storage at December 1 were materially smaller than one month earlier and were about 50 per cent lower than for December 1, 1941. The price for fresh eggs at 56.3 cents per dozen was about one cent per dozen higher than for

November as compared with 47.4 cents at December 1, 1941. Creamery butter at 41 cents per pound was 2.5 cents higher than one year earlier. Stocks in storage were 28 per cent lower than at November 1, and 40 per cent lower than at December 1, 1941. Cheese at 34.1 cents per pound averaged the same as for the previous month but was 2.4 cents per pound lower than for December, 1941. Potatoes averaged 39.9 cents for 15 pounds at December 1, only fractionally higher than for November but about 10 cents higher than for December, 1941.

The following are the prices reported for Welsh coal "cobbles" and "French nut" at the beginning of December, 1942: Halifax, \$18.50; Charlottetown, \$17.90; Saint John, \$18.50; Quebec, \$16.50; Three Rivers, \$17.25; Sherbrooke, \$18.75; St. Hyacinthe, \$17.50; Montreal, \$17.75.

Prices in Great Britain and Other Countries

THE tables on pages 108 and 109 which appear quarterly give the official and certain other index numbers of the cost-of-living, retail and wholesale prices in Great Britain and certain of the principal commercial and industrial countries.

Since these tables are compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the *LABOUR GAZETTE*. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930=100, was 161.0 for November, an increase of 0.6 per cent for the month. The principal changes for the month were an increase of 2.1 per cent in the "meat, fish and eggs" group, and of 1.9 per cent in the "other food and tobacco" group.

COST OF LIVING.—The index number of the *Ministry of Labour Gazette*, on the base July, 1914=100, was 200 at the end of October, showing no change, on the whole, from the

beginning of the month. Food was $\frac{1}{2}$ of one per cent higher, while clothing prices were one per cent lower.

Newfoundland

COST OF LIVING.—The index number of the Department of Health and Welfare, on the base October 1, 1938=100, was 150.2 at December 5, as compared to the corrected figure of 150.0 at November 7. There was a very slight increase in food prices, while other groups remained unchanged.

United States

WHOLESALE PRICES.—The Bureau of Labour Statistics index number, on the base 1926=100, was 100.3 for November, an increase of 0.3 per cent for the month. Farm products were 1.4 per cent higher; chemicals and allied products were 3.4 per cent higher, due to the rise of 28.4 per cent in "drugs and pharmaceuticals"; miscellaneous commodities were 1.7 per cent higher, due chiefly to the rise of 6.7 per cent in cattle feed.

COST OF LIVING.—The index number of the Bureau of Labour Statistics, on the base 1935-1939=100, was 119.8 at November 15, an increase of 0.7 per cent for the month. Food prices rose 1.2 per cent, clothing 0.1 per cent, housefurnishings 0.1 per cent, miscellaneous commodities 0.8 per cent, while rent was 0.1 per cent lower and the fuel, etc., group was unchanged.

Wartime Stabilization in United States

In his message to Congress on January 11, 1943, submitting a war budget of 100 billion dollars for the coming fiscal year, President Roosevelt made reference to wartime stabilization in U.S.

"In spite of a 100-billion-dollar war program, civilians can be supplied with an average of about \$500 worth of goods and services during the next year. This implies an average reduction of almost 25 per cent in civilian consumption below the record level of the calendar year 1941. . . .

"We must assure each citizen the necessities of life at prices which he can pay. Otherwise, rising prices will lift many goods beyond his reach just as surely as if those goods did not exist. By a concerted effort to stabilize prices, rents, and wages we have succeeded in keeping the rise in the cost of living within narrow bounds.

"Some would like to see the controls relaxed for this or that special group. They forget

that to relax controls for one group is an argument to relax for other groups, thereby starting the cost-of-living spiral which would undermine the war effort and cause grave post-war difficulties. Economic stabilization for all groups—not for just the other fellow—is the only policy consistent with the requirements of total war.

"Stabilization goes beyond effective price control. Under war conditions a rise in profits, wages, and farm incomes unfortunately does not increase the supply of goods for civilians; it merely invites the bidding up of prices of source commodities. The stabilization of incomes and the absorption of excess purchasing power by fiscal measures are essential for the success of the stabilization program . . .

"In the past wars have usually been paid for mainly by means of inflation, thereby shifting the greatest burden to the weakest shoulders and inviting post-war collapse. We seek to avoid both. Of necessity, the program must be harsh."

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada	United States	Great Britain	Germany	Switzerland	South Africa	India	Japan	Australia	New Zealand
Authority	Dominion of Statistics	Bureau of Labor Statistics	Board of Trade	The Statist	Federal Statistical Bureau	Official (g)	Census and Statistics Office	Labour Office, Bombay	Commonwealth Statistician	Government Statistician
Number of Commodities	567 (h)	784	200	45	400	78	188	43		180
Base period	1926	1926	1930	1867-1877	1913	July, 1914	1910=1000	October, 1900	1928-1929=1000	1936-1930=1000
1913—	64-0	69-8	.....	(d)	100	.....	(b)	.....	.....	(a) 748
1914—July	64-4	67-3	.....	85-0	.....	.....	1125	132	.....	(a) 988
1915—July	64-4	67-3	.....	82-4	.....	.....	(a) 1000	126	.....	(a) 988
1916—July	70-3	69-3	.....	106-4	.....	.....	(a) 1204	128	.....	(a) 963
1917—July	81-4	83-4	.....	130-5	.....	.....	(a) 1370	155	.....	(a) 1021
1918—July	118-6	123-0	.....	176-9	.....	.....	(a) 1583	196	.....	(a) 1035
1919—July	127-7	132-0	.....	193-1	.....	.....	(a) 1793	259	.....	(a) 1065
1920—July	129-8	141-1	.....	206-4	.....	.....	(a) 1810	312	.....	(a) 1081
1921—July	164-1	165-8	.....	254-6	.....	.....	2613	345	.....	(a) 1081
1922—July	104-8	107-36	.....	158-2	.....	.....	2688	265	.....	(a) 1035
1923—July	98-7	99-4	.....	134-0	.....	.....	1428	289	.....	(a) 1065
1924—July	98-7	99-4	.....	126-8	.....	.....	1368	237	.....	(a) 1081
1925—July	96-0	98-3	.....	141-6	.....	.....	1385	227	.....	(a) 1081
1926—July	97-2	98-0	.....	137-8	.....	.....	1289	220	.....	(a) 1081
1927—July	97-2	98-0	.....	115-2	.....	.....	1121	220	.....	(a) 1081
1928—July	97-2	98-0	.....	99-7	.....	.....	1121	220	.....	(a) 1081
1929—July	97-2	98-0	.....	86-8	.....	.....	1121	220	.....	(a) 1081
1930—July	97-2	98-0	.....	111-5	.....	.....	1121	220	.....	(a) 1081
1931—July	97-2	98-0	.....	100-6	.....	.....	1121	220	.....	(a) 1081
1932—July	97-2	98-0	.....	98-1	.....	.....	1121	220	.....	(a) 1081
1933—July	97-2	98-0	.....	88-7	.....	.....	1121	220	.....	(a) 1081
1934—July	97-2	98-0	.....	81-7	.....	.....	1121	220	.....	(a) 1081
1935—July	97-2	98-0	.....	105-6	.....	.....	1121	220	.....	(a) 1081
1936—July	97-2	98-0	.....	91-1	.....	.....	1121	220	.....	(a) 1081
1937—July	97-2	98-0	.....	139-7	.....	.....	1121	220	.....	(a) 1081
1938—July	97-2	98-0	.....	129-5	.....	.....	1121	220	.....	(a) 1081
1939—July	97-2	98-0	.....	149-5	.....	.....	1121	220	.....	(a) 1081
1940—July	97-2	98-0	.....	150-9	.....	.....	1121	220	.....	(a) 1081
1941—January	97-2	98-0	.....	141-1	.....	.....	1121	220	.....	(a) 1081
1942—January	97-2	98-0	.....	145-3	.....	.....	1121	220	.....	(a) 1081
1943—January	97-2	98-0	.....	143-7	.....	.....	1121	220	.....	(a) 1081
1944—January	97-2	98-0	.....	148-6	.....	.....	1121	220	.....	(a) 1081
1945—January	97-2	98-0	.....	153-4	.....	.....	1121	220	.....	(a) 1081
1946—January	97-2	98-0	.....	155-3	.....	.....	1121	220	.....	(a) 1081
1947—January	97-2	98-0	.....	158-8	.....	.....	1121	220	.....	(a) 1081
1948—January	97-2	98-0	.....	153-5	.....	.....	1121	220	.....	(a) 1081
1949—January	97-2	98-0	.....	154-5	.....	.....	1121	220	.....	(a) 1081
1950—January	97-2	98-0	.....	159-6	.....	.....	1121	220	.....	(a) 1081
1951—January	97-2	98-0	.....	160-7	.....	.....	1121	220	.....	(a) 1081
1952—January	97-2	98-0	.....	159-8	.....	.....	1121	220	.....	(a) 1081
1953—January	97-2	98-0	.....	154-4	.....	.....	1121	220	.....	(a) 1081
1954—January	97-2	98-0	.....	150-0	.....	.....	1121	220	.....	(a) 1081
1955—January	97-2	98-0	.....	149-4	.....	.....	1121	220	.....	(a) 1081
1956—January	97-2	98-0	.....	159-1	.....	.....	1121	220	.....	(a) 1081
1957—January	97-2	98-0	.....	160-1	.....	.....	1121	220	.....	(a) 1081
1958—January	97-2	98-0	.....	161-0	.....	.....	1121	220	.....	(a) 1081
1959—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1960—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1961—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1962—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1963—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1964—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1965—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1966—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1967—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1968—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1969—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1970—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1971—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1972—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1973—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1974—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1975—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1976—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1977—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1978—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1979—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1980—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1981—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1982—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1983—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1984—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1985—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1986—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1987—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1988—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1989—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1990—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1991—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1992—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1993—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1994—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1995—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1996—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1997—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1998—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
1999—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....
2000—January	97-2	98-0	.....	.....	.....	.....	.....	.....	.....	.....

(a) Average for year. (b) First of month. (c) 15th of month. (d) End of month. (e) New series. (f) Prior to 1926, the number of commodities was 236; from January 1926, to December, 1933, 502; and since January, 1934, the number is 567. (g) Until end of 1927 "Dr. Lorenz." (h) Average for twelve months ending June.

War Emergency Training Program

Vocational Training Advisory Council Established—Training of Supervisors—Costs of Program, April 1 to November 30, 1942—Statistical Summary

THE total number of trainees who were receiving training at the end of December 1942, represented a decrease of about 700 persons as compared with the numbers who were receiving instruction under the Dominion-Provincial War Emergency Training Program on November 30. There was a sharp decrease in the number of new enrollees admitted to the full time industrial classes during December, as compared with the figures for the previous month. In the R.C.A.F. and Army classes, however, the December enrolments represented increases over the November totals.

Vocational Training Advisory Council

It will be recalled that the Vocational Training Co-ordination Act, 1942, which was passed at the last session of Parliament provided for the appointment of a Vocational Training Advisory Council to consist of a chairman and not more than sixteen members. The establishment of this Council was recently announced by the Hon. Humphrey Mitchell, Minister of Labour. Under the Vocational Training Co-ordination Act provision is made for a wide variety of training projects including the training of persons for employment in the prosecution of the war whether in industry or the armed forces, rehabilitation training of discharged members of the armed forces and the carrying on of such training projects as may be necessary to meet the post-war situation. The Vocational Training Advisory Council will advise the Minister on such questions relating to the operation of the Act as the Minister may from time to time refer to the Council for consideration.

Membership on the Council requires only part time service. It is expected that the first meeting will take place in Ottawa during February. The members of the Vocational Training Advisory Council, which was established by Order in Council, have been selected to represent employers, trade unions, war veterans, agriculture and vocational education authorities, including representation of women. They are as follows:

Dr. G. F. McNally, Deputy Minister of Education, Edmonton, Alberta, (Chairman); J. Pigott, Esq., Pigott Construction Company, Hamilton, Ontario; E. R. Complin, Esq., Personnel Director, Canadian Industries Limited, Montreal, P.Q.; Hugh Crombie, Esq., Assistant Manager Dominion Engineering Company, Limited, Montreal, P.Q.; D. S. Lyons, Esq., General Vice President, International Association of Machinists, 806 Keefer Building, Montreal, P.Q.; N. S. Dowd, Esq., Executive Secretary, The Canadian Congress of Labour, 230 Laurier Avenue West, Ottawa, Ontario; P. Girard, Esq., President, Central Council of National Catholic Unions, 1231 Demontigny East, Montreal, P.Q.; Lt.-Col. F. T. Fairey, Director of Technical Education, Department of Education, Victoria, B.C.; F. S. Rutherford, Esq., Director of Vocational Education, Toronto, Ontario; Dr. F. H. Sexton, Director of Vocational Education, Halifax, N.S.; Mrs. E. D. Hardy, President National Council of Women, 198 Second Avenue, Ottawa, Ontario; Miss B. Oxner, Director of Women's Work, University of Saskatchewan, Saskatoon, Sask.; Dr. W. V. Longley, Director of Extension, Nova Scotia Agricultural College, Truro, N.S.; N. C. MacKay, Esq., Director of Extension, Department of Agriculture, Winnipeg, Man.; Col. J. T. E. Gagnon, Veterans Welfare Officer, Department of Pensions and National Health, Montreal, P.Q.; J. C. Herwig, Acting General Secretary, The Canadian Legion of the British Empire Service League, Dominion Command, Ottawa, Ontario; Dr. E. A. Corbett, Director Canadian Association for Adult Education, 198 College Street, Toronto, Ontario.

"The Government has been particularly fortunate," Mr. Mitchell stated, "in securing the services of such a representative and informed group to make up the Vocational Training Advisory Council. At this time, with the pressing demands on the time of all leaders in community endeavours, it is most encouraging that those who have been chosen are willing to contribute their services to advise on trade training."

(Continued on page 117)

WAR EMERGENCY TRAINING PROGRAM
TABLE 1.—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF DECEMBER, 1942, WITH TOTALS FROM APRIL 1, 1942 TO DECEMBER, 31, 1942
(Subject to Revision)

PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES									
NUMBERS IN TRAINING					COMPLETED TRAINING BUT NOT REPORTED PLACED				
From April 1/42 to Dec. 31/42	At First of December	Enrolled in December	At end of December	(2) Placed in Employment	Enlisted	From April 1/42 to Dec. 31/42	In Dec.	From April 1/42 to Dec. 31/42	In Dec.
DOMINION SUMMARY									
Pre-Employment Classes {men..... {women.....	2,670 1,927 3,764	690 583 1,177	2,215 1,380 3,956	12,840 10,420 450	208 21 8	385 115 22	135 29 6	2,694 1,740 179	178 145 22
Part-Time Classes (1) {men..... {women.....	809 187	198 84	624 195						
Rehabilitation Classes—men.....	575	187							
Total.....	44,483	9,357	8,370	23,710	1,861	237	25	4,613	345
NOVA SCOTIA									
Pre-Employment Classes {men..... {women.....	445 58 3	89 33 7	90 29 23	293 25 3	7 9 3	3		57 4	3 2
Rehabilitation Classes—men.....									
Total.....	506	122	119	323	16	3		61	5
NEW BRUNSWICK									
Pre-Employment Classes {men..... {women.....	345 47 10	79 26 5	23 16 5	244 27 3	49 26 1	13	4	53 4 1	1
Rehabilitation Classes—men.....									
Total.....	402	110	44	274	76	13	4	58	1
QUEBEC									
Pre-Employment Classes {men..... {women.....	5,293 914 958	1,026 278 213	759 252 279	4,553 398 105	297 24 8	30	3	119 17 1	62 27 1
Part-Time Classes (1) {men..... {women.....	157 230	29 47	29 39						
Rehabilitation Classes—men.....									
Total.....	7,552	1,593	1,358	5,056	329	32	3	1,269	115

TABLE 1.—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF DECEMBER, 1942, WITH TOTALS FROM APRIL 1, 1942 TO DECEMBER 31, 1942
(Subject to Revision)

PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES													
	NUMBERS IN TRAINING				(3) Placed in Employment		Enlisted		Completed Training but not Reported Placed		Left before Training Completed		
	From April 1/42 to Dec. 31/42	At First of December	Enrolled in December	At End of December	From April 1/42 to Dec. 31/42	In Dec.	From April 1/42 to Dec. 31/42	In Dec.	From April 1/42 to Dec. 31/42	In Dec.	From April 1/42 to Dec. 31/42	In Dec.	
ONTARIO													
Pre-Employment Classes	men.....	8,301	1,183	389	1,062	5,901	410	114	11	33	31	1,265	74
Part-Time Classes (1)	women.....	8,877	937	385	1,092	7,573	646	4	1	33	9	993	85
Rehabilitation Classes—men.....	women.....	5,305	2,317	690	2,498	.....	.....	.....	.....	.....	.....	.....	.....
	women.....	1,561	649	163	449	.....	.....	.....	.....	.....	.....	.....	.....
	women.....	141	29	10	24	92	13	.....	.....	3	.....	19	2
Total.....		24,185	5,115	1,646	4,635	13,566	1,069	118	12	69	40	2,277	161
MANITOBA													
Pre-Employment Classes	men.....	689	98	64	101	414	27	3	.....	92	31	77	5
Part-Time Classes (1)	women.....	54	12	1	4	25	.....	2	.....	9	9	14	.....
Rehabilitation Classes—men.....	women.....	3	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
	women.....	140	25	12	26	73	7	4	.....	5	1	27	3
Total.....		886	136	77	131	512	34	9	.....	106	41	118	8
SASKATCHEWAN													
Pre-Employment Classes	men.....	410	48	22	66	279	1	8	.....	11	.....	47	3
Part-Time Classes (1)	women.....	722	198	56	153	479	80	6	1	17	11	67	9
Rehabilitation Classes—men.....	women.....	13	13	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
	women.....	114	28	17	38	67	1	.....	.....	4	1	5	5
Total.....		1,259	287	95	257	825	82	14	1	32	12	119	17
ALBERTA													
Pre-Employment Classes	men.....	659	45	22	47	332	5	35	1	98	6	150	8
Part-Time Classes (1)	women.....	475	141	26	114	220	41	5	2	38	.....	98	10
Rehabilitation Classes—men.....	women.....	146	33	16	43	56	4	2	.....	2	.....	40	2
Total.....		1,280	219	64	204	608	50	42	3	138	6	288	20
BRITISH COLUMBIA													
Pre-Employment Classes	men.....	1,036	102	26	67	822	51	2	1	22	3	91	6
Part-Time Classes (1)	women.....	2,376	302	63	210	1,673	142	4	1	1	.....	323	12
Rehabilitation Classes—men.....	women.....	4,627	1,233	190	1,179	.....	.....	.....	.....	.....	.....	.....	.....
	women.....	283	118	35	146	.....	.....	.....	.....	.....	.....	.....	.....
	women.....	91	20	15	20	51	12	.....	.....	6	3	9	.....
Total.....		8,413	1,775	529	1,622	2,546	205	6	2	29	6	423	18

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to December 1, 1942, were not so reported until after December 1, 1942.

(3) The numbers shown as completed but not reported placed in the Province of Quebec (137) includes all unplaced trainees who have completed their courses since the commencement of the War Emergency Training Program in that Province.

TABLE 2.—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES
DURING THE MONTH OF DECEMBER, 1942, WITH TOTALS FROM APRIL 1, 1942 TO
DECEMBER 31, 1942

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/42 to Dec. 31/42	At First of Dec.	Enrolled in Dec.	At End of Dec.	From April 1/42 to Dec. 31/42	In December
DOMINION SUMMARY						
R.C.A.F. Classes.....	19,921	6,374	2,025	6,662	12,024	1,584
Army Classes.....	10,184	2,221	1,082	2,416	6,684	776
Navy Classes.....	2,700	900	217	711	1,878	405
Totals.....	32,805	9,495	3,324	9,789	20,586	2,765
NOVA SCOTIA						
R.C.A.F. Classes.....	280	64	28	71	187	18
Army Classes.....	672	190	43	110	511	118
Totals.....	952	254	71	181	698	136
NEW BRUNSWICK						
R.C.A.F. Classes.....	862	286	71	240	469	55
Army Classes.....	925	218	121	262	631	77
Navy Classes.....	1				1	
Totals.....	1,788	504	192	502	1,101	132
QUEBEC						
R.C.A.F. Classes.....	2,477	757	342	774	1,507	291
Army Classes.....	1,468	274	138	357	1,034	47
Navy Classes.....	109	29	4	27	55	5
Totals.....	4,054	1,060	484	1,158	2,596	343
ONTARIO						
R.C.A.F. Classes.....	7,105	2,421	581	2,437	4,373	536
Army Classes.....	2,945	636	302	645	1,924	268
Navy Classes.....	2,336	672	213	485	1,800	400
Totals.....	12,386	3,729	1,096	3,567	8,097	1,204
MANITOBA						
R.C.A.F. Classes.....	1,816	501	234	596	1,157	137
Army Classes.....	556	151	67	133	408	84
Totals.....	2,372	652	301	729	1,565	221
SASKATCHEWAN						
R.C.A.F. Classes.....	2,596	768	182	826	1,627	120
Army Classes.....	741	171	183	281	460	73
Totals.....	3,337	939	365	1,107	2,087	193
ALBERTA						
R.C.A.F. Classes.....	2,295	779	246	823	1,262	195
Army Classes.....	889	192	82	240	523	29
Navy Classes.....	254	199		199	22	
Totals.....	3,438	1,170	328	1,262	1,807	224
BRITISH COLUMBIA						
R.C.A.F. Classes.....	2,490	798	341	895	1,442	322
Army Classes.....	1,988	389	146	388	1,193	80
Totals.....	4,478	1,187	487	1,283	2,635	312

WAR EMERGENCY TRAINING PROGRAM
TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF DECEMBER WITH TOTALS FROM APRIL 1, 1942, TO DECEMBER 31, 1942
(Subject to Revision)

	NUMBERS IN TRAINING				NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED							
	From April 1/42 to Dec. 31/42	At first of Dec.	Enrolled in December	At End of Dec.	Completed Training		Transferred to Production before Training finished		Enlisted		Quit or Released from Company before Training finished	
					From April 1/42 to Dec. 31/42	In Dec.	From April 1/42 to Dec. 31/42	In Dec.	From April 1/42 to Dec. 31/42	In Dec.	From April 1/42 to Dec. 31/42	In Dec.
DOMINION SUMMARY												
Plant Schools.....	3,882	768	329	708	2,353	323	167	9	09	10	581	47
{men	3,154	625	437	583	2,038	408	129	25	2	2	402	46
Part-time Classes.....	2,356	350	261	429	1,790	169	2	1	9	9	197	10
{women	531	128	58	151	406	33	.....	.....	.....	.....	2	2
Total.....	9,923	1,871	1,085	1,871	6,587	933	298	35	80	10	1,182	105
NOVA SCOTIA												
Plant School.....	91	77	10	77	.....	.....	.....	-	1	.....	13	10
{men	13	13	.....	13	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes.....	208	66	.....	64	106	.....	.....	.....	8	.....	28	.....
{women	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	312	156	10	154	106	.....	.....	.....	9	.....	41	10
NEW BRUNSWICK												
Plant Schools.....	119	29	12	25	90	16	1	.....	.....	.....	3	.....
{men	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
{women	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	119	29	12	25	90	16	1	.....	.....	.....	3	.....
QUEBEC												
Plant Schools.....	117	.....	21	20	64	.....	.....	.....	.....	.....	.....	.....
{men	109	.....	13	10	93	.....	.....	.....	.....	.....	.....	.....
Part-time Classes.....	191	.....	22	22	102	.....	.....	.....	.....	.....	.....	.....
{women	11	.....	11	11	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	428	.....	67	63	259	.....	4	3	2	.....	102	1

ONTARIO	Plant Schools.....	{men 3,555	662	286	586	2,199	307	165	9	67	10	538	36
	Part-time Classes.....	{women 2,735	355	400	531	1,856	369	55	22	2		291	33
		{men 1,508	242	200	283	1,184	158	2	1			39	
		{women 482	103	37	112	369	27					1	1
Total.....		8,280	1,562	923	1,512	5,608	861	222	32	69	10	869	70
MANITOBA	Plant Schools.....	{men											
	Part-time Classes.....	{women	297	57	24	89	39	71				108	13
			297	57	24	89	39	71				108	13
	Total.....												
BRITISH COLUMBIA	Plant Schools.....	{men											
	Part-time Classes.....	{women	449	42	39	398	11					58	10
			38	25	10	37	6					1	1
	Total.....		487	67	49	435	17					59	11

TABLE 4—TRAINING IN SCHOOLS, AGE AND SEX CLASSIFICATION OF NEW TRAINEES IN
PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO DECEMBER 31, 1942
(Subject to Revision)

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals		Grand Totals New Trainees
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Nova Scotia.....	43	27	118	22	108	9	20		7		296	58	354
New Brunswick.....	111	12	68	17	33	1	24		3		239	30	269
Quebec.....	2,435	238	848	376	582	147	294	50	47		4,208	813	5,019
Ontario.....	3,219	2,677	980	3,195	1,020	1,409	707	597	515	50	6,421	7,928	14,349
Manitoba.....	298	6	120	27	83	18	48	3	18		567	54	621
Saskatchewan.....	94	261	138	355	70	55	39	22	27		388	694	1,082
Alberta.....	52	57	99	310	81	58	51	4	38	1	391	430	731
British Columbia.....	210	779	149	1,214	181	174	157	4	81		778	2,171	2,949
Totals.....	6,462	4,057	2,500	5,516	2,158	1,871	1,340	680	736	54	13,196	12,178	25,374

TABLE 5.—TRAINING IN SCHOOLS—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO DECEMBER 31, 1942, AND IN THE MONTH OF DECEMBER 1942

(Subject to Revision)

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		TOTALS	
	From April 1/42 to Dec. 31 1942	In December	From April 1/42 to Dec. 31 1942	In December	From April 1/42 to Dec. 31 1942	In December	From April 1/42 to Dec. 31 1942	In December	From April 1/42 to Dec. 31 1942	In December	From April 1/42 to Dec. 31 1942	In December
Nova Scotia.....	1	.....	29	3	12	1	7	.....	1	.....	50	4
New Brunswick.....	7	.....	41	.....	5	.....	5	.....	1	.....	59	.....
Quebec.....	12	1	173	13	35	1	12	.....	2	.....	234	15
Ontario.....	4	.....	47	1	9	.....	37	.....	33	1	130	2
Manitoba.....	4	1	11	2	11	.....	18	2	5	.....	49	5
Saskatchewan.....	9	3	48	4	18	2	14	1	10	.....	99	10
Alberta.....	1	.....	17	.....	4	1	21	2	12	1	55	4
British Columbia.....	1	.....	21	1	5	.....	53	1	40	.....	120	2
Total.....	39	5	387	24	99	5	157	6	104	2	796	42

Training in Industry

Plant Schools.—In the statistical summary of the War Emergency Training Program for September* attention was drawn to the fact that Plant Schools, awarded the certificate of approval of the Department, numbered 48. This number has since been increased to 63.

The aim of the Department is to make progressive improvements in the quality of instruction given in these schools through the improvement of the curricula and the actual methods adopted in the training process. This objective is being realized through the close collaboration of the companies' instructors and the technical consultants or joint supervisors attached to the field staff of the War Emergency Training Program.

Training of Supervisors.—While the majority of the larger war production plants throughout the country are able to assign one or more of their personnel to the work of conducting foreman training sessions for their supervisory force in the program sponsored by the Department, (Job Instructor Training, Job Relations Training) there has been some difficulty experienced in arranging for the effective participation of the smaller companies. So that these smaller companies may not be excluded from the benefits to be derived from a study of the basic principles of good supervision practice, brought out in the sessions of these training units, arrangements are being made to provide a service through training selected members of the staffs of local vocational schools to act as conference leaders for the firms. This service will be offered in two ways:

- (a) by having the vocational school conference leader go from the school to the plant,
- (b) by having the supervisors from the plant go to the school for training sessions. Selection of the place and time where the sessions will be held will be at the discretion of the management of the plants concerned.

Costs of the Program

The total expenditures under the War Emergency Training Program for all purposes for the period April 1, 1942 to November 30, 1942, have exceeded five and a quarter million dollars. This includes expenditures for the following types of training:

- (1) Pre-employment training for industry;
- (2) Part-time classes for industrial trainees;

- (3) Training within industry in full-time plant schools;
- (4) Training of foremen and supervisors in industry;
- (5) Training of tradesmen for the Army, Navy and Air Force;
- (6) Provision of financial assistance to University students in medicine, dentistry, engineering, science.

The gross cost of the R.C.A.F. schools for the eight months up to November 30, was \$1½c per trainee day, as compared with \$1 for the fiscal year 1941-42. This gross cost includes 60 cents per trainee day for instructors and school supervisors and 8½ cents per trainee day for materials, supplies and hand tools.

The gross cost of the classes for industrial workers and tradesmen for the Army and Navy for the eight months period ending November 30, 1942 was \$1.96 per trainee day. This amount includes the subsistence training allowances to industrial trainees, ranging from \$5 to \$18 per week. The net cost per trainee day, i.e., the gross cost less expenditures for training allowances, machinery and other capital outlay is 98 cents per trainee day, as compared with 99 cents per trainee day last year. This cost includes 70 cents per trainee day for instructors and school supervisors and 16 cents per trainee day for materials, supplies and hand tools.

The cost varies considerably from one school to the other, depending on the size of the class and the kind of training. The classes for Army tradesmen, as a rule, are more expensive, owing to the smaller number of trainees in attendance for each instructor and to the high costs of work materials and supplies. Where schools are carried on in rented premises, the costs per day are higher than in the case of those classes carried on in the regular vocational schools where, through the co-operation of Provincial Governments and municipal school boards, the use of the shops and equipment has been placed at the disposal of the Government without any charge for rent or depreciation.

The cost of individual schools is constantly under review by the Regional Directors in each Province and by the Training Branch of the Department of Labour at Ottawa, and every effort is made to reduce the cost to the lowest limit consistent with the maintenance of efficiency in the instruction given.

*L. G., October 1942, p. 1163.

Activities of the Unemployment Insurance Commission

Training School on Statistics—Schools of Instruction on Claims Procedure —Insurance Registration—Unemployment Insurance Fund— Claims for Benefit

MR. Murdock M. Maclean, Director of Industrial Relations of the Department of Labour, was recently appointed as a member of the Investment Committee of the Unemployment Insurance Commission by Order in Council P.C. 11500. The appointment took effect on January 1, 1943. Mr. Maclean replaced Dr. Bryce M. Stewart, formerly Deputy Minister of Labour, who recently resigned to return to New York.

The Committee as at present constituted has the following members: Dr. W. G. Clark, Deputy Minister of Finance, Mr. Graham Towers, Governor of the Bank of Canada and Mr. M. M. Maclean.

The Investment Committee authorizes all investments of the fund made by the Commission. Reserves of the fund were invested in Dominion of Canada Bonds as required by the Unemployment Insurance Act.

Training School on Statistics

As a preliminary to the initiation of a quarterly report on employment to be obtained from employers by the Department of Labour, a Training School on Statistics was conducted in Ottawa on January 7, 8 and 9. It was under the personal supervision of Dr. E. P. Laberge, Supervising Inspector of the Employment Service and Unemployment Insurance Branch of the Department of Labour. It was attended by the Senior Training Supervisor from each of the five Regional offices of the branch and also by officers who are responsible for statistics in the regional offices. Advantage was taken of the opportunity offered by the school to discuss the compilation in the local employment and selective service offices of a revised report on employment statistics by industries, and the preparation of another report on occupational statistics.

Further details regarding this manpower survey are found on page 38).

Schools of Instruction on Claims Procedure

Claims procedure is of steadily increasing importance in the administration of the Unemployment Insurance Act. It is necessary for at least one or two of the officials in every local office throughout Canada to be thoroughly familiar with the benefit sections of the act and regulations thereunder, as well as with claims procedure and forms, so that all claims for benefit may be handled with expedition and uniformity in every region.

During December, therefore, seven schools of instruction, lasting from four and a half to five days, were held. The following table gives details of points where the schools were held, together with dates and registration.

The four western schools were organized and conducted by Major H. S. Relph, Chief Reviewing Officer, who was accompanied by Mr. R. V. Sladen, Inspector of Insurance Revenue at Head Office while a similar task for the three eastern schools was carried out by Mr. J. E. Beauvais, Head Office Insurance Officer. The latter executive was assisted by a number of Regional Officials at the points where the schools were held.

Place	Dates	Number in attendance	No. of Local Offices represented
Moncton	Dec. 14-18	46	18
Montreal	Dec. 20-24	127	19
Toronto	Dec. 7-11	56	34
Winnipeg	Dec. 1-5	30	11
Saskatoon	Dec. 7-11	38	9
Calgary	Dec. 14-18	21	8
Vancouver	Dec. 20-23	54	17
Total	•	372	116

Annual Report

The first annual report of the Unemployment Insurance Commission was made available to the public in December 1942. Copies were distributed from the Head Office of the Commission in Ottawa.

The report covers the activities of the Unemployment Insurance Commission for the fiscal year ending March 31, 1942. Part I of the report provides a brief introductory; Parts II, III and IV deal with Administration, Employment Service and Unemployment Insurance respectively. There are thirteen appendices providing statistical data on administrative costs, applications for employment, vacancies, placements, insurance registration, the Unemployment Insurance Fund, revenue inspections, claims for benefits, etc.

Insurance Registration

Reports from local offices of the Unemployment Insurance Commission showed that at January 1, 1943, 162,913 employers' establishments and 3,553,779 persons were registered. Of the persons registered, 2,813,843 were insurable and 739,936 were uninsurable.

The insurable group consisted of insurable employees of registered firms and unemployed persons whose last employment was insurable.

The other group of persons registered included employees of registered firms not coming within the coverage of the Act, and partners and proprietors of these firms. Also forming a part of this group were persons unemployed at date

of registration whose last employment was un-insurable, and women between the ages of twenty and twenty-four not engaged in insurable employment at the time of the recent registration.

SUMMARY OF REGISTRATION AT JANUARY 1, 1943

Region	Employers' Establishments Registered	Insurable Persons Registered	Other Persons Registered	Total Persons Registered
MARITIMES.....	11,859	212,953	65,589	278,542
QUEBEC.....	43,627	853,341	196,195	1,049,536
ONTARIO.....	62,527	1,112,510	256,270	1,368,780
PRAIRIES.....	31,693	387,282	152,479	539,761
PACIFIC.....	13,207	247,757	69,403	317,160
Total for Canada.....	162,913	2,813,843	739,936	3,553,779

Unemployment Insurance Fund

The Unemployment Insurance Act established a tripartite system of contributions whereby employers, employees and the state contribute to the Unemployment Insurance Fund. Insured workers and their employers make contributions according to a graded scale, but in the country as a whole, they pay approximately equal contributions. The Dominion Government adds one-fifth of the total amount contributed by employees and employers.

The total employer-employee contributions for the 17 months ended November 30, 1942, were \$73,957,412. The Dominion Government's contribution in the same period was \$14,791,482. The cumulative total of contributions and interest amounted to \$90,008,847, of which \$1,259,952 was received as interest on investments.

The total amount paid out in unemployment insurance benefit from January 27, 1942, the first date on which claimants could qualify for benefit, to November 30, 1942, was \$313,476.

The balance in the Unemployment Insurance Fund at the 30th November last, was \$89,695,370 (see page 120).

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from February 1 to November 30, 1942, was \$313,476. In this period 21,420 claims were received for adjudication at the nine offices of the Commission, of which 16,064 claims were allowed, 4,665 claims were not allowed, with 691 claims pending.

An analysis of the 4,665 claims not allowed by insurance officers reveals the following reasons for non-allowance: 1,635 claims under Section 28 (i) with insufficient contributions; 146 claims under Section 28 (ii) in which 92

applications were not made in the prescribed manner, and 54 of the claimants were not unemployed; 98 claims under Section 28 (iii) in which 63 claimants were not capable of work, and 35 were not available for work; 53 claims under Section 43 (a) for loss of work due to labour dispute; 37 claims under Section 43 (b) (i) for refusal of an offer of work; 35 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 2,634 claims under Section 43 (c) in which 542 were disqualified because they were discharged due to their own misconduct and 2,092 were disqualified for voluntarily leaving without just cause; 6 under Section 43 (d) for being under 16 years of age; 2 under Section 43 (e) for being inmates of prison, etc.; 18 under Section 43 (f) for being in class "O" contributions (see page 121).

Appeals and References

During the period from February 1 to November 30, 1942, there were 370 references and 30 appeals made by claimants, to Courts of Referees. In addition, there were 11 references by insurance officers to Courts of Referees. Of the 411 references and appeals, 327 were heard, 46 have not yet been heard, and 38 were withdrawn. The Courts of Referees disallowed 265 claims and allowed 62 (see page 121).

Appeals to Umpire

Three claimants have sought permission from the Chairman of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii). Two requests to appeal were refused and one was granted. In the appeal that was granted the Umpire upheld the decision of the Court of Referees.

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURES FOR THE SEVENTEEN MONTHS ENDED NOVEMBER 30, 1942

REVENUE										EXPENDITURES			
Month	CONTRIBUTIONS (Gross, less refunds)						Cumulative Total	BENEFITS		Balance			
	Stamps	Meter	Bulk	Misc.	Total er and ee	Government		Interest	Monthly Total		Cumulative Total		
1941		\$	\$	\$	\$	\$	\$	\$	\$	\$			
	July.....	2,280,385 85	243,361 02	233,092 05	.....	2,757,438 92	551,487 78	.....	3,308,920 70	3,308,926 70	3,308,926 70
	August.....	2,737,427 38	396,494 82	784,752 00	.....	3,918,674 20	783,734 84	.....	4,702,409 04	8,011,335 74	8,011,335 74
	September.....	2,592,678 31	808,930 87	796,740 35	.....	4,198,349 54	839,669 91	16,500 00	5,054,519 45	13,065,855 19	13,065,855 19	
	October.....	2,609,982 24	1,004,855 78	952,191 25	18 30	4,557,047 57	913,409 51	.....	5,480,457 08	18,546,312 27	18,546,312 27	
	November.....	2,504,849 23	890,900 46	830,514 90	.....	4,226,264 59	845,252 92	.....	5,071,517 51	23,617,829 78	23,617,829 78
	December.....	2,232,882 21	895,820 39	790,301 59	25 87	3,919,080 06	783,806 01	161,220 00	4,864,056 07	28,481,885 85	28,481,885 85		
	1942												
		January.....	2,448,375 99	960,430 45	744,351 03	34 20	4,153,191 67	830,638 33	4,983,830 00	33,465,715 85	33,465,715 85	
		February.....	2,190,122 75	864,815 30	779,327 55	70 05	3,834,335 65	766,867 13	55,980 00	4,657,182 78	38,122,898 63	38,121,915 54	
		March.....	2,838,891 10	1,143,440 39	878,355 74	589 62	4,861,276 85	972,255 37	41,810 00	5,875,342 22	43,998,240 85	43,970,487 93	
		April.....	2,447,695 56	1,095,909 60	933,515 18	2,126 96	4,479,247 30	895,849 46	135,980 00	5,511,076 76	49,509,317 61	49,440,010 43	
May.....		2,242,987 49	1,096,081 54	965,957 74	2,938 54	4,237,915 31	847,583 06	15,350 00	5,100,848 37	54,610,165 98	54,488,668 24		
June.....		2,405,184 25	1,098,489 24	993,631 89	7,462 61	4,504,747 99	900,953 60	161,220 00	5,566,941 59	60,177,107 57	60,016,085 02		
July.....		2,550,545 70	1,143,940 78	1,074,712 97	7,536 33	4,776,735 78	955,347 16	.....	5,732,082 94	65,909,190 51	65,712,638 96	
August.....		2,519,547 02	1,110,106 43	1,122,596 87	13,239 61	4,765,489 93	953,097 99	71,145 00	5,789,732 92	71,698,923 43	71,463,122 90		
September.....		2,539,125 52	1,139,598 10	1,109,175 15	10,968 83	4,798,897 69	959,773 54	205,310 00	5,963,851 23	77,662,774 66	77,400,599 88		
October.....		2,699,692 10	1,210,507 74	1,166,549 91	22,354 98	5,099,104 73	1,019,820 94	315,887 50	6,434,813 17	84,097,587 83	83,810,104 38		
November.....		2,445,948 30	1,172,119 93	1,205,032 96	10,573 38	4,859,674 57	971,034 92	79,650 00	5,911,259 49	90,008,847 32	89,695,370 52		
TOTAL.....	42,306,331 00	16,205,761 93	15,361,399 14	81,930 28	73,957,412 35	14,731,482 47	1,259,932 50	90,008,847 32	90,008,847 32	313,476 80	313,476 80		

The interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to November 30th.

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD FEBRUARY 1 TO NOVEMBER 30, 1942

Insurance Offices	Claims received at Local Offices	Claims received at Insurance Offices for Adjudication	Disposal of Claims		
			Allowed	Not Allowed	Pending
Moncton.....	4,353	4,227	3,722	450	55
Montreal.....	7,665	6,995	4,542	2,119	334
Toronto.....	4,020	3,680	2,501	1,063	116
London.....	821	677	559	104	14
North Bay.....	700	679	575	100	4
Winnipeg.....	2,544	2,194	1,726	418	50
Saskatoon.....	804	730	592	120	18
Edmonton.....	1,306	1,061	867	132	62
Vancouver.....	1,364	1,177	980	159	38
Total.....	23,577	21,420	16,064	4,665	691

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD FEBRUARY 1 TO NOVEMBER 30, 1942

Districts	REQUESTS FROM CLAIMANTS		Refer-ences by Insurance Officers	Total Refer-ences and Appeals	Not yet Heard	With-drawn	Heard	COURT'S DECISIONS	
	Refer-ences	Appeals						Allowed	Dis-allowed
Moncton.....	2	1	3	6	1	1	4	.....	4
Montreal.....	142	16	5	163	31	7	125	24	101
Toronto.....	115	8	2	125	12	14	99	24	75
London.....	8	.....	.....	8	.....	5	3	1	2
North Bay.....	11	.....	.....	11	.....	1	10	1	9
Winnipeg.....	54	1	.....	55	2	6	47	6	41
Saskatoon.....	7	2	.....	9	.....	.....	9	.....	9
Edmonton.....	8	2	1	11	.....	1	10	5	5
Vancouver.....	23	.....	.....	23	.....	3	20	1	19
Total.....	370	30	11	411	46	38	327	62	265

Proposed Unemployment Benefit in Great Britain

The Beveridge Report on Social Insurance and Allied Services made the following proposals for unemployment benefit:

Unemployment benefit will be a weekly payment continued without means or needs test throughout working age, so long as the insured person remains unemployed and available for work, but subject to the proviso that after he has drawn unconditional benefit for a limited period, the insured person, as a condition of remaining on benefit, will be required to attend a work or training centre. Receipt of indefinite unemployment benefit will be subject to being in full benefit. . . . Disqualifications, as at present, will apply to men refusing suitable employment, dismissed for misconduct or leaving their work voluntarily without just cause. Employees continuing to work after reaching the minimum pensionable age will be able to obtain unemployment benefit, but the period for which they can draw such benefit will be limited.

Limited Unconditional Period: The normal period of unconditional unemployment benefit will be six months, subject to the following adjustments:—

- The period may be increased generally by Order of the Minister for Social Security on the ground of a general depression of trade;
- A shorter period may be prescribed by Regulations for persons below adult age;
- Men of good contribution record who have made small claims may be entitled to additional days of unconditional unemployment benefit. (*Note.*—the Suggestion in para. (c) for carrying on the present arrangements for additional days of benefit under the general unemployment insurance scheme is provisional, subject to further enquiry as to its desirability under new conditions).

Unconditional benefit will be paid only to persons producing proof of unemployment by signature of a register or otherwise and of readiness to accept suitable employment.

Unlimited Conditional Benefit: Any person exhausting his claim to unconditional benefit, but otherwise in full benefit, will be able to continue to draw unemployment benefit without means test, subject to attendance, as required, at a work or training centre.

Employment and Unemployment

Summary

IN the Employment and Unemployment section of the *LABOUR GAZETTE*, information regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of November, as reported by employers.

—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

This month's article shows that employment at the beginning of November, 1942, was on the increase. Reports were submitted by 13,265 establishments. These firms employed a total of 1,835,933 persons, 19,946 more than in the preceding month. This increase in the number of persons employed was contra-seasonal in character, but repeated the movement indicated at the same date in each year since the outbreak of war.

The index number of employment (based on the average for the calendar year 1926 as 100) rose to a new high at the date under review, when it stood at 183.3, as compared with 181.3 at October 1, 1942. A year previously, at November 1, 1941, the index registered 167.6. At the outbreak of war it stood at 119.6.

The same employers also submit each month information regarding payrolls, which is incorporated in this article.

The per capita average wage in the Canadian industries submitting returns rose from \$29.51 a week in the last report to \$29.79 at November 1, 1942. The figure for November 1, 1941, had been \$27.02.

Employment conditions at the end of December as reported by Employment and Selective Service Offices.—Reports from the Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situation at the end of December. These reports describe employment conditions in the Maritimes, Quebec, Ontario, the Prairie Provinces, and British Columbia. This article, and the one following, were formerly included in the ar-

ticle, *Activities of the Unemployment Insurance Commission*.

Applications for employment, vacancies and placements, November.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from Employment and Selective Service Offices during the month of November, 1942, showed increases from October, 1942, and also from November a year ago in the average number of placements recorded daily. All industrial groups, except agriculture and mining, indicated additions over the previous month's total, the largest being in manufacturing, trade and services. As compared with the situation a year ago, all divisions but agriculture listed gains, the most exceptional being in manufacturing, with outstanding advances in trade, construction, services, transportation and logging. The marked increase over last year was due to National Selective Service Regulations under which employers seeking workers, and persons desiring employment, must notify Employment and Selective Service Offices. Vacancies in November, 1942, numbered 241,204. There were 272,138 applications for employment; and 202,259 placements were effected in regular and casual employment.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of December, 1942, the percentage of unemployment among trade union members stood at 0.8, a slight increase over the November percentage of 0.7, but considerably less than the December, 1941, percentage of 3.3. The percentage for December was based on returns compiled from 2,241 labour organizations with a total membership of 398,224 persons.

It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

Building Permits issued in Canada.—Indicative of the employment situation in the building trades are the detailed statistics compiled by the Dominion Bureau of Statistics each month showing the value of building permits granted and the value of building materials.

Unemployment Insurance Registration.—The registration figures of the Unemployment Insurance Commission provide further data in regard to the employment situation in Canada.

During the 1942 registration conducted by the Commission, employers with insured persons in their employ registered their insured and non-insured employees. This nation-wide manpower inventory covered a large portion of Canadian wage-earners but it did not for the most part include employees engaged in

employment in agriculture, horticulture, forestry, logging, lumbering, hunting and trapping and a number of other excepted occupations.

The number of persons registered during the period April 1 to December 31, 1942, was 3,553,779 (see page 119). However the total of persons registered during this period is greater than the number of persons in registered employment at any one date. For instance, some of the registered persons may subsequently have joined the armed forces, or left their registered employment for other reasons.

Nevertheless, taking into consideration the occupations not covered in the registration, it may be assumed that the figure represents at least a minimum approximation of the number of persons employed in Canada.

The Employment Situation at the Beginning of November, 1942, as Reported by Employers

THERE were further substantial increases in employment and payrolls at the beginning of November, when the firms co-operating in the Dominion Bureau of Statistics' monthly survey reported the addition of 19,946 persons to their staffs, which aggregated 1,835,933. The weekly salaries and wages disbursed by the 13,265 establishments furnishing information at November 1 amounted to \$54,690,130; as compared with the sum of \$53,582,565 paid on or about October 1, there was an advance of 2.1 per cent. The contents of the average pay envelope of the persons in recorded employment rose from \$29.51 in the preceding period of observation to a new maximum of \$29.79 at the beginning of November.

The expansion in industrial employment, which was contra-seasonal in character, involved the addition of a rather larger number of persons to the working forces than that noted at November 1, 1941, when the percentage gain was the same. The latest increase took place in the non-manufacturing industries, the first occasion in a lengthy period in which the advance in employment in such classes has exceeded that indicated in manufacturing. There was a moderately upward movement in the latter, further important increases in iron and steel, non-ferrous metal, electrical apparatus and chemical plants being largely offset by reductions in vegetable food, lumber, pulp and paper and textiles. These changes were partly seasonal in character. Logging showed considerably greater seasonal activity, some 11,500 men having been taken on by the co-operating camps. As in recently-preceding months, this advance was on a scale somewhat below normal for the time of year. Con-

struction and trade also afforded substantially more employment; the improvement in the former was contra-seasonal, being mainly due to work on defence projects. The additions to the personnel in trade were slightly larger than usual for November; nevertheless, employment in this division continued in smaller volume than at the same date in 1941. Mining, communications, transportation and services reported lessened activity. Except in mining, the losses in personnel were seasonal.

Although employment generally continues in greater volume than in any earlier period, the effect of shortages of labour and materials is becoming evident in an increasingly large number of industries, in which the levels in more recent months have fallen below those established in 1941. The manufacturing divisions in which this situation prevails comprise most of those producing non-durable goods, with the notable exception of chemicals and miscellaneous manufactured products, both of which are largely engaged in war work. Logging, mining and trade, among the non-manufacturing industries, have likewise been adversely affected by the prevailing labour stringency. As compared with pre-war records, however, employment is greater in practically all lines of industry.

The general index number of employment at the beginning of November, 1942, was 183.3, the highest to date. The October 1 figure was 181.3, while that for November 1, 1941, was 167.6. There was thus an increase of 9.4 per cent in the latter comparison, which was accompanied by that of 20 per cent in the index number of payrolls. The seasonally-adjusted index number of employment rose

from 172.5 in the preceding month, to 175.4 at the beginning of November, 1942, when it was higher than in any previous month.

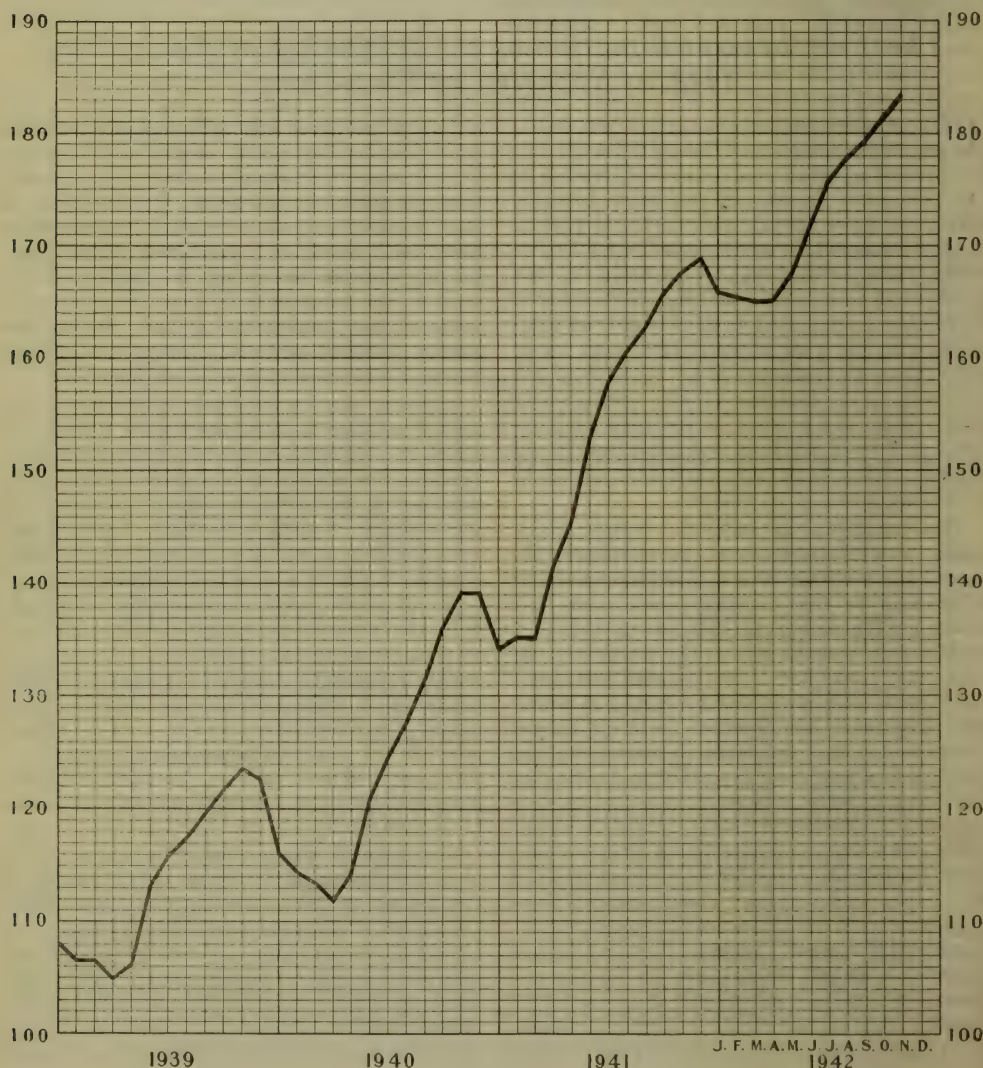
Payrolls

As already stated, the firms whose returns were tabulated reported the payment of \$54,690,130 in salaries and wages at November 1, a sum which exceeded by 2.1 per cent the amounts they had disbursed at the beginning of October. The latest figure is the highest yet recorded. The movement in payrolls

has, with one exception, been steadily upward throughout the whole period in which statistics have been collected, that is, from the spring of 1941. The only exception in these months was at the beginning of January, 1942, when the observance of the Christmas and New Year's holidays had lowered the reported aggregate. The weekly per capita earnings averaged \$29.51¹ at October 1 and \$29.79 at the beginning of November, 1942, being then considerably above the November 1, 1941, average of \$27.02.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



If statistics for financial institutions are included, the latest survey of employment and payrolls shows that the number of persons in recorded employment was 1,899,988, as compared with 1,880,160 at the beginning of October. The amounts received as weekly earnings by these persons were stated as \$56,662,487 paid on or about November 1, and \$55,555,308 paid on or about October 1. The per capita average for the nine industries, including finance, was \$29.82, or 27 cents above the figure indicated at the beginning of October. These averages were slightly higher than those of \$29.79 at November 1 and \$29.51 at October 1 already given for the eight leading industries, for which records of employment are available for a lengthy period, and upon whose totals are based the general comparisons here used. These industries are as follows: manufacturing, logging, mining, transportation, communications, construction and maintenance, services and trade.

Table I summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas and the eight leading industrial cities, and gives comparisons as at October 1, 1942, and November 1, 1941.

The statistics of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the index numbers of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The table

shows that there has been an increase of 19.9 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the weekly earnings of these persons have risen by 40.8 per cent. Including finance, the gain in employment from June 1, 1941, to November 1, 1942, amounted to 19.3 per cent, and that in payrolls to 39.7 per cent.

From November 1, 1941, to November 1, 1942, the increase in employment in manufacturing, logging, mining, communications, transportation, construction and maintenance, services and trade has amounted to 9.4 per cent, and that in the weekly payrolls to 20 per cent. The reasons previously given for the much greater rise in the latter than in employment may again be stated: (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average, and, in addition, there is a considerable amount of overtime work, and (2) the extension of the system of paying a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been enlarged on more than one occasion since its institution. In certain cases, higher wage-rates have also been awarded. In spite of these main factors beneficially affecting the typical worker, the average weekly earnings, as a result of the continued dilution of labour, have not shown advances commensurate with those in the index of aggregate payrolls. Where the latter has risen by 40.8 per cent, the index of per

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
1941			\$			\$
June 1.....	100.0	100.0	25.25	100.0	100.0	25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
1942						
Jan. 1.....	108.4	112.3	26.13	111.4	114.6	26.32
Feb. 1.....	108.2	118.5	27.65	113.8	126.3	28.39
Mar. 1.....	108.0	119.4	27.92	116.5	130.2	28.58
April 1.....	108.0	121.6	28.41	118.7	134.3	28.94
May 1.....	109.5	124.0	28.59	120.4	137.3	29.19
June 1.....	112.3	125.5	28.20	122.6	137.6	28.73
July 1.....	114.9	129.7	28.49	124.7	142.0	29.16
Aug. 1.....	116.3	131.8	28.62	126.4	143.5	29.08
Sept. 1.....	117.3	135.5	29.29	128.3	148.9	29.72
Oct. 1.....	118.6	138.0 ¹	29.51 ¹	129.9	152.8	30.15 ¹
Nov. 1.....	119.9	140.8	29.79	130.1	155.6	30.65
Dec. 1.....						

¹ Revised.

capita earnings has increased by 18 per cent since June 1, 1941.

The expansion in employment and payrolls in manufacturing in the period of observation has for obvious reasons been on a much greater scale than that in the non-manufacturing industries, the index in the former having risen by 30.1 per cent from June 1, 1941, and that of payrolls by 55.6 per cent. The increase in the weekly earnings of the typical individual engaged in factory work has amounted to 19.9 per cent, as compared with that of 18 per cent in the all-industries' average. The factors given above as influencing the all-industries statistics operate with greater force in the case of the manufacturing group.

Even more striking than the advance in personnel and payrolls in manufacturing as a whole in recent months is that which has taken place in plants producing durable goods. Thus, the index of employment in this class has risen by 43.6, and that of payrolls by 75.7 per cent from June 1, 1941, to the beginning of November, 1942. Despite curtailment in certain lines in the non-durable goods division, the index number of employment in this group was 18.4 per cent above that indicated at June 1, 1941, while in payrolls the increase amounted to 35.4 per cent.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently associated

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at November 1, 1942, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at November 1 and October 1, 1942, and November 1, 1941, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees reported at Nov. 1, 1942	Aggregate Weekly Payrolls at Nov. 1, 1942	Per capita Weekly Earnings at Nov. 1, 1942	INDEX NUMBERS OF					
				Employment			Aggregate Weekly Payrolls		
				Nov. 1 1942	Oct. 1 1942	Nov. 1 1941	Nov. 1 1942	Oct. 1 1942	Nov. 1 1941
(a) PROVINCES									
				\$	\$				
Maritime Provinces	141,526	3,585,409	25.33	124.0	121.5	117.8	146.0	142.8	131.4
Prince Edward Island.....	2,098	48,162	22.96	100.8	99.6	105.3	109.0	107.0	113.9
Nova Scotia.....	86,489	2,243,263	25.94	127.5	126.0	118.0	149.2	147.3	130.9
New Brunswick.....	52,939	1,293,984	24.44	120.5	116.5	119.1	142.4	137.1	132.8
Quebec.....	579,382	16,281,001	28.10	125.9	123.6	112.6	151.3	147.4	121.1
Ontario.....	751,939	23,399,563	31.12	114.4	114.1	106.9	132.4	130.6	113.6
Prairie Provinces.....	189,703	5,647,835	29.77	109.3	108.3	106.1	125.0	122.9	113.8
Manitoba.....	90,518	2,685,347	29.58	110.7	109.1	104.3	124.2	121.3	111.1
Saskatchewan.....	37,522	1,054,065	28.09	106.4	105.4	105.7	120.1	119.2	112.5
Alberta.....	61,663	1,908,423	30.95	109.0	109.2	108.9	128.6	127.4	118.6
British Columbia.....	173,383	5,776,322	33.32	138.8	136.1	110.7	168.1	162.5*	119.5
CANADA.....	1,835,933	54,690,130	29.79	119.9	118.6	109.6	140.8	138.0*	117.3
(b) CITIES									
Montreal.....	271,097	7,995,148	29.49	126.6	124.7	112.1	151.0	147.9*	119.9
Quebec City.....	36,315	918,838	25.30	155.0	151.6	116.4	192.6	184.9	124.0
Toronto.....	245,305	7,577,696	30.89	124.5	121.7	109.3	145.1	140.8	116.0
Ottawa.....	21,471	564,508	26.29	108.0	107.8	109.2	124.5	124.0	121.8
Hamilton.....	63,006	2,027,716	32.18	119.1	118.0	108.3	139.7	137.8	116.2
Windsor.....	42,165	1,712,267	40.61	135.0	135.4	106.4	144.5	143.8	100.4
Winnipeg.....	57,608	1,616,226	28.06	113.1	111.1	109.0	125.9	121.7*	113.3
Vancouver.....	85,453	2,779,216	32.52	170.1	168.1	114.9	216.0	211.7	125.1
(c) INDUSTRIES									
Manufacturing.....	1,139,054	34,913,221	30.65	130.1	129.9	111.6	155.6	152.8	120.4
Durable Goods ¹	610,842	20,656,322	33.82	143.6	140.8*	112.0	175.7	171.1*	123.0
Non-Durable Goods.....	509,923	13,622,733	26.72	118.4	120.8*	112.0	135.4	134.3*	118.6
Electric Light and Power.....	18,289	634,166	34.67	95.9	97.9	99.9	103.3	107.0	103.7
Logging.....	56,467	1,204,124	21.32	120.2	95.8	138.7	137.1	112.1	138.6
Mining.....	76,251	2,705,651	35.48	92.0	92.7	104.4	104.2	105.1	118.4
Communications.....	27,959	800,994	28.65	107.7	109.0	102.9	113.8	116.4	103.6
Transportation.....	139,327	4,811,967	34.54	111.5	112.6	103.6	121.6	122.1	111.0
Construction and Maintenance.....	195,334	5,571,246	28.52	111.0	107.2	105.9	139.2	132.6	114.9
Services.....	40,680	741,437	18.23	106.8	108.3	101.6	121.7	121.3	106.6
Trade.....	160,861	3,941,490	24.50	99.8	97.9	104.2	107.7	106.1	106.3
Eight Leading Industries..	1,835,933	54,690,130	29.79	119.9	118.6	109.6	140.8	138.0*	117.3
Finance.....	64,055	1,972,357	30.79	106.9	107.1	105.5	114.2	114.3	107.2
Total—Nine Leading Industries.	1,899,988	56,662,487	29.82	119.3	118.1	109.4	139.7	136.9	116.9

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

* Revised.

with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages.

The Course of Wartime Employment

Those wishing to measure the effect of the war upon industrial employment will be interested in the indexes given below for the larger industrial divisions at November 1 in the period 1939-1942, and as at September 1, 1939. The seasonal factor enters to some extent into a comparison of the situation as at September 1 and November 1, although it is of less importance between these two dates than in other parts of the year when climatic differences are greater.

The general trend in employment during the war has been almost continuously favourable, the rare interruptions to the generally upward movement having been due to seasonal causes. The greatest upswing took place in the period following the collapse of France. The more recent advances have in general, been above-average for the time of year, but have never-

theless been on a smaller scale than those indicated at the same dates in 1941. Thus, as the organization of the industrial war effort proceeds, and the supply of available labour diminishes, the rate of expansion in employment has appreciably slackened.

In the first 38 months of war, some 638,000 men and women were taken on by the co-operating establishments; the smaller firms may also have increased substantially the number of their employees, although it is probable that recent events have, on the whole, reacted less favourably upon the smaller businesses. The mustering of such a labour force, together with the enlistment of approximately 600,000 men in the armed forces in about three years, has resulted in many and far-reaching changes in the industrial and occupational distributions of the Canadian adult population. The principal sources from which these accessions to the industrial payrolls have been drawn are as follows:—(a) unemployed workers (b) the own-account and small-employer classes (c) agriculture (d) homemakers and other women (e) adolescents, who under normal conditions would probably continue at school for a year or two longer, or possibly for a lengthier period. At the other

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1927.....	108.8	100.1	.....	.....	.....	110.2	109.8	110.7	.....	.....	.....	104.2
Nov. 1, 1928.....	109.5	109.5	.....	.....	.....	114.8	121.1	128.6	.....	.....	.....	112.1
Nov. 1, 1929.....	124.6	124.6	.....	.....	.....	122.8	126.5	129.5	.....	.....	.....	115.9
Nov. 1, 1930.....	112.9	110.1	.....	.....	.....	111.9	111.6	125.8	.....	.....	.....	105.4
Nov. 1, 1931.....	103.0	116.6	.....	.....	.....	96.2	98.1	128.2	.....	.....	.....	98.9
Nov. 1, 1932.....	84.7	86.8	.....	.....	.....	83.6	84.2	91.6	.....	.....	.....	77.8
Nov. 1, 1933.....	91.3	90.2	.....	.....	.....	92.2	91.4	94.6	.....	.....	.....	84.0
Nov. 1, 1934.....	100.2	104.9	.....	.....	.....	98.0	103.6	96.5	.....	.....	.....	94.1
Nov. 1, 1935.....	107.7	111.1	.....	.....	.....	105.0	110.0	108.1	.....	.....	.....	101.8
Nov. 1, 1936.....	111.0	119.4	.....	.....	.....	110.3	112.8	106.0	.....	.....	.....	105.4
Nov. 1, 1937.....	125.2	127.3	83.0	124.9	132.8	130.5	130.4	106.2	99.3	115.9	110.5	111.5
Nov. 1, 1938.....	114.6	112.6	95.0	123.6	100.3	119.7	115.0	108.1	97.6	132.2	108.1	107.5
Nov. 1, 1939.....	123.6	117.9	101.1	126.9	108.1	131.5	124.4	112.7	103.1	124.3	120.0	115.5
Nov. 1, 1940.....	139.2	133.8	134.0	142.4	123.4	148.7	142.5	119.7	110.5	123.5	131.6	126.3
Nov. 1, 1941.....	167.6	179.6	112.8	198.1	160.7	177.1	173.0	136.1	130.1	134.7	146.5	149.4
Jan. 1, 1942.....	165.8	183.9	118.9	204.5	162.2	175.0	172.7	131.4	127.2	119.6	145.7	142.6
Feb. 1.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.5
Mar. 1.....	165.1	159.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
April 1.....	165.2	155.6	92.0	175.0	135.3	176.8	174.8	127.2	125.5	112.9	139.4	149.6
May 1.....	167.4	156.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.9	158.8
June 1.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.9
July 1.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
Aug. 1.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.3
Sept. 1.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	138.8	154.0	179.4
Oct. 1.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Nov. 1.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	135.6	146.6	187.2
Relative weight of Employment by Provinces and Economic Areas as at Nov. 1, 1942	100.0	7.7	0.1	4.7	2.9	31.6	41.0	10.3	4.9	2.0	3.4	9.4

NOTE:—The relative weight, as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

end of the scale, many older men and women are undoubtedly prolonging their period of service beyond the usual retirement age. The armed services, in addition to drawing upon most of the above reservoirs for recruits, have of course also taken very large numbers of persons from their former employment in industry.

Particularly striking is the extraordinary expansion in the production of durable goods, in which the number of employees has risen by 161.5 per cent in the 38 months. The gain in the iron and steel industries, which amounts to 241.1 per cent, is even greater than that in the production of durable goods as a whole.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	Relative Weight	Nov. 1 1942	Oct. 1 1942	Nov. 1 1941
Manufacturing	62.1	218.6	218.3	187.5
Animal products—edible.....	1.9	178.8	178.7	185.8
Fur and products.....	0.2	125.7	125.8	131.8
Leather and products.....	1.6	138.6	138.0	144.0
Boots and shoes.....	0.9	126.5	126.5	134.7
Lumber and products.....	3.4	114.9	119.2	119.5
Rough and dressed lumber.....	2.0	102.2	108.7	109.0
Furniture.....	0.5	108.8	111.0	118.2
Other lumber products.....	0.9	168.2	166.4	160.4
Musical instruments.....	0.1	42.9	42.5	86.2
Plant products—edible.....	2.8	160.1	190.7	172.2
Pulp and paper products.....	4.4	128.7	130.9	136.1
Pulp and paper.....	2.0	119.9	124.3	127.9
Paper products.....	0.8	184.1	184.5	190.2
Printing and Publishing.....	1.6	121.1	121.3	128.3
Rubber products.....	0.9	127.6	125.9	145.3
Textile products.....	7.9	165.9	166.7	166.4
Thread, yarn and cloth.....	2.9	173.5	174.1	175.9
Cotton yarn and cloth.....	1.4	126.4	125.5	129.1
Woolen yarn and cloth.....	0.7	197.2	198.2	197.8
Artificial silk and silk goods.....	0.6	584.8	597.5	585.9
Hosiery and knit goods.....	1.2	133.8	134.6	147.2
Garments and personal furnishings.....	2.9	173.1	173.7	166.6
Other textile products.....	0.9	173.3	174.2	168.4
Tobacco.....	0.6	137.7	137.8	116.0
Beverages.....	0.8	253.1	253.9	231.2
Chemicals and allied products.....	5.1	751.2	739.8*	429.0
Clay, glass and stone products.....	0.8	133.4	132.2	135.4
Electric light and power.....	1.0	143.7	146.8	149.9
Electrical apparatus.....	2.1	276.8	269.9	227.0
Iron and steel products.....	23.7	321.0	312.2*	238.6
Crude, rolled and forged products.....	1.7	252.5	250.0	233.3
Machinery (other than vehicles).....	1.5	259.2	58.0	233.5
Agricultural implements.....	0.6	123.9	129.5	103.4
Land vehicles.....	8.9	260.1	255.3	202.0
Automobiles and parts.....	2.5	308.1	303.0	253.4
Steel shipbuilding and repairing.....	3.3	1,350.6	1,234.5	549.8
Heating appliances.....	0.3	157.6	155.6	171.6
Iron and steel fabrication (n.e.s.).....	1.2	326.1	324.4	255.1
Foundry and machine shop products.....	0.9	311.1	307.6	261.4
Other iron and steel products.....	5.3	462.8	446.8*	338.7
Non ferrous metal products.....	3.1	379.2	369.7	302.9
Non metallic mineral products.....	0.8	197.7	200.0	188.3
Miscellaneous.....	0.9	364.3	361.2	255.4
Logging	3.1	190.3	151.7	219.6
Mining	4.1	160.0	164.3	185.0
Coal.....	1.3	91.1	90.5	99.4
Metallic ores.....	2.2	325.3	327.9	378.9
Non metallic minerals (except coal).....	0.6	159.8	162.0	166.7
Communications	1.5	104.7	105.9	100.0
Telegraphs.....	0.4	123.5	128.4	118.0
Telephones.....	1.1	98.2	99.8	95.1
Transportation	7.6	110.6	111.7	102.8
Street railway, cartage and storage.....	2.1	160.2	159.2	151.3
Steam railways.....	4.2	97.6	97.3	89.8
Shipping and stevedoring.....	1.3	103.5	112.0	97.3
Construction and Maintenance	10.6	154.9	149.6	147.7
Building.....	4.8	201.4	179.7	167.8
Highway.....	3.7	172.1	174.1	198.4
Railway.....	2.1	91.8	96.4	81.2
Services	2.2	182.6	185.1	173.7
Hotels and restaurants.....	1.3	175.1	179.5	166.5
Personal (chiefly laundries).....	0.9	195.6	194.7	186.2
Trade	8.8	156.5	153.5	163.4
Retail.....	6.8	165.7	161.4	171.8
Wholesale.....	2.0	132.3	132.4	141.3
All Industries	100.0	183.3	181.3	167.6

* The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

* Revised.

In the non-durable group, employment after 38 months of war was higher by 46.1 per cent at November 1, 1942, than at September 1, 1939; seasonal activity in these industries is ordinarily higher at the beginning of September than at November 1. It is significant that in many branches of the non-durable goods category the advance in employment between September 1, 1939, and November 1, 1942, is considerably smaller than that reported in November, 1941, indicating the increasing effect of shortages of labour, together in certain cases, with shortages of raw materials.

In several of the non-manufacturing industries, the situation is somewhat similar to that developing in the production of non-durable goods. Thus, mainly as a result of labour stringency, employment in logging and trade is rather quieter than in the same period of the intervening years, although it continues in greater volume than at the outbreak of hostilities. Activity in mining was less than in any previous wartime November, and was also below its level at September 1, 1939. In communications, transportation, services and construction, employment at the date under review was brisker than at the outbreak of war, or than in any other November since then. The relatively high position of the indexes in these groups largely results from wartime conditions.

Employment and Payrolls by Industries

Manufacturing.—Employment in factories at the beginning of November showed a further increase, repeating the movement indicated annually at November 1 since the outbreak of war. Prior to that, however, activity had ordinarily declined in the late autumn. The latest gain was smaller than at November 1 in any of the three preceding years. The volume of employment in manufacturing reached a new maximum at the date under review, when the index, at 218.6, was higher by 16.6 per cent than that of 187.5 at November 1, 1941. The October 1, 1942, figure was 218.3. The 1926 average equals 100 in calculating these index numbers. After correction for seasonal influences, the index showed a further gain, rising from 211.6 at October 1, to 216.7 at the beginning of November.

Data were received from 7,402 manufacturers, whose staffs included 1,139,054 men and women, 1,765 or 0.2 per cent more than they had employed at October 1. There was an accompanying increase of 1.8 per cent in the reported weekly payrolls, which aggregated \$34,913,221. The pay envelope of the typical individual in recorded employment in manufacturing at November 1 contained \$30.65, fifty cents more than the per capita average

earnings of those employed by the same firms at the beginning of October, and \$3.06 more than the average at November 1, 1941. The increase in the twelve months is partly due to the growing concentration of employment in the more highly-paid heavy industries, together with progressive upgrading of employees, factors which have offset the effect of the considerable dilution of labour rendered necessary by wartime conditions. The payment of cost-of-living allowances at rising rates has also contributed to the result.

The most noteworthy expansion at the beginning of November was in the iron and steel, non-ferrous metal, chemical and electrical apparatus divisions, in each of which employment was in unprecedentedly great volume. Within the iron and steel group, there were especially large additions to the working forces in shipbuilding, aircraft and fire arm plants. The production of ammunition accounted for the bulk of the increase in chemical works. Relatively small gains were indicated in leather, rubber, clay, glass and stone and miscellaneous manufactured products. On the other hand, there was important seasonal curtailment in the vegetable food group (from which some 9,800 persons were released), and in lumber and pulp and paper mills. Textiles were also slacker.

It is noteworthy that largely as a result of the wartime labour situation, employment in a growing number of plants producing consumers' goods is showing declines from the high levels established in the latter part of 1941. Thus where eleven industries or groups at July 1, 1942, reported declines as compared with a year earlier, nineteen divisions at November 1 showed a falling-off from the same date in 1941. Notable among these nineteen were the food, fur, leather, lumber, pulp and paper and rubber classes, in which, however, activity continued decidedly above the pre-war level. The slackening in many of the above-mentioned groups is the more remarkable in view of the fact that in a great many cases, plants in these categories are engaged in manufacturing commodities or parts directly required in the war effort. On the other hand, employment in important industrial divisions has reached successive new high levels in recent months; prominent among these are the chemical, tobacco, beverage and the various metal-using industries.

The index number of payrolls, based on the weekly salaries and wages disbursed by the reporting employers at June 1, 1941, as 100, stood at 155.6 at November 1, 1942, as compared with 152.8 at the beginning of October and 120.4 at November 1, 1941. There was thus an increase of 29.2 per cent during the 12 months which accompanied that of 16.6 per

cent in the index number of employment. The reasons previously given for the disparity in the rates of increase in employment and payrolls may again be stated: (1) the growing concentration of workers in the more highly-paid heavy industries, together with important amounts of overtime work in these classes, and (2) the general practice of paying a bonus to meet the increase in the cost of living, under the terms of P.C. 8253 of October 24, 1941. The cost-of-living bonus has shown increases since its institution. The upgrading of workers has also contributed to the greater expansion in the reported payrolls, a factor which has tended to counteract the effect of the large-scale dilution of labour resulting from the existing stringency.

The effect to which the changing industrial distribution of factory workers has contributed to the relatively larger growth in payrolls than in employment is emphasized by a comparison of the figures for the durable and the non-durable goods group. Thus, the payroll index in the former at November 1 was 42.8 per cent higher than at November 1, 1941, while that in the non-durable goods group was 14.2 per cent higher; over the same period, the index of employment in the durable goods has risen by 28.2 per cent, while that in the non-durable classes has gained by only 5.8 per cent.

In the period in which statistics of payrolls have been collected, there have been particularly great increases in the amounts disbursed in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and beverage industries. The advances in these industries have been associated with important though relatively smaller gains in employment. In practically every case, and notably in the industries just mentioned, the per capita averages in the various branches of manufacturing were substantially higher at November 1, 1942, than at the same date of 1941.

In comparing the figures of per capita averages in the various industries, it must be borne in mind that many factors contribute to the existing differences. Important among these is the sex distribution of workers in the various industries; with this factor is associated that of age, the women workers in general, tending to belong in the younger age groups, where earnings normally are less than among more experienced workers. The presence or absence of overtime also affects substantially the per capita average earnings.

Logging.—There was a further seasonal increase in logging at November 1, 1942, when the expansion was smaller than that reported at the same date in any other year in the decade. Returns were received from 451

operators having 56,467 workers, as compared with 45,005 at October 1. The index of employment at 190.3, was the lowest for November since the outbreak of war. As compared with November 1, 1941, there was a decline of 13.4 per cent in the index of employment; that of weekly payrolls was only slightly lower. The salaries and wages reported at the latest date amounted to \$1,204,124, showing an increase of 22 per cent over the payrolls indicated in the preceding period of observation.

The per capita average earnings fell from \$21.86 at October 1, 1942, to \$21.32 at the date under review; the decline is associated with the large increase in the number of employees. The average at November 1, 1941, was \$18.66. In considering the figures of aggregate and average earnings in logging, it must be recalled that they do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also a factor in lowering the reported earnings.

Mining.—Continued curtailment was noted in mining at the beginning of November, when information tabulated from 433 operators indicated a combined working force of 76,251 persons, as against 76,831 in their last return. The greatest reduction was in the extraction of metallic ores, but the non-metallic minerals also showed a falling-off. The index of employment in the mining group at November 1 was 163.0, being 11.9 per cent below that of 185.0 at the same date in 1941. In the 12 months, the index of payrolls has fallen by 12 per cent.

The weekly payrolls reported at the latest date amounted to \$2,705,651, a sum which was not quite one per cent lower than the salaries and wages disbursed by the same firms at October 1. The per capita average earnings were also slightly lower, standing at \$35.48 as compared with \$35.52 in the preceding period of observation. The November 1, 1941, figure had been \$35.08.

Communications.—The trend in the communications division was again downward, as is usual at the beginning of November. The staffs of the co-operating establishments aggregated 27,959, a decline of 337 as compared with their last report. The loss was about normal in extent. There was also a falling-off in the payrolls distributed; these amounted to \$800,994, as compared with \$819,112 paid on or about October 1. The per capita average fell from \$28.95 at October 1 to \$28.65 at the first of November. Based on the 1926 average as 100, the latest index of employment was 104.7; this was 4.7 per cent higher than the November 1, 1941, figure, while

there was a gain of 9.8 per cent in the index of payrolls in the twelve months.

Transportation.—A seasonal contraction of about the usual proportions was noted in transportation as a whole at November 1. The reduction took place wholly in shipping and stevedoring, steam railway operation and local transportation showing moderate advances. Employment continued in greater volume than at the same date in any earlier year since 1929. The index stood at 110.6, 7.6 per cent higher than that of 102.8 at November 1, 1941; this gain has been accompanied by that of 9.5 per cent in the reported weekly payrolls. The staffs of the 565 firms and branches furnishing returns totalled 139,327, as compared with 140,729 at October 1. The weekly salaries and wages disbursed at November 1 were given as \$4,811,967; this was only slightly lower than that of \$4,831,156 recorded in the preceding period of observation. The average per capita weekly earnings rose from \$34.33 at October 1 to \$34.54 at the date under review. The November 1, 1941, figure had been \$33.90.

Construction and Maintenance.—There was further important expansion of a contra-seasonal character in the construction industries; building was decidedly more active, while highway and railway construction and maintenance released employees. Statements were tabulated from 1,523 contractors employing 195,334 men and women, 6,653 more than in the preceding month. The gain took place largely on defence projects. The weekly payrolls reported by co-operating employers amounted to \$5,571,246; this was an increase of 4.9 per cent over the October 1 total. There was also an advance in the per capita average earnings, which stood at \$28.52 at November 1, as compared with \$28.14 at the beginning of October. The November 1, 1941, figure was \$24.01.

The November 1 index in construction, at 154.9, was higher than that of 147.7 at the beginning of November of last year. This increase of 4.9 per cent was accompanied by that of 21.1 per cent in the reported payrolls.

Services.—Seasonal losses were reported in the service division, in which the 617 co-operating establishments released 557 persons, bringing their staffs to 40,680 at November 1. This reduction was rather below normal in the experience of other years. The salaries and wages distributed at the beginning of November amounted to \$741,437, compared with \$739,084 in the preceding period of observation.

During the last 12 months, there has been an advance of 5.1 per cent in the number of

persons in recorded employment, while the reported payrolls showed a gain of 14.2 per cent. The per capita averages were \$18.23 at November 1 and \$17.92 at October 1, 1942, as compared with \$16.75 at the beginning of November, 1941. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 61 per cent of the total reported in the service division as a whole at the beginning of November.

Trade.—Employment in trade showed expansion at November 1 which rather exceeded that usually indicated at the beginning of November. Data were furnished by 2,213 establishments, with a total personnel of 160,861 men and women, as compared with 157,919 at October 1. The sum of \$3,941,490 was paid at the date under review in weekly salaries and wages by the co-operating firms, whose payrolls at October 1 had aggregated \$3,881,983. The percentage gain in the disbursements was smaller than that in the employees, so that the per capita average slightly declined, standing at \$24.50, as compared with \$24.57 in the preceding report; the November 1, 1941, figure had been \$23.08.

The index number of employment in trade at November 1 was 156.5, as compared with 163.4 at the same date in 1941. The latest figure therefore showed a decrease of 4.2 per cent in the twelve months; the index of payrolls, however, was 1.3 per cent higher.

Financial Institutions.—Information from 753 financial institutions showed a personnel of 64,055, 118 fewer than at October 1. The weekly earnings paid at the date under review amounted to \$1,972,357, as compared with \$1,972,743 paid on or about October 1. The per capita weekly average was \$30.79, as compared with \$30.74 in the last report. The index of employment in financial institutions was higher by 1.3 per cent than at November 1, 1941, while the index number of payrolls was higher by 6.5 per cent.

Employment and Payrolls by Economic Areas

With the exception of Alberta, all provinces reported heightened activity at the first of November. Except in Quebec, the gains were not large; in most cases, they were contra-seasonal. The falling-off in Alberta was also on a small scale. In all provinces, the amounts disbursed in weekly payrolls at November 1 reached a new high.

Maritime Provinces.—Employment in the Maritime Area continued to expand; the in-

crease, which was contra-seasonal, was smaller than that indicated in the preceding report, or at the same date of 1941. All three provinces shared in the upward movement. The 948 co-operating establishments employed 141,526 persons, 2,823 more than at the beginning of October. This gain of two per cent was accompanied by that of 2.2 per cent in the reported payrolls. The index of employment stood at 189.0, as compared with 179.6 at November 1, 1941.

Manufacturing in the Maritime Provinces as a whole was quieter, most of the loss taking place in animal food and lumber mills. Vegetable food, textile and iron and steel plants, on the other hand, were rather more active. Among the non-manufacturing classes, logging, transportation and trade reported seasonal increases. Mining, construction and services, however, showed some curtailment.

The salaries and wages paid at November 1 for services rendered in the preceding week amounted to \$3,585,409, as compared with \$3,507,835 disbursed by the same firms at October 1. The per capita average rose slightly, from \$25.29 in the last report, to \$25.33 at the date under review. The average at the same date in 1941 had been \$23.51. In the last twelve months, the index of payrolls in the Maritime Provinces has risen by 11.1 per cent, while that of employment has increased by 5.2 per cent.

Quebec.—There was a considerable advance in Quebec at November 1, most of which took place in manufacturing, logging and construction; in the first-named, there was an especially large gain in iron and steel plants, with smaller but considerable improvement in the production of chemical, electrical apparatus and non-ferrous metal products. On the other hand, lumber, vegetable food, pulp and paper, textile and iron and steel factories released employees. Among the non-manufacturing divisions, communications, transportation and services showed a falling-off. There was a small increase in retail trade and mining. The general expansion in Quebec exceeded the average, and was also larger than that indicated at November 1, 1941. Statements for the date under review were furnished by 3,375 employers, whose staffs aggregated 579,382; this was higher by 1.8 per cent than the number reported at the beginning of October, 1942.

The sum of \$16,281,001 was distributed in weekly payrolls at November 1; as compared with \$15,866,818 paid on or about October 1, there was a gain of 2.6 per cent. The latest per capita average was \$28.10, as compared with \$27.88 at October 1, and \$25.08 at November 1, 1941. The index number of employ-

ment, at 198.1 at the date under review, was 11.9 per cent higher than at November 1 of last year, while that of payrolls was higher by 24.9 per cent.

Ontario.—Further moderate improvement was shown in Ontario; the gain was contra-seasonal, according to the experience of earlier years since 1920, but was smaller than in any other November during the war. Information was furnished by 5,724 firms with a working force of 751,939 men and women, as compared with 749,986 at October 1. The reported payrolls, at \$23,398,532, showed an increase of 1.4 per cent. The latest per capita average was \$31.12, as compared with \$30.77 at October 1, 1942, and \$28.48 at the beginning of November, 1941. The index of employment, at 185.2 at November 1, was fractionally higher than that of 184.7 in the last report, and 7.1 per cent above the November 1, 1941, figure of 173.0. The latest index of earnings was 16½ per cent higher than a year ago.

For the first time in many months, there was a shrinkage in employment in manufacturing as a whole in Ontario; this was mainly due to seasonal reductions in fruit and vegetable canneries. Lumber, pulp and paper and textile mills were slacker, and there was a decrease in central electric stations. Further substantial expansion was indicated in iron and steel plants, while gains on a smaller scale were reported in rubber, chemical and electrical apparatus factories. In the non-manufacturing groups, logging, building and retail trade afforded more employment, but mining, communications and transportation showed curtailment.

Prairie Provinces.—The trend at November 1 was upward in Manitoba and Saskatchewan, while activity declined in Alberta. Statistics tabulated from 1,816 establishments in the Prairie Area showed a combined staff of 189,703, as compared with 188,163 at the beginning of October. This increase of 0.8 per cent was contra-seasonal, there having been, on the average, a small decline in employment at November 1 in the period, 1920-1941. The weekly salaries and wages disbursed at the beginning of November were also higher, at \$5,647,835, as compared with \$5,550,190 at the beginning of October. The per capita average earnings showed a gain, advancing from \$29.50 at October 1, to \$29.77 at the date under review; at November 1, 1941, the weekly average had been \$27.85.

In the last 12 months, industrial employment in the Prairie Provinces taken as a unit has increased by three per cent, while there has been a rise of 9.8 per cent in the reported weekly payrolls.

The largest additions to the working forces in the Prairie Area at November 1, 1942, were in manufacturing, mainly in iron and steel, food and textile factories. Transportation, building and retail trade were also busier. Other branches of construction and services showed reduced employment, while little general change was indicated in mining, logging and communications.

British Columbia.—There was another considerable advance in employment in British Columbia, the ninth in succession; the 1,402 employers furnishing data at November 1 showed a personnel of 173,383 men and women, 3,279 more than in their preceding return. This gain of 1.9 per cent was accompanied by that of 3.5 per cent in the reported payrolls. The increase in employment was contra-seasonal, the trend at November 1 in past years having almost invariably been unfavourable.

Manufacturing showed a further increase. There was important expansion in iron and steel products, while lumber, vegetable food, pulp and paper and non-ferrous metal products reported moderate curtailment, partly seasonal in character. Logging, communications, construction, trade and services showed improvement, that in construction being substantial.

The sum of \$5,776,322 was distributed in weekly payrolls at November 1, when the reported salaries and wages exceeded by \$194,931, or 3.5 per cent, those disbursed at October 1. The latest per capita average was \$33.32, as compared with \$32.81¹ in the preceding period of observation, and \$29.17 at November 1, 1941. In the period since then, the index of payrolls has risen by 40.7 per cent, while that of employment, at 187.2 at November 1, 1942, was 25.3 per cent higher than at the same date of 1941.

Employment and Payrolls by Cities

Employment showed an upward movement at the beginning of November in seven of the eight cities for which statistics are currently tabulated. There were large advances in Montreal, Quebec City, Toronto, Hamilton, Winnipeg and Vancouver. Little general change took place in Ottawa, while activity moderately declined in Windsor. The amounts disbursed in weekly payrolls to those in recorded employment in each of these centres were greater than at October 1; the per capita averages were also higher.

Montreal.—There was a further substantial gain in Montreal, most of which took place

in the iron and steel division of manufacturing; chemical, electrical apparatus, non-ferrous metal and other plants were decidedly busier, while textile factories showed some curtailment. With the exception of trade (which was moderately brisker), the non-manufacturing industries were quieter. Transportation recorded the greatest decline.

The 1,953 firms furnishing data at November 1 had 271,097 employees, an increase of 3,825, or 1.4 per cent over their working forces at the beginning of October. The amount disbursed in weekly payrolls at the date under review was \$7,995,148, exceeding by 2.2 per cent the sum of \$7,826,878 reported at October 1. There was also an advance in the per capita average, which stood at \$29.49 at November 1, 21 cents higher than the average of \$29.28 at the beginning of October. The November 1, 1941, figure had been \$26.30.

The latest index of employment, at 178.6, was 12.9 per cent above that of 158.2 at the same date of last year, while the payroll index has risen by 25.9 per cent in the 12 months.

Quebec City.—The movement in Quebec was again favourable; the 232 co-operating employers had a staff of 36,315 men and women at November 1, as compared with 35,516 at the beginning of October. The reported salaries and wages rose by 4.2 per cent to \$918,838 at November 1. The weekly per capita average stood at \$25.30, as compared with \$24.83 at October 1, 1942, and \$22.15 paid on or about November 1, 1941. There were important increases in employment at the date under review in manufacturing, mainly in the chemical group, while iron and steel plants were slacker. Transportation and trade also reported heightened activity.

The index of employment at November 1, 1941, had stood at 190.7, as compared with 254.1 at the date under review. This increase of 33.2 per cent was accompanied by that of 55.3 per cent in the recorded weekly payrolls in the 12 months.

Toronto.—There was continued, important expansion in Toronto, according to data tabulated from 2,001 establishments employing 245,305 men and women, as compared with 239,866 at October 1. The increase of 5,439 persons, or 2.3 per cent, was seasonal in character, but greatly exceeded the gain indicated, on the average, at November 1 in the years since 1920. Most of the improvement at the date under review was in manufacturing, notably in iron and steel. Rubber, textile, electrical apparatus and non-ferrous metal plants also showed greater activity. Construction, trade and services likewise reported addi-

¹ Revised.

tions to the working forces, those in construction being considerable.

The co-operating firms reported that their weekly payrolls aggregated to \$7,577,696, as compared with \$7,349,106 paid on or about October 1, 1942. The per capita average was then \$30.64, rising to \$30.89 at the date under review. The index of employment at the latest date stood at 190.9; this was almost 14 per cent higher than that of 167.6 at the beginning of November of last year. The reported payrolls have risen by 25 per cent in the 12 months.

Ottawa.—Little general change was noted in Ottawa. Retail trade was busier, and there were small gains in services and in manufacturing, but construction released employees. Information was received from 250 employers, whose personnel included 21,471 men and women, 47 more than at October 1. The weekly salaries and wages reported at November 1 aggregated \$564,508. The per capita average was \$26.29, as compared with \$26.24 at October 1, 1942, and \$25.40 at November 1, 1941.

The index of employment in Ottawa, at 162.6, was slightly lower than that of 164.4 at November 1, 1941; however, the index of payrolls showed an increase of 2.2 per cent in this comparison.

Hamilton.—The trend continued upward in Hamilton, where the 354 reporting establishments had a working force of 63,006 persons; this was higher by 593, or one per cent, than the number they had employed in the preceding month. The sums paid in weekly salaries and wages on or about November 1 amounted to \$2,027,716. As compared with \$2,000,439 disbursed at October 1, there was a gain of 1.4 per cent. The per capita average earnings advanced, rising from \$32.05 in the preceding period of observation to \$32.18 at the date under review. At November 1, 1941, the weekly average had been \$29.42.

Further improvement was noted in manufacturing, mainly in the iron and steel and electrical apparatus divisions. Construction and trade were also more active, while little general change was shown in other classes.

In the period from November 1, 1941, the index of employment, has advanced by 10 per cent to 192.9, while that of payrolls has risen by over 20 per cent.

Windsor.—For the first time in many months, employment in Windsor showed a slackening, 124 workers having been laid off by the 207 co-operating firms, whose staffs aggregated 42,165. The weekly payrolls, however, were slightly higher, at \$1,712,267, as compared with \$1,703,458 distributed by the same employers at October 1. The per capita average was

then \$40.28¹, rising to \$40.61 at the beginning of November. The November 1, 1941, figure had been \$35.71.

The falling-off in employment at the date under review took place mainly in the manufacture of vegetable foods. Iron and steel plants showed greater activity, while there was little change on the whole in the non-manufacturing classes.

The index of employment stood at 310.3, slightly lower than that of 311.2 at October 1; however, it was higher by 26.8 per cent than the November 1, 1941, figure of 244.7. In the 12 months, the index number of payrolls has risen by 43.9 per cent.

Winnipeg.—Employment in Winnipeg at the beginning of November showed its ninth consecutive advance. Manufacturing, construction and trade were decidedly busier; the gain in the first-named took place mainly in food factories. A combined working force of 57,608 men and women was reported by the 561 establishments furnishing statistics, who had employed 56,632 in the preceding month. There was thus an increase of 1.7 per cent, which was accompanied by that of 3½ per cent in the reported salaries and wages. These were given as \$1,616,226 paid on or about November 1 for services rendered in the preceding week. The per capita average rose from \$27.57¹ at October 1, to \$28.06 at the beginning of November; that at November 1, 1941, was given as \$26.17.

The index number of employment, at 138.2 at the date under review, was higher by 3.8 per cent than at the first of November in 1941; the accompanying increase in the weekly payrolls has amounted to 11.1 per cent.

Vancouver.—Further large additions to the personnel were reported in Vancouver at the beginning of November. Most of the advance was in the manufacture of iron and steel products. Trade and services were rather busier, while transportation and construction released some workers.

Statistics were received from 611 employers having a staff of 85,453 persons, as compared with 84,452 at October 1. The index reached a new maximum, standing at 241.4; this was higher by 48.1 per cent than that of 163.0 at November 1, 1941. The persons in recorded employment at the date under review were paid the sum of \$2,779,216 in weekly salaries and wages, as compared with \$2,723,581¹ in the preceding period of observation. The index of payrolls has risen by 72.7 per cent since November 1, 1941. The per capita average at the beginning of November, 1942, was \$32.52 comparing favourably with those of \$32.25¹ at October 1, 1942, and \$27.88 at November 1 1941.

¹Revised.

Employment Conditions at the End of December as Reported by Employment and Selective Service Offices

REPORTS from Employment and Selective Service Offices of the Unemployment Insurance Commission indicate that employment conditions in Canada at the end of December were as follows:—

MARITIME PROVINCES

Agricultural operations in the Maritime Provinces were virtually at a standstill and there was practically no demand for farm help. Many of the farm workers in Prince Edward Island were finding employment in the woods of Nova Scotia and New Brunswick. Fishing operations were fairly normal but a few fishermen were securing employment in the woods. Forestry and logging operations were slowed down during the holiday season when many of the men returned to their homes. However, several large logging operations were under way at different centres but the demand for skilled woodsmen was far from satisfied. The coal mines were operating full time, with the exception of two or three that had met with temporary set-backs owing to fire and flooding in the mines. Skilled underground men were in demand in the Minto and New Glasgow coal areas and experienced men were required for the salt mines at Amherst. Power shortages slowed up pulp and paper production at Campbellton, New Brunswick, but sawmills, steel plants and plants producing war materials were working normally, with the exception of a few brief shut-downs for repairs. The labour supply in these lines was adequate. Construction labourers were in some demand in Halifax, but these were generally obtained locally or by clearance. In most sections however, construction work was practically at a standstill. Transportation companies reported brisk holiday business and exports and imports through the port of Saint John were heavy. The demand for workers by the transportation and express companies was being met. The Christmas trade was generally good, but temporary help was being laid off. Experienced salesmen to call on the trade were being asked for at Halifax. Domestic help was required in several centres, but there were very few applicants.

QUEBEC

Farming operations in Quebec were slowed down for the winter season. There was a widespread and heavy demand for bushmen throughout the province. Attempts to obtain such labour through clearance were unsuccessful. In Quebec City alone more than 1,600

could have been placed, but there were no applicants. A steady demand existed for miners, muckers, mine electricians and smeltermen in the Rouyn area. There was but little turnover reported in the base metals industry and it was expected that the demand for labour would be satisfied before the end of January. On the whole, industrial activity showed some decline. Lay-offs were in prospect in one of the larger meat packing plants, but there were a few openings for trained workers in the vegetable food factories. It was expected too that some of the pulp and paper mills would reduce their staffs. However, the sulphite mill at Chandler was operating seven days a week and the paper mills at St. Jerome were taking on some additional help. Furniture establishments were also adding to their staffs. The severely cold weather was causing some shipyard workers to give up their jobs and the companies were seizing the opportunity to make necessary repairs to their machinery. Skilled pipefitters, welders, coppersmiths and electricians for shipyard work were in some demand. Textile mills were working full capacity with but slight labour turnover. There were some enquiries for millwrights' assistants, and other skilled workers, as well as labourers in the non-ferrous metal industry and several hundred potmen and labourers will be required at Chicoutimi early in February. These will likely be obtained locally. A considerable number of semi-skilled and unskilled men were laid off and others placed on part time at the locomotive works in Montreal and some war industries were reducing their orders for workers. The campaign to provide 2,500 women workers for munition plants in Quebec was meeting with indifferent success only. Chemical plants reported a record year of production, but no help was required. The rubber industry at Granby closed the year with a production record below that of the preceding year, but was showing improvement in recent weeks. Lay-offs were also made at the war plant at St. Jerome. The trend was upward in the tobacco processing industry, following local seasonal declines. The supply of workers appeared to be adequate. Construction was slowed up seasonally in most centres and workers were finding their way into other lines. Work on wartime housing and power industry projects was proceeding at a reduced tempo. There was little demand for construction labour, the most important being for stationary engineers and electricians at Montreal. The retail trade had a very busy

holiday season and in one or two instances stocks were somewhat depleted. There was still some demand for draughtsmen, cost accountants, time study men and other specialized office workers in wartime plants in Montreal but these were being drawn from non-essential industries. A shortage of hotel and restaurant help and domestics was general throughout the province.

ONTARIO

There were a number of enquiries for farm workers at several points in southern and western Ontario but in almost all instances few or none were available. In some sections fear was expressed that the shortage would become serious with the approach of spring. In only one or two cases was a surplus of farm labour reported. There was a heavy demand for bush workers from almost every part of the province, with comparatively few men offering their services. Orders for medically-fit, experienced miners could not be met in the Sudbury area. The gold mines would have taken on more workers, but the lowered priority of gold prevented them doing so. A sufficient supply of miners seemed to be in prospect locally, for the new iron mines soon to be opened at Steep Rock. Industrial operations slackened to some extent, due to the holiday season, the taking of inventories and the making of plant repairs. Others were affected adversely because of shortage of materials and industrial priorities. In a few instances night shifts were being discontinued. For this and other local reasons, minor lay-offs occurred, but the workers were being absorbed in other industries. In the main, however, plants were working full time and labour shortages were largely confined to skilled craftsmen. Flour mills were active, some of them working three shifts, but the supply of labour seemed to be adequate. Tanneries on the other hand were generally short-handed, owing chiefly to the difficulty of getting men to accept that class of work. The pulp and paper industry was able to obtain sufficient help, but there were minor shortages of workers for sawmills, furniture factories and other wood-working plants. There was an almost general shortage of skilled labour in the textile industry; weavers, twisters, spinners, knitters and power sewing-machine operators being in demand. Some plants were meeting this difficulty in a measure by establishing evening shifts of women who were occupied in their homes during the day. Plants working on war orders for clothing were also short of skilled workers. In the metal industries there was a steady demand for machinists, moulders and die makers, machine designers, draughtsmen, drop forge operators,

welders and bench workers. The supply of semi-skilled workers and labourers in the metal industry was nearly sufficient in most centres, although a few hundred labourers will probably be taken on in the Hamilton area early in the New Year. A few openings were available for laboratory workers and technicians in the chemical industry, and a limited number of men and women were required by manufacturers of abrasives. Construction work was being held up in many areas by the severe weather and at a few points carpenters and other workers were being transferred elsewhere. On the other hand there were urgent demands for carpenters, bricklayers, electricians and heavy labourers in a number of areas, notably at Kingston and Ottawa. There were prospects of increased building activity at several points early in the New Year when a number of new projects would be undertaken. Work on highways was at a standstill. Water transportation was tied up for the season, but the men laid off were finding work elsewhere. The railways experienced perhaps the heaviest passenger traffic in their history. The movement of freight was steady and at a few points required extra temporary help. Truck and bus drivers and maintenance of way men were in some demand and enquiries were made at one or two points for locomotive firemen and motor mechanics. The retail trade through the holiday season was unusually heavy, but by the end of the month most of the temporary sales staffs had been released. There was generally an active demand for domestics and to a lesser extent for hotel and restaurant help, stenographers and bookkeepers which was not being fully met.

PRAIRIES

In spite of the seasonal decline in farm operations on the Prairies, there was a small but fairly general demand for farm helpers, chiefly choremen and dairymen. The response was fair in some districts, but for the most part, few men were obtainable for this work. In a few areas threshing operations will not be completed until spring. Over one million pounds of fish were reported to have been taken in Reindeer Lake in Northern Manitoba. These will be hauled to the rail-heads by caterpillar tractors early in January. Reports from Edmonton and Red Deer indicated that there was a rather acute shortage of bushmen in those areas. Elsewhere the demand was not so great and in a few cases workers were being transferred by clearance. The urgent need for miners that existed in the coal mining areas earlier in the season had been relieved considerably, but there were a number of vacancies for certificated miners at Lethbridge, Drumheller, Edson and Edmonton. A few miners

were being transferred by clearance from other centres. The hard rock mines at Edmonton and Flin Flon were able to obtain sufficient labour locally. Prairie industries were not being greatly handicapped by lack of labour. Some of the meat packing plants were operating steadily and absorbing additional help, still others were reducing their staffs because of restrictions in canning and the low run of livestock. Sugar factories were still operating and their labour situation seemed fairly well in hand. A few men were required by saw-mill operators and there was a shortage of skilled mechanics at Winnipeg, but at least one war industry was releasing workers on the completion of its existing contracts. The brick and pottery industries in the Medicine Hat area required a few additional helpers. Several minor labour shortages in industry were being corrected through clearance. Construction work was practically at a standstill except at Edmonton, where there was a heavy demand for tradesmen both locally and in northern points. The transportation companies were active and experienced railway men were being asked for at a number of points. The holiday trade was good throughout the Prairies. Temporary sales staffs employed for the Christmas season were being laid off. Teachers and clerical help were required in a few districts and there was a fairly widespread demand for hotel and restaurant help and domestics which could not be fully supplied.

BRITISH COLUMBIA

As elsewhere in Canada, farming operations in British Columbia were greatly curtailed. A small number of experienced workers could have been placed on dairy farms on Vancouver Island and on mixed farms on the mainland, but there were very few applicants. Work in the logging camps was slowed down due in part to the holiday season and also to the

heavy snowfall and bad weather. However, there were several enquiries for good bushmen and in some areas, notably at Kamloops, the demand was fairly urgent. Certificated miners were badly needed for the coal mines at a number of points on the mainland and several were brought in from outside points. The industrial situation was fairly normal with minor layoffs offset by increased staffs at other places. The holiday season reduced production in the canneries and sawmills, but these seemed certain to pick up again early in the New Year. Skilled lathe hands, tool makers, tool designers and pattern makers were in demand in Vancouver and there was an upward trend in the shipbuilding industry at Vancouver and Prince Rupert. Construction work was greatly retarded in some areas owing to bad weather conditions and shortage of materials. Activity in the building trades was slight, therefore, and a few workers were being transferred elsewhere. The defence works to be proceeded with early in the year will absorb much of the surplus supply of labour. Transportation by bus, boat and railway was very heavy and the new improved airway plant at New Westminster will require more workers very soon. Extra gangs for maintenance work were being requisitioned by the railways. Trade was comparatively good following the busy holiday season and surplus staffs were being reduced. Domestics and hotel helpers were urgently needed at many points but the need was not being fully met in most instances. Reports from Whitehorse, Yukon Territory, indicate that cold weather and the holiday season were slowing up industrial activity of all kinds. American companies there were having trouble getting men from the United States owing to transportation difficulties. They have, as a result, been endeavouring to obtain Canadian carpenters and labourers. However, there were no Canadians available.

Applications for Employment, Vacancies and Placements, November, 1942

REPORTS received from Employment and Selective Services Offices during the month of November, 1942, showed a gain in business transacted, both when compared with the preceding month and with the corresponding month a year ago, the latter comparison being most pronounced, due, as in the two previous months, to the National Selective Service Regulations passed under authority of Order in Council P.C. 7595, which made it obligatory for employers seeking workers, and persons desiring employment, to notify Employment and Selective Service Offices. Manufacturing, trade and services were mainly

responsible for the increase under the first comparison, and manufacturing, trade, construction, services, transportation and logging under the second, the advance in manufacturing being most pronounced in both instances. All industrial divisions except agriculture and mining showed increased placements over the previous month and all apart from agriculture reported a gain over November, 1941.

The accompanying chart shows the trend of employment since January, 1941, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered each month at Employment

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
NOVEMBER, 1942

Offices	Vacancies		Applicants					Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Un- placed end of period	
					Regular	Casual		
Prince Edward Island	615	140	1,098	679	583		658	
Charlottetown	352	124	648	322	268		418	
Summerside	263	16	450	357	315		240	
Nova Scotia	11,768	8,229	10,661	10,367	7,519	249	3,973	1,153
Amherst	372	28	383	366	366		457	
Bridgewater	79	504	47	56	44		23	
Digby	1,284	311	276	272	272		4	
Halifax	5,426	5,075	4,629	4,617	3,279		1,872	450
Inverness	12	2	35	30	17	14	54	
Kentville	158	336	207	133	64	14	92	37
New Glasgow	1,769	572	1,860	2,296	1,491	198	357	451
Springhill	171	1	244	170	170		3	
Sydney	1,811	1,211	2,226	1,760	1,256	23	979	215
Truro	400	167	478	447	343		85	
Yarmouth	236	22	276	220	217		47	
New Brunswick	9,313	6,722	8,467	8,176	5,690	241	3,504	247
Bathurst	123	250	67	35	34		51	
Campbellton	732	1,970	556	364	333	53	268	
Edmundston	104	717	264	204	193	2	78	
Fredericton	392	511	362	381	255		85	
Moncton	1,999	1,268	2,392	2,855	1,476	128	1,514	114
Newcastle	2,460	986	656	602	602		105	
Saint John	3,038	330	3,454	3,176	2,302	58	1,016	90
St. Stephen	201	139	238	197	185		126	
Woodstock	264	551	478	362	310		261	
Quebec	79,006	66,251	86,956	69,482	68,263	435	27,151	9,227
Acton Vale	34	17	42	58	36		21	
Asbestos	44	3	150	50	24	26	168	
Baie St. Paul	689	124	218	320	178		23	
Beauharnois	518	188	505	437	331		131	
Buckingham	252	80	362	171	171		227	
Campbell's Bay	548	574	315	315	315		0	
Causapsal	824	1,106	895	905	958		237	
Chandler	298	884	1,096	752	752		350	
Chicoutimi	5,354	6,285	1,520	1,599	1,303		397	5
Coaticook	131	35	196	145	147		81	
Cowansville	82	9	157	97	89		58	
Drummondville	326	14	488	297	297		700	
East Angus	17	21	91	59	52		45	
Granby	211	138	299	328	186	2	227	
Hull	453	817	1,431	333	326	3	710	686
Joliette	254	116	379	314	298	11	97	
Jonquiere	664	557	983	1,227	972		121	
Lachine	1,529	96	1,857	1,510	1,510		346	
Lachute	418	438	669	580	413		302	
La Tuque	392	2,661	447	421	339		122	1,112
Levis	558	122	1,004	556	468		339	30
Longueuil	1,018	50	1,222	1,199	1,006		254	
Louiseville	83	25	175	88	86		61	
Magog	120	13	269	125	104		153	
Maniwaki	627	865	431	431	378		53	
Matane	233	1,466	553	479	479		84	626
Megantic	91	10	142	115	91	2	32	
Mont Laurier	541	400	55	21	21		17	
Montmagny	71	23	150	128	92		40	
Montmorency	134	0	282	134	134		76	
Montreal	42,894	30,415	46,398	39,224	43,353	272	10,830	2,765
Nicolet	5	35	16	14	14		0	
Plessisville	77	22	129	100	92		38	
Pointe Aux Trembles	375	219	308	163	153		81	
Port Alfred	274	563	330	330	190		11	
Quebec	7,003	6,014	7,538	5,077	3,710		2,145	1,207
Richmond	64	25	103	58	55		41	
Rimouski	144	1,348	246	261	228		134	
Riviere du Loup	1,685	2,264	400	223	223		226	
Rouyn	746	907	1,047	634	625	9	637	554
Ste. Agathe	29	249	32	18	16		249	
Ste. Anne de Bellevue	431	14	413	376	375	38	0	
St. Hyacinthe	515	186	686	658	473	2	236	
St. Jean	345	74	762	479	311		299	
St. Jerome	381	274	543	285	285	1	283	
St. Joseph d'Alma	106	20	333	215	133		104	
Ste. Therese	629	404	731	731	431		253	
Shawinigan Falls	803	403	1,449	1,436	974		366	
Sherbrooke	879	201	1,336	1,017	701	67	498	164
Sorel	715	62	1,120	712	712		1,133	
Thetford Mines	502	352	635	276	210		230	172
Three Rivers	628	433	1,710	982	864		1,097	1,573
Val d'Or	218	1,967	308	277	260	2	52	253
Valleyfield	672	639	947	818	678		378	
Verdun	2,165	1,899	2,628	1,700	1,472		2,117	
Victoriaville	207	125	425	224	159		241	

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
NOVEMBER, 1942—Cont.

Offices	Vacancies		Applicants					Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Un- placed end of period	
					Regular	Casual		
Ontario	81,375	56,988	98,677	98,768	68,070	1,500	41,562	8,876
Arnprior.....	217	230	174	220	142		42	
Barrie.....	471	138	714	722	524	2	292	08
Belleville.....	1,175	408	738	734	547	17	211	140
Bracebridge.....	462	359	345	329	328		225	
Brampton.....	315	270	378	282	279		203	
Brantford.....	1,777	1,084	1,740	2,056	1,489	9	341	64
Brockville.....	285	66	349	398	284		166	
Carleton Place.....	126	38	146	183	106		22	
Chatham.....	975	353	1,367	1,311	930	18	686	82
Cobourg.....	87	30	169	194	158	4	0	
Collingwood.....	215	141	128	285	156		22	
Cornwall.....	860	203	990	1,237	709	50	209	45
Dunnville.....	82	9	174	172	158		14	
Fergus.....	65	36	167	92	119		50	
Fort Erie.....	460	876	314	356	308	1	45	
Fort Frances.....	27	939	215	157	157		89	
Fort William.....	1,412	1,837	1,272	1,420	1,012	45	550	331
Galt.....	560	674	699	858	575		253	181
Gananoque.....	63	11	110	66	61		123	
Goderich.....	133	45	205	115	29	88	253	
Guelph.....	598	537	843	706	602		232	89
Hamilton.....	6,669	3,326	6,748	5,771	5,701	69	602	493
Hawkesbury.....	174	183	402	449	354		45	
Ingersoll.....	175	82	251	284	184		73	
Kapuskasing.....	306	1,598	401	435	429		155	
Kenora.....	225	975	374	223	223		128	76
Kingston.....	1,076	810	1,056	1,667	755	27	886	370
Kirkland Lake.....	716	529	1,162	724	674	2	475	
Kitchener-Waterloo.....	1,260	268	1,551	1,629	1,386	17	201	348
Leamington.....	531	596	901	971	1,154	1	440	
Lindsay.....	165	58	308	174	174		351	82
Listowel.....	90	14	138	172	131		10	
London.....	2,621	1,084	3,218	3,603	2,115	185	1,049	286
Midland.....	285	58	512	307	216	6	187	
Napanee.....	108	116	277	356	181	6	94	
Newmarket.....	32	48	284	56	52		54	
New Toronto.....	1,331	495	1,292	1,332	912	1	1,075	45
Niagara Falls.....	945	327	1,145	1,287	830	0	324	158
North Bay.....	931	1,555	1,185	1,062	814	42	745	322
Orangeville.....	76	24	240	276	245		41	
Orillia.....	597	349	714	511	419		131	
Oshawa.....	2,210	1,689	2,062	1,899	1,142	43	1,011	851
Ottawa.....	4,602	3,031	6,149	5,526	4,149	118	951	256
Owen Sound.....	400	113	738	602	485	5	513	45
Paris.....	43	52	66	78	52	1	35	
Parry Sound.....	320	141	629	592	484		254	
Pembroke.....	929	456	1,238	889	904	4	550	315
Perth.....	142	75	196	154	125	4	102	
Peterborough.....	1,244	786	1,433	1,517	1,198	1	347	246
Pictou.....	120	56	297	253	186	2	150	
Port Arthur.....	691	2,918	1,507	1,428	958	0	590	643
Port Colborne.....	381	107	335	318	221	1	96	
Port Hope.....	174	34	178	174	109		42	
Prescott.....	118	30	160	191	141		19	
Renfrew.....	498	476	372	341	205	1	242	
St. Catharines.....	1,819	490	1,882	2,313	1,561	20	917	313
St. Thomas.....	418	168	758	636	453	43	273	85
Sarnia.....	1,791	1,005	1,524	1,215	993	8	687	101
Sault St. Marie.....	636	1,615	1,001	786	722	0	138	153
Simcoe.....	510	44	751	1,062	751		6	58
Smiths Falls.....	144	13	288	207	171		113	
Stratford.....	557	444	705	646	453	51	230	276
Sturgeon Falls.....	301	288	382	613	341		202	
Sudbury.....	1,513	795	2,664	2,107	1,448	18	986	227
Timmins.....	842	2,770	1,422	1,247	1,042	26	924	214
Toronto.....	25,220	15,823	30,253	31,865	18,562	368	16,860	1,195
Trenton.....	426	83	713	507	413	8	209	
Walkerton.....	157	99	283	248	142		67	
Wallaceburg.....	208	64	257	268	200		163	
Welland.....	1,164	671	1,415	1,765	756		1,240	195
Weston.....	914	517	603	463	429		586	
Windsor.....	3,560	1,234	4,359	4,936	3,094	170	1,882	294
Woodstock.....	645	172	661	740	558		66	228
Manitoba	13,035	12,439	12,633	17,223	8,989	595	10,035	2,297
Brandon.....	495	212	629	431	431		430	106
Dauphin.....	381	545	349	246	246		111	155
Flin Flon.....	356	132	248	278	239	3	32	
Portage la Prairie.....	237	151	296	208	208		101	40
Selkirk.....	111	21	111	129	114		41	
The Pas.....	492	594	168	125	98		89	
Winnipeg.....	10,963	10,784	10,832	15,806	7,653	562	9,231	1,996

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
NOVEMBER, 1942—*Cont.*

Offices	Vacancies		Applicants					Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Un- placed end of period	
					Regular	Casual		
Saskatchewan	7,150	3,584	10,308	7,635	5,991	320	3,831	1,122
Estevan.....	45	74	160	109	109	.....	31	35
Moose Jaw.....	1,217	249	1,484	1,357	1,098	56	644	146
North Battleford.....	227	94	404	267	202	1	97	96
Prince Albert.....	671	1,511	723	503	342	8	442	165
Regina.....	3,171	886	3,355	2,813	2,303	150	798	276
Saskatoon.....	1,302	446	2,943	1,838	1,192	103	1,339	99
Swift Current.....	163	138	222	170	170	.....	78	76
Weyburn.....	107	84	167	80	78	2	67	169
Yorkton.....	241	102	850	498	497	.....	335	60
Alberta	11,493	4,860	14,607	12,389	9,506	709	3,568	1,955
Blairmore.....	85	357	163	164	111	.....	44	.....
Calgary.....	3,203	400	5,311	4,091	2,967	265	1,883	573
Drumheller.....	260	235	234	179	179	.....	58	12
Edmonton.....	5,937	2,767	7,026	6,413	4,839	433	1,017	1,063
Edson.....	479	310	136	134	134	.....	2	.....
Lethbridge.....	739	227	920	685	650	4	320	171
Medicine Hat.....	537	149	644	619	522	7	148	136
Red Deer.....	253	415	173	104	104	.....	96	.....
British Columbia	27,449	15,217	28,731	26,254	22,811	788	19,083	1,604
Cranbrook.....	192	406	352	308	230	.....	333	.....
Dawson Creek.....	628	122	418	418	418	.....	0	.....
Kamloops.....	248	174	312	243	243	.....	154	66
Kelowna.....	169	89	342	315	224	.....	135	.....
Nanaimo.....	714	449	551	347	270	2	258	88
Nelson.....	496	295	426	381	380	.....	240	36
New Westminster.....	1,268	229	1,745	1,473	1,192	58	1,190	19
Penticton.....	41	53	87	69	64	5	69	.....
Port Alberni.....	193	69	416	356	356	.....	59	.....
Prince George.....	483	388	576	566	529	1	47	0
Prince Rupert.....	1,850	1,051	1,235	1,309	1,171	.....	52	255
Trail.....	279	149	581	518	272	.....	614	.....
Vancouver.....	18,228	10,864	18,272	17,581	15,235	601	14,750	361
Vernon.....	393	103	504	451	420	22	180	.....
Victoria.....	2,224	747	2,884	1,892	1,793	99	986	779
White Horse.....	43	29	30	27	14	.....	15	.....
Canada	241,204	174,430	272,138	250,973	197,422	4,837	113,365	26,481
Men.....	157,639	126,042	171,271	158,013	128,416	1,752	59,553	20,344
Women.....	83,565	48,388	100,867	92,960	69,006	3,085	53,812	6,137

*123 Placements effected by offices now closed.

NOVA SCOTIA AND PRINCE EDWARD ISLAND

During the month of November, 1942, Employment and Selective Service Offices in Nova Scotia and Prince Edward Island received orders for nearly 4 per cent more workers than in the preceding month and 370 per cent more than the corresponding month of the previous year. There was an increase of over 4 per cent in placements when compared with October and 227 per cent in comparison with November, 1941. With the exception of small decreases in services and agriculture, all industrial groups participated in the increase in placements over November, 1941, that in manufacturing being the most pronounced. Industrial divisions in which the majority of placements were effected included: manufacturing 2,665; construction 2,226; services 1,330; trade 1,073; transportation 395 and logging 262. Placements in regular employment numbered 5,972 of men and 2,130 of women.

NEW BRUNSWICK

Employment opportunities, as indicated by orders received at Employment Offices in New Brunswick during November, were over 4 per cent fewer than in October, but 857 per cent above those of November a year ago. Placements were 29 per cent in excess of the preceding month and 603 per cent more than November, 1941. When comparing placements by industrial divisions during the month under review with November a year ago, the most pronounced gains were recorded in manufacturing, logging, trade and construction, with a small decline in agriculture. Placements by industrial divisions included: manufacturing 1,170; logging 1,159; services 1,066; construction 1,044 and trade 1,039. During the month 4,220 men and 1,470 women were placed in regular employment.

QUEBEC

Orders listed at Employment Offices in the Province of Quebec during November called

for 9 per cent fewer workers than the preceding month, but 427 per cent more than the corresponding month of the previous year. Placements were 59 per cent higher than in October and 414 per cent above those of November, 1941. The increase in placements over November a year ago was due to substantial gains in manufacturing, construction and trade with somewhat smaller increases in services, transportation, logging and mining, although all other groups showed improvement, except agriculture, in which a nominal decrease was reported. Industrial divisions in which most of the placements were effected during the month were: manufacturing 37,284; construction 8,877; services 7,399; trade 7,197 and logging 3,659. There were 45,042 men and 23,221 women placed in regular employment during the month.

ONTARIO

Positions offered through Employment Offices in Ontario during November were nearly 13 per cent fewer than in the preceding month, but 437 per cent above the corresponding month a year ago. Placements were 14 per cent higher than in October and 426 per cent above November, 1941. A substantial increase in the manufacturing industries was mainly responsible for the gain in placements over November a year ago, although all other industrial groups, except agriculture, participated in the improvement under this comparison, the most important of which were in trade, services, construction, logging and transportation. Placements by industrial divisions included: manufacturing 35,045; services 11,268; trade 8,093; construction 6,632; logging 4,200 and transportation 2,563. Placements in regular employment numbered 42,291 of men and 25,779 of women.

MANITOBA

The demand for workers as indicated by orders listed at Employment Offices in Manitoba during November was nearly 4 per cent less than in October, but 516 per cent more than during November, 1941. Placements showed an increase of 26 per cent over October and were 212 per cent in excess of the corresponding month a year ago. Except for moderate declines in logging and agriculture, all industrial divisions showed gains in placements over November, 1941, the most noteworthy increases being in trade, manufacturing, construction and services. Industrial divisions in which most of the placements were effected included: manufacturing 2,643; trade 2,184; services 1,894; construction 1,238; logging 680 and transportation 463. There were 5,313 men and 3,676 women placed in regular employment.

SASKATCHEWAN

There was a decrease of 45 per cent in the number of positions offered through Employment Offices in Saskatchewan during November when compared with the preceding month, but an increase of 301 per cent in comparison with the corresponding month of the previous year. Placements were over 7 per cent higher than in the preceding month and 244 per cent in excess of the number reported during November, 1941. With the exception of agriculture, in which a moderate decline occurred, all industries participated in the increased placements over November, 1941, the most marked improvement being in trade, manufacturing and services. Placements by industrial divisions included: trade 1,668; services 1,592; manufacturing 1,527; logging 440; construction 360 and transportation 340. During the month 3,429 men and 2,562 women were placed in regular employment.

ALBERTA

Orders received at Employment Offices in Alberta during November called for 11 per cent fewer workers than in October, but 339 per cent more than in the corresponding month a year ago. There was an increase of 6 per cent in placements when compared with the preceding month and 333 per cent in comparison with November, 1941. With the exception of a minor decline in agriculture, all industrial divisions showed gains in placements over November a year ago, the most important advances being in manufacturing, trade, construction, services, transportation and mining. Placements by industrial groups included: manufacturing 2,070; services 1,932; trade 1,570; construction 1,356; transportation 968; logging 924 and mining 896. Placements in regular employment numbered 6,880 of men and 2,626 of women.

BRITISH COLUMBIA

During November, orders received at Employment Offices in British Columbia called for over 7 per cent fewer workers than in October, but 771 per cent more than during November, 1941. There was an increase in placements of 10 per cent when compared with the preceding month and of 764 per cent in comparison with the corresponding month of the previous year. All industrial divisions participated in the increase in placements over November, 1941, the most noteworthy gains being in manufacturing, construction, services, trade and logging. Industrial divisions in which most of the placements were effected during the month were: manufacturing 9,671; construction 3,729; services 3,687; trade 2,498; logging 1,631; and transportation 1,407. Placements in regular employment numbered 15,269 of men and 7,542 of women.

Unemployment in Trade Unions at the Close of November, 1942

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are engaged at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only, to the organizations reporting.

Reports were tabulated at the close of November from 2,241 labour organizations having an aggregate membership of 398,224 persons, of whom 3,129, or a percentage of 0·8 were reported as unemployed, in comparison with percentages of 0·7 in October and 3·3 at the end of November, a year ago. Union members who were without work at this time were for the most part temporarily laid off. The very slight contraction in available work which was indicated in November was due principally to the moderate increase in unemployment for members in the building and construction trades and to the somewhat lower employment level reflected in reports received from unions of steam railway employees. As will be seen in table II, the percentage of unemployment among building and construction workers was up from 2·2 to 3·2 and for the steam railway group from 0·8 to 1·2. These employment declines, although very moderate, were sufficient to offset the somewhat better conditions which were apparent for union members in mining and in the manufacturing industries. The percentage of those who were without work at the close of November was the lowest for any corresponding period in these records, which were published on a monthly basis for the first time in January, 1919. Prior to that date, the trade union report appeared quarterly.

In table I the unemployment percentages are shown for each province. It will be seen that these ranged from 0·4 in British Columbia to 1·5 in New Brunswick. Provinces, in which less than one per cent of the membership were reported as without work, were Nova Scotia, Ontario, Saskatchewan and British Columbia. In comparison with the previous month a very slight improvement was manifested in Quebec. In Ontario and Nova Scotia, the percentages of unemployed members re-

mained unchanged at 0·5 and 0·7 respectively. In the remaining provinces there were slight employment declines. In comparison with conditions in November, 1941, very much higher employment levels were observed in Quebec, Manitoba, Saskatchewan and British Columbia. In Ontario and Alberta, likewise, there were substantial increases in activity, while in Nova Scotia there was a moderate improvement. On the other hand, in New Brunswick there was a slight employment contraction.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. The percentages of unemployed members ranged from 0·3 in both Toronto and Regina to 1·7 in Saint John. Cities, in which less than one per cent of the union members were unemployed were Montreal, Toronto, Winnipeg, Regina, Edmonton and Vancouver. The percentage of those without work in Edmonton was 0·7, which was appreciably lower than in October, while in Montreal there was a very slight employment expansion. Slightly less work was apparent in Saint John, Toronto, Winnipeg, Regina and Vancouver while a more appreciable decline occurred in Halifax, where the unemployment percentage increased from 0·6 to 1·4. In comparison with the situation in November a year ago, much higher employment levels were reflected in reports received from unions in Halifax, Montreal, Toronto, Winnipeg, Edmonton and Vancouver. In Regina, also, there was improvement, although to a somewhat lesser degree, while on the other hand, in Saint John there was a very slight lessening of available work.

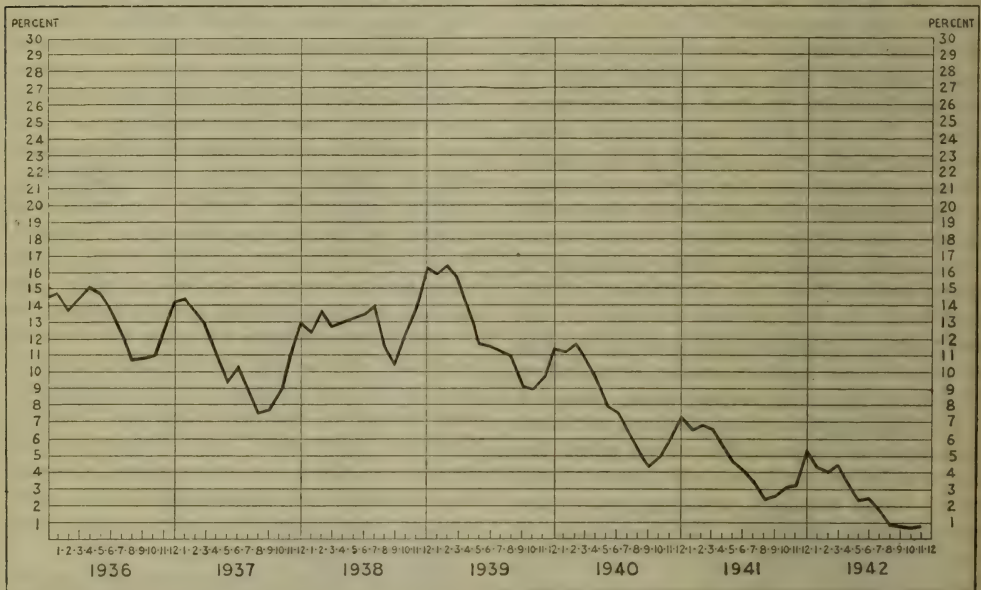
The chart which accompanies this article shows the trend of unemployment from January, 1936, to date. The curve in November, 1942, rested at a very slightly higher level than in October, indicating a minor employment recession, and was considerably lower than in November, 1941, thus indicating a noteworthy employment expansion.

In the manufacturing industries 760 reports were received, having a combined membership of 217,682 persons of whom 782, or a percentage of 0·4 were without work, in comparison with percentages of 0·5 in October and 2·7 in November a year ago. In comparison with October, papermakers reported an appreciable betterment; the unemployment percent-

age among these members declined to 0.6 from 1.3. Unions in the printing trades indicated that a percentage of 0.9 was without work and for unions of woodworkers the percentage was 0.4; in each of these cases the employment level was slightly higher. Conditions, likewise, were somewhat better for unclassified manufacturing workers, although the unemployment percentage was still rather high at 7.7; among leather workers there was a minor expansion in work. Little unemployment prevailed among bakers and confectioners and clay, glass and stone workers; there were, however, fractional increases in work for these members. Although but few were involved, as the membership reporting was very small, chemical workers indicated a note-

month, adequate work was available, were soft drink, cigar and tobacco, electric current, etc., textile and carpet, fur and rubber workers, metal polishers, etc., jewellery, aluminum and mineral products workers. On the other hand, butchers, meat and fish packers were not quite as busy. In comparison with the situation at the end of November, 1941, pronounced expansion in work was observed for leather workers; the unemployment percentage for these members dropping from 25.3 to 2.0. A much higher employment level prevailed also among garment workers, while union members in the printing trades, in woodworking and in the iron and steel trades, indicated moderate improvements. Organizations in which the members were reported as employed

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



worthy increase in activity; the percentage of those shown as without work in October was 17.6 compared with full employment in the month under review. The percentages of unemployed members in the garment trades, which organizations include men's and women's clothing workers, and for members in the iron and steel trades stood, in each case, at 0.1; this was identical with that shown in October. Among the smaller memberships, the unemployment percentage for hat, cap and glove workers, likewise, remained unchanged, at 0.1. Trades in which, as in the previous

at both dates were cigar and tobacco, electric current employees, etc., textile and carpet, rubber, jewellery and mineral products workers. In contrast, a fractionally lower employment level was apparent among papermakers while among butchers, meat and fish packers there was a minor recession, as the unemployment percentage for these workers increased from full employment to 1.6.

For coal miners returns were tabulated from 56 unions, having a membership of 20,249 persons, of whom 87, or a percentage of 0.4 were without work, in comparison with per-

centages of 0.5 in October and 0.9 in November, a year ago. The percentage of unemployment in Nova Scotia remained, as in the previous month, at 0.7; in Alberta there was a decline from 0.2 to 0.1 per cent. New Brunswick and British Columbia did not report any unemployment at either date. In comparison with reports received for November a year ago, British Columbia members reported substantial betterment. A slightly higher employment level prevailed in Alberta. Among New Brunswick members there was no unemployment at either date, while in Nova Scotia the percentage of members without work, as in the previous comparison, remained unchanged at 0.7.

Reports were tabulated from 8 unions of members in the non-metallic minerals group. The total membership was 4,399 persons, of whom 46, or a percentage of 1.0 were unemployed, in comparison with 2.7 per cent in October and 8.7 per cent in November, 1941.

Unions in the building and construction trades returned 217 reports in which the combined membership was 34,653 persons, of whom 1,120 or a percentage of 3.2 were unemployed, in comparison with 2.2 per cent in October and 8.6 per cent in November, a year ago. Fractionally better conditions were observed among plumbers and steamfitters and electrical workers, when compared with October; little unemployment prevailed among these members. The small memberships of steam shovel men and wood, wire and metal lathers showed no unemployment, as compared with small unemployment percentages in the previous month. The unemployment percentage of 4.2 among granite and stonecutters remained unchanged. Bridge and structural iron workers and painters, decorators and paperhangers reflected slight contractions in work, although there was very little unemployment. Among unions of carpenters and joiners, in which 2.7 per cent of the members were without work, there was a minor employment decrease, while among bricklayers, masons and plasterers and hod carriers and miscellaneous building workers the unemployment percentages stood as 8.5 and 7.7, respectively. These were considerably higher, thus reflecting an appreciable decline in activity. In comparison with reports tabulated in November, 1941, a marked employment expansion was observed for carpenters and joiners, while among plumbers and steamfitters also, the employment level was considerably higher. Among unions of

bricklayers, masons and plasterers, in which 8.5 per cent of the members were reported as unemployed, conditions were much better than a year ago, as the percentage of those without work at that time was 16.4. Although comparatively few members were involved, steam shovel men, bridge and structural iron workers, granite and stonecutters and wood, wire and metal lathers were much busier.

In the transportation industries there were 880 returns tabulated having a combined membership of 80,958 persons, of whom, 850, or a percentage of 1.0 were out of work, in comparison with 0.8 in October and 2.6 in November, 1941. The percentage of those without work among navigation workers was 4.3, which was a minor improvement. No change was shown in the street and electric railway percentage, while teamsters and chauffeurs indicated a fractional employment recession; little unemployment was apparent in either

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1931.....	8.5	9.2	19.3	17.2	15.7	15.6	19.4	17.6	16.8
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Nov. 1931.....	12.8	10.0	22.1	18.8	18.3	17.0	14.7	20.6	18.6
Nov. 1932.....	7.9	13.6	27.6	25.2	20.6	17.3	19.8	24.4	22.8
Nov. 1933.....	17.1	10.7	22.8	22.1	20.4	16.1	15.0	21.3	20.4
Nov. 1934.....	5.3	7.9	25.7	16.3	16.3	11.7	10.7	21.3	17.5
Nov. 1935.....	4.1	8.9	21.0	11.3	10.4	9.9	9.4	13.4	13.3
Nov. 1936.....	2.3	7.8	19.0	11.9	10.0	10.6	6.8	11.3	12.7
Nov. 1937.....	2.9	5.0	14.9	9.9	11.2	10.5	6.5	15.4	11.2
Nov. 1938.....	6.5	10.6	18.2	13.2	15.2	11.0	8.8	12.3	9.7
Nov. 1939.....	4.4	3.6	15.1	7.3	10.9	9.6	4.6	9.3	9.7
Nov. 1940.....	1.7	3.4	9.2	4.8	6.2	7.8	4.7	7.0	6.2
Nov. 1941.....	1.3	1.4	5.1	1.7	5.4	3.7	2.4	4.0	3.3
Dec. 1941.....	1.0	2.1	5.7	6.0	6.2	4.2	3.8	5.3	5.2
Jan. 1942.....	1.3	1.9	5.4	4.4	6.3	3.8	3.3	3.6	4.3
Feb. 1942.....	1.6	2.0	4.4	4.6	4.1	4.6	4.1	2.7	4.0
March 1942.....	2.1	2.2	4.5	5.7	4.0	3.8	7.0	2.5	4.5
April 1942.....	1.9	1.6	3.0	4.4	4.0	2.1	6.1	1.4	3.3
May 1942.....	1.6	1.6	2.8	2.5	2.7	1.2	4.5	1.1	2.4
June 1942.....	1.3	4.7	4.6	1.6	1.1	0.9	2.6	0.9	2.5
July 1942.....	0.8	1.0	3.8	0.9	2.2	0.8	1.3	0.3	1.8
Aug. 1942.....	0.4	2.3	1.4	0.7	1.6	0.8	0.9	0.2	0.9
Sept. 1942.....	0.8	1.1	1.3	0.5	0.5	0.9	0.9	0.3	0.8
Oct. 1942.....	0.7	1.2	1.2	0.5	0.4	0.5	0.9	0.2	0.7
Nov. 1942.....	0.7	1.5	1.1	0.5	1.0	0.6	1.3	0.4	0.8

of these groups. Steam railway employees, whose returns constituted over 79 per cent of the entire group membership in the transportation industries, manifested a slight contraction in work, as the unemployment percentage was up from 0.8 to 1.2. In comparison with the situation in November, a year ago, noteworthy expansion in activity was observed among navigation workers; among steam railway employees, also, there was a substantially higher employment level, while fractional employment recessions were noted among street and electric railway employees and teamsters and chauffeurs.

From unions in the wholesale and retail trade 7 reports were received comprising 2,360 members. As in October, no unemployment was reported. In November, a year ago, the percentage of those without work was 0.1.

There were 105 unions of civic employees from whom reports were tabulated, having a combined membership of 9,910 persons, of whom, 16, or a percentage of 0.2 were unemployed. This percentage was identical with that recorded in October; in November 1941, the percentage of those reported as without work was 0.1.

In the miscellaneous group of occupations, reports were secured from 148 unions, in which the total membership was 12,325 persons, of whom, 47, or a percentage of 0.4 were idle; this percentage remained unchanged from October; in November, 1941, the percentage of unemployed members stood at 2.4. In comparison with the previous month, fractional gains in work were shown by hotel and restaurant and

theatre and stage employees, while on the other hand, barbers and stationery engineers and firemen reported very slight recessions. Unclassified workers were fully employed at both dates. Very little unemployment was observed in any of the occupations. In comparison with the situation in November, a year ago, substantial improvement took place among unclassified workers, while employment levels for hotel and restaurant and theatre and stage employees likewise, were much higher. A minor advance occurred for stationery engineers and firemen and in contrast, barbers indicated a very slight employment contraction.

Reports were received from 3 unions of fishermen whose aggregate membership was 2,418, of whom, 10, or a percentage of 0.4 were unemployed, in comparison with 1.0 per cent in October and 14.5 per cent in November, 1941.

Returns were tabulated from 2 unions of lumber workers and loggers. These comprised a total of 3,701 members, all of whom were employed, as in October. In November, a year ago, the unemployment percentage among these workers was 6.9.

Table I shows by provinces the average percentage of union members, who were unemployed each year from 1931 to 1941 inclusive, and also the percentage of unemployment for November of each year from 1931 to 1940, inclusive, and from November 1941, to date. Table II summarizes the returns in the various groups for the months included in table I.

Building Permits Issued in Canada, November, 1942

THE November report of building permits, compiled by the Dominion Bureau of Statistics, includes returns from 164 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 136 reported detailed operations. The remaining 28 advised that no permits had been issued during the month of November, while 40 municipalities had failed to report at the close of December 12.

The total value of permits reported as issued in the month of November is \$7,624,195. Revised values for the month of October include returns from 202 municipalities and aggregate \$8,432,251. Reports were received from 57 of

the 58 original municipalities and show a value of \$5,485,935 for November. The corresponding revised value for October, includes 58 returns and is \$6,277,620, while the November, 1941, value was \$8,575,989.

The total value of permits issued by all municipalities during the eleven elapsed months of the current year is \$97,257,153. The value of the 58 municipalities for the same period is \$70,237,650, while their corresponding value in 1941 was \$94,469,739.

During the month of November new construction of all types amounted to 74.9 per cent of the total value, while the percentage of new residential construction was 34.3.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, NOVEMBER, 1942

Classification of Permits	CANADA	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
All Permits—Total Value.....	7,624,195		99,147	27,598	1,589,607
New Construction.....	5,706,361		62,285	6,655	1,316,701
Additions, Alterations, Repairs.....	1,917,834		36,862	20,943	272,906
Residential.....	3,094,487		43,642	15,293	833,088
New Construction.....	2,617,870		25,735	5,280	757,192
Additions, Alterations, Repairs.....	476,617		17,907	10,013	75,896
Institutional.....	642,144		10,000	275	107,500
New Construction.....	490,549				107,000
Additions, Alterations, Repairs.....	151,595		10,000	275	500
Commercial.....	1,764,929		45,505	10,010	133,560
New Construction.....	1,561,809		36,550	1,375	92,175
Additions, Alterations, Repairs.....	203,120		8,955	8,635	41,385
Industrial.....	1,882,899			2,020	466,536
New Construction.....	851,076				355,234
Additions, Alterations, Repairs.....	1,031,823			2,020	111,302
Other Building.....	239,736				48,923
New Construction.....	185,057				5,100
Additions, Alterations, Repairs.....	54,679				43,823

Classification of Permits	Provinces (Con.)				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
All Permits—Total Value.....	4,562,446	167,272	91,992	549,057	537,076
New Construction.....	3,265,243	79,510	58,165	450,378	467,424
Additions, Alterations, Repairs.....	1,297,203	87,762	33,827	98,679	69,652
Residential.....	1,752,281	81,072	29,597	137,683	201,831
New Construction.....	1,504,583	60,310	13,340	93,686	157,744
Additions, Alterations, Repairs.....	247,698	20,762	16,257	43,997	44,087
Institutional.....	122,700	7,500	55,000	88,839	250,330
New Construction.....	13,810		40,000	79,739	250,000
Additions, Alterations, Repairs.....	108,890	7,500	15,000	9,100	330
Commercial.....	1,346,728	26,000	4,890	166,446	31,790
New Construction.....	1,260,483	9,200	3,820	136,901	21,305
Additions, Alterations, Repairs.....	86,245	16,800	1,070	29,545	10,485
Industrial.....	1,286,196	50,200	2,000	28,382	47,565
New Construction.....	435,162	10,000	500	15,880	34,300
Additions, Alterations, Repairs.....	851,034	40,200	1,500	12,502	13,265
Other Building.....	54,541	2,500	505	127,707	5,560
New Construction.....	51,205		505	124,172	4,075
Additions, Alterations, Repairs.....	3,336	2,500		3,535	1,485

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1942. (1926=100)

Year	Value of building permits issued		Index of value of building permits	Average Index of wholesale prices of building materials	Year	Value of building permits issued		Index of value of building permits	Average Index of wholesale prices of building materials
	November	First 11 months				November	First 11 months		
1942.....	7,624,195	97,257,153	(1) 48.5	(2)	1933.....	1,624,138	19,793,204	13.7	78.1
1941.....	11,729,291	114,008,464	(1) 65.3	106.3	1932.....	2,553,373	40,750,142	28.1	77.4
1940.....	11,139,109	105,319,455	(1) 51.2	96.2	1931.....	7,282,117	104,327,739	72.0	82.1
1939.....	4,186,430	53,688,802	37.1	89.3	1930.....	11,821,292	150,939,044	104.2	91.4
1938.....	4,702,337	57,434,417	39.6	80.2	1929.....	16,171,400	220,255,867	152.0	99.4
1937.....	4,925,202	52,288,022	36.1	94.3	1928.....	15,830,831	203,010,555	140.1	96.9
1936.....	3,097,508	33,043,527	26.3	85.1	1927.....	12,857,622	172,858,176	119.3	96.2
1935.....	3,447,653	44,158,767	30.5	81.2	1926.....	9,975,451	144,877,789	100.0	100.1
1934.....	2,622,534	24,935,704	17.2	82.7					

(1) Figures based on values reported by the original 58 municipalities.

(2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN NOVEMBER, 1942, AND IN NOVEMBER, 1941

"N.P.I."—Indicates that no permits were issued during the current month.

"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during—		Cities	Value of Permits Issued during—	
	November 1942	November 1941		November 1942	November 1941
Prince Edward Island—			Ontario—Conc.		
Charlottetown.....	N.P.I.	18,550	Sault Ste Marie.....	13,465	43,558
Nova Scotia—			*Stratford.....	7,215	7,730
*Halifax.....	58,887	85,235	*Toronto.....	401,196	789,341
New Glasgow.....	8,265	11,200	East York Twp.....	172,569	150,793
*Sydney.....	12,945	30,800	*Windsor.....	63,851	109,238
New Brunswick—			Riverside.....	5,225	29,560
Fredericton.....	350	2,300	Woodstock.....	4,170	14,163
*Moncton.....	8,950	1,342,997	York Twp.....	113,100	183,150
*Saint John.....	17,598	21,431	Manitoba—		
Quebec—			*Brandon.....	4,075	11,150
*Montreal (*Maisonneuve).....	1,082,759	1,527,243	St. Boniface.....	17,592	19,775
*Quebec.....	95,842	254,625	*Winnipeg.....	136,900	301,900
Shawinigan Falls.....	33,065	206,615	Saskatchewan—		
*Sherbrooke.....	12,775	177,260	*Moose Jaw.....	2,037	4,303
*Trois Rivières.....	18,770	52,045	*Regina.....	51,275	29,245
*Westmount.....	9,745	7,935	*Saskatoon.....	9,465	14,800
Ontario—			Alberta—		
Belleville.....	4,135	5,500	*Calgary.....	182,243	196,147
*Brantford.....	7,570	42,882	*Edmonton.....	344,695	799,442
Chatham.....	3,440	12,167	Lethbridge.....	11,415	36,605
*Fort William.....	244,111	101,166	Medicine Hat.....	10,704	21,470
Galt.....	110,275	14,725	British Columbia—		
*Guelph.....	2,470	33,810	Nanaimo.....	16,490	6,575
*Hamilton.....	244,709	275,743	*New Westminster.....	15,500	62,775
*Kingston.....	23,938	75,060	North Vancouver.....	20,800	6,925
*Kitchener.....	22,564	45,605	Prince Rupert.....	1,300	16,000
*London.....	48,925	54,665	*Vancouver.....	188,685	522,920
Oshawa.....	7,165	159,490	Vernon.....	251,300	4,150
*Ottawa.....	1,388,150	117,300	*Victoria.....	35,441	105,637
Owen Sound.....	11,495	60,653	Total 58 Municipalities.....	5,485,935 ¹	8,575,989
*Peterborough.....	21,270	26,595	Total 35 Municipalities.....	4,865,547	7,471,400
*Port Arthur.....	19,276	87,360			
*St. Catharines.....	76,565	143,465			
*St. Thomas.....	5,150	15,275			
Sarnia.....	31,730	20,680			

* Indicates a municipality whose records are available back in 1910.

(1) 57 municipalities only, reporting.

Employment and Unemployment in Great Britain and the United States

Great Britain .

THE British *Ministry of Labour Gazette*, November, 1942, summarizes the September-October employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at October 12 (exclusive of 22,883 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 60,769; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 1,357; and those registered as unemployed casual workers

(being persons who normally seek their livelihood by jobs of short duration) numbered 2,746. As compared with September 14 the numbers wholly unemployed showed a decrease of 2,934, those temporarily suspended from work showed a decrease of 175, but unemployed casual workers showed an increase of 149.

The corresponding figures for women and girls at October 12 were 35,248 wholly unemployed (exclusive of those, numbering 990, who had been classified by interviewing panels as unsuitable for normal full-time employment), 839 temporarily stopped, and 121 unemployed casual workers. Of the 35,248 wholly unemployed, 1,013 had been classified as un-

able for good cause to transfer to another area. As compared with September 14, the numbers wholly unemployed showed an increase of 289, those temporarily stopped showed a decrease of 338, and unemployed casual workers showed a decrease of 19.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for October 12 was 65,907, as compared with 66,022 at September 14, and 119,695 at October 13, 1941.

United States

The total number of employees in non-agricultural establishments declined by 41,000 between mid-October and mid-November, according to the official report issued by the United States Secretary of Labour. The number at work in November was 38,437,000, which exceeded all previous levels except that of the preceding month and was 2,511,000 larger than in November a year ago.

Construction employment fell more than 10 per cent during the month—218,000—due largely to declines on federally-financed projects. Small employment declines were also reported for the finance—service—miscellaneous group (32,000), the transportation—public utility group (22,000), and the mining group (9,000). Manufacturing employment increased contraseasonally by 123,000, and trade employment expanded seasonally by 76,000. Government civilian employment increased by 41,000.

The increase of 1,873,000 in manufacturing employment since November 1941 was about three fourths of the total gain in non-agricultural establishments during this period and reflected to a great extent the shift from peace-time production to war production. The Federal, State, and local government group had about 25 per cent more workers on its rolls, due largely to expansion in the War and Navy Departments and in other war agencies such as the OPA and the WPB. Transportation and public utility companies had 135,000 more workers than a year ago. The finance—service and miscellaneous group also showed a small gain—66,000—while the remaining groups showed declines as follows: Trade, 373,000, construction, 281,000, and mining 87,000.

About two thirds of the 152 manufacturing industries surveyed by the Bureau of Labor Statistics reported employment and pay-roll gains over the month interval, reflecting the mounting tide of production in war industries.

For all manufacturing industries combined the increase was 0·8 per cent or 106,000 wage earners in contrast to a seasonally expected decline of 1·7 per cent or 216,000 wage earners. The corresponding gain in weekly wage disbursements was 3·8 per cent or 17·8 million

dollars as against a normally expected decline for this time of the year of 3·2 per cent or 15·1 million dollars.

The November indexes stood at 156·6 per cent of the 1939 average for manufacturing employment and 270·8 per cent for pay rolls. Compared with November 1941, the gains were 13·1 per cent in employment and 46·4 per cent in pay rolls. The greater gain in pay rolls than in employment was due to increases in basic wage rates, to longer hours worked, to overtime premiums, and to continued expansion in war industries, where relatively higher wage scales prevail.

Since June 1940, when the United States actually shifted to a war economy, factory employment had increased 53 per cent (4,427,000 wage earners) and corresponding weekly pay rolls had risen 152 per cent or \$294,700,000.

The gains in the durable-goods group of manufacturing industries were even more marked, reflecting the concentration of war work in these industries many of which had converted their facilities from peace-time to war production. The October-November gains for this group were 1·7 per cent or 123,000 in number of wage earners and 4·9 per cent or \$15,400,000 in weekly wages. The corresponding increases between November 1941 and November 1942 were 22·7 per cent or 1,348,000 workers and 61·2 per cent or \$124,500,000. The gains between June 1940 and November 1942 were 83 per cent (3,292,000) in number of wage earners and 212 per cent (\$223,100,000) in weekly wage disbursements.

The non-durable goods group, which has been most seriously affected by war-time restrictions, curtailments, and shortages, showed a decline of 0·3 per cent in employment and a gain of 1·5 per cent in pay rolls over the month interval with corresponding increases over the year interval of 2·6 per cent and 23·2 per cent, respectively.

Among the many war industries showing substantial employment gains over the month were shipbuilder, aircraft, engines, automobiles (largely converted to the manufacture of war equipment), radios, electrical equipment, shell loading, ammunition, and explosives. Among industries reporting declines largely because of material shortages coupled with Government restrictions were hardware, agricultural implements, typewriters, clocks, silverware and plated ware, sawmills, planing mills, furniture, and tin cans. Seasonal declines were reported by firms manufacturing brick, tile and terra cotta; men's clothing; millinery; ice cream; beverages; canning; and cotton-seed oilcake-meal.

In anthracite mining employment increased only slightly over the month—0·3 per cent—but payrolls advanced sharply—

2.4 per cent—as average weekly hours increased. Over the year interval employment fell off 7.5 per cent while pay rolls rose 18.5 per cent, reflecting a labour shortage on the one hand and a longer work week on the other. Relatively small employment declines over the month and large losses over the year interval were also reported in bituminous-coal mining, metal mining, and quarrying and non-metallic mining, reflecting a similar situation with respect to the labour supply.

Metal mining was the only one of those three industries to show a pay-roll gain over the month, but all of them showed large pay-roll gains over the year interval due to wage-rate increases and more hours worked. The Government order closing gold mines resulted in a 30.1 per cent employment decline between mid-October and mid-November in this branch of metal mining. The hiring of some of the gold miners and of furloughed soldier-miners by copper mine operators contributed to the gain of 7.8 per cent in the number of copper miners at work. Lead and zinc mines increased employment by 3.9 per cent while iron mines reduced their forces seasonally by 1.9 per cent.

Employment decreases over the month, largely seasonal, were reported in all of the service industries, the most pronounced being in dyeing and cleaning (4.2 per cent) and laundries (1.6 per cent). In the electric light and power industry employment was down 1.6 per cent, continuing the uninterrupted series of monthly declines which began in August, 1941. The decline since November a year ago amounted to 12.9 per cent. Telephone and telegraph companies reported a slight employment decline since October, and street railway and bus companies a slight employment increase. Corresponding pay rolls were up 0.5 and 2.7 per cent respectively, reflecting increased overtime, particularly in the latter industry where the demand for public transportation continued.

In retail trade the employment and pay-roll gains over the month of 2.1 per cent and 2.8 per cent, respectively were better than the average November increases. Department stores increased employment seasonally by 9.5 per cent; variety stores, 7.3 per cent; men's and boys' clothing, 4.2 per cent; family clothing, 3.6 per cent, and women's clothing, 2.3 per cent. Jewellery stores increased their employees by 5.4 per cent in preparation for Christmas business. Retail automobile dealers continued their employment curtailment by 0.7 per cent, while tire and battery shops took on 0.9 per cent more employees. Electric appliance stores and radio dealers, and also lumber yards decreased employment by 3.0 per cent, and fuel and ice dealers lost 7.2 per cent of their employees over the month interval.

Since November, 1941 retail trade as a whole showed an employment loss of 6.2 per cent. Among the more important retail groups showing pronounced employment and pay-roll decreases over the year, due to Government restrictions, were furniture and house furnishings, 25.6 and 13.8 per cent respectively; automotive 40.7 and 32.0 per cent; and lumber and building materials, 17.2 and 3.6 per cent.

In wholesale trade, employment decreased slightly over the month (0.2 per cent), but pay rolls increased by 1.5 per cent. Small employment decreases were reported by all of the important wholesale groups, except farm products, which reported a marked percentage loss (12.6 per cent). Sharp employment declines over the year were shown by wholesale trade as a whole and by the various important wholesale groups, but they were coupled for the most part with large pay-roll gains. The automotive group reported the largest employment decline over the year (19.8 per cent) coupled with a pay-roll decrease of 10.4 per cent.

Hours of Work in the United States

Hours of work in war industries in the United States rose during November, 1942, to a scheduled average of over 48 per week, according to a report from the United States Department of Labor. The average weekly hours actually worked in these industries were only 46, however, the report declares, absenteeism and labour turnover depressing the length of the work week by at least two hours.

The increase over the preceding month's average of hours worked in war industries amounted to 0.7 per cent. The increase since

November, 1941, amounted to 10.3 per cent, reflecting the increased tempo of war production.

For all manufacturing industries combined, the average number of hours actually worked per week by workers were 44.0, a gain of 1.0 per cent since October, 1942, and 9.3 per cent since November, 1941. Nondurable-goods workers, engaged chiefly in producing goods for civilian consumption averaged 41.1 hours per week, the gains being 1.2 per cent over the month and 6.9 per cent over the year.

Co-operation in Canada in 1941

Annual Report of National Executive of Co-operative Union of Canada

THE Co-operative Union of Canada, in its 1941 annual report, announces a considerable growth both in membership and in the volume of business transacted among its affiliated societies. An increase in retail sales of 37·3 per cent is noted in the report; while 205,533 persons are listed as members, compared with the previous year's total of 184,992.

The Canadian Co-operative Union, which was founded in 1909 at a conference of representatives of Canadian co-operative societies, was formed as an educational body similar to the Co-operative Union of Great Britain. It is governed by a congress made up of delegates from affiliated organizations, which represent a large proportion of the co-operative societies in Canada. It publishes a monthly magazine, *The Canadian Co-operator*, in the December 1942 issue of which appears the 1941 report.

For the year under review, 125 societies sent in statistical information to the national executive of the Union. Of these, 110 were retail societies operating stores, gasoline stations or warehouses. The aggregate sales for 1941 of the retail societies, as reported to the Union, amounted to \$8,438,657. This represents an increase in retail sales over the previous year of \$2,294,983 or 37·3 per cent.

In addition to the ordinary distributive societies, three dairy societies reported aggregate sales of almost three million dollars, compared with a million and a half the previous year. Two of these societies sell direct to consumers, and the third to the retail dairy trade.

The three provincial wholesale societies affiliated with the Union—Alberta, Manitoba and Saskatchewan—all showed trade increases; as did the wholesale distributive department of the Maritimes organization, Canadian Livestock Co-operative. These societies did a total business of close to seven million dollars. In its first year of operation, the Co-operative Wholesale Society of British Columbia showed a surplus of \$1,600.

A turnover of close to two million dollars was reported by consumers' co-operative refineries affiliated with the Union. A Toronto students' co-operative which provides room and board accommodation for its members did a business of \$9,000 in 1941.

The total volume of business, retail and wholesale, reported by affiliates of the Union amounted to \$19,909,641, an increase of 46·8 per cent over the previous year's total. Such volume is exclusive of the turnover of two large grain marketing associations in Manitoba and Saskatchewan, both members of the Union, which are not reported, and also of the marketing transactions of large co-operative livestock producers in Saskatchewan and the Maritimes, and of a co-operative transportation society.

The share capital of the reporting retail societies amounted to \$884,941, an increase of \$200,361 during 1941. The loan capital increased by \$66,985 to \$383,566. The combined investments in share and loan capital were thus \$1,268,507, an increase of \$267,347. The aggregate net surplus of the retail societies for 1941 was \$523,441, an increase of \$193,152.

Ninety-seven retail societies, fifty-four more than for the previous year, reported the declaration of purchase dividends.

Membership

The aggregate membership of the reporting retail societies was 32,262, or 12,164 more than was reported by forty-eight societies in the previous year. Including those of the marketing organizations 147,458, the dairy societies 20,379, the co-operative residence 47, the educational organizations 4,452 and the transportation society 935, the total individual membership of the reporting affiliated societies was 205,533.

In commenting on progress made by the co-operative movement in Canada, the report points out that the organization of autonomous provincial or regional sections has been desirable for the more intensive development of co-operation throughout Canada, but has been difficult to achieve owing to the great area over which the respective provinces extend, and the small and scattered co-operative development in some of them.

In conclusion, the Union's report urges its affiliates to co-operate with the Government and its agencies in the successful prosecution of the war, and to make adequate preparation in advance for post-war conditions.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

Military Call-up—Officers' Qualifications in Merchant Navy—Engineers' Certificates and Old Age Pensions in Alberta—Hours of Work and Weekly Half-Holiday in British Columbia—Minimum Wages in British Columbia and Quebec

THE regulations relating to compulsory military service have been re-issued in revised form and under a new title. Minor regulations have been passed relating to officers' qualifications in the merchant navy. In Alberta the regulations under the Boilers Act governing engineers' and firemen's certificates have been amended and regulations have been issued for the first time under the Old Age Pensions (Supplementary Allowance) Act, 1942. Quebec Minimum Wage Order 4, governing all workers not covered by other Orders, has been amended, as has By-Law B-1 relating to the levy on employers, while three Orders have been renewed. In British Columbia the annual Orders governing wages and hours in shops during the Christmas season were issued and a slight change was made in the regulations under the Weekly Half-Holiday Act.

National Selective Service Mobilization Regulations

New Regulations relating to compulsory military service were established by an Order in Council of December 1 (P.C. 10924) passed under the War Measures and National Resources Mobilization Acts. An amending Order in Council was issued on December 11 (P.C. 11240). These new Regulations have the above title and were issued on the recommendation of and are administered by the Minister of Labour. They replace the National War Services Regulations (Recruits) which were first issued in 1940 and were amended and consolidated from time to time.

They apply, with certain specified exceptions, to such age classes or parts of age classes as the Governor in Council may designate by proclamation. As before, the country is divided for administrative purposes into thirteen Divisions, in each of which there is a Registrar who is responsible for detailed administration. There is also an appeal board in each Division, now called a Mobilization Board, which adjudicates on applications for

postponement orders under these and the Reserve Army (Special) Regulations and on appeals under the National Selective Service Regulations from the rulings of Selective Service Officers. Special provisions continue to be made with regard to students as well as Doukhobors, Mennonites and conscientious objectors.

Applications for postponement orders will be considered from persons whose reporting for military training would cause extreme hardship for their dependents, persons employed in seasonal occupations or in industries essential to the prosecution of the war and those employed in agriculture. All postponement orders are subject to cancellation at any time, and, except in the case of persons employed in agriculture, none may be for an indefinite period. In the first instance they may be granted for up to 12 months and one or more extensions of not more than six months each may also be granted.

Officers' Qualifications in Merchant Navy

Under an Order in Council of December 29 (P.C. 11679) passed under the War Measures Act, merchant seamen who have joined the Royal Canadian Air Force and are serving in His Majesty's Ships during the present war may count the time so served as qualifying service for examination for Certificates of Competency as Masters or Mates Home Trade.

Another Order in Council under the War Measures Act (P.C. 11406 of December 19) amends an Order in Council of April 14 (P.C. 2892) which empowered the Minister of Transport to grant temporary Master's Certificates for harbour communication service (LABOUR GAZETTE, 1942, page 796). The original Order provided that applicants would not be qualified to operate boats of more than 40 tons or carrying more than 35 passengers, but the passenger limitation has now been removed.

Alberta Boilers Act

The consolidated regulations governing engineers' and firemen's certificates (LABOUR GAZETTE, 1942, page 584) were amended by an Order in Council gazetted December 15. The following qualifications are now established for a candidate for a Third-Class 100 horsepower Engineer's Certificate: he must not be less than 19 years of age and he must furnish proof that, for a period of not less than 12 months during which he held a Provisional Engineer's Certificate, he has acted as a fireman or engineer operating a boiler carrying a pressure of not less than 50 pounds per square inch and with a capacity of not less than 25 horse-power.

Alberta Old Age Pensions (Supplementary Allowances) Act

This Act which was passed in 1942 (LABOUR GAZETTE, 1942, page 589) provides for the payment of an additional allowance of \$5 per month, as a cost-of-living bonus, to all old age and blind pensioners in the province. Two sets of regulations under it were gazetted on December 15.

When a pensioner to whom a supplementary allowance has been granted transfers his residence to another province the allowance may still be paid for not more than one month. If a supplementary allowance is paid to a pensioner who is not entitled to it because of absence for more than a month or for other reasons, the Pension Authority will suspend payment until the amount paid erroneously is made up. If a pensioner dies, the amount of the supplementary allowance due to him up to the date of his death may be paid to his estate and no claim may be made against his estate for payments under this Act.

Effective on a date to be agreed upon by the Lieutenant-Governor in Council of Alberta and the Government of British Columbia, the Pension Authority is authorized to pay the supplementary allowance to Alberta pensioners who take up residence in British Columbia after December 1, 1942. The Lieutenant-Governor in Council is authorized to execute an agreement with British Columbia providing for a reciprocal arrangement whereby the pensioners of one province who are resident in the other will be paid the supplementary allowance.

British Columbia Hours of Work Act

The annual Order relaxing hours provisions for shops during the Christmas season was gazetted December 3. It was identical to that issued last year (LABOUR GAZETTE, 1941, p. 1502) except that the number of days on which

the eight-hour daily maximum might be exceeded was reduced from three to two. On the Saturday before Christmas and on Christmas Eve two hours overtime was permitted in retail establishments in Vancouver and Victoria and their suburbs; elsewhere in the province, three hours overtime was allowed on these days. As last year, employees could not work more than 48 hours in the week ending the Saturday before Christmas. The provision of last year's Order permitting overtime for persons employed in mail-order, shipping and delivery during December was omitted this year.

British Columbia Minimum Wage Acts

The annual supplementary minimum wage Orders governing payment for Christmas overtime permitted under the above Order and fixing wages of temporary employees for the Christmas season were also gazetted December 3. Order 24, Supplementary (1942) applied to women and Order 59, Supplementary (1942) to men. The Orders were the same as those issued last year (LABOUR GAZETTE, 1941, p. 1502) except that they were applicable only from December 3 to December 31 instead of for seven weeks as last year.

British Columbia Weekly Half-Holiday Act

An Order gazetted December 3 declares that the City of Duncan is no longer covered by the Order of 1931 (LABOUR GAZETTE, 1931, p. 1285) exempting automobile service stations from the Weekly Half Holiday Act.

Quebec Minimum Wage Act

An amendment of By-law B-1 (LABOUR GAZETTE, 1942, p. 61) reduces the levy to which employers governed by minimum wage orders are subject from one-sixth to one-eighth of one per cent of their payroll. The new rate is retroactive to July 1, 1942.

An Order amending the general Order 4 (LABOUR GAZETTE, 1942, p. 586) was gazetted and became effective on December 12. It is now specifically stated that Order 4 applies to all workers covered by any special Order except where the provisions of the special Order are inconsistent. For overtime, workers are now entitled to one and one-half times the minimum rate. There is no longer any provision that if a worker receives a rate higher than the minimum he must receive the agreed rate plus half the minimum for overtime. The deductions permitted for board and lodging have been reduced and are now as follows (the three rates given refer in each case to Zone I, Zones II and III, and Zone IV respectively): 20, 15 and 12 cents for a single

meal, \$4, \$3, and \$2.50 for a week's meals, 25, 20 and 15 cents for a day's lodging, \$1.50, \$1.25 and \$1 for a week's lodging, \$5, \$4 and \$3.50 for a week's complete board and \$20, \$17 and \$14 for a month's board. In the case of teachers it is now provided that no deduction may be made from wages on account of lodging. There is no longer a lower learning rate for carters' helpers and delivery boys or for garage employees. A number of other

changes have also been made, mainly in wording.

The following Orders have been renewed until February 1, 1944, by Orders gazetted and effective on January 2: Order 8 Revised, Cotton Textile Industry (LABOUR GAZETTE, 1941, p. 31), Order 22 Revised, Manufacture of Bricks and Building Blocks (LABOUR GAZETTE, 1940, p. 22), and Order 27, Canning Industry (LABOUR GAZETTE, 1940, p. 123).

Labour Legislation in New Brunswick, Prince Edward Island and the Yukon in 1942

New Brunswick

THE New Brunswick Legislature, which was in session from February 17 to April 1, 1942, amended the Industrial Standards Act and laws relating to mining, school attendance, housing and credit unions.

Mines

The Mining Act was amended to require an underground foreman in a coal mine to be at least 21 years of age and either to have had two year's experience in underground mining or to be a graduate in engineering of a University and have had one year's experience underground. At least 5 per cent of the men employed underground in any mine must hold First Aid Certificates issued to them by the St. John Ambulance Association. The section requiring the operator to appoint a man to check the names of employees at the close of each day or shift to ascertain that none remain in the mine, was replaced by a section requiring the operator to install a system, satisfactory to the Deputy Inspector of Mines, for checking employees on entering or leaving the mine, and charging underground employees with the duty of checking in and out in accordance with the system. Two safety rules were added to the Act. The first requires explosives to be fired electrically in all hand pick operations, except where a succession of shots is to be fired in development work or under special circumstances where it is expedient to use fuse and in such cases fuse may only be used with the approval of the Deputy Inspector. The second rule requires crosscuts or aircuts to be laid out at such distances apart as may be approved by the Deputy Inspector.

Industrial Standards

Amendments in the Industrial Standards Act will come into force on Proclamation. The Lieutenant-Governor in Council may declare a schedule of wages and hours, agreed upon by representatives of employers and employees

in any industry, to be in force during pleasure or for the period stipulated in the agreement. Formerly such period might not exceed twelve months. A new section requires employers to keep complete records showing the name, address and age of each employee, the class of work he performs and his rate of pay.

School Attendance

The section of the School Attendance Act, 1941, dealing with appointment of school attendance officers was amended and now requires, instead of permitting, the appointment of such officers by school boards of cities and towns, constituted under the Schools Act, and by such other school boards as the inspector with the approval of the Minister of Education may determine. Formerly the Minister alone had authority to require these boards to appoint attendance officers.

Housing

A number of amendments were made in the New Brunswick Housing Commission Act. All five members of a housing commission are now to be appointed by the municipal council instead of, as formerly, three being appointed by the council and two by the Governor-General in Council. The requirement that one member shall be a representative of the municipal council, one of labour interests, and one a representative of the real estate owners, is omitted, but, as heretofore, all members must be residents of, and domiciled in, the municipality. Each commission is to be financed entirely by the municipality instead of by the municipality and Lieutenant-Governor in Council equally, as formerly. In carrying out its duties a commission is no longer required to secure the approval of the Lieutenant-Governor in Council. In addition to dealing in lands and buildings, it may build, repair, or rehabilitate houses and fix the rentals. Regulations made by a commission must be published

in a newspaper circulated in the municipality, as well as in the *Royal Gazette*. For failure to obey an order of a commission for the closing of a house a fine of \$5 per day may be imposed or, in default of payment, a prison term not exceeding three months. A commission may make a loan for the erection of a house on any land which it considers suitable and not merely on land upon which it has demolished a house.

Credit Unions and Co-operative Societies

A new Act incorporates, as the New Brunswick Credit Union League, the credit unions which at the time of the passing of the Act were members of the organization of the same title and which are listed in the Appendix to the Act. The League is empowered to promote the organization and development of credit unions, encourage co-operation among them; to co-operate with the Registrar under the Credit Union Societies Act in improving the internal management of credit unions and co-ordinating their methods with a view to maintaining a uniform system of bookkeeping; to purchase bookkeeping and office supplies for resale to credit unions and use any profits for the purposes of the League; to administer moneys, to make loans to credit unions and invest in trustee securities. The League may associate with any other Credit Union League in Canada, and, if its own membership includes at least 50 per cent of the credit unions in the province, it may become a member or affiliate of any National or International Credit Union or Co-operative Association. It may also promote the organization of member credit unions into district federations or chapters,

make by-laws, subject to the approval of the Lieutenant-Governor in Council, for their administration, arrange for group bonding of employees, draw negotiable instruments, deal in real and personal property, and make by-laws, subject to the approval of the Lieutenant-Governor in Council, for the conduct of its affairs or for any incidental purpose. Membership in the League is open to credit unions existing at the commencement of the Act and to those organized after that date and the League may fix the admission fee and the amount of dues and assessments. At the first meeting, which must be held within six months of incorporation, each credit union holding membership is to be represented by two delegates and at subsequent meetings representation is to be determined by the Regulations. The management of the League is to be vested in a board of directors appointed by the credit unions who are members in the manner provided by the Regulations. Funds of a credit union deposited with the League are to bear interest at a rate fixed by the general meeting on recommendation of the board of directors. A credit union, member of the League, is not liable for the debts and liabilities of the League to a further extent than its unpaid fees and assessments.

The New Brunswick Credit Union Societies Act was amended to provide that the nature and amount of the security bond to be required of an officer or employee handling money of a society shall be subject to the approval of the Registrar. Minor amendments were also made consequent upon incorporation of the New Brunswick Credit Union League.

The New Brunswick Co-operative Associations Act was amended to enable an association to fix its own fiscal year.

Prince Edward Island

The Prince Edward Island Legislature which met on March 16 and was prorogued on April 2, 1942, amended the Public School Act to charge boards of school trustees with the duty of appointing truant officers to enforce attendance of children at school. Sections added to the Credit Union Societies Act authorize any member of a credit union not under 16 years of age to nominate in writing a person to whom his shares and deposits are to pass on his death. The nominee may not be an officer or employee of the credit union unless he or she is the husband, wife, parent, child, brother, sister, nephew or niece of the person making the nomination. If a member dies intestate and without having made a nomination his interest in the union is to be transferred, without let-

ters of administration, to the persons who appear to the majority of the directors to be entitled to it by law. Where a member is mentally incapable and no trustee has been appointed for him, the credit union may pay the amount of his shares, loans and deposits to any person whom they judge proper to receive them. A credit union may, by a majority vote of the members present at an annual or special meeting, provide for the payment of fees to an organization of credit unions either from earnings of the union or by a direct levy upon its members.

Under an amendment in the Co-operative Associations Act annual returns are to cover the period up to January 31 instead of December 31, as formerly.

Yukon

Legislation of interest to labour passed by the Labour Council during the year consisted of a revision of the sections of the Judicature Ordinance relating to garnishment of wages. Wages and salaries are not subject to seizure or attachment except as to such amount as is in excess of \$3 per day for the period in respect

of which such wages or salary are owing at the date of service of the garnishee summons. This sum of \$3 is to be reduced by the daily cost of any board supplied by the employer in addition to cash wages. An endorsement to the above effect is to be made on the face of every garnishee summons.

Apprenticeship Legislation in the United States

DURING 1941 five states, New York, Massachusetts, Washington, Montana and Arizona passed apprenticeship laws and established State Apprenticeship Councils. By the end of that year a total of 26 states had Apprenticeship Councils, 15 established under Acts administered by State Departments of Labour and 11 set up under other legislative authority. Prior to 1933 only Wisconsin and Oregon had established state apprenticeship schemes. The Councils have played an important part in developing training programs for defence workers during the past two years.

This increase in apprenticeship legislation in the United States can be attributed in considerable measure to the activities of the Federal Committee on Apprenticeship first appointed in 1934 as part of the N.R.A. program. Employers, labour and Government agencies connected with labour and education are represented on the Committee which was established as a permanent agency and placed under the Secretary of Labor by an Act of 1937. Its functions are largely educational and advisory. It draws up model apprenticeship standards for state and local agencies to adapt to local conditions, carries on research, disseminates information and supervises the operations of Federal field representatives who assist states, employers, trade unions and other groups in planning apprenticeship schemes based on approved standards. In June, 1940, only 22 firms were operating apprenticeship systems approved by the Federal Committee, but by March, 1942, the number had increased to 1,447.

The Federal Committee encourages States to pass apprenticeship laws embodying its standards and based on the draft apprenticeship bill prepared by a special federal committee appointed at the request of the third National Conference on Labor Legislation in 1935. In the committee's opinion, regulation of apprenticeship is a function of State Departments of Labor rather than of Education Departments, and employers' associations and trade unions should be consulted in drawing up standards and applying them to industry.

Most states with apprenticeship laws have modelled them on the draft bill which contemplates a system of voluntary apprenticeship agreements conforming to minimum standards set forth in the law. It defines an apprentice as a person at least 16 years old receiving training under a written agreement which provides for not less than 4,000 hours of reasonably continuous employment annually, and for an approved training program including at least 144 hours of supplemental instruction each year. It requires written apprenticeship agreements which specify the processes in which the apprentice is to receive training, the conditions of work, scale of wages, length of probationary period, allocation of time between work and instruction, arrangements for transfer from one employer to another, and method of settling disputes over the interpretation of the agreement.

The draft bill also provides for a State Apprenticeship Council appointed by the State Commissioner of Labor and consisting of two representatives each from employers' and workers' organizations, with the State Directors of Vocational Education and the Employment Service as ex officio members. The Council would establish and approve standards for apprenticeship agreements in conformity with the standards in the bill, act as an advisory body and issue regulations. Administration of the Act and supervision of agreements would be through a Director of Apprenticeship and local joint committees for each trade or district. The Director would have power to approve, register and cancel agreements and issue certificates on completion of apprenticeship. Arrangements for supplemental instruction for apprentices would be the responsibility of state and local vocational education authorities.

Some of the states depart from the terms of the draft bill by varying the composition of the Apprenticeship Council or the method by which it is appointed. In 1941, only eight states had appointed full-time Directors of Apprenticeship to administer the Act, two had part-time directors and two combined the

office with that of Director of Vocational Education. New York's apprenticeship statute and council which were described in the *LABOUR GAZETTE* for February, 1942, p. 195, may be regarded as fairly typical.

Apprenticeship agreements conforming to the approved standards are not compulsory under the state Acts but both federal and state apprenticeship agencies urge their adoption

and are ready to assist workers and employers in agreeing on special standards for their industry. Under the Fair Labor Standards Act and the Public Contracts Act only employers who have signed agreements with their apprentices which are approved by state agencies, or in their absence by the Federal Committee, may pay apprentices less than the minimum rates specified in the Acts.

Government-Employer-Worker Collaboration in India

Government-employer-worker collaboration in India in the field of labour legislation and industrial relations has been put on a permanent basis with the establishment of an organization of tripartite structure (similar to that of the International Labour Organization), according to an article in the January issue of the *International Labor Review*.

The purpose of the new organization, the article says, will be three-fold:

1. To promote uniformity in labour legislation.
2. To lay down a procedure for the settlement of industrial disputes.
3. To discuss "all matters of all-India importance as between employers and employees".

The organization is to be composed of an annual plenary conference and a standing committee, each of which will include representatives of the Central Government, the Governments of the provinces and the Indian States, employers and workers. In both the conference and the committee, representation will be on the basis of two Government members to one member for each of the employers and the workers.

The organization was established on the initiative of the Central Government at a conference of Government, employer and worker representatives held at New Delhi in August under the chairmanship of Dr. B. R. Ambedkar, Member for Labour of the Viceroy's Executive Council.

Among the chief reasons prompting the Government to propose establishment of the organization, the article makes clear, was the desire to avoid the diversity in labour legislation which was made possible by the granting of provincial autonomy by the constitution of 1935. In addition, the article says, the Indian Government felt it desirable to formulate a procedure for the settlement of industrial disputes in the post-war period. Thirdly, it was felt desirable to have an organization which could make proposals for social welfare, and thus increase labour morale in the conditions of wartime.

"The new organization", the article comments, "contains within it great possibilities for the future and may in time be of considerable influence in moulding the social and industrial structure of the whole of the Eastern world."

Healthful Eating

Recent scientific studies indicating the importance to health of eating the correct foods have rapidly been gaining acceptance with the Canadian public. The Department of Pensions and National Health has issued a 34-page booklet, *Healthful Eating*, designed to furnish Canadians with a practical guide to the subject of nutrition.

The booklet describes the kinds of food necessary for health, and explains why they are needed. It points out that satisfying appetite, or "hollow hunger," is not in itself enough to maintain health and fitness. There exists also a "hidden hunger," or need for certain important food substances, which is not satisfied merely by filling the stomach.

Surveys carried on in 1939 and 1940, the booklet declares, show that six out of every

ten persons studied then ran the risk of chronic fatigue, vague aches and pains, undue nerve strain ("jittery" nerves) and a greater tendency to disease by eating too little of the important food elements.

The booklet lists "Canada's official food rules," which set forth the health-protective foods, and the amounts of these foods that are necessary for each individual daily. It discusses these foods, explaining their vitamin content, and gives a great many practical suggestions for preparing them and methods of economizing safely on the food bill.

Copies of the booklet may be obtained free by writing to the Publicity and Health Education Division, Department of Pensions and National Health, Daly Building, Ottawa.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Associate Deputy Minister—ARTHUR MACNAMARA

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Notes of Current Interest

Power of Minister of Labour to appoint Inquiry Commission extended

The Minister of Labour has been given the authority under P.C. 496 of January 19, 1943, to appoint an Industrial Disputes Inquiry Commission for the purpose of investigating any situation which in his opinion appears to be detrimental to the most effective utilization of labour in the war effort. The Commission reports its findings and recommendations to the Minister of Labour who may take such steps as he deems necessary and desirable to effect such recommendations.

Under Order in Council P.C. 4020 of June, 1941, as amended, provision was made for the appointment by the Minister of Labour of an Industrial Disputes Inquiry Commission only when a lockout or strike had occurred or seemed to be imminent. Under the new Order in Council P.C. 496 the Minister of Labour is authorized to appoint such a Commission or Commissioner to investigate the situation which, while not likely to lead to a strike or lockout, nevertheless, tends to interfere with the most effective utilization of Labour in the war effort.

Labour- management committees in Canadian plants

Minister of Labour, Hon. Humphrey Mitchell, stated the number of such committees to be 631, and that the number of employees engaged in plants where such committees are in operation is 327,395.

The Minister indicated that labour-management committees were operating in the plants

of the following Crown companies: Small Arms Ltd., Toronto, Toronto Shipbuilding Co., Toronto, and Research Enterprises Ltd., Toronto, and that others are at the formation stage.

Dominion- Provincial Conference on industrial welfare

The welfare of industrial workers was the subject of a two-day conference between Dominion and provincial authorities in Ottawa on February 8-9, which was presided over by Mrs. Rex Eaton, Associate Director of National Selective Service, and Mr. M. M. Maclean, Director of Industrial Relations, of the Dominion Department of Labour. All provinces were represented. The conference was called by the Hon. Humphrey Mitchell, Minister of Labour of Canada, who emphasized in the letter of invitation the vital interest of the Dominion Government in the matter, since satisfactory conditions of employment were an important factor in encouraging an adequate supply of labour, particularly female labour, and in bringing about and maintaining efficient production of war materials. The regulation and inspection of conditions of employment were recognized as within provincial jurisdiction, but the Dominion Government stood ready to assist in any way possible where war contracts had imposed a heavy burden on the provincial inspection services.

Introductory addresses were given by the Hon. Mr. Mitchell and Mr. A. MacNamara, Associate Deputy Minister of Labour and Director of National Selective Service, which outlined the object of the conference, emphasized the importance of achieving as great a degree of uniformity in provincial regulations as possible and indicated the willingness of the Federal Government to give financial assistance where needed to enable the extension of inspection services to cope with the problem of enforcement.

Special consideration was given to hours of work, time for meals and rest pauses, safety regulations, medical services and first aid, occupations unsuitable for women, healthful conditions of work, lunch rooms, cafeterias and canteens, rest rooms and cloak rooms, recreation, housing, transport, and the place of a personnel or welfare department in the factory organization. There was also some discussion of the farm labour problem, and of absenteeism in industry.

Hours of work were considered to be too long in some cases and it was recommended that the Dominion Department of Labour should appoint a committee to study the problem with a view to determining some standards which could be applied by the provinces and which would permit satisfactory production while safeguarding the health of the workers.

The appointment by the Dominion Department of Labour of a standing committee on safety in war industries was also recommended, its findings to be made available to the provincial authorities and, where relevant, to industry and labour.

In addition to representatives from the Dominion Departments of Labour, Health and Transport, the following attended the conference: Alberta, E. S. Clarry, Alberta Trade Commissioner; British Columbia, Chas. Pearce, Acting Assistant Deputy Minister of Labour; Manitoba, R. K. Finlayson, Acting Assistant to the Minister of Labour; New Brunswick, Hon. André Doucet, Minister of Health and Labour; Robert Irving, Chairman, Workmen's Compensation Board; Nova Scotia, T. D. A. Purves, Deputy Minister of Labour; Ontario, J. F. Marsh, Deputy Minister of Labour, J. R. Prain, Chief Inspector; Prince Edward Island, Hon. Horace Wright, President of the Executive Council; Quebec, Hon. Edgar Rochette, Minister of Labour, J. O'Connell-Maher, Associate Deputy Minister of Labour, Clovis Bernier, Chief Inspector, W. Beaulac, Director of Factory Inspection for Quebec District; Saskatchewan, Hon. R. J. M. Parker, Minister of Labour, C. A. Scott, Commissioner of Health and Labour.

Silicosis prevention in British Columbia

The British Columbia Workmen's Compensation Board has issued a circular letter to employers outlining precautions they must take to prevent silicosis,

which is a compensatable disease under the Act. Mine Inspectors and the Silicosis Inspector are to see that these directions are carried out. The Board places the main responsibility for prevention work on management but adds that workers must be taught to co-operate in eliminating dust.

Methods of ventilating mines are described in the letter and the installation of exhaust

systems in crushing plants, as well as the wetting of steel before sharpening and of rock after blasting operations and before it is handled in any way. Blasting operations are to be confined to the end of shifts wherever possible and several hours permitted to elapse before the following shift begins work. The wearing of respirators is considered only a secondary precaution to be taken when other means fail to reduce the dust hazard sufficiently.

Absence from work during December

Statistics have been prepared by the Department of Munitions and Supply dealing with the extent of absenteeism in Canadian war industry. Figures for the month of December were received from a sample of twenty-seven plants across the Dominion, having a total of 73,297 employees. During the month, the average number of workers absent daily totalled 5,770 in these plants, the rate of absence being 7.9 per cent.

These figures refer to absence from all causes, including vacations and illness.

Similar statistics collected by the Department of Munitions and Supply during previous months showed an absence rate of 6.9 in November, 1942; 6.4 in October; and 8.1 in September. (L.G., Jan., 1943, p. 10.)

As in previous months, the absence figures varied substantially from plant to plant, ranging from as low as 1.3 per cent to as high as seventeen per cent.

Strikes and lockouts during January

During the month of January, 1943, the number of strikes reported, the number of workers involved and the time loss in man working days increased sharply as compared with the previous month when the time loss was the lowest recorded since March, 1941. This increase was accounted for largely by strikes of steel mill workers at Sydney and Trenton, N.S., and Sault Ste. Marie, Ont., (see page 191), which caused 88 per cent of the time loss. During January, 1943, there were 34 strikes, involving 19,857 workers and causing a time loss of 166,707 man working days, as compared with 13 strikes in December, 1942, involving 1,434 workers, with a time loss of 6,016 days. In January, 1942, there were 13 strikes, with 2,715 workers involved and a time loss of 46,606 days.

Of the 34 strikes during January, 1943, 29 were terminated during the month. Twelve resulted in favour of the workers, seven in favour of the employers, five were compromise settlements, one was partially successful and four were indefinite in result. Five disputes, involving 2,634 workers, were recorded as un-terminated at the end of the month.

Strikes and lockouts during 1942

Preliminary figures on strikes and lockouts in Canada in 1942, issued by Hon. Humphrey Mitchell, Minister of Labour, show

a total of 455,964 man working days lost last year through work interruptions arising out of labour disputes. In the comparable year of the last war, 1917, the time lost through these work stoppages was 1,123,000 man working days, or about two-and-one-half times as great as in 1942. This figure, while about 4 per cent greater than the corresponding total for 1941, was exceeded in 21 years of the 42 years over which existing records extend.

The average annual loss in man working days during the 10 years ending 1942 was 386,894, 15 per cent less than the number for 1942. It is pointed out, however, that the number of workers engaged in industry in 1942, based on the index of employment, is estimated to be about 47 per cent higher than the annual average of 1933 to 1942.

Two strikes caused almost one-third of the total 1942 loss, the strike of gold miners in the Kirkland Lake district and a strike of the employees of a motor car company in the Windsor district. Strikes in the manufacturing industry caused about two-thirds of the total, while the mining industry contributed 30 per cent; in other words, industries other than the two mentioned made up only about 4 per cent of the total loss in working time.

Increased by a considerable number of small strikes, the 348 strikes across the country in 1942 is a larger total than for any other year of the record, which runs back to 1901. Two other factors undoubtedly contribute to this result: wartime legislation brings within Dominion jurisdiction certain strikes previously under Provincial control, which results in an improved reporting system in so far as Dominion records are concerned, so that several small strikes now reported might not have been notified under earlier conditions. The second factor, already mentioned, is that the working forces throughout Canadian industry reached peak figures for all time during 1942, so that industrial relations as between employer and employee now affect a substantially increased number of Canadians.

Since 1925 the time lost due to strikes exceeded that for 1942 in two years, namely, 1934 and 1937. In 1937 the time lost was almost double that for 1942.

Industrial Disputes Investigation Act

Fifteen applications for the establishment of Boards of Conciliation and Investigation were received during the month of January.

Three boards submitted their reports; three boards were established and the constitution of three boards was com-

pleted. Eleven disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from Commissioners in six cases. The settlement of three disputes was reported, in each case an agreement having been reached between the parties to the dispute. Four applications were withdrawn during the month.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found elsewhere in this issue on page 194.

Cost of living bonus remains unchanged

The cost of living index at January 2 was 117.1. This represented a decline of eight-tenths of a point since July 2, 1942, the date of

the last general order of the National War Labour Board requiring a change in the amount of the cost of living bonus. As the decline was less than a full point, no change in the amount of the bonus was ordered.

An order of the National War Labour Board dealing with the cost of living bonus for workers in industry was made public on February 3. Such an order is issued every 3 months. The present order reads:

"The Dominion Bureau of Statistics has found that the cost of living index number for January 2, 1943, is 117.1 (adjusted index 116.2) as compared with the cost of living index number for July 2, 1942, of 117.9 (adjusted index 117).

"The Wartime Wages Control Order, P.C. 5963, provides in Section 48 (iv):

"The amount of the bonus shall not be changed unless the cost of living index number has changed one whole point or more since the last general order of the Board requiring an increase or decrease in the amount thereof."

"The index number not having changed by one whole point or more since July 2, 1942, pursuant to the provisions of P.C. 5963 as stated, the National War Labour Board orders that the terms of its General Order dated August 4, 1942, shall continue to apply for the period February 15, 1943, to May 15, 1943, subject to the right of employers or employees to apply to a War Labour Board for authorization of payment of such an amount of cost of living bonus as a Board may determine to be 'fair and reasonable', under the provisions of the Order."

As is indicated in the order, no change in the amount of the bonus will be made as from February 15, 1943.

Business statistics

The table below gives the latest statistics available reflecting industrial conditions in Canada.

Productive operations as indicated by the index of the physical volume of business were greater in 1942 than in any preceding year. In December the index was 221.2 compared with 207.8 in November, an increase of about 6.5 per cent. Four of the principal groups in-

cluding mineral production, manufacturing, electric power production, and distribution recorded advances during the month under review. The index of construction was lower. The general index for December was 14 per cent higher than for December, 1941.

The index of employment also indicated important expansion at the beginning of December, being at the highest level in the record and 10.5 per cent above December, 1941,

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943	1942		1942	1941	
	January	December	November	January	December	November
Employment Index.....(1)		186.5	183.3	165.8	168.8	167.6
Unemployment percentage (trade union members).....(2)	1.2	0.8	0.7	5.2	3.3	3.1
Index numbers, aggregate weekly payroll.....(3)		144.3	140.8	112.3	119.5	117.3
Per capita weekly earnings \$.....		30.03	29.81	26.13	27.32	27.02
Prices, wholesale index.....(1)		97.2	97.1	94.3	93.6	84.0
Cost of living index.....(1)	117.1	118.8	118.6	115.4	115.8	116.3
Retail sales unadjusted index.....(4)		213.4	164.8	128.1	201.5	146.6
Retail sales adjusted index.....(4)		156.3	161.7	150.9	147.2	138.2
Wholesale sales.....(4)		148.4	153.0	132.2	137.4	147.4
Common stocks index.....(4)		71.3	67.6	66.8	67.2	68.8
Preferred stocks index.....(4)		178.5	97.5	99.6	100.7	102.6
Bond yields, Dominion index.....(4)		198.2	99.4	99.6	99.3	99.1
Physical Volume of Business Index.....(5) (4)		221.2	207.8	192.3	193.9	183.7
INDUSTRIAL PRODUCTION.....(4)		250.8	239.3	216.5	208.0	202.3
Mineral production.....(4)		209.6	192.0	258.5	261.4	291.0
Manufacturing.....(4)		276.2	263.4	222.7	206.7	199.6
Construction.....(4)		101.5	106.3	124.7	185.0	127.9
Electric power.....(4)		140.1	137.3	142.9	138.9	137.5
DISTRIBUTION.....(4)		160.6	142.7	142.0	164.7	145.3
Carloadings.....(4)		126.5	126.5	149.6	138.8	124.8
Tons carried, freight.....(4)		173.4	137.2	169.3	170.8	139.6
Bank debits to individual accounts\$		4,194,613,475	4,966,558,098	3,230,788,844	3,686,546,270	3,426,905,805
Bank notes in circulation.....(6)\$		614,400,000	623,500,000	450,168,690	462,137,735	442,419,376
Bank deposits in savings\$		1,629,494,616	1,217,143,619	1,669,032,146	1,639,201,355	1,639,201,355
Bank loans, commercial, etc.\$		1,164,472,687	1,052,857,980	1,083,701,002	1,128,629,395	1,128,629,395
Railway—						
Car loadings, revenue freight cars.....(7)	227,858	247,382	279,474	247,327	236,325	273,662
Canadian National Railways, revenues.....\$				25,967,000	28,011,381	27,292,966
Operating expenses.....\$			22,570,045		19,080,608	18,943,937
Canadian Pacific Railway, traffic earnings.....\$		24,523,338	22,414,906	18,660,000	21,204,000	20,207,692
Canadian Pacific Railway, operating expenses, all lines.....\$		18,329,027	17,145,450	15,476,210	16,113,464	15,006,465
Steam railways, freight in ton-miles.....			5,077,229,000		4,355,505,000	4,711,258,000
Building permits.....\$	3,222,324	6,358,265	7,828,184	6,432,687	8,391,308	11,729,291
Contracts awarded.....(8)\$	11,984,000	13,451,200	22,065,500	12,880,000	19,109,000	22,889,500
Mineral production—						
Pig iron.....tons		164,382	170,578	163,156	166,182	123,735
Steel ingots and castings.....tons		269,834	270,812	257,069	244,844	221,367
Ferro-alloys.....tons		19,567	16,733	18,004	19,986	17,078
Gold.....ounces		359,903	362,652	405,664	421,316	442,837
Coal.....tons		1,735,460	1,618,113	1,897,954	1,813,963	1,828,937
Timber scaled in British Columbia.....bd. ft.		186,846,509	222,518,072	154,440,152	226,333,216	329,960,689
Flour production.....bbls.		2,062,835	1,973,401	1,555,850	1,577,169	1,664,803
Footwear production.....pairs.		2,650,375	2,884,992	2,463,947	2,736,108	2,935,554
Output of central electric stations.....k.w.h.	3,217,788,000	3,248,672,000	3,180,757,000	3,226,289,000	3,220,900,000	3,183,982,000
Sales of insurance\$		44,970,000	51,333,000	42,660,000	46,536,000	44,470,000
Newsprint production.....tons		244,180	251,150	311,900	300,820	300,310

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended January 28, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base June 1941=100. (4) Base, 1935-1939=100.

(5) Adjusted, where necessary for seasonal variation. (6) Notes in the hands of the public.

(7) Figures for four weeks ended January 30, 1943, and corresponding previous periods.

(8) MacLean's Building Review.

while the index of aggregate weekly pay rolls increased 20·8 per cent in the same comparison.

For the twelve months of 1942 the business index averaged 22·2 per cent higher than for 1941. Manufacturing production was 38·5 per cent higher in this comparison and mineral production 2 per cent higher. Cumulative figures for the twelve months period show steel production to be 15·6 per cent greater than in 1941, factory cheese production 36·3 per cent greater, and the number of cigarettes released 19·3 per cent greater. The number of tons of freight carried by the railways increased 10 per cent and the index of the value of retail sales 9·6 per cent. The value of construction contracts awarded declined 28·2 per cent in 1942 as compared with 1941, and the production of newsprint 7·3 per cent.

Cost of living index

The decline of 1·7 points recorded by the official index of the cost of living at the beginning of January

as compared with the previous month was due entirely to a decline in the index of the food group. Among the items accounting for the reduced food index, milk, coffee, tea and oranges were subject to price reduction under action taken by the government last December. Provision was made for the reduction in the price of tea by ten cents a pound, coffee, four cents, milk two cents a quart and oranges to about the September-October, 1941, level by subsidy payments and tax remissions. (L.G. Dec., 1942, p. 1417). Comparative figures for the general index on the base 1935 to 1939 as 100 at certain dates are 117·1 at January 2, 1943; 118·8 at December 1, 1942; and 115·4 at January 2, 1942.

At the beginning of January an increase in the cost of living of 16·2 per cent since the outbreak of war was recorded as compared with an increase of 40·4 per cent for the comparable period during the last war. Since the introduction of price control in the autumn of 1941 the advance has been only about 1·4 per cent (the index at October 1 of that year standing at 115·5) whereas the increase between October, 1916, and January, 1918, the comparable period during the last war, was 21·7 per cent.

Release of manpower from banking and insurance in Great Britain

Measures for securing the greatest possible release of manpower from banking and allied businesses and insurance undertakings are suggested in the report of a committee appointed by

the Chancellor of the Exchequer in Great Britain, under the chairmanship of Lord Kennet.

The report as a whole shows that the scope for further release of manpower from these occupations in Great Britain is relatively limited. However, the three sub-committees through which the committee carried on its investigations have made various recommendations. Thus, the sub-committee dealing with banking and allied businesses recommends the further closing down of branch banks, and makes certain suggestions for the reduction of services to customers and for notification of methods of work. It is suggested that clearing banks be required to operate with 85 per cent of their pre-war staff. The sub-committees dealing with insurance recommend that no staff should be employed wholly or mainly in obtaining new business.

The need for a regular review of deferments from military service granted to men of military age is emphasized. The committee also states that hours of work in these undertakings cannot be exactly regulated by the clock, as in manufacturing undertakings. Work has to be adapted to special times and seasons, involving longer hours on some days than on others. Forty-six hours (excluding meal-breaks) should however, be taken as a standard for reference and the industries should seek to attain it as an average.

As regards part-time work, particularly the part-time employment of non-mobile women, the committee consider that full use has not been made of this as a means of releasing labour. There are opportunities for its further development, especially for homogeneous blocks of simple clerical work in large centres, of which use should be made in the manner recommended by the sub-committees, and consideration should be given to the establishment of a special register of persons available for the purpose.

Pit production committees in Great Britain

Nearly all collieries in Britain now have pit production committees to stimulate coal production and enlist the co-operation of the workers. Such committees are part of the general wartime scheme of joint production committees which the British Government officially recognized in its Essential Work Orders by assigning certain disciplinary functions to them. (L.G., 1942, pp. 700, 931).

The Minister of Fuel has encouraged the establishment of pit production committees and has drawn up a model constitution which local committees adapt to their needs. The standard committee consists of eight or ten members equally representing management and labour, and has two chairmen, one from each side, who preside alternately. Commit-

tees usually meet weekly to examine the previous week's output in relation to the standard set for the district and to discuss means of bettering production. Their minutes and reports are sent to the Regional Coal Controller to whom they have direct access.

The Committees are debarred from discussing wages. They discuss the technical side of production and have recommended improved methods of extraction, investigated deficiencies of supplies and made suggestions for more effective use of the labour force. They have been relieved of responsibility for dealing with individual cases of absenteeism due to the tendency to degenerate into absentee tribunals, but they discuss factors producing absenteeism and discontent such as transport difficulties, housing shortages, civil defence duties, and general welfare conditions such as pit-baths and canteens.

Opposition to pit production committees came from some employers who were sceptical of labour's ability to understand complex production problems without special training, and from workers who were reluctant to collaborate with management during the war without assurances of a post-war future for the industry. To overcome opposition many committees have undertaken educational campaigns through the publication of pithead leaflets and newspapers, the appointment of "section stewards" and the election of production officers to act as liaison between the committees and the workers in the mines.

Plant protection against enemy air raids

The formation of labour-management committees on plant protection to safeguard war and essential civilian production against enemy air raids, accidents

and fires is being urged by the United States Office of Civilian Defence, which has issued the following statement:

"Although the primary responsibility for plant protection rests with management, a labour-management committee on plant protection composed of representatives of both management and workers should be formed in each plant. In those plants or departments where the workers belong to a labour organization, the union representatives should constitute the labour half of the joint committee."

A booklet entitled *Passive Protection for Industrial Plants*, recently issued by the United States Office of Civilian Defence, describes the training and organization of the five services needed for proper plant protection, including firemen, air raid wardens, police, medical, and operations and maintenance. It

describes the duties of the plant defense coordinator and the problems of plant communications, protective construction, protective concealment, and blackouts.

Pointing out that plant protection covers more than preparation against air raids, the booklet declares:

"Not only do air raids threaten American industry, but fire, sabotage, and industrial accidents do as well. Every week industrial accidents kill an average of 425 American workers, cripple or blind 2,200 others, incapacitate more than 45,000 and lose for industry and the nation 6,000,000 man-days of essential war and civilian production. Comprehensive safety programs will reduce these losses."

Extended school services for children of working mothers in United States

A scheme is being developed in the United States for the extended use of the facilities of schools in providing day-care for the children of working mothers. The War Manpower Commission last spring established a Day-Care section in the Office of Defence Health and Welfare Services to co-ordinate Federal, State and local activities in this field and in August \$400,000 was allocated for this purpose. An advisory and supervisory staff is being built up in the U. S. Office of Education, and States which can show evidence of need for child-care programs may receive Federal grants to assist them in administering such schemes. By January 15 seven States, Michigan, New Jersey, New York, North Carolina, Oregon, Virginia and Washington had received grants of this nature.

The statement of policy on Young Children and the War issued last March by the U. S. Commission on Children in Wartime (L.G., 1942, p. 1117) included recommendations that schools be used more extensively to provide day-care for children in order to protect their health and welfare and to make more women available for employment. The program recommended by Federal officials includes before- and after-school care for children of school-age, nursery schools and kindergartens for two to five-year-olds, training schools for professional and voluntary child-care workers and the provision of information to working mothers concerning local facilities for child-care, shopping assistance, etc. It is suggested that school lunch-rooms, gymnasias, work-shops, music and art rooms and playgrounds be kept open longer hours, that recreation be arranged for after-school hours and that older pupils be trained to assist in looking after the younger children.

Regional representatives of the Federal Office of Education have been appointed

to assist State departments of education and local school officials in developing such a program in areas where the problem is acute. The U. S. Children's Bureau will co-operate with State welfare departments in arranging foster-home and nursery school care for children under two.

State schemes are planned by Child-Care Committees of State defence councils. These Committees include representatives of State departments of education, health, public welfare and labour and the Federal Employment Service, Work Projects Administration and Office of Civilian Defence and other interested agencies and groups. The New York State Committee includes representatives of the Congress of Industrial Organizations and the American Federation of Labor. Under the supervision of these Committees, State departments of education administer the programs. The seven States receiving Federal grants have used the funds to add a State Director of Child-Care and one or more field assistants to the staff of their education departments. The field assistants in co-operation with the U. S. Employment Service determine which areas need extended school services, survey existing facilities and assist local officials in developing day-care programs.

An article on *The Place of Day Nurseries in the War Effort* in Canada, appears on page 175 of this issue.

U.S., Canadian officials discussed manpower at I.L.O. meeting

United States and Canadian Government officials and representatives of the workers and employers of the two countries met in New York on February 13 and 14 at the invitation of the International Labour Office.

The purpose of the meeting, the seventh in a series held under I.L.O. auspices in the past two years, was to provide an opportunity for an exchange of views and information on problems connected with allocation of manpower to meet war needs.

The meeting had been originally scheduled to be held in New York last November 28 and 29, but was postponed at the request of the Canadian Government. The sixth meeting of the series had been held in Montreal late last August.

The agenda of the gathering covered two points. The first was a discussion on developments in labour supply problems and policies since the August meeting, and the second was listed as "labour-management co-operation in organizing labour supply for war production."

More than 60 Americans and Canadians who are intimately involved in problems of

labour supply attended the meeting. Americans invited included officials of the Department of Labour, the War Manpower Commission, the War Production Board, National Selective Service, United States Employment Service and the National Resources Planning Board. Canadians attending included officials of the Department of Labour, Department of External Affairs, Department of National War Services and Department of Munitions and Supply.

Worker and employer members of the Labour-Management Policy Committee of the United States War Manpower Commission and the Canadian National Selective Service Advisory Board were also present. The Governing Body of the I.L.O. was represented by its Canadian and American members. Carter Goodrich of New York, chairman of the Governing Body, presided. E. J. Phelan, acting director of the I.L.O., was present with other officials of the I.L.O.

Family allowances

Family Allowances for Canada? is the title of a recent pamphlet published by the Canadian Institute of International Affairs. The brochure advocates the study of a system of family allowances in Canada, regarding it as a step towards the goal of freedom from want.

"The system," the pamphlet states, "simply means the payment of a certain amount of cash to parents for each dependent child. The money is intended to represent only a contribution towards the child's maintenance. Recent opinion, however, is that it should be large enough to cover subsistence needs: food, clothing, light, and fuel."

The pamphlet describes systems of family allowances that have been in effect in other countries, including France, Belgium, Australia and New Zealand (L.G., April, 1941, p. 439). It outlines the proposals for children's allowances in the Beveridge Report, (L.G. Dec., 1942, p. 1406; Jan., 1943, p. 46) and discusses the problems relating to the introduction of such a system in Canada, including the constitutional question, and an estimate of the cost of allowances. Emphasis is laid on the relation of such a system to nutrition and national health.

Pointing out that Canada's birth rate has been on the decline, the pamphlet suggests family allowances as a means of removing the penalties imposed on large families in the cities. Allowances to the agricultural population, where the birth rate is higher than in the cities, are also considered essential, however, and it is further intimated that the farmer would benefit because of the additional money that would be spent on farm products by low wage families.

Reorganization of National War Labour Board

Appointments Announced—Emphasis on Judicial Character of New Board —Proceedings to be Held in Public

A REORGANIZATION of the National War Labour Board in certain fundamental particulars was announced by the Prime Minister of Canada, Rt. Hon. W. L. Mackenzie King, in the House of Commons on February 12.

As reconstituted, the Board will be composed of three members: a chairman, a representative of employers and a representative of employees. It will partake more than previously of the nature of an industrial court, and is expected gradually to build up a jurisprudence to apply to its proceedings. The new chairman of the Board is Mr. Justice C. P. McTague; the employers' representative is Senator J. J. Bench; and representing the employees is Mr. J. L. Cohen.

Proceedings of the Board will hereafter be carried on in public.

Appointment of Mr. Justice McTague

On February 3, the Prime Minister had announced the appointment of Mr. Justice McTague as chairman of the board, succeeding in this position the Hon. Humphrey Mitchell, Minister of Labour. (Previously the Prime Minister had stated that Mr. Mitchell had requested being relieved of the chairmanship of the National War Labour Board owing to the pressure of other urgent duties).

In announcing the new appointment the Prime Minister declared: "I am happy to be able to say the Government has secured the services of Mr. Justice McTague as Chairman of the Board. I need not tell the house that Mr. Justice McTague has had long experience in dealing with industrial problems. He has been on many conciliation boards and, I believe, is the best person that could be found to fill this position."

Mr. Justice McTague is a native of Guelph, Ontario. He graduated from Toronto University in 1915, and served overseas with the Canadian Field Artillery from April, 1915, to March, 1919.

He was called to the Ontario bar in 1920 and became a King's Counsel in 1933. Two years later he was appointed a Justice of the High Court of Ontario, and in 1938 was appointed to the Appellate Court of Ontario. Since 1940, Mr. Justice McTague has acted as chairman of the War Contracts Depreciation Board.

Original Constitution of Board

In his later statement respecting reorganization of the Board, the Prime Minister gave the

following outline of the functions of the Board as originally constituted:

"The National War Labour Board was appointed on October 24, 1941. At that time its membership was that of a chairman, a vice-chairman, five gentlemen representing employers and five representing employees. When originally formed, the chairman was the present Minister of Labour, Mr. Humphrey Mitchell. When the Board was formed Mr. Mitchell was neither a member of the house nor a minister of the crown. Upon Mr. Mitchell's becoming a minister of the crown he continued to perform the duties of chairman of the Board, largely because of the special knowledge he had of its proceedings, and also because he believed it his duty to hold the position at least so long as he was able to help carry out the duties of the Board along with the other duties attached to his new position. However the Minister found, as everyone would expect, that with the heavy duties resting upon him in the Department of Labour it would be impossible for him to continue as chairman of the Board. Some time ago he advised me to that effect, and in consequence of the Minister's representations the Government has made certain changes. Mr. Mitchell's retirement from the chairmanship of the Board left the vacancy which has since been filled by Mr. Justice McTague's acceptance of the position."

The Prime Minister then listed the twelve members of the Board as originally constituted, including five representatives of employers, five representing employees, in addition to the chairman and vice-chairman, which latter position was filled by the Deputy Minister of Labour.

"As a matter of fact," the Prime Minister continued, "in the actual functioning of the Board the work, in the main, was carried on by an executive committee. That executive was composed of the chairman, vice-chairman, one representative of the employers and one representative of the employees. The representative of the employers on the executive was Mr. George Hodge, and the representative of the employees was Mr. J. McClelland. The gentlemen constituting the executive carried on as I have said the major part of the work of the Board. The entire membership was convened fortnightly, on an average, and on those occasions matters of concern to the Board as a whole were presented and dealt with.

Jurisprudence Governing Decisions

"One will observe that in the original establishment of the Board emphasis was placed particularly upon its representative character. An effort was made to secure a Board which would be representative alike of employers and employees. An equal emphasis, however, was not placed upon the judicial character of the Board. I do not mean to say that the Board was expected to do other than discharge its duties in accordance with the principles of justice. In its actual procedure, however, there was no jurisprudence governing its proceedings. One case would be dealt with, then another and another, in the order in which they were presented without any necessary relationship as to the principles governing in decisions. The point I wish to make clear is that the Board was not regarded like a court of justice in which principles are laid down which should govern generally.

"Mr. Justice McTague has emphasized the fact that it would be helpful in the avoidance and settlement of industrial disputes, and in dealing with industrial relations generally if the National War Labour Board could partake more of the nature of an industrial court. He feels that the members of the Board should be fewer in number, in order that they might, sitting together continuously, gradually build up a jurisprudence which would govern in labour matters.

"The government, after giving careful consideration to Mr. Justice McTague's representations, have come wholly to agree with the view he has expressed. The National War Labour Board, as it will now be constituted, will therefore be more in the nature of an industrial court. It will be limited in its members, but care will be taken to see that it will also maintain its representative character."

Board as Reconstituted

The Prime Minister then announced the constitution of the new three-man Board. In addition to Mr. Justice McTague as Chairman, the new members of the Board are Senator J. J. Bench, K.C., as representative of employers, and Mr. J. L. Cohen, K.C., as representative of employees.

In regard to the new members the Prime Minister declared, "I wish to stress the point that each of these gentlemen has knowledge not second I believe to that possessed by any other persons in this country, either on the side of capital or on the side of labour interests, in dealing with problems of industrial relations."

It was announced that Mr. George Hodge and Mr. J. McClelland, who with the Minister of Labour had been members of the executive

committee of the Board as previously constituted, would continue to be associated with the Board as technical advisors. The other members of the old Board would constitute members of a national war labour committee, to consult with and advise the presently constituted Board.

Hearings in Public

The Prime Minister called attention to the intention of the new Board to conduct its hearings in public. He said, "It is felt that in dealing with industrial disputes that are likely to affect our war effort and affect thereby the interests, not only of the country as a whole but of the United Nations as well, it would serve a useful and helpful purpose if the public could have a wider knowledge of the questions at issue." The public, he declared, will be kept fully informed of these matters which are of immediate public concern.

Mr. Percy Bengough, acting president of the Trades and Labour Congress, and Mr. Pat Conroy, secretary-treasurer of the Canadian Congress of Labour, issued statements expressing approval of Mr. Cohen's appointment as labour representative and confidence in Mr. Justice McTague as chairman. Both congresses had been consulted as to the appointment of the labour representative.

Statement of Chairman

Mr. Justice McTague issued a statement in regard to the policy of the Board which read in part as follows:

"While the Board hopes to establish a consistent jurisprudence and by public hearings and published judgments and reasons to acquaint the public fully with the principles upon which the Board proceeds in applying the wages order, such as would be the case if we were a court of industrial relations, we feel that we should state at the outset that it is our understanding that neither the government or the text of the order which we now are charged with administering expects or requires a legalistic or narrow technical approach, particularly in cases where by comparison with others, or having regard to standards reasonably necessary for a proper livelihood or the maintenance of proper morale, wage rates are inadequate or depressed.

"It is our view that the order contemplates that the board will correct such injustices in so far as they come before the board and are included in its scope.

"By the same token it is our view that the order, as a wartime measure, does not contemplate changes in wages or working conditions which do not find their justification in the correction of improper or depressed conditions."

Reconstruction

Reconstitution of Post-War Reconstruction Advisory Bodies

THE reconstitution of two important advisory bodies, the Advisory Committee on Economic Policy and the Advisory Committee on Reconstruction, was announced by the Prime Minister in the latter part of January.

The Committee on Economic Policy was first set up soon after the outbreak of war in September, 1939.¹ Its primary functions, then established, "to investigate, report and advise on questions of economic and financial policy and organization arising out of Canadian participation in the war," with a view to avoiding duplication of effort by departments and agencies of government and ensuring effective co-ordination, remain unchanged. To these have now been added "the additional functions of planning and organizing the activities of departments and agencies of government" (in respect of post-war matters) "as well as conducting investigations and study of post-war problems in collaboration with the Committee on Reconstruction, and the preparation and submission of appropriate reports and recommendations." In particular the Committee on Economic Policy has the authority "to assign to any department or agency of government responsibility for making investigations and preparing reports on post-war problems relating to the work of such department or agency."

The membership of the Advisory Committee on Economic Policy remains substantially the same, with the exception of a few changes necessitated by the transference of former members to other duties, and one recent addition.² The chairman is Dr. W. C. Clark, Deputy Minister of Finance; Dr. W. A. Mackintosh, Special Assistant to the Deputy Minister, is Vice-Chairman; and the other members are the following: G. S. H. Barton, Deputy Minister of Agriculture; Donovan Bartley Finn, Deputy Minister of Fisheries; Chas. Camsell, Deputy Minister of Mines and Resources; Donald Gordon, Chairman of the Wartime Prices and Trade Board; R. A. C. Henry, Department of Munitions and Supply; A. D. P. Heeney, Clerk of the Privy Council and Secretary to the Cabinet War Committee; Arthur MacNamara, Associate Deputy Minister of Labour; Hector McKinnon, Chairman of the Tariff Board and President of the Commodity Prices Stabilization Corporation; Oliver Master, Acting Deputy Minister of Trade and Commerce; Norman Robertson, Under-Secretary of State for External Affairs; Henri DesRosiers, Deputy Minister of National

Defence (Army); Hugh D. Scully, Commissioner of Customs; and Graham F. Towers, Governor, Bank of Canada. R. B. Bryce of the Department of Finance is Secretary of the Committee.

The Committee is responsible to the Prime Minister and reports to him or otherwise as he may direct. The Committee may appoint subcommittees, consisting of its own members or other persons, to investigate and report upon any matter within the functions of the Committee. And departments and agencies of government are required, at the request of the Committee, to designate officials to assist the Committee, its subcommittees and staff, in the performance of its functions.

Advisory Committee on Reconstruction

The Committee on Reconstruction was formally constituted in September, 1941,¹ although it began its work soon after the extension of the powers of the special Cabinet Committee charged with the consideration of demobilization and rehabilitation problems, in February, 1941.² The original definition of the duties of the Committee was related to this extension, "to examine and discuss the general questions of postwar reconstruction, and to make recommendation as to what government facilities should be established to deal with this question". The Committee was charged, "to submit to the special Committee of the Cabinet ... reports and recommendations respecting information received and consideration given to keep the special Committee of the Cabinet informed in respect thereto." Orders in Council P.C. 1218 (February 17, 1941) and P.C. 6874 (September 2, 1941) are now revoked, and the Cabinet Committee on Demobilization and Re-establishment reverts to its previous functions, i.e., "to report regarding the problems which will arise from the demobilization and discharge of members of the forces during and after the conclusion of the present war and their rehabilitation into civil life", with the Advisory Committee on Demobilization and Rehabilitation (under the chairmanship of Brig-Gen. H. F. McDonald)³ continuing as the advisory and co-ordinating body of government officials in this field.

The reconstituted Committee on Reconstruction, like the Committee on Economic Policy, reports directly to the Prime Minister, or otherwise as he may require. Its functions are redefined as follows:

¹ P.C. 2698, September 14, 1939 (amended later by P.C. 767, February 23, 1940.)

² P.C. 1027, February 8, 1943.

¹ P.C. 6874, September 2, 1941.

² P.C. 1218, February 17, 1941, amending P.C. 4068, December 8, 1939.

³ P.C. 5421, October 8, 1940.

"The Committee shall, on their own initiative, make such recommendations and draw attention to such considerations in the field of postwar problems as they may deem desirable.

"The Committee shall undertake such investigations and studies of postwar problems as may from time to time be determined in co-operation with the Advisory Committee on Economic Policy or as the President of the Privy Council may direct."

As before, the Committee is empowered to "appoint such subcommittees and consult such recognized experts as it may deem advisable", and to "invite to appear before the subcommittees . . . persons specially qualified to deal with any matter coming within the terms of reference of the Committee."

The membership of the Committee on Reconstruction continues unchanged, except for the replacement of Mr. Tom Moore, who has resigned. The Chairman is Dr. F. Cyril James, Principal of McGill University; and the other members are: Mr. Percy R. Bengough, Vice-President, Canadian Trades and Labour Congress⁽⁴⁾; Hon. D. G. McKenzie, Chief Commissioner, Board of Grain Commissioners for Canada; J. S. McLean, President, Canada Packers, Limited; Dr. Edouard Montpetit, Secretary-General, University of Montreal; Dr. R. C. Wallace, Principal of Queen's University. Ex-officio and liaison members are as follows: K. M. Cameron, chief engineer, Department

of Public Works, chairman, Subcommittee on Postwar Construction Projects; Dr. W. A. Macintosh, chairman, Canadian section, Joint Economic Committees; Brig-Gen. H. F. McDonald, chairman, General Advisory Committee on Demobilization and Rehabilitation; Walter S. Woods, chairman, Demobilization and Rehabilitation subcommittees on Interrupted Education and Land Settlement. Dr. Mackintosh is vice-chairman of the Advisory Committee on Economic Policy, but provision is made in the new Order in Council for the attendance of another member representing this Committee, if necessary. Dr. Leonard C. Marsh, formerly Director of Social Research at McGill University, is Research Adviser to the Committee; and Mr. J. E. Mackay, formerly Editor of the Commercial Intelligence Journal, is Secretary.

Arrangements have been made for mutual consultation and collaboration between the Advisory Committee on Economic Policy and the Advisory Committee on Reconstruction on studies, reports and subcommittee work; with the Committee on Economic Policy particularly concerned with the reference of postwar problems to Dominion departments and agencies and the co-ordination of a program of practical measures for the consideration of the government, and the Committee on Reconstruction particularly concerned with preparatory and consultative work not directly involving any specific government department.

Reconstruction Planning in Australia

Parliamentary Committee Recommends Establishment of Ministry of Reconstruction and Ministry of Social Security to Give Full Time to Economic and Social Betterment

RECONSTRUCTION planning was the subject of the fifth interim report of the Australian Parliamentary Joint Committee on Social Security which was published on October 8. Earlier reports dealt with social security legislation, unemployment, and housing (L.G., 1942, p. 1175). In its latest report the Committee declared that the object of social planning was "the attainment of a better standard of living for the great majority of the nation and in particular for the lower wage-earners, and protection against the hazards which life presents—poverty, unemployment, ill health, malnutrition and bad housing". It recognized, however, that the immediate postwar problems connected with the transition from war to peace such as demobilization and repatriation, the relaxing of wartime controls and the change-over from war- to peace-time industry must first be met.

For this purpose the Committee proposed the establishment of a Ministry of Reconstruction and the appointment of a National Planning and Co-ordination Committee to direct and co-ordinate all reconstruction planning in the economic field. This would replace the present Inter-departmental Advisory Committee on Reconstruction where members occupied highly responsible positions and had no time for meetings of the Committee. The proposed Committee would consist only of three experts, including one public works specialist to act as Chairman, and would be responsible to the new Minister of Reconstruction. Four sub-committees would work under it to make plans regarding public works, rehabilitation of secondary industries, rural settlement, and demobilization and repatriation, and a fifth would co-ordinate departmental planning for economic rehabilitation.

⁴ P.C. 951, February 5, 1943.

Employment Through Public Works

The function of the sub-committee on public works, it was suggested, would be to prepare a program to provide large scale employment for demobilized service men and women and war workers, pending their re-absorption in industry and economic readjustment between the nations. This should be done in consultation with commonwealth, state and local authorities. While a considerable number would revert to their pre-war occupations in the public service, railways, banks and private employment, plans would have to be made in advance for the employment of very large numbers of men and also many women.

"The preparation of a works development program to be put into operation at this stage, to take up any lag in employment," the Committee declared, "is of the utmost importance; indeed, it is probably the most urgent phase of planning to be completed".

In determining priorities for works projects, location would be a matter for consideration as well as the permanent value to the nation, labour and materials potential and the indirect effect upon industry generally; the whole being related to a policy of national development and stabilization of employment. There would be a vast field of development in Australia by way of schemes for water conservation, irrigation, hydro-electric and other power services, land reclamation, public utility services, building construction and transportation affecting all classes of labour and materials. In this connection also, many works projects for the development and expansion of post and telegraph services would be sound financially in addition to providing large scale employment.

The sub-committee on rehabilitation of secondary industries, it was suggested, should investigate the potentialities for re-employment in the re-establishment of industries, or in the development of new industries in the post-war period. As the services of expert industrialists, now directing war production, became available, they should be co-opted to assist in this most important phase of post-war planning.

It was suggested that the rural planning sub-committee consider schemes for soldier settlement as well as problems of marketing, rural industries, land utilization and improvement, rural living standards, etc.

Social Planning

The Committee proposed that social planning be directed by a Ministry of Social

Security, as recommended in an earlier report; and that it include the measures already suggested by the Committee: a commonwealth Social Security Act and a national Housing Planning Authority.

It was recommended, that the Social Security Act be passed immediately. It should embody the foundation principles of complete social security and take the form of a legislative framework into which existing social legislation would be drafted and future measures included. It should include a scheme of unemployment benefits financed by a graduated tax on incomes.

A national plan of medical, health, maternal and child welfare services for all, irrespective of circumstances, was considered to be of utmost importance in the approach to social security. Such a plan would probably be possible of achievement when normal conditions were restored to the medical profession by the demobilization from the forces of the large number of medical practitioners at present engaged therein.

The Committee considered housing as primarily a social rather than an economic problem, the implications of which overshadowed the immediate aspects of employment and building expansion necessarily associated with any large scale housing project. Slums and bad and inadequate housing were declared to be the root of many of the most acute social evils and a great deal of ill health.

The Committee urged the immediate appointment of a Housing Planning Authority. This authority should report directly to the Minister for Social Security concerning the social aspects of housing, including housing standards, slum clearance and draft uniform legislation, but the employment and works development aspects, which might be described as the by-products of a national housing scheme, should be co-ordinated by the National Planning and Co-ordination Committee.

As a necessary basis for any social security plan, the Committee recommended equality of educational opportunity through a nationally controlled uniform system of education. Whether this could best be achieved by grants-in-aid to States or by constitutional reform giving the Federal Government jurisdiction in this sphere was a question to be settled later. The need for more vocational guidance and technical education was stressed but the Committee also believed that children must be provided with "cultural and civic training to qualify them to become useful and efficient members of society".

Industrial Welfare

Industrial Nutrition in Canada

THE Nutrition Services Branch of the Department of Pensions and National Health has prepared the following suggestions for a nutrition program in industrial plants.

1. Remembering that proper nutrition really makes a difference to your present and future health, as well as your work, why not decide to have a Nutrition Program in your plant? (See the booklet "Nutrition in Industry", copies of which may be obtained free on request from the Publicity and Health Division.)

2. Survey and evaluate food facilities in the plant. Do they supply those foods necessary for best health? Are they adequate, clean, comfortable? If no cafeteria is possible, consider arranging for good boxed lunches, supplemented by canteen service.

3. Get together a Program Committee representative of Management and Employee. This Committee might be headed by an employee leader, the personnel manager, doctor or nurse.

4. Plan an "opening rally" for the Program, perhaps associated with a regular employees' social evening. Get a trained speaker to give a short talk on nutrition. Motion pictures on nutrition are also available. The local radio might assist.

5. Posters will help a lot if changed frequently. The management might sponsor a poster contest among employees' children, or among the city school children. Pass around the best posters to all the industries in town. Posters can also be obtained from the Milk Foundation of Toronto, Health League of Canada in Toronto, Nutrition Services, Department of Pensions and National Health in Ottawa, etc.

6. Literature—Various government departments, and also groups like the Health League, distribute material to workers and their wives. Many companies have published their own handbook, with some assistance.

7. If there is a food service, its co-operation is essential. Posters and displays will be useful but it is also necessary to help customers get nutritious meals at reasonable cost. A special "Victory Lunch" saves material and labour by providing a good lunch with no choices allowed, and at a minimum price.

8. The Nursing and Medical services can co-operate by giving special emphasis to

nutrition in their contacts. This help is very important. The company nurse might "score" the lunches being brought or carried, and post the results at intervals. Forms are available from Nutrition Services, Ottawa.

9. Company or employee publications should be utilized to the full. Short "boxes" should appear regularly, and competitions should be sponsored for cartoons, illustrations, recipes, menus, lunch suggestions, etc.

10. Exhibits from time to time may be arranged by dietitian, nurse or welfare worker.

For emphasis, all the above suggestions that can be followed should be developed to start about the same time, but they can also be done separately. These can be followed up by: (1) Nutrition classes, demonstrations or informal talks by trained people to employee groups. (2) Pay envelope slips. (3) Periodic advertising of the Victory Lunch. (4) Competitions on menus, etc., for workers' wives. (5) Motion pictures every month.

In the September, 1942, issue of the LABOUR GAZETTE an account was given of the Nutrition Services survey of food facilities in Canadian war industries and of the recommendations concerning nutrition in industry adopted by the Canadian Council on Nutrition held in June, 1942.

Canada's Official Food Rules

The Nutrition Services Branch has prepared the following Official Food Rules for Canada.

Milk—Adults, $\frac{1}{2}$ pint. Children, more than 1 pint. And some cheese, as available.

Fruits—One serving of tomatoes daily, or of a citrus fruit, or of tomato or citrus fruit juices, and one serving of other fruits, fresh, canned or dried.

Vegetables—(In addition to potatoes of which you need one serving daily)—Two servings daily of vegetables, preferably leafy, green or yellow and frequently raw.

Cereals and Bread—One serving of whole-grain cereal and 4 to 6 slices of Canada Approved Bread, brown or white.

Meat, Fish, etc.—One serving a day of meat, fish, or meat substitutes. Liver, kidney or heart once a week.

Eggs—At least 3 or 4 eggs weekly.

Eat these foods first, then add these and other foods you wish.

Some source of vitamin D, such as fish liver oils, is essential for children and may be advisable for adults.

These are the health-protective foods which everyone requires. Everyone should endeavour to eat them every day in at least the amounts indicated and to use more if possible.

Other material concerning healthful eating is contained in a pamphlet of the same name which has been issued by the Nutrition Services Branch of the Department of Pensions and National Health.¹

Community Nutrition Programs

Reports of Community nutrition programs and activities are coming in to Nutrition Services daily. There is little of the dramatic in the immediate results of a program of this type, for any program of health education produces long-term rather than immediate results. The reports being received by Nutrition Services show that a great deal of work is being undertaken, much of it directed primarily toward the worker and his family. In some cases the motivation for the program has stemmed from the community, in others, industry has approached the community asking that certain work be undertaken.

One Ontario community is directing its whole program towards two groups; girls employed in

industry and the wives of industrial workers, for whom special classes and groups have been arranged.

A Western city has adapted its program especially to the needs and convenience of the Wartime Housing groups.

A town in Nova Scotia has a war industry whose employees have increased from 500 to 1,700. This rapid expansion in a small town caused acute feeding problems. The plant approached the I.O.D.E. for help in opening and operating an emergency canteen at the plant until such time as the plant could equip and put into operation a large cafeteria. This help was given and the plant cafeteria is now operating under the direction of an experienced dietitian.

In a New Brunswick plant the supervisor of Industrial Relations sought the help of trained Home Economists to organize and conduct classes for wives of the workers.

In Cape Breton, regional Nutrition Committees are concentrating largely on the problems of workers in the mines and steel plants and their wives and families. Lunch boxes and meal problems rising from staggered working hours are two of the chief problems in this district.

The publicity sub-committee of the local nutrition committee in a western city is approaching industry with a prepared modification of the Servel plan and is encouraging each industry to create its own program to include workers' families.

¹ LABOUR GAZETTE, Jan., 1943, p. 158.

Nutritional Programs for Industrial Employees

Company Nutritional Programs Described in Survey in United States

THE *Industrial Relations Section* of the *Department of Economics and Social Institutions* of Princeton University has prepared a digest of current practice and experience on "Nutritional Programs for Industrial Employees" in the United States. The digest, an outline of which is given below, is based on an analysis of research reports on nutrition and on information received from representative companies.

The experience and opinion of industrial physicians and other company executives indicate that employee eating habits are a definite factor in productivity, absences, and turnover. Yet recent surveys reveal that a large percentage of workers are ill-fed. The situation is in part due to the growth of new large plants remote from adequate restaurants, the rapid expansion of personnel in existing plants, and the creation of additional shift assignments. Such community conditions as transportation difficulties, overcrowded housing without cooking apparatus, and employment of women with home duties mag-

nify the problem. While some of these obstacles to good-health-through-good-diet cannot be tackled by industry alone, management has found that programs directed at the worker's meals in the factory can alleviate the ill-effects of inadequate lunches and, at the same time, may encourage the workers to eat more healthful foods at all their meals. The basic methods and policies utilized by companies with established feeding programs are outlined below.

Meal Facilities

The extent and direction of any company meal program varies with the restaurant facilities in the neighbourhood of the plant, the number of employees, the size of the plant, the length of the lunch hour, and the eating customs of the force. The Committee of Nutrition in Industry of the United States National Research Council urges that:

"Nutritious meals of natural food at prices that the workers are accustomed to

and can afford to pay should be made available in all plants engaged in production for war or defense purposes, except in small plants where the worker may obtain such meals from private sources in the free time at his disposal."¹

Plant nutritionists and interested government agencies believe that the meal should, if possible, be a hot one. English experience with the contribution of the hot meal in the factory has gone farther than in the United States and recommendations on this subject have been implemented by the Factories Canteens Order, 1940. This authorizes the Department of Factory Inspection to require that canteens serving hot meals be established in war plants which employ more than 250 persons. These canteens are now prevalent in England and are held to be vital to production.

Plants in the United States which are giving attention to their employees' health during expanded production have established lunch rooms on all shifts. When plants are too large for all the workers to reach one cafeteria and eat in the allotted time, management often has found it desirable to decentralize feeding services. This is done by placing lunch counters at selected spots or by using mobile wagons. Some of these canteens dispense complete hot meals, others can only provide hot and cold supplements to the lunch box.

Companies employing a well-trained nutritionist to supervise the feeding services have reported the value of this policy in terms of better meals and thriftier marketing. When a nutritionist is employed, the cafeteria and other lunch facilities are usually company operated. The executives of such plants believe that whereas concessionaires must cover costs and make a profit, cafeterias run by plant management can focus upon the primary consideration of improved employee health through good eating habits. Several plants report, in this connection, that they subsidize their lunch rooms to provide the necessary food at reasonable prices.

Although most of the large plants are expanding their lunch rooms, they cannot or do not serve all their employees, and many of the smaller plants have no cafeterias. Frequently the owner of the small plant feels that he cannot afford the equipment involved. For workers in these plants, as well as for those carrying food from home to plants with cafeterias, the lunch box is the basis of the factory meal. Management's primary objectives in relation to the lunch box meal are (a) education for packing good lunches and

(b) the provision of food that can be conveniently distributed at low cost in the plant to fill in the vitamins and minerals which are deficient in the lunch brought from home. The Division of Industrial Hygiene of New York State gives suggestions for supplementary foods in a letter to all war plants in the state and estimates that the cost is within the reach of all plants.²

Lunch Period

Industrial physicians have emphasized that an adequate meal implies time in which to eat it. A chance to relax at mealtime is especially needed now when the demands of war are placing considerable physical and emotional strain upon the worker. The physicians, executives, and special research bodies are generally of the opinion that a minimum of one-half hour should be allowed for lunch. These groups state that the desirable length of the meal period depends upon the nature of the work—very heavy or very monotonous work requires a longer rest—and upon certain external conditions. For example, when poisonous substances are handled, a longer period is necessary for washing up and eating, especially if the washroom and lunch room are at some distance from the work place.

Snack Pauses

Management has found between-meal snacks useful in eliminating mid-morning and mid-afternoon slumps in production. Haggard and Greenberg's physiological tests on shoe workers at Yale University³ show that muscular efficiency rises after each meal and falls again 2½-4 hours later. Their findings that muscular efficiency is at its lowest level before breakfast are highly significant when added to the observations of plant executives that many workers leave home with a light breakfast or none at all. Without the snack pause the level of efficiency remains low until lunch.

English and American studies of workers' habits reveal that when left to themselves most workers take rest pauses at irregular and unsuitable times, and nibble at food surreptitiously. A number of English manufacturers stated, in response to an inquiry into the operation of such pauses, that official pauses were introduced so that management could prescribe the time and distribution that would maintain the best rate of productivity.⁴

²Industrial Bulletin, September, 1942. "Industrial hygiene; kinds of foods for proper nutrition of war workers prescribed," pp. 301-302.

³For the report of the experiments see H. W. Haggard and L. A. Greenberg. Diet and physical efficiency. New Haven. 1935.

⁴See J. Ramsey, R. E. Rawson and others. Rest pauses and refreshments in industry. London, 1939. Sec. IV, "Employers' attitudes to rest pauses and refreshments," pp. 31-36.

¹National Research Council, Committee on Nutrition in Industry. The food and nutrition of industrial workers in war time, p. 15.

Furthermore, the management's interest has had a salutary effect upon morale.

Representative manufacturing firms in the United States report the growing use of rolling wagons that dispense coffee, milk, sandwiches, ice cream, and candy during the pauses. Automatic dispensing machines are also prevalent. The provision of free milk to reduce the health hazards of munitions workers and of malted milk to underweight office and factory employees are examples of the effective use of snack pauses in plant-wide health programs.

Vitamin Provision

While there is some division of opinion among industrial physicians about the value of distributing vitamins to all employees, there is general agreement that for long-run health maintenance vitamin concentrates should be subordinated to the provision of natural diets rich in essential food factors.

The physicians agree upon the desirability of supplementing the diet with synthetic vitamins in particular instances of deficiencies that can be isolated and treated. One company, for instance, has reported that after 25 months of vitamin A therapy to improve the efficiency and relieve the eye fatigue of colour testers, assembly line rejects due to off-colour parts had been reduced from an average of 1.7 to three-tenths of one per cent. . . .

Some firms are distributing vitamin tablets free of charge or at a low price throughout their plant. The medical supervisor of an arms manufacturing company stated that 33 per cent of the employees of one branch took vitamin tablets for eight months, 44 per cent of the group taking them daily and 56 per cent periodically. Forty-two per cent of the employees in the daily group and 58 per cent of the periodical group reported their general health improved and said they fatigued less easily and had over 40 per cent fewer colds than in the previous year.

However, most companies using synthetics believe that the best practice is to administer them selectively under the supervision of the company doctor.

Companies adhering to this practice state that, since it has been found that many essential food factors are unavailable in concentrate form, it is wise to promote nutritious natural meals and to place the determination of the therapeutic contributions of vitamin pills in the realm of the physician.

Education

Many companies have found that the provision of adequate eating facilities is not in itself a guarantee that the worker will eat balanced meals. To promote better use of the cafeteria and to encourage more nourishing lunch boxes, employees must be convinced of

the value of good foods. Companies and special groups which have given attention to the problem of nutritional education have found the following methods helpful.⁵

- (a) Feature articles on proper eating habits, including menus for lunch boxes, in the plant bulletin.
- (b) Distribute booklets on nutrition and on lunch-box menus to workers and their families. A large manufacturing organization has appended a separate letter to such booklets given to foremen. This letter cites typical situations and useful methods by which the foreman may promote employee interest in the booklet and in good eating habits in general.
- (c) Post cafeteria "Victory" menus to suggest meals that can be prepared at home.
- (d) Serve in the cafeteria nutritious foods which appeal to the eye and the taste.
- (e) Make available the advice of a trained dietitian to employees and their families. To encourage the use of the dietitian, one company inserted a coupon in the plant magazine to be checked for nutritional disabilities, such as overweight. This was followed up by correspondence and, where necessary, private consultation.
- (f) Provide pay envelope slips listing items of food of good nutritional value which are on the market at reasonable prices.
- (g) Organize classes and demonstrations on the selection and preparation of balanced meals. These can be conducted by the plant dietitian or by a representative of the local nutrition group.
- (h) Place posters and exhibits, emphasizing the importance of good eating habits, at strategic spots around the plant.

Companies with feeding programs state the value of such efforts in greater employee health, productivity, accuracy, improved morale and lessened absenteeism.

Many executives have pointed out the fact, however, that the results of plant attention to eating habits are not measurable in exact terms. Such a program nearly always operates in conjunction with other important health efforts and often has been inaugurated along with improved machine techniques.

Considered as a part of a general company health program, the consensus of opinion and supporting evidence is that company cafeterias and efforts to improve employee eating habits contribute materially to the fullest use of manpower in the war emergency.

⁵Two good programs available nationally to war plants through their local gas and utility companies have been worked out by Servel, Inc., and Westinghouse Electric and Manufacturing Company.

The Place of Day Nurseries in the War Effort

Provisions of Dominion-Provincial Agreement

THE Plan for Day Nurseries authorized under a Dominion-Provincial agreement has received support of the Canadian Welfare Council. Under the title "Day Care of Children in Wartime", the Council has compiled a memorandum on the place of day nurseries in the war effort. The foreword states that "this memorandum is designed principally for the use of the local committees set up under the Dominion-Provincial agreement, July, 1942, and has not been prepared for the purpose of serving as a detailed guide to the creation and operation of individual day nurseries." Important factors concerning day nurseries and allied problems which have been discussed, form a very useful guide to those seeking to work with or plan day nurseries.

Introducing the subject is the statement that "thousands of married women who are now employed in industry and the increasing number still entering industry makes the proper care of their children a major problem."

To meet this need an agreement was drawn up in July, 1942, between the Dominion Government and the Provinces of Ontario and Quebec (War industry areas) which provides financial aid from the Dominion for the setting up of day nurseries wherever certain minimum standards are observed.

This agreement provides financial aid from the Dominion wherever these minimum standards are observed and gives the first claim on these day nurseries to children of mothers engaged in war industries. The term war industries takes in essential industries which are contributory to the war effort such as food processing, cafeterias, etc. In other words, industries—the continuation of which is essential to the war effort. Children will also be admitted whose mothers do not come under the above category, providing their number does not exceed 25 per cent of the total number of children in the day nursery, and provided there is no waiting list from mothers who are engaged in essential war industries.

The term mother includes foster mothers from which it will be seen that every effort has been made to provide for the needs of children, regardless of rank.

It is expected that full use will be made of any existing nurseries, nursery schools, church buildings, Sunday schools, etc. in order to save initial expense and cut down on overhead, providing the standards and administration are fully approved by the Dominion

and the Province concerned. Expenses for such centres will be on the unit cost per day basis.

There is to be no discrimination against any mother wishing to place her child in a day nursery on the ground of nationality, race, religious or political connections. Nevertheless, the religious affiliations of the respective children must be regarded in their placement in the day nurseries, in addition to the standards covering health, welfare, education and recreational needs.

Administration

Full charge of the general administration is vested in the Province which must set up a Provincial Advisory Committee. Membership must include a representative of the Provincial Department of Public Welfare and one nominated by the Director of National Selective Service and approved by the Dominion Minister of Labour. The Minister of Public Welfare may act as chairman or appoint his choice of chairman. Following are the duties of the Advisory Committee:—

1. To keep informed on the conditions pertaining to the employment of mothers in war industries in the Province.
2. To conduct periodical inspections of the facilities functioning under the terms of the agreement.
3. To report and advise the Province generally on questions of policy relative to the subject matter of the agreement.
4. To make and refuse recommendations regarding the numbers of personnel required for carrying on any project under the agreement.
5. To make and refuse recommendations regarding services for school age children.

The agreement between the Dominion and Provinces places no restriction on local groups. Where such groups representative of community interests are already concerned with day nursery care, provided their work is on satisfactory lines, it should be made to co-operate as closely as possible with provincial authorities in order that the committee may be recognized as a local committee under the terms of the agreement. Once recognized by the province the committee will be under provincial supervision and will be able to enjoy assistance and advice from provincial sources as needs arise, provided of course the standard set forth by

the province and the Dominion are maintained.

Where representative committees do not exist and a need for day nursery care arises the following courses are open:—

1. The province itself may have a local committee appointed.
2. The local community may make request to the province to appoint a local committee to look after the need.
3. The community may set up its own committee and then appeal to the province for recognition.

It is suggested that local committees and community groups planning for day nurseries will find the experience of Councils of Social Agencies and of family welfare organizations, particularly the Children's Aid Societies, to be invaluable.

Nursery Location and Facilities

Location should be within easy distance of homes of working mothers and if possible removed from factory districts. The size of the unit should be well considered in relation to other factors. Those providing for 40 and 50 children appear to give most effective service with economy of overhead.

A good deal of consideration and sound advice is given on selection or planning of buildings. Arrangement of space to allow for proper ventilation, rest rooms, adequate lighting, sanitation, playground facilities and sufficient play space for each child, also the necessary living space per child. Separate rooms for medical examination and for isolating sick children. The importance of proper furniture and equipment to suit the needs of small children.

Selection of Staff

Several pages are devoted to selection of staff and the importance of trained and equipped personnel, stressing that a "qualified staff is a prerequisite for success." Day nursery care of children must rest on principles which will assure constructive development for them. A superintendent chosen for day nursery work must have a broad understanding and knowledge of the individual all-round needs of children at different age levels. She must also have good contacts with and knowledge of outside agencies and groups so as to be in a position to deal with unusual problems. Stress is placed also on the importance of health services and personnel and an outline is given of a desirable daily program and some space devoted to the importance of keeping proper records.

The entire memorandum tends to raise the conception of day nursery work and daytime care of children to a much higher level than previously conceived. "There is an obligation upon day nursery management to function as an extension of home care through establishing an understanding with mothers that the purpose of these modern day nurseries is to educate and develop the child on its mental, physical and emotional side."

The suggestion is made that no married woman with children should be employed unless she has made satisfactory plans for their care during her absence.

Several paragraphs are devoted to the subject of working hours for mothers and the suggestion is made that shorter working days should be considered for married women and that they be employed on day shifts only.

The authors of this memorandum see in the present Dominion-Provincial co-operation, with proper fees paid by parents, an opportunity to put day nursery work on a far higher level than it attained under the old charity regime, a suggestion that such day nurseries may expand into permanent educational agencies for the younger child, serviced by specialists who work for their welfare and advancement.

A radical change from the day nurseries of other times which functioned largely to relieve distressed families and for the most part, financed by private funds or charity drives, were very limited in scope. Halifax, in pre-war days had one day nursery, three functioned in Montreal, five in Toronto, two in Winnipeg and one each in Ottawa, London, Hamilton, Edmonton and Vancouver. It pays tributes to the institute of Child Study of the University of Toronto as the most outstanding development in nursery schools.

The need of the older child is also provided for in the Dominion-Provincial Agreement since day nurseries meet only a part of the problem, and provision must be made for care of school age children of mothers who start work as early as 7 a.m. and may not return home until 6 or 7 p.m.

For care of these older children it is suggested that church buildings or other organized centres manned by experienced volunteer workers might be pressed into service or that day schools be used and the services of carefully selected teachers, who should be paid for their extra hours of work and called upon only once or twice a week.

The Act also allows for provision of a noon day meal for school age children.

The memorandum includes a Bibliography of twenty-four helpful books, reports and pamphlets enlarging on day nursery work and child care.

Manpower

Control of Civilian Employment Under National Selective Service

Review of Government's Manpower Control Operations from March, 1942 to January, 1943

ON January 19, 1943, a new set of civilian manpower regulations (P.C. 246) was announced by the Minister of Labour. The new regulations, as described on page 16 of the January LABOUR GAZETTE, consolidated previous National Selective Service Civilian regulations, with certain amendments.

The following article is a review of the Government's operations in the control of employment, from the establishment of National Selective Service in March a year ago, until the coming into effect of the new regulations.

General Statement on Control of Employment

The control of employment through the employment offices falls into three stages. During the first, from March 23, 1942, to June 17, 1942, the offices were administering Order in Council P.C. 2250, which provided that physically fit male persons aged 17 to 45 years could not enter specified restricted occupations without the written permission of a National Selective Service officer and Order in Council P.C. 2251, which provided that persons wholly or mainly engaged in agriculture could not enter employment outside agriculture, except active service, compulsory military training or seasonal employment in specified primary industries, without such permission. During the second stage from June 17, 1942, to September 1, 1942, Order in Council P.C. 2251 (Stabilization in Agriculture) remained in force, but P.C. 2250 (Restricted Occupations) had been repealed and replaced by P.C. 5038, which provided that, except in agriculture and certain other specified employments, no employer should take any person into employment except through an employment office. During the third stage from September 1, 1942, to January 19, 1943, P.C. 5038 had been repealed and replaced by P.C. 7595, the National Selective Service Regulations, which also repealed P.C. 2251 but incorporated the substance of P.C. 2251 with some minor modifications.

The first and second stages of this development may be regarded as preliminary, during which employers and employees became acquainted with the employment offices and their facilities, and the number of employment offices and their staffs were increased. Undoubtedly the movement of labour was given some direction during these periods, but it was very much less than that given during the third period.

In the third period, the establishment of a schedule of labour priorities in which industries as a whole and selected firms are classified as having very high, high, low or no labour priority, assessed for the first time the relative importance of all labour requirements. Without this schedule, placement officers could direct labour only on the basis of unofficial impressions of relative essentiality. The requirement that employers could not engage employees, except in a few occupations, without a permit to seek employment gradually forced employers to advise the offices of job openings. This requirement similarly compelled all job seekers to register at the offices. The control of advertising checked labour "poaching." Thus the reporting of job openings or vacancies, coupled with the labour priority schedule, gave the offices the requisite knowledge, and the registration of workers gave them the requisite opportunity to control the movement of labour. The further requirement that employers or employees had to give seven days' notice of separation from employment and that, in ordinary cases, permits to seek employment were given only to those having notices of separation, reinforced this opportunity. This requirement was intended also to deter labour turnover, to give employers an opportunity to replace workers who quit, and to give employees an opportunity to seek other jobs before layoffs.

The requirement of seven days' notice proved difficult to administer in certain industries and was from time to time modified by the Director, as provided in P.C. 7595. In P.C. 246 of January 19, 1943, the consolidated

National Selective Service Civilian Regulations, the requirement was somewhat relaxed. It is no longer applicable to employees during the first month of probationary employment nor to employment in building construction.

Employment Office Statistics

Meanwhile, a few selected statistics give a summary of employment office operations from April through December, 1942:—

Applications for employment.—Cumulative total, 1,392,943; male, 938,087; female, 454,856. From 54,297 in April all applications increased to a peak of 272,138 in November to 200,110 in December. From April to November all applications increased 401 per cent; male applications, 345 per cent; female applications, 537 per cent. From April to December all applications increased 268 per cent; male applications, 257 per cent; female applications, 296 per cent.

Vacancies notified.—Cumulative total, 1,289,404; male, 891,152; female, 398,252. From 43,534 in April all vacancies increased to a peak of 271,118 in October, to 198,839 in December. From April to October all vacancies reported to employment offices increased 523 per cent; male vacancies, 558 per cent; female vacancies, 459 per cent. From April to December all vacancies increased 357 per cent; male vacancies, 388 per cent; female vacancies, 300 per cent.

Placements effected.—Cumulative total, 824,945; male, 551,902; female, 273,043. From 31,529 in April all placements increased to a peak of 202,259 in November, to 148,355 in December. From April to November all placements increased 542 per cent; male placements, 524 per cent; female placements, 575 per cent. From April to December all placements increased 370 per cent; male placements, 371 per cent; female placements, 370 per cent.

Unfilled vacancies.—Unfilled vacancies increased from 15,061 (9,687 male; 5,374 female) on April 30 to a peak of 192,203 (139,049 male; 53,154 female) on October 31, to 147,116 (104,705 male, 42,411 female) on December 31.

Unplaced applicants.—Unplaced applicants at the end of the month increased from 33,020 (24,879 male; 8,141 female) on April 30 to a peak of 114,049 (63,674 male; 50,375 female) on September 30, to 82,372 (50,941 male; 31,431 female) on December 31.

Notices of separation and permits to seek employment.—Since September 17, the first week after the passage of P.C. 7595 for which reports were available, through December 31, the offices received 621,260 notices of separation (459,336 male; 161,924 female), issued 65,956 permits to agricultural workers to seek employment outside agriculture (63,817 male;

2,139 female) and issued 980,093 other permits to seek non-agricultural employment (650,657 male; 329,436 female).

The apparent anomaly that vacancies remain unfilled while applicants remain unplaced arises of course from the facts that the applicants and the vacancies are often not in the same place and that many of the applicants do not have the requisite qualifications to fill the available vacancies. From April through July the number of unfilled vacancies was less than the number of unplaced applicants. After July the unfilled vacancies consistently exceeded the unplaced applicants. This reflects the increasing labour shortage.

Unfilled vacancies have remained consistently large in a few high priority industries, especially in those involving heavy male work. For example, unfilled vacancies in logging and coal mining have ranged from 44,000 to 52,000 and from 2,300 to 2,700 respectively.

Special Labour Supply Problems

Following representations by the logging and sawmill operators, National Selective Service undertook a campaign to induce farmers to work in the bush during the winter months. This campaign took the form of the distribution of pamphlets to farmers, advertisements in rural papers, spot radio announcements, press releases, and co-operation with Provincial Governments. The Provincial Governments through employees in their Departments of Agriculture, Lands, Forests and Mines, undertook to canvass farm areas and to explain to farmers the importance of working in logging and sawmill operations. In addition, operating companies were permitted to place recruiting agents in the field subject to conditions prescribed by National Selective Service. While the publicity induced a flow of farm workers to the woods, actual placement was to a large extent under control of the employment offices. Reports indicate that the campaign has been quite successful. Late in August, National Selective Service was informed that it would be necessary to have 125,000 men in the woods by December. On December 1 it was estimated that there were 121,500 so engaged. It should be noted, however, that a late harvest restricted the flow of manpower to woods operations during the months of October and November.

The provision of coal miners has been a serious problem for National Selective Service. In co-operation with provincial authorities and the National War Services Boards in the provinces of Saskatchewan and Manitoba, miners have been recruited for the lignite fields in Saskatchewan. In co-operation with the Emergency Coal Production Board and the Armed Forces, miners have been released from the Army and directed to employment

in the mines. Civilian industry has also been combed for experienced coalminers. This matter is now being pursued in the East. Some 280 miners have been returned to mines in the West.

The urgent need of International Nickel Company for miners in the fall was met in part by a transfer of gold miners from the Timmins and Kirkland Lake area.

Shortage of power has resulted in the curtailment of the pulp and paper industry. Much of the manpower released by this curtailment has been diverted to the employment of the Aluminum Company of Canada in Arvida and to the Electro-Metallurgical Company of Welland.

Emergency labour recruiting measures were reasonably successful in saving the sugar beet crop and in providing fruit and vegetable canneries with labour.

Through arrangements with the representatives of management and of the employees in the jewelry industry, jewelry workers are being directed to employment in essential war plants.

Arrangements have been made to employ freight handlers in Halifax in fresh fish processing plants when they are not required to handle freight. Along the same line, arrangements have been worked out on the Pacific coast to use vegetable and fruit canning plants to can fish when there are no vegetables and fruits to can.

Arrangements have also been made with certain Mobilization Boards to use conscientious objectors on essential civilian work instead of calling them to alternative service.

To ensure crews for vessels sailing the Great Lakes, arrangements have been made to employ crews on temporary permits during the winter on shore and to direct crews back to lake boats in the Spring with the opening of navigation.

In October the decline of production in coal mining, base metal mining and basic steel plants led to negotiations between the Departments of Labour, National War Services, Munitions and Supply and the Wartime Prices and Trade Board, which resulted in arrangements by which until February 15, 1943, employees in designated establishments in these fields were to be given special consideration for postponement from military service and, except in special cases, denied permits to seek employment with any other employer.

Enforcement of Control of Employment

All documents such as notices of separation and permits to seek employment are filed alphabetically so that the recorded work history of each applicant is in one place. If an individual appears to have given or received too many notices of separation he is referred to a special officer who may order him to a

specific job. Cases of non-compliance are handled usually by the employment office manager, or a special officer in the larger offices, who explains the regulations to the employer or employee concerned and endeavours to induce compliance. If this fails the case is referred to the enforcement section at headquarters which, after such supplementary investigation and report by the local manager as it feels necessary, and after approval of the Director of National Selective Service, refers any case in which it appears that prosecution would be advisable to the Department of Justice. Only eight prosecutions have been undertaken to date. It has also been arranged that the Inspectors of Insurance Revenue, who periodically audit employers' records of contribution payments, will also inspect payroll and employment records for compliance with selective service requirements.

Labour Exit Permits

The Labour Exit Permit Order of October 16, 1942, prohibited any person, with minor exceptions, from leaving Canada to seek employment without a labour exit permit. It is estimated that between 1,600 and 1,700 individual labour exit permit applications have been received and dealt with at headquarters. Of these, approximately 50 per cent (800-850) have been granted.

These figures do not include applications rejected by local offices. Local offices have the right to refuse applications, but in the interests of uniformity of policy, authority for approval cannot be given without reference to headquarters. Neither does the figure of 1,600 quoted include any of the special woods labour permits mentioned below.

Prior to December 15 the policy adopted was a fairly drastic one, and anyone who was capable of being usefully employed in Canada, whether in essential industry or not, was refused a permit. This was for the purpose of conserving labour and providing potential workers for war industry. On this basis, not more than 15 per cent of the applications reaching headquarters at that time were receiving approval.

Since December 15 the policy has been modified and permits are now being refused only where the individual possesses skill which is scarce at the present time and which is essential to the war effort. This applies to persons with technical qualifications, industrial qualifications, doctors, nurses, and others whose services are essential to the national welfare. Skilled tradesmen, farmers and farm labour, and persons with technical accounting skill are likewise refused. Common labour, domestics, clerks, ordinary book-keepers and stenographers are being allowed to leave the country under the present policy. This results in a high percentage of approvals and as previously

mentioned, an approximate figure of permits granted to date is 800.

During past years Canadian woods labour from the Provinces of Quebec and New Brunswick was rather extensively employed on lumbering operations in the New England States. As a result of representations made by the United States Government to have this practice continued during the current logging season, National Selective Service, after consultation with representatives of Canadian and United States lumbering interests, agreed to make labour available during this season but established some measures of control over the migration.

In April last it was agreed that 3,700 Canadian woodsmen would be permitted to enter the United States and remain in employment there until January 15, at which time the situation was to be reviewed. This quota was allocated by the United States War Manpower Commission among 37 lumbering operators in the New England States, of which eight were Canadian operators having timber limits in the area. During the early fall the War Manpower Commission effected a re-allocation of the quota which reduced the numbers previously allocated to the Canadian operators by 256 and National Selective Service, as a result of the representations then made by the Canadian operators, re-established their allocations by increasing the original quota to 3,956. Late in December a further 500 men were made available at the request of the United States Government and the quota was thus raised to 4,456.

Operators commenced to secure their labour extensively in the early fall and with the passage of the Labour Exit Permit Order of October 16, 1942, local offices began to issue permits to the men then going into the United States. In November field parties were sent out to issue permits to the woodsmen who had entered the United States before the Order was passed. With the completion of this work in mid-December it was found that the operators had not been able to maintain their full allocations of woods labour and that they suffered a continual loss of men who, after working a short time, gave up the employment and returned to Canada. As a result of representations then made by the operators, it was decided to permit them to recruit labour up to quota strength replacing men who had returned to Canada, but it was specified that the border would be closed to Canadian woods labour on January 16 and that such labour then in the United States would be permitted to remain until May 15.

During the past month local offices have been issuing labour exit permits to men going to employment with the various operators, but the total number of permits issued does not represent the actual number of men in the United States since many permits were issued

to men going in as replacements. Local offices, however, are now engaged in the work of renewing the expiry date of the permits held by men in the United States at January 16 and when this task is completed there will be an individual record of each man in the United States at the time when the border was closed. Preliminary reports would seem to indicate that not all operators were able to secure their complete allocation of manpower before the border was closed and that the number of men now in the United States falls short of the over-all quota by some few hundred.

Permits to Seek Employment Outside Agriculture

The numbers of permits requested, granted and refused to persons normally employed in agriculture to seek employment elsewhere from March 23, 1942, to January 7, 1943, is as follows:

Region	Requested	Granted	Refused
Maritimes ..	11,587	11,281	306
Quebec	28,378	27,764	614
Ontario	19,656	19,082	574
Prairie	11,841	11,246	595
Pacific	3,096	2,909	187
Total ..	74,558	72,282	2,276

The figures show the number of permits granted to be almost equal to the number requested, but it should be noted that a very large percentage of these permits grants are of temporary duration to allow the farmer to take seasonal employment outside agriculture with the definite understanding that he return to agricultural employment at the proper time. It is estimated that 90 per cent of the permits granted to agricultural workers to take employment outside agriculture are limited in point of time and that the farm worker will return to agricultural employment. This is partly confirmed by the fact that over 65,000 of the total were granted after September 17, 1942, during the slack season in agriculture.

Method of Enforcing Stabilization in Agriculture

The provisions of the Stabilization of Employment in Agriculture Regulations, 1942 (Order in Council P.C. 2251, March 23, 1942) were incorporated into Part 3 of the National Selective Service Regulations, 1942 (Order in Council P.C. 7595, August 26, 1942). One notable change was made at that time. An agricultural worker was then authorized to take any employment outside agriculture, without permit, for a period of not more than thirty consecutive days at a time when such employment would not interfere with agricultural production. This was intended to permit farmers to continue their normal off-season

occupations and has worked out reasonably well although there have been some abuses. The following excerpts taken from current instructions to National Selective Service officers indicate the policy being followed:

"The movement of agricultural workers to employment outside agriculture must be discouraged, except where the new employment is to be in one of the following primary industries: lumbering and logging, forestry, fishing, trapping and mining.

"All offices are required to further the policy of retaining agricultural workers in agricultural employment and seasonal employment in the primary industries named.

"When issuing a permit to a farmer to take temporary employment outside of agriculture, it should be pointed out clearly to the applicant that the permit is limited in time and that he is expected to return to agricultural employment immediately after the time stated on the permit. It will be necessary to set up special files in all such cases and to mark them appropriately so that they can be brought up for attention at the termination of the time indicated on the permit. A check should then be made of a reasonable number of cases to see that such farm workers are returning to agricultural employment."

While there have been no prosecutions of farmers for taking employment outside agriculture contrary to the Regulations, the local offices follow any such movement closely and require any such worker to return to agricultural employment. There has been little evidence of any serious movement of farm workers from agricultural employment contrary to the Regulations. Most employers are also careful to comply with the provisions of the Regulations and, in the event of a farm worker exceeding the period of employment outside agriculture without permit, the facts are brought to the attention of the Selective Service officer. Routine inspections by Inspectors of Insurance Revenue will also bring to light such cases.

Compulsory Employment

Very little use has been necessary of the authority to compel unemployed persons to accept employment and persons employed less than full time to accept other full-time em-

ployment. From March 23, 1942, to January 7, 1943, only 102 persons were so compelled, 9 in the Maritime Region, 30 in Quebec, 47 in Ontario, 6 in the Prairie Region and 10 in the Pacific Region.

However, in an unknown but substantial number of cases equivalent compulsion has been used by Selective Service officers in denying employees in special situations permits to seek work with any but their present or former employer.

Reinstatement Rights

The volume of labour turnover as indicated in the large numbers of separation notices and applications for employment filed at the offices has made it unnecessary for Selective Service officers to induce many transfers with the promise of a right to reinstatement. From March 23, 1942, to January 7, 1943, there were only 725 such cases, 3 in the Maritime Region, 21 in Quebec, 669 in Ontario, 30 in the Prairie Region and 2 in the Pacific Region. The Ontario cases were chiefly gold miners being transferred to the International Nickel Company.

Restricted Occupations

Order in Council P.C. 2250 which established the schedule of restricted occupations was repealed on June 17, 1942, and has been replaced by a very much more comprehensive labour priority schedule prepared and revised in collaboration with the Department of Munitions and Supply and the Wartime Prices and Trade Board. Substantially all the "restricted occupations" are in the lowest or "no labour priority" classification. Suitable applicants are referred to available vacancies having the highest labour priority.

Vocational Training

The numbers given training directly through the vocational and plant school classes of the Dominion-Provincial War Emergency Training Program totalled 87,211 from April 1 through December 31, 1942, as set forth in the following table:

Nature of Training	Total Numbers Enrolled from Commencement of Program to December 31, 1942	Numbers Enrolled during period April 1, 1942 to December 31, 1942
Pre-Employment Industrial Classes:		
Men..	65,894	17,178
Women..	19,446	13,523
Part-time Industrial Classes:		
Men..	15,041	13,249
Women..	2,628	2,545
Rehabilitation Classes for Discharged Soldiers.	875	875
Plant Schools:		
Men..	3,882	3,882
Women..	3,154	3,154
Classes for Members of the Armed Forces.. . .	62,855	32,805
Total Enrollees, all Classes..	173,775	87,211

The Department is promoting, and in special cases helping to finance, training within industry by plant schools and otherwise. Except with respect to plant schools, no satisfactory statistics have been obtainable on this phase of the work because of the difficulty in establishing a precise and uniformly applicable definition of what constitutes "training" as distinct from the unavoidable "breaking in" of new employees. One sample enquiry, however, supports the belief that the number given special training in industry approximately equals the number trained in the vocational school classes of the War Emergency Training Program.

Training in Personnel Management

As of January 18, 1943, 240 persons had completed and 271 were still attending the courses in Personnel Management sponsored by the Department of Labour, as set forth below:

Completed Courses	
University of British Columbia.. . . .	44
McGill University.. . . .	43
Queen's University:	
1st course.. . . .	44
2nd course.. . . .	23
University of Toronto (day course)..	86
Attendance at Completed Courses..	240
Courses Being Conducted	
Dalhousie University.. . . .	51
University of Manitoba—evening..	30
McMaster University.. . . .	64
University of Toronto—2 courses evening.. . . .	126
Attendance at Uncompleted Courses..	271
Total Attendance—All Courses.. . .	511

Number of Technicians Transferred to War Industry and Wartime Bureau of Technical Personnel

The number of technicians transferred to war industries from April 1 to December 31, 1942, as measured by the number of permits issued was 3,076. During that period the Bureau interviewed 7,461 persons, received back 11,064 questionnaires and application forms and referred 6,374 records to employers for consideration.

Because of a growing shortage of chemists, engineers and other technically trained personnel, the Wartime Bureau of Technical Personnel was established under authority of Order in Council P.C. 780 dated February 12, 1941, in co-operation with the Engineering Institute of Canada, the Canadian Institute

of Mining and Metallurgy and the Canadian Institute of Chemistry, to organize the effective placement of such personnel in war industries and to co-operate with the Civil Service Commission in arranging for their placement in Government Service. Mr. E. M. Little was named Director of the Bureau, which was guided by an Advisory Board consisting of representatives of the Institutes named above, the Canadian Manufacturers' Association, Canadian universities and provincial professional associations. The Bureau circulated enquiries to industrial organizations and Government departments about their needs for additional technical personnel and, starting with the records of those who had registered as engineers, architects or chemists at the time of the National Registration, conducted a registration of such personnel and eventually extended the registration to include all graduates in pure science. The records so obtained have been classified and cross-indexed and, when requests are received from prospective employers, the names of persons with appropriate qualifications are referred for consideration.

The work of the Bureau was greatly facilitated by Order in Council P.C. 638 of March 4, 1942, which provided that scientific and technical personnel could not be employed otherwise than through or with the approval of the Bureau on behalf of the Minister of Labour, made notice to the Bureau compulsory if the employment of such person was terminated, and provided that at the request of the Minister any employer would be required to release any such person if he were willing to accept more essential employment and gave to such persons who accepted more essential employment at the request of the Minister the same reinstatement privileges as are extended to the members of His Majesty's Forces.

In the early months of the Bureau's work considerable time was devoted to the extension to the mining, public utility, petroleum and textile industries of the plan developed by the pulp and paper industry for plant training, the lending of skilled workers to war industries, the development of sub-contracting and assistance in training for the maintenance of military equipment.

Close liaison was maintained with the three branches of the Armed Services in regard to meeting their needs for technical officers.

Close co-operation was established with the Canadian universities, in the consideration of such problems as the granting of financial aid to suitable students in need of such assistance, the promotion of summer employment of undergraduates in work which would contribute to their professional advancement, and the manner in which members of graduating

classes could be most usefully employed either in the Armed Forces or in essential war industries. The universities co-operated also in the registration of all new technical graduates.

Appeals under National Selective Service Regulations

One hundred and sixty-five appeals from decisions of National Selective Service officers were taken to National War Services Boards from April 1, 1942, to January 7, 1943: 1 in the Maritime Region, 18 in Quebec, 45 in Ontario, 75 in the Prairie Region and 26 in the Pacific Region.

Of the 26 in the Pacific Region 10 were withdrawn, 4 disallowed, 11 allowed and 1 is still pending. Particulars of the disposition in the other regions are not yet available.

Of 90 cases in which the subject matter of the appeal has been reported, 40 had to do with refusals to issue permits to seek employment of the kind desired by the applicant, 33 with decisions about suspensions for misconduct, 13 with the requirement of seven days' notice of separation and 4 with revocation of permits.

The system of appeals to National War Services Boards did not prove entirely satisfactory as these boards were constituted for a quite different purpose. P.C. 246 of January 19, 1943, now directs such appeals to Courts of Referees under the Unemployment Insurance Act. These Courts are representative of both workers and employers, with an impartial chairman, and it is felt that these Courts are in a better position to deal with appeals under the National Selective Service Civilian Regulations.

Labour Supply Branch Formed

ANNOUNCEMENT was made on February 8 that the Minister of Labour has approved of the formation of a Labour Supply Branch within the Department. Plans for the branch were recently presented to the Minister by Mr. C. F. Needham, Associate Director of National Selective Service, Civilian, who drew up the plan in consultation with the Civil Service Commission. The branch will be under the direct control of Mr. Needham, and will centralize within the Department the formation of policies on labour supply and employment.

The new branch will recommend policies and procedure to be adopted to assist in meeting labour shortages, and for the even distribution of labour among industries and among districts. It will work in co-operation with the Wartime Prices and Trade Board, the Department of Munitions and Supply, and other departments of Government, in connection with several phases of labour supply and transfer. These will include labour priorities; the curtailment of non-essential industries so that manpower may be available elsewhere; the replacement of men in industry by women;

and more complete utilization of the skill of workers already employed in plants.

It is proposed that through this branch the Labour Department will organize manpower advisory committees in industries where serious labour problems arise. The policies devised by the branch will be carried into effect through the Employment and Selective Service offices across Canada. While the new branch will base its duties upon registration data and statistics from a variety of sources, this information will mainly be secured through other branches of the Labour Department.

"Employment conditions which we are faced with for 1943", Mr. Arthur MacNamara, Director of National Selective Service stated, "make it imperative that we should centralize in a single branch matters of policy and planning in connection with labour supply. The new Labour Supply Branch, acting as a co-ordinating agency in regard to these matters, will make for better planning and distribution of manpower and womanpower available for our industries."

The Minister of Labour later announced the establishment of an agricultural division of the Labour Supply Branch.

Selective Service Offices Enlist Women for Armed Services

HON. Humphrey Mitchell, Minister of Labour, announced recently that late in February the local Employment and Selective Service Offices across Canada will be equipped to interview girls who are prospects for enlistment with the women's branches of the armed forces. This action is being taken at the request of the Ministers of National Defence as part of a program for enlisting women. At

the present time officers of the Defence Departments and of the Labour Department and National Selective Service are working out a scheme to meet the situation.

Training schools will be operated at nine points across Canada, in order to train members of the staff of the Employment and Selective Service Offices to carry out their new duties.

Mrs. Rex Eaton, Associate Director in charge of the Women's Division of National Selective Service, has been requested by A. MacNamara, Director, to devote considerable of her time and attention to the organization of a drive for suitable volunteers for the Canadian Women's Army Corps, the Women's Division of the R.C.A.F., and the Women's Royal Canadian Naval Service, in co-operation with the recruiting divisions of the three branches of the Armed Forces.

The Minister pointed out that there are unemployed women in various parts of Canada, particularly in those districts where it has not been possible to develop war production. To the extent that women can be used to carry on non-combatant work in the armed forces, men will be released for more active duties. By developing this movement to the fullest possible extent, the Minister stated, the shortage of medically fit men available for fighting duties will be improved. Therefore it has been felt that as this recruiting is part of the manpower problem, the employment offices should be fully informed in regard to the need of women for the services, and should be able to discuss terms of enlistment with, and give information to, any woman or girl interested in enlisting.

The Minister pointed out that the recruitment of women in the armed forces is on a

voluntary basis. The process of actually enlisting women will still be handled by the Women's Services themselves, and not by the Employment and Selective Service Offices, but it is hoped that with the employment offices acting as information bureaus, the opportunity offered to girls to join the forces will be much more widely understood and appreciated. Mr. Mitchell added: "In all the larger employment offices it will be women who will discuss enlistment with any of the girls visiting those offices, who may appear to be interested. It is to be emphasized further that the women officials who will handle this matter in the employment offices will all be civilian officials."

The date when the employment offices will be prepared to undertake their new duties was announced to be February 22.

The addition of interviewing women for the armed forces to the work of Selective Service still further broadens the duties of the local offices. Duties already assigned to them include unemployment insurance work, employment placement, issue of selective service permits and enforcement of Selective Service Regulations, control of advertising for labour, administration of re-instatement in civil employment of ex-members of the forces, and transfers of labour.

Placement of Science and Engineering Students

MR. Arthur MacNamara, Director of National Selective Service, announced on February 5 that the Wartime Bureau of Technical Personnel, operated by Selective Service, is compiling a list of the opportunities to place university science students and engineering undergraduates in essential employment during next summer. Part of this list will soon be sent to all universities in Canada.

"It is very important", Mr. MacNamara stated, "that these students undertake work

during the summer holidays, in which war production will receive the benefit of the training the students have already had. At the same time the types of work offered will further their technical training in most cases".

The Director pointed out that university undergraduates must be in possession of National Selective Service permits to legally seek summer employment. These permits to obtain essential work will be available on applying at the nearest National Selective Service Office.

Definition of 'Person Employed in Agriculture'

An Order in Council, P.C. 455 of January 19, 1943, amending the National Selective Service Mobilization Regulations¹, defined employment in agriculture as follows:—

'person employed in agriculture' means a person who, on the twenty-third day of March, nineteen hundred and forty-two, was wholly or mainly employed or occupied in agriculture and includes any person who, on the said day, was employed or occupied on seasonal work in a primary industry and whose last employment

or occupation immediately prior to such employment or occupation in a primary industry was wholly or mainly in agriculture, but does not include any such person who, since the first day of December, nineteen hundred and forty-two, has been employed or occupied outside agriculture unless seasonally or temporarily employed or occupied outside an urban municipality for not more than sixty days in any year when such employment or occupation does not interfere with agricultural production or unless employed or occupied outside agriculture pursuant to a permit from a National Selective Service Officer.

¹ P.C. 10924, Dec. 1, 1942.

Farm Labour Policy for 1943

Program for Supplying Labour to the Farms Announced by Minister of Labour

A NATIONAL farm labour program for 1943 was outlined by the Minister of Labour, Honourable Humphrey Mitchell, in the House of Commons on February 26.

The plan re-emphasizes the Government's established policy of keeping essential labour on the farms. It also provides for the release of men and women suitable for farm work from non-essential industry and the direction of military rejects to agriculture. It calls for co-operation by Dominion and Provincial authorities in furnishing labour for farm work and for organized effort by local committees to meet production goals. The most efficient use will be made of existing supplies of manpower, and workers will be moved from low productive farms to more productive farms.

The eleven-point program outlined by the Minister of Labour is as follows:

1. Stabilizing employment in agriculture.—

Under P.C. 246, January 19, 1943 (L. G. Jan. 1943, p. 16) no person employed in agriculture shall accept other employment except,

(a) Active service in the armed forces, or

(b) Temporary employment not exceeding sixty days in any calendar year outside an urban municipality, but not for a longer time unless a permit has been obtained from an employment and selective service office. All employment offices have been instructed that permits should not be given to those who are essential to agriculture. Provision has been made to allow for the seasonal employment of agricultural workers in logging, lumbering, mining, and fishing, when they can be spared from the farms.

Under the mobilization regulations farmers and farm workers applying for postponement of military service shall be granted such postponement until further notice unless it is established to the satisfaction of the board that they are not essential to agriculture.

An interpretative letter was sent on February 1 to the Chairman of each Mobilization Board to ensure greater uniformity in the application of the Mobilization Regulations and to emphasize the importance of retaining manpower in agriculture. This letter stressed that postponements be granted until further notice to essential agricultural workers and outlined the following policy in regard to agricultural farm workers:

(1) An agricultural worker is, of course, free to volunteer for active service.

(2) It is the intention of the regulations that agricultural workers are to be retained in agricultural employment as far as prac-

tical through the National Selective Service Civilian Regulations. To the extent that their services can be spared from the farms during the "off crop" season they are to be encouraged to take temporary seasonal employment in lumbering and logging, forestry, fishing, coal and base metal mining, and acceptance of seasonal work in such industries does not deprive men of their right to postponement as agricultural workers providing they return to farm work when the season re-opens.

(3) Agricultural workers are to be discouraged from taking employment outside agriculture except in the primary industries indicated above. If they leave agriculture without a permit from a National Selective Service Officer contrary to the regulations they, of course, lose any special rights to claim deferment as agricultural workers.

(4) Farm workers who apply for postponement from military training are to be granted postponement until further notice, unless it is established that the applicant is not an essential worker in agriculture. The regulations, it should be noted, do not require the farmer to produce proof that he is an essential farm worker. If the Board doubts that a man is an essential farm worker, even though postponement until further notice is given, it can always exercise the right to deny postponement by calling such a man before the Board when established facts are presented.

(5) If a worker who upon receipt of Order—*Medical Examination* claims to be an agricultural worker but is not considered by the Board to be essential to the operation of a specific farm, the question then arises as to whether or not he is essential to agriculture in the district. If agricultural labour is needed in the district, he should be given an opportunity to place himself in a position where his services would be essential to agriculture on some other farm; or in the alternative to increase the production of a specific farm. The Board could give a deferment for three months instead of "granting postponement until further notice" in order to give the man an opportunity of finding essential work.

(6) A person who may not have been employed in agriculture on March 23, 1942, but who has become engaged in agriculture since that time, and is shown to be essential to agriculture, may be considered for

postponement on application if the merits of the case are established.

(7) Conscientious objectors including Doukhobors, Mennonites, and others who receive postponement of military training until further notice and are agricultural workers should not be directed to report for alternative service so long as they are employed in essential work in agriculture.

(8) Application for leave should be invited from agricultural workers engaged in alternative service, and such applications should be given favourable consideration.

2. Dominion-Provincial co-operative farm labour activity.—The Minister referred to the farm labour agreements between Dominion and Provincial Governments.

In Ontario, with the Dominion sharing equally in the costs, a Farm Service Force was recruited for farm work, made up of students, school teachers, and men and women from urban centres during vacation and spare hours. (L. G. Jan. 1943, p. 40.)

Under this arrangement, the Minister declared, "fifty thousand workers were made available for farmers who otherwise would not have gone near a farm."

In Nova Scotia, assistance in fruit picking operations in the Annapolis Valley was provided.

Agreements were made with each of the three Prairie Provinces to provide financial assistance for the recruiting, transporting and placement of emergency help for harvesting operations.

In British Columbia, the financial assistance was used in carrying out special measures to meet the labour requirements for fruit picking.

"This Dominion-Provincial co-operative plan," the Minister said, "will be expanded and further developed this year in all provinces. Already conferences to this end have been conducted. Suggestions have been made that we develop a woman's land army—well, you see we have had three years of successful experience with a much broader scheme in Ontario and to a lesser degree in other provinces.

"This year we will exceed our 50,000 individuals of 1942 in Ontario and do equally well in other provinces."

3. Return of workers to agriculture from seasonal employment.—Arrangements through the Employment and Selective Service Offices are planned and will go into effect to ensure that farmers and farm workers engaged in seasonal employment in logging, lumbering

and other seasonal work return to agriculture in time for spring work. These men were encouraged to leave agriculture during the winter, when they could be spared, on the understanding that they would go back to the farms in the spring.

There are some 175,000 men who were moved from farms for winter work who must return to agriculture, otherwise they will lose their rights to postponement under the Mobilization Regulations.

The Employment Offices will not issue permits to them for work in any other industry.

Positive assurance therefore exists that this large body of men will be available for 1943 farm work.

4. Recruitment of farm labour from existing sources.—The following existing pools of manpower will be tapped:

- (a) *Prisoners of war*—The Labour Department will explore the possible use of prisoners of war on farms and will assume the responsibility for this activity.
- (b) *Japanese in Canada*—Already representatives of the sugar beet growers of Alberta and Ontario have representatives in the Japanese towns in British Columbia negotiating for Japanese labour. We used these men successfully in Alberta, Manitoba, and to a lesser degree, in Ontario last year. In 1943 we expect still greater success.
- (c) *Indians on reserves*—Treaty Indians from the Reserves will be used on farms. This was tried out last fall and proved satisfactory and will be further developed this year.
- (d) *Other sources*—Other sources of potential farm manpower will be explored. These include recruitment and training of women for driving farm equipment; use of civilian internees; use of men discharged from the armed forces and numerous others.

5. Release of manpower from industries.—A survey will be made, and based on same, industries which can do so without impairing the war effort will be required to release men and women suitable for farm work. This may mean that during the rush seasons some industries may be closed temporarily.

6. Direction to agriculture of persons unfit for military service.—The authority provided under National Selective Service Regulations will be used to direct to agriculture unmarried men who are called for military service and are found to be unfit and who in the opinion of the National Selective

Service Officer are suitable for farm work. These men will be directed to productive farms where labour is needed.

The Government will pay transportation and if found necessary will make an initial allowance for work clothing. Furthermore, the Department will see to it that the men are paid promptly.

7. Mobility of labour.—To provide absolute mobility of farm labour so that manpower may be moved from areas where work is completed to other areas where needed, the Dominion Government will provide transportation when the movement is from one province to another and will share expenditure within the province with the Provincial Governments. This will permit of organization of farm labour excursions and similar arrangements.

8. Local agricultural war committees.—Local agricultural war committees in counties, townships, parishes and municipalities have already been established by several of the provinces to promote organized effort in local communities to meet 1943 farm production goals. Other provinces have this same plan under consideration. Such committees can assist greatly in carrying out the details of the Farm Labour Program.

The committees would be asked to perform the following functions:—

- (a) To encourage within the local area the best use of existing farm manpower through the efficient planning and management of farm operations, farmers working together where practical, the sharing of labour, and the co-operative use of farm machinery.
- (b) To determine seasonal and full time farm labour requirements in the community.
- (c) To encourage the transfer of labour from low to high productive farms and to work with Provincial agricultural representatives, other Provincial field men, and local Employment and Selective Service Officers in facilitating the placement on the most productive farms of workers brought in from other sources.
- (d) To assist Provincial field men and employment officers in recruiting farmers and farm workers who can be spared from agriculture during the slack seasons for work in other essential primary industries.
- (e) Supplying information regarding the essentiality, or otherwise, of farm workers whose cases are under consideration

by the Mobilization Boards when requested to do so. The local committees could be of assistance by reporting the facts regarding men who have not made themselves essential to agriculture by increasing production on the farm where they are working or by moving to a farm where their services are required. They could also report men who are unwilling to undertake essential seasonal work elsewhere when they can be spared from agriculture. Such reports will be made available to National Selective Service officials, the representatives of National Defence and Agriculture, appearing before the Mobilization Board and taken in conjunction with reports received from Recruiting Committees and other sources will enable the Board to reach a decision based on the facts.

9. Movement of workers from low productive farms.—Encouragement will be given to those at present on low productive farms to move to more productive farms. Each province will be requested to explore this possibility and to develop detailed plans which will best fit the local necessities.

10. Experienced farmers will be used to advise.—The advice of experienced farmers will be obtained as follows:—

- (a) Qualified men with agricultural experience will be appointed to the employment staff of each region and where necessary within individual provinces.
- (b) An Agricultural Division of the Labour Supply Branch has been established. On its staff are men experienced in agriculture.
- (c) A close contact will be maintained between this Agricultural Division and the Federal and Provincial Departments of Agriculture.
- (d) An outstanding farmer who is a member of the Canadian Federation of Agriculture has been added to the National Selective Service Advisory Board.

11. Discussion of program with Provincial Authorities.—This program will be sent at once to each Provincial Department of Agriculture and Labour and will be followed by detailed discussions in each province between their respective officials and representatives of the Department of Labour.

In reply to a question, the Minister stated that the Department of Labour was giving attention to the utilization of conscientious objectors on the farms.

Government Control of Manpower Extended in United States

Measures Aimed at Directing Workers into Most Useful Employment— Forty-Eight Hour Minimum Work Week

EARLY in February three sets of regulations were brought into effect in the United States, all aimed at making the most efficient use of available manpower.

(1) Physically fit workers in certain non-essential industries were directed to find employment in war work or face loss of deferment in the draft, regardless of their number of dependents.

(2) Government control of employment was instituted in certain areas of labour shortage.

(3) A minimum work week of forty-eight hours was ordered for critical labour shortage regions.

Transfer from Non-Essential to War Work

Workers in non-essential occupations in the United States were notified on February 3 that they might expect no further draft deferments, regardless of their number of dependents, unless they found more essential jobs.

Under the terms of the order, physically fit male workers in twenty-nine specified occupations and thirty-six industries were given until April 1 to undertake more vital work or face induction into the armed forces.

Mr. Paul V. McNutt, Chairman of the War Manpower Commission, stated that more and more non-essential activities would have to be curtailed as war production required more raw materials, labour, transportation facilities, electric power, plant facilities, fuel, public services, and the like.

Workers affected by the order were advised to consult with United States Employment Service offices for employment in war jobs. They were instructed not to go to overcrowded defense centres unless jobs had definitely been arranged for them.

"By the end of this year", Mr. McNutt said, "ten out of every fourteen of the able-bodied men between 18 and 38 will be in the armed services." The War Manpower Commission estimated that of 22,154,000 men in this age group, fourteen or fifteen million could pass present military physical requirements.

Control of Hiring

Mr. McNutt announced on February 4 that the War Manpower Commission would take control of the hiring of labour in thirty-two specified areas throughout the country, classified as "critical labour shortage areas".

Under the new system the Manpower Commission, or agencies approved by it, would furnish workers to employers on a priority system, based on the importance of the employer to the war effort. With certain minor exceptions no employment in the shortage areas could be undertaken without the Commission's supervision and approval.

It was stated that "the programs will be operated in a democratic way, with full regard to local conditions and with the advice of local leaders of management and labour."

The hiring agencies were directed to do these things:

1. Refer workers to jobs which "will use their skill most effectively in the war effort."
2. Accord priority to employers engaged in essential activities in the order of the urgency of their activities.
3. Place workers in jobs on the basis of their qualifications and without discrimination as to race, colour, creed, sex, national origin, or, except as required by law, citizenship.

These employment control regulations were issued by Mr. McNutt under the authority of an executive order signed by President Roosevelt on December 5 giving to the Chairman of the War Manpower Commission various general controls over manpower both for military and for industrial needs (LABOUR GAZETTE, December, 1942, p. 1415). They were expected to supersede the Commission's plan for voluntary employment stabilization, which had been in operation in a number of areas of labour shortage.

This plan had been put into effect in such areas with the approval of representatives of management and labour. It provided for the utilization of United States Employment Service agencies in the hiring of workers. No employer might hire a worker covered by the plan unless he had a certificate of release from his previous employer, obtained through the Government employment agency.

Employers were forbidden to advertise for workers unless the advertisement contained a clause stating that no person working in a war production plant need apply. They might not advertise, recruit or scout for workers outside their area without clearance from the Government Employment Service, and agreed to make maximum use of local labour, including women, minority groups and other groups not ordinarily employed, as well as workers from non-essential industries.

Forty-Eight Hour Week

A minimum wartime work week of forty-eight hours was decreed in the United States by an executive order signed by President Roosevelt on February 10.

The order stated that "for the duration of the war, no plants, factories or other places of employment shall be deemed to be making the most effective utilization of its manpower if the minimum week therein is less than forty-eight hours per week."

It was specified that the Fair Labour Standards Act of June 25, 1938 (LABOUR GAZETTE, 1938, p. 719) was not affected by the order, so that time and one-half was to be paid for all hours worked in excess of forty per week in industries covered by the Act. The order provided expressly, however, that no change is made by it in any collective bargaining agreement as to the rate of overtime pay.

The Chairman of the War Manpower Commission was directed to issue regulations to effectuate the statement of policy contained in the order. He was authorized also to establish a minimum work week greater or less than forty-eight hours in cases where such action

would expedite production. In the case of a plant that claims the forty-eight hour minimum is impossible of application, the employer must seek specific permission from the Commission.

Mr. McNutt announced that the order would be applied at first only to thirty-two "labour shortage" areas listed by him. In those areas it would apply to all employment, and would be mandatory rather than merely a statement of policy. Employers would, however, receive time to attain a forty-eight hour week gradually over a period of several weeks. Employers would be expected to prepare schedules of release showing how they proposed to release workers whose services they would now be able to dispense with. These workers would be placed in other war jobs.

Employers who failed to comply with the regulations would be unable to get new workers from the lists of the United States Employment Service, through whom most hiring now has to be done in critical labour areas.

The Office of Price Administration would determine whether increased labour costs resulting from the order warranted price adjustments.

Plan of U.S. Railroad Union to Conserve Manpower

Brotherhood of Railroad Trainmen Undertakes Emergency Placement Program to Relieve Temporary Manpower Shortages

A plan designed to make the most efficient use of available manpower on United States railroads is being worked out by the Brotherhood of Railroad Trainmen. The plan will apply to the type of situation where one road is suffering from a temporary shortage of workers at the very moment when another road may have a number of its employees temporarily idle. It will permit workers who are idle for several days because of traffic slumps on their own roads to take day-to-day jobs on other roads that need additional manpower. Details of the program are being carefully worked out so as to preserve the rights of employees on the roads concerned.

The plan is described in the following article reprinted from the January, 1943, issue of *The Railroad Trainman*:—

Unemployment Registry Plan

The Brotherhood of Railroad Trainmen is undertaking an emergency placement program which will unquestionably relieve the manpower shortage in yardmen and yard service employees on the nation's railroads. It centres about a plan to utilize every potential man-

hour of trainmen labour, so that workers who are idle for several days because of traffic slumps on their own roads will be permitted to take day-to-day jobs on other roads that need additional manpower.

The program is being worked out carefully so that the rights of employees, both on the roads which employ temporary manpower and also on those which give the lay-off, are not prejudiced. It will be employed first within the Chicago Switching District, where the plan was developed, but will be extended wherever possible to other railroad centres.

The idea was born out of President A. F. Whitney's suggestion that a temporary job registry should be set up in Chicago to relieve the desperate manpower situation that was holding up movement of war goods. Railroad management had been pointing out that lack of yardmen and yard servicemen was creating a slow-up. President Whitney's survey of the Chicago problem revealed that at the very time that many roads were crying for additional yardmen, other roads within the Chicago Switching District were laying off yardmen because their traffic had hit off-peak periods.

President Whitney suggested that a plan should be formulated to permit roads to employ these idle trainmen on a temporary basis, and at the same time to preserve the rights of all other Brotherhood men on the roads concerned.

12-Rule Program

The Association of Local Chairmen of the Chicago Switching District undertook to work out the plan which is now to be put into operation. The Association made a painstaking analysis of the problems involved and laid down a 12-Rule Program which will succeed in eliminating any chance of prejudice to any employee involved.

The entire program, which depends upon the individual co-operation of all trainmen for success, in substance provides:—

- (1) Establishment of a Central Bureau to register all idle men engaged in yard service and yardmen.
- (2) Railroads needing men will advise the Central Bureau of the number, starting-time and job-location of each vacancy to be filled.
- (3) Trainmen will be required to protect the vacancies in the same manner as though called to fill vacancies on their home lines.
- (4) Trainmen will be governed by the wage and working agreements of the line to which they are furnished.
- (5) Trainmen will not be furnished or assigned on a foreign railroad for any fixed number of days, but will be employed on a day-to-day basis.
- (6) Trainmen thus temporarily employed shall continue to accrue seniority on their home railroads, but shall not accumulate any seniority on foreign railroads.
- (7) No co-operating railroad shall call on the Central Bureau for Trainmen until all available trainmen on its property have been engaged.

Other sections of the proposal relate to the protection of existing agreements and rules on the railroads which co-operate to use the Central Bureau. The entire plan will be subject to cancellation upon 30 days' notice

upon the part either of the railroads or the Brotherhood.

There will be two principal benefits to the trainmen who co-operate to make the plan successful:—

They will be able to augment their earnings at a time when the cost of living has risen abruptly and will be better able to participate in the War Bond purchasing program which the Brotherhood has set for itself.

They will be able to keep the field of employment levelled off, in view of the current demand for additional train and yard service employees, so that their contracts will be protected when normal movements are resumed, once the war is over.

Demand for New Employees

Bulletins released by the Office of Defence Transportation indicate that some 450,000 new railroad employees will be needed to handle the railroad traffic for 1943. Advertising and the recall of thousands of retired railroad workers have not yet been able to cope with this demand. The plan will ease the pressure and assure that no vital war traffic will be delayed for lack of adequate manpower.

The Brotherhood urges all trainmen to co-operate fully with their Central Bureau, whenever the plan is extended to their own railroads. As a matter of self-protection, trainmen should stop to consider the effect of releasing an additional 450,000 new railroad workers, once the war emergency is over. They can best conserve the strength and security of their respective wage and working agreements, if they do all in their power to shoulder the new burden of extra work that has fallen on the shoulders of all American workers.

The plan is a test of patriotism, and the Brotherhood of Railroad Trainmen, which has sponsored the wartime temporary job program, knows that its members will make it a success.

Australian Action Against Absentees

HUNDREDS of workers in Sydney, Australia, who absented themselves from their jobs in war production on New Year's Day in spite of the Federal Government's order that the day should be observed as an ordinary working day, were summoned to appear in special courts.

Australia's National Security Regulations provide for fines up to £100, or six months' imprisonment, or both, for absence from employment except in the case of illness or incapacity, customary leave of absence, attendance to union business, or a domestic or other pressing emergency.

The rule applies to employers as well as

to employees; and summonses were issued against a number of employers, managers and other persons holding executive positions, as well as against employees.

Most of the men who were convicted were bound over in a bond of £20 to observe the Regulations, in default 14 days' imprisonment. The magistrate declared that a pecuniary fine would result in a "tarpaulin muster"; and that if imprisonment were ordered this would retard production, besides, in his opinion, being unjust, because only a minority of the absentees were being charged. He therefore thought that the situation could best be met by binding the defendants over.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their Reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Industrial disputes which concern wage demands are now administered by the National War Labour Board.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried

on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1941 appeared in the *LABOUR GAZETTE* for May, 1942.

The latest available information as to strikes and lockouts in Great Britain and other countries appear from month to month.

Dispute in Steel Industry.—This month the *LABOUR GAZETTE* publishes an account of the settlement of the industrial dispute affecting steel workers at Sault Ste. Marie, Ontario, Sydney and Trenton, Nova Scotia.

Steel Workers' Industrial Dispute

Conference of Government, Employers and Employees in Ottawa— Terms of Settlement

THE January issue of the *LABOUR GAZETTE* contained on page 53 an account of the background of the industrial dispute affecting steel workers at Sault Ste. Marie, Ontario, and Sydney, Nova Scotia, together with the majority and minority reports of the Royal Commission appointed to report as to wage rates of employees in these companies. The majority report of the Commission recommended that with certain exceptions basic wage rates in the steel companies should remain unchanged.

The minority report recommended that the basic wage rate be raised to 55 cents an hour, and that steel be declared a national industry.

Copies of the majority and minority reports of the Commission were transmitted to the interested parties on January 9, 1943. On January 12, 5,200 employees of Dominion Steel and Coal Corporation, Sydney, N.S., went on strike for increases in basic wage rates, as recommended in the minority report of the Royal Commission. On January 14, 3,786

employees of Algoma Steel Corporation in Sault Ste. Marie went on strike for the same reason. On the same day, 2,675 employees in four plants in Trenton, N.S., went on strike, in sympathy with the other strikers, and demanding that they be recognized as workers in a "basic" steel industry, and for increases in basic wage rates as recommended for Sydney and Sault Ste. Marie steel workers in the minority report. In all the plants the union arranged for maintenance crews to keep machinery in working order.

The Minister of Labour on January 14 advised the interested parties that the Government was prepared to meet representatives of employers and employees in a conference to be held in Ottawa on Saturday, January 16. Due to the inability of some of the representatives to make transportation arrangements, this conference was postponed to Monday, January 18.

Mr. Philip Murray, President of the United Steel Workers of America, was urged in a telegram from the Minister of Labour to intervene in requiring the employees to return to work. Mr. Murray subsequently appointed a commission of three representatives of the steel workers' union to attend the conference in Ottawa, with the other representatives.

Government Proposals

During the course of the conference, the Prime Minister made certain proposals to the steel workers on behalf of the Government. In the event of the steel workers returning immediately to work, the Government would see that immediate effect be given to the majority recommendations of the Royal Commission. The Government would be prepared to recognize basic steel as a national industry; so that if the workers desired to present a new case to the National War Labour Board as belonging to a national industry they would be free to do so.

In accordance with his own suggestion, the Government was prepared to free the Minister of Labour from the duties of Chairman of the National War Labour Board, and to appoint a new Chairman. If the workers desired to present a new submission to the Board, the Board would be convened at the earliest opportunity. Moreover, the Government would immediately pass an order in council fixing 55 cents an hour as a minimum wage in the Sydney and Algoma steel plants, the same wage to apply to those operations in the Trenton plants immediately re-

lated to the production of basic steel. The minimum wage of 55 cents an hour would be understood as including the cost of living bonus. The steel workers at Trenton might apply to the Regional Board to determine how far operations at Trenton were concerned with basic steel.

These terms were rejected by the steel-workers' union officials.

Further conferences were held, however, and on January 22 a basis of settlement was accepted by the union officials. The conditions of settlement were similar to those offered on January 18, with the following exceptions:

The 55 cent basic wage rate, inclusive of cost-of-living bonus, was to be made retro-active to November 1, 1942;

In the event of a reduction in the cost-of-living bonus this basic wage rate would not be reduced, but would be augmented by any increase in the cost-of-living bonus in the future.

Officials of the United Steel Workers of America recommended to the locals at Sydney, Trenton, and Sault Ste. Marie that these terms be accepted. Workers at Sydney and Sault Ste. Marie held mass meetings, and decided to take a vote on January 25 to determine acceptance or rejection of the Government proposals. The vote at Sydney showed a majority in favour of a return to work; at Sault Ste. Marie the majority favoured remaining on strike.

Following announcement of the result of the vote, the workers at Sydney resumed operations, and shortly afterwards officials of the United Steel Workers of America proposed an amalgamation of the votes taken at the two plants, thus giving an overall majority in favour of acceptance of the Government's proposals.

This plan was accepted by the union local at Sault Ste. Marie, whereupon the employees there went back to work.

Steelworkers at Trenton, however, remained on strike until January 30. At meetings on January 24 and 26 the men voted against returning to work until they were officially recognized as "basic" steel workers, and thus assured a base wage equal to that paid workers in the Sydney and Sault Ste. Marie plants. At a mass meeting on January 29, however, the workers voted to suspend their strike for 30 days, meanwhile making application to the National War Labour Board, in accordance with the Prime Minister's proposals.

Text of Order in Council

The text of the Order in Council (P.C. 689, dated January 26), authorizing implementation of the terms of settlement of the dispute is as follows:

Whereas the Minister of Labour reports that it is imperatively necessary that vital steel production which has been interrupted by a dispute at the steel plants in Sydney, Nova Scotia, Sault Ste. Marie, Ontario and Trenton, Nova Scotia, be continued without further interruption;

That the Government and the employees as represented by the United Steel Workers of America have arrived at a satisfactory basis for the settlement of the dispute as set forth in the Memorandum of Understanding dated January 22, 1943, and steel production has been resumed;

That, since the terms of the settlement incorporate the recommendations on which the majority and minority of the Royal Commission on the Steel Industry (Barlow Commission) were agreed and represent a reasonable and equitable adjustment of other matters in dispute, it is advisable formally to ratify them and to authorize the Minister of Labour and the National War Labour Board to implement them.

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, and notwithstanding the provisions of any other law, order or regulation, is pleased to authorize and do hereby authorize the Minister of Labour and the National War Labour Board to implement the proposed terms of settlement as set forth in the Memorandum of Understanding dated January 22, 1943, a copy of which is attached hereto.

MEMORANDUM OF UNDERSTANDING WITH RESPECT TO THE SETTLEMENT OF THE DISPUTE IN THE STEEL INDUSTRY OF CANADA

The decision, as clarified, is as follows:

(1) That in the event of the steel workers now on strike returning immediately to work the Government will take immediate steps to implement the majority report of the Barlow Commission, namely:

1. That the management and the maintenance men enter into negotiations and that an application be made to the National War Labour Board for such increased wage rates or range of wage rates with respect to such maintenance men as pipe fitters, steamfitters, mill-wrights, electricians and carpenters as will bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications.

2. That time and a half be paid for the seventh consecutive day worked by any employee.

3. That arrangements be made for the making of a careful study having in view a reclassification and an evaluation of jobs.

4. That management-union-employee committees be appointed in the different departments of each company.

The foregoing recommendations were also included in the minority report.

(2) The Government would be prepared to recommend that the Dominion Steel and Coal Corporation in respect of its steel plant at Sydney, Nova Scotia, and the Algoma Steel Corporation in respect of its steel plant at Sault Ste. Marie, Ontario, be designated as national employees.

(3) If, as belonging to a national industry, the steel workers desire to present a new case to the National War Labour Board, they shall be free to do so.

(4) The Minister of Labour desires to be relieved of his duties as Chairman of the National War Labour Board, and therefore any new application by the steel workers will be considered by the National War Labour Board, headed by a Chairman who has not previously had the matter before him.

(5) The Government will undertake to recommend in the event of the steel workers desiring, as members of a national industry, to present a new submission to the National War Labour Board, that the Board be convened at the earliest opportunity.

(6) If the men return to work immediately the Government will immediately pass an order in council fixing 55 cents an hour as a minimum rate of earnings, effective from November 1, 1942, in the Sydney and Algoma Steel plants, the same rate to apply to those operations in the Trenton plant which are involved in the production of basic steel, the minimum rate of earnings of 55 cents an hour to be understood as including the cost of living bonus as of the present date. However, this provision shall not prejudice the right of the employees from making representations in respect to the cost of living bonus to the National War Labour Board and such representations may be considered by the Board on their merits and the Board may make such orders thereon as in its judgment are warranted. However, for the duration of the war, should the cost of living bonus be reduced the 55 cent minimum earning rate shall not be reduced, but should the cost of living bonus be increased as from the present time the earning rate of 55 cents shall be likewise increased, thus establishing a guaranteed minimum earning rate of 55 cents.

(7) The steel workers at Trenton may apply to the National War Labour Board to determine how far operations at Trenton are to be regarded as basic steel production.

It is understood that the Government will adhere to its price ceiling and wage stabilization policy.

Nothing in these terms of settlement shall decrease the previous earnings of any employee.

Recent Proceedings Under the Industrial Disputes Investigation Act

DURING the month of January, three Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:

(1) Between the London Concrete Machinery Company, Limited, London, Ont., and its employees, members of Local 2740, United Steelworkers of America.

(2) Between Ontario Steel Products Company, Limited, Chatham, Ont., and its employees, members of Local 127, United Automobile Workers of America.

(3) Between the Canada Paper Company, Windsor Mills, P.Q., and its employees, members of the National Catholic Union of Canada Paper Company.

The texts of these board reports follow at the conclusion of this statement.

Applications Received

Fifteen applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour during the month of January. These were:

1. From employees of A. R. Clarke and Company, Toronto, Ont., members of Local 280, International Fur and Leather Workers' Union. The dispute, which concerns the negotiation of a collective agreement, is said to directly affect 275 workers. On January 18, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

2. From employees of the Davis Leather Company, Limited, Newmarket, Ont., members of Local 290, International Fur and Leather Workers' Union. Some 280 employees are said to be directly affected in the dispute which concerns the negotiation of an agreement. On January 26, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

3. From employees of Wallaceburg Brass, Limited, Wallaceburg, Ont., members of Local

251, United Automobile Workers of America. On January 30, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute which is said to directly affect some 550 employees and concerns union recognition.

4. From employees of the Schultz Die Casting Company of Canada, Limited, Wallaceburg, Ont., members of Local 251, United Automobile Workers of America. The dispute concerns union recognition and the negotiation of a collective agreement. Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner on January 30 to investigate the dispute.

5. From employees of the Sangamo Company, Limited, Leaside, Ont., members of the United Electrical, Radio and Machine Workers of America. The dispute which concerns the negotiation of a collective agreement is said to directly affect some 500 employees. On January 26 Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed Industrial Disputes Inquiry Commissioner to investigate the dispute.

6. From employees of the Progressive Engineering Works, Limited, Vancouver, B.C., members of Local 1, Moulders and Foundry Workers' Union. Some 35 workers are said to be directly affected by the dispute which concerns the negotiation of a collective agreement. On January 26 Mr. G. R. Currie, Industrial Relations Officer, Dominion Department of Labour, Vancouver, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

7. From employees of Yarrows Limited, Victoria, B.C., members of Local 324, United Association of Journeymen, Plumbers and Steamfitters of the United States and Canada. Mr. G. R. Currie, Industrial Relations Officer, Dominion Department of Labour, Vancouver, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

8. From employees of the Wilson Motor Bodies, Limited, Long Branch, Ontario, members of Local 252, United Automobile Workers of America. The dispute which concerns the negotiation of a collective agreement is said to directly affect some 200 employees.

9. From employees of James Hazel and Son, Quebec, P.Q., members of Local 74, International Moulders and Foundry Workers' Union of North America. The dispute arises out of the Company's refusal to recognize

* By P.C. 5963, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

the union as the bargaining agent of the employees and affects 10 directly and 1 indirectly. On January 30 Dr. Percy A. Robert, Special Representative, Department of Labour, was appointed Industrial Disputes Inquiry Commissioner to investigate the dispute.

10. From employees of the F. X. Drolet Co., Quebec, P.Q., members of Local 74, International Moulders and Foundry Workers Union of North America. The dispute concerns the Company's refusal to recognize the union as the representative or agent of its employees and affects 29 employees directly and 1 indirectly. Dr. Percy A. Robert, Special Representative, Department of Labour, was appointed Industrial Disputes Inquiry Commissioner to investigate the dispute.

11. From employees of the Welland-Vale Manufacturing Company, Limited, Hamilton, Ont., members of Local 2853 United Steelworkers of America. The dispute, which concerns the negotiation of a collective agreement, is said to directly affect 75 employees.

12. From employees of the Aluminum Company of Canada, Kingston, Ont., members of Local 54, International Association of Machinists, United Brotherhood of Carpenters and Joiners, Local 115, International Brotherhood of Electrical Workers, United Association of Plumbers and Steamfitters, Federal Union 23233, A.F. of L., all represented by the Joint Committee of A.F. of L. Unions. The dispute which concerns the recognition of the Joint Council, is said to directly affect 2,600 employees.

13. From employees of the Ford Motor Company of Canada, Limited, Windsor, Ont., members of Local 240, United Automobile Workers of America. Some 1,300 employees are said to be directly affected in the dispute which concerns union recognition and the negotiation of a collective labour agreement.

14. From employees of the Ford Motor Company of Canada, Limited, Windsor, Ont., members of the Ford of Canada Employees' Association. It is stated that 1,300 employees are directly affected in the dispute which concerns the negotiation of a collective labour agreement.

15. From employees of the Davie Shipbuilding and Repairing Company, Limited, Lauzon, P.Q., members of Local No. 3, Canadian Union of Boilermakers and Iron Shipbuilders, Canadian Congress of Labour. The dispute, which concerns the negotiation of a collective agreement, is said to indirectly affect 3,500 employees.

Boards Established

On January 13, a Board of Conciliation and Investigation was established to deal with a dispute between Hull Iron & Steel Foundries,

Limited, Hull, P.Q., and its employees, members of Local 318, International Moulders and Foundry Workers' Union of North America. (LABOUR GAZETTE, Dec. 1942, page 1377.) Following receipt of the application for the establishment of a Board, Mr. J. S. McCullagh, Industrial Relations Officer, Dominion Department of Labour, Ottawa, was appointed an Industrial Disputes Inquiry Commissioner to make an investigation. During November, a vote was taken to determine the bargaining agency of the employees which resulted in favour of the International Moulders and Foundry Workers Union of North America. On January 12, the Commissioner reported that he had been unable to effect a mutually satisfactory agreement of the matters in dispute and recommended the establishment of a board. At the end of the month. Mr. Francois Caron, K.C., Hull, P.Q., and Mr. Drummond Wren, Toronto, Ont., had been appointed members of the board on the nomination of the employer and employees respectively and had been requested to confer respecting the nomination of a person to act as chairman.

On January 13, a Board of Conciliation and Investigation was established to deal with a dispute between Cannery Machinery Limited, Simcoe, Ont., and its employees, members of the United Automobile Workers of America. (LABOUR GAZETTE, Dec. 1942, page 1374.) Following receipt of the application, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner reported that he had been unable to obtain a satisfactory settlement of the matters in dispute and recommended the establishment of a board. The personnel of the board is as follows: His Honour Judge James Parker, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. Victor A. Sinclair, K.C., and Mr. Drummond Wren, appointed on the nomination of the employer and employees respectively. All three reside in Toronto.

On January 13, the Minister of Labour established a Board of Conciliation and Investigation to deal with the dispute between Levis Ferry Limited, Levis, P.Q., and its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. (LABOUR GAZETTE, Jan. 1943, page 70.) In December Mr. Bernard Rose, K.C., Montreal, was authorized to investigate this dispute as an Industrial Disputes Inquiry Commissioner. The Commissioner reported that he had been unable to effect a mutually satisfactory settlement of the dispute and recommended the establishment of a board. The

personnel of the board is as follows: Mr. Andre Montpetit, Montreal, P.Q., chairman, appointed on the joint recommendation of the other two members of the Board, Mr. Paul Lesage; K.C., Quebec, P.Q., and Mr. Guy M. Desaulniers, Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

Other Boards Fully Constituted

The Board of Conciliation and Investigation established by the Minister of Labour on December 22 to deal with a dispute between the Manitoba Rolling Mill Company, Limited, Selkirk, Man., and its employees, members of the Selkirk Rolling Mill employees Federal Union No. 120, (LABOUR GAZETTE, Jan. 1943, page 69), was fully constituted during the month. The personnel of the Board is as follows: Mr. J. W. Morrison, K.C., Master and Referee, Court of King's Bench, chairman, appointed on the joint recommendation of Mr. W. C. Hamilton, K.C., and Mr. C. W. Brock, K.C., respectively. All three reside in Winnipeg.

The constitution of the Board of Conciliation and Investigation established in December to deal with the dispute between George W. Reed and Company, Ltd., Montreal, P.Q., and its employees, Local 2735, United Steelworkers of America, (LABOUR GAZETTE, Jan. 1943, page 69), was completed during January. The personnel of the Board is as follows: Mr. Ayme Lafontaine, K.C., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. D. A. Paterson and R. L. Calder, K.C., appointed on the nomination of the employer and employees respectively. All three reside in Montreal.

Other Reports of Industrial Disputes Inquiry Commissioners

A report was received from Mr. Bernard Rose, K.C., Montreal, who had been authorized as an Industrial Disputes Inquiry Commissioner to investigate the dispute between Johnson Woolen Mills, Limited, Waterville, P.Q., and certain of its employees (LABOUR GAZETTE, January, 1943, page 70). The Commissioner reported that it had been decided between the parties that recognition should be given the employees of the Company through the establishment of a Committee of Employees, the employees not being members of any union. The Committee would deal with the management in any grievance or complaint that may arise in the future. In view of this apparent settlement, the Commissioner recommended that the application for a Board of Conciliation and Investigation be denied. At the end

of the month, the Department was advised that the settlement reported by the Commissioner was unsatisfactory and Mr. Rose was asked to make a further report on the matter.

On January 11, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, made his report as Industrial Disputes Inquiry Commissioner concerning the dispute between the Dominion Glass Company, Limited, Wallaceburg, Ont., and its employees, members of the United Automobile Workers of America (LABOUR GAZETTE, January, 1943, page 68). The Commissioner recommended that a board be not established, as the volume of war work being done by the company was insufficient to warrant the bringing of the dispute under the scope of the Act as extended by P.C. 3495.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

On January 11, the Minister of Labour appointed Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Regina, an Industrial Disputes Inquiry Commissioner, to investigate the dispute between Robin Hood Flour Mills Limited, Moose Jaw, Sask., and its employees, members of Local 201, United Packinghouse Workers of America.

On January 25, Prof. J. C. Cameron, Kingston, Ont., was appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute between the Steel Company of Canada, Limited, Hamilton, Ont., and Local 1005, United Steelworkers of America.

Other Disputes Referred to Industrial Relations Officers

On January 9, Mr. J. S. McCullagh, Industrial Relations Officer, Department of Labour, Ottawa, was directed to investigate the dispute between the Hamilton Bridge Company, Limited, Hamilton, Ont., and its employees, members of Local 2537, United Steelworkers of America (LABOUR GAZETTE, January, 1943, page 69).

Settlements

During January, the Department was advised that an agreement had been signed by the Chrysler Corporation of Canada Limited, and its employees, members of Local 127, United Automobile Workers of America, Chatham, Ont. (LABOUR GAZETTE, November, 1942, page 1267). Following the receipt of the report of the Board of Conciliation and Investigation, a representation vote was conducted under the supervision of departmental officials to determine the employees' bargaining agent. The vote resulted in favour of the

local union of the United Automobile Workers of America. The agreement between the Company and the Union is summarized in the article entitled "Recent Industrial Agreements and Schedules of Wages" appearing elsewhere in this issue.

The Department was also advised during the month that an agreement had been signed between Gotfredson, Ltd., Walkerville, Ont., and its employees, members of Local 195, United Automobile Workers of America (LABOUR GAZETTE, November, 1942, page 1248). Following the receipt of the application, Mr. L. Fine, Chief Conciliation Officer of the Ontario Department of Labour was authorized to investigate the dispute as Industrial Disputes Inquiry Commissioner. A ballot of the employees had been taken early in November to determine the employees bargaining agent and resulted in favour of the local union of the United Automobile Workers of America. The agreement between the Company and the Union is summarized in the article entitled "Recent Industrial Agreements and Schedules of Wages" appearing elsewhere in this issue. The application for the establishment of a board was subsequently withdrawn.

The January issue of the LABOUR GAZETTE (page 71) contained the report of the Board of Conciliation and Investigation appointed to deal with the dispute between the Riverside Iron Works Limited, Calgary, Alta., and its employees, members of Local 360, International Moulders and Foundry Workers' Union of North America. At the end of January, the Department was advised that an agreement between the Company and the Union had been signed. A summary of the agreement will be found in the section of this

issue of the LABOUR GAZETTE entitled "Recent Industrial Agreements and Schedules of Wages".

Other Applications Withdrawn

On January 21, the application for the establishment of a Board of Conciliation and Investigation to investigate a dispute between the Montreal Stock Yards Ltd., Montreal, and its employees, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (LABOUR GAZETTE, November, 1942, page 1249) was withdrawn.

In the January issue of the LABOUR GAZETTE, page 69, reference was made to the settlement obtained in December in the dispute between Canada Packers, Limited, Toronto, Ont., and its employees, members of Local 114, United Packinghouse Workers of America, and the Toronto Employees' Plant Council. Two applications for the establishment of Boards of Conciliation and Investigation were received, one from each organization, each organization being a party to the applications. On January 13, the Employees' Plant Council of Canada Packers Limited, Toronto, withdrew its application for the establishment of a board.

On January 27, the application for the establishment of a Board of Conciliation and Investigation was withdrawn in the dispute between the Alberta Clay Products Company, Ltd., Medicine Hat, Alta., and its employees, members of the Clay Products Workers' Local Union No. 2 (LABOUR GAZETTE, December, 1942, page 1375). The nature of the dispute indicated that it came under the jurisdiction of provincial conciliation.

Report of Board in Dispute between the London Concrete Machinery Company Limited, London, Ont., and its Employees

A unanimous report was received during the month by the Minister of Labour from the Board of Conciliation and Investigation established to deal with a dispute between the London Concrete Machinery Company Limited, London, Ont., and its employees, members of Local 2740, United Steelworkers of America. (LABOUR GAZETTE, December 1942, page 1375.)

The personnel of the board was as follows: His Honour Judge James Parker, Toronto, Ont., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. J. A. E. Braden, K.C., London, Ont., appointed on the nomination of the employer and Prof. G. M. A. Grube, Toronto, Ont., appointed on the nomination of the employees.

The Board's report follows:—

Report of Board

To

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

In the Matter of The Industrial Disputes Investigation Act, and of a dispute between the London Concrete Machinery Company Limited and its employees, members of Local 2740, United Steelworkers of America.

The Board of Conciliation appointed by you to deal with this dispute was constituted as follows: His Honour Judge James Parker, Toronto, Chairman, Mr. J. A. E. Braden, of London, Ont., nominated by the employers, and

Professor G. M. A. Grube, of Toronto, nominated by the employees.

The Board held three meetings at the Court House in London, on December 9th, December 22nd, 1942, and January 15th, 1943, all members of the Board being present.

Present on behalf of the Company were:

Mr. Henry Pocock,
Mr. Claire Pocock, and
Mr. A. H. Murphy, K.C., Counsel for the Company.

The Union was represented by:

Mr. Fred Brimacombe,
Mr. Stanley Barton, and
Mr. Erie Dalrymple, except that Mr. E. B. Joliffe represented the Union at the second meeting of the Board, on December 22nd, as Counsel.

At the first meeting it was stated on behalf of the Union that sufficient notice had not been given of the holding of the meeting to the representatives of the Union and after some discussion it was decided to adjourn the sittings to the 22nd of December, 1942. In the meantime there was a preliminary discussion about the matters in dispute.

On December 22nd, 1942, after discussion between the parties and the Board, the Board decided to take a vote of the employees to determine whether the Union represented the majority of the employees, and the form of the ballot was agreed upon as follows:—

MARK YOUR CHOICE WITH X

Do you wish to be represented in negotiations with the company by the United Steelworkers of America, Local 2740?

OR

Do you wish to be represented in negotiations with the company by the London Concrete Machinery Shop Union?

and both parties expressed their willingness for the chairman to take the vote.

It was subsequently decided that the vote should be held under the auspices of the Department of Labour and Mr. Bernard Wil-

son, Industrial Relations Officer in the Department of Labour, was placed at the disposal of the Chairman in order to arrange the date and other matters in connection with the vote.

The vote was held on January 8th, and the result as communicated to us from Ottawa was as follows:—

Number of eligible voters.....	76
Number of votes cast.....	75
Number of votes in favour of United Steelworkers of America, Local 2740	28
Number of votes in favour of Shop Union	47

At its third meeting on January 15th, 1943, the Board met again with representatives of both parties, when, while not challenging the result of the ballot, Mr. Dalrymple pointed out on behalf of the Union that they had not received notice of the taking of the vote until the time that the notice of election was posted up in the plant, and contended that the notice should have been longer.

With regard to the two grounds for dispute listed in the application for the Board of Conciliation, the Union did not press the second count, namely: the wrongful and discriminatory dismissal of employees because of election to office of Union executive, and the board therefore makes no recommendations in this connection.

On the first ground of complaint, namely: refusal of employer to recognize Local Union 2740, the United Steelworkers of America as collective bargaining agency for its employees or to negotiate with the Union or its representatives, the Board, in view of the result of the ballot quoted above, does not recommend recognition of the Union as a collective bargaining agency for the employees of this plant at the present time.

All of which is respectfully submitted.

Dated this 15th day of January, A.D. 1943.

(Sgd.) J. PARKER, *Chairman.*

(Sgd.) J. A. E. BRADEN, *Member.*

(Sgd.) G. M. A. GRUBE, *Member.*

Report of Board in Dispute between Ontario Steel Products Company Limited, Chatham, Ont., and its Employees

During the month, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Ontario Steel Products Company Limited, Chatham, Ont., and its employees, members of Local 127, United Automobile Workers of America. (LABOUR GAZETTE, December, 1942, page 1376.)

The personnel of the Board was as follows: Honourable Mr. Justice J. G. Gillanders of

the Supreme Court of Ontario, chairman, appointed on the joint recommendation of the other two members; Mr. George C. Richardes, Windsor, Ont., and Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The report of the board is signed by the chairman and Mr. Drummond Wren. Mr. George C. Richardes submitted a minority

report. The texts of the report of the board and the minority report follow:—

Report of Board

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Ontario Steel Products Company, Limited, (Employer) and its Employees, Members of Local 127, United Automobile Workers of America.

The Board of Conciliation and Investigation established in this matter has held meetings at Chatham and Toronto. At the sittings in Chatham written submissions were filed and read, oral representations made and argument heard on behalf of both parties.

The applicant Union was represented by John Eldon, International Representative of the U.A.W.-C.I.O., Ross Perry, Chairman of Local 127 of the U.A.W.-C.I.O. and an employee of the Company, and Fred Simpson, Treasurer of Local 127 U.A.W.-C.I.O. and an employee of the Company.

The Company was represented by J. A. McNevin, K.C., Counsel, G. G. Hood, President, John Hargraft, Manager of the Chatham plant, and J. R. Guttredger, the Works Manager of the Chatham plant.

In view of the provisions of section 42 of the Act it should be noted that Union representatives and the Board consented to Mr. McNevin appearing as counsel for the Company.

The Company's plant where the dispute arises, is situated at Chatham, Ontario. At this plant there are some 260 hourly-rated employees. Union representatives submitted for the Board's inspection 254 signed membership cards, stating that these were all membership cards of employees of this plant. They were willing that the Board should check these with the Company's pay-roll if this is so desired. These cards bore dates between July 5th and August 1st, 1942. A sworn declaration has since been filed by the Union which further confirms the information given at the hearing respecting the number of employees who are members of the applicant Union.

It has been established that a very substantial majority of the employees were on the 23rd October, 1942, when this Board was constituted, and still are members of the applicant Union.

There is no other trade union or employees' organization seeking recognition as the agent of the employees of this plant. At present the company has no collective agreement with

the employees of the plant in question, or with any union or organization on their behalf.

After hearing and perusing the submissions of parties it appears that the dispute rests on narrow grounds. The applicants desire to negotiate a collective agreement on behalf of the employees with the Company. They urge that this agreement should be between the Company on the one part and the Union on the other part.

In the application for the establishment of this Board the applicants state the cause of the dispute and the claims to which exception is taken to be as follows:

"The dispute was caused when the company (Ontario Steel Products, Chatham, Ontario) refused to open negotiations upon request to do so with a committee of employees of the company representing Local 127, UAW-CIO, Chatham, Ontario (of which the majority of the employees of the company are members), and representatives of the International Union, UAW-CIO, with a view to concluding a collective bargaining agreement between the company and Local 127, UAW-CIO, Chatham, Ontario. The employees are requesting that the UAW-CIO be recognized as the sole collective bargaining agent for all hourly-rated employees of the company.

The employees are also requesting that the agreement cover union recognition, grievance procedure, seniority, etc. And further make it known that low wages are contributory to the dispute."

The Company on its part has no objection to the employees organizing in a trade union of their own choice free from the control of the Company. Further, it is willing to negotiate with its employees a collective agreement and concedes that in the negotiation of such agreement the employees are free to avail themselves of any advice or assistance which might be desired from the Union or any of its officers or representatives, whether employees of the Company or not. However, the Company submits that the agreement when negotiated should be between the Company and its employees rather than between the Company and the Union.

It is urged that the Board should content itself with recommending that negotiations be opened between the Company and its employees through the officers of their trade union if desired, with a view to the conclusion of a collective agreement, but should make no recommendation who the parties to such agreement should be.

It is further urged that to do so would be going beyond the provisions of P.C. 2685, section 7.

If Local 127 consisted exclusively of employees of this Company an agreement with this Local would in effect be with the employees who were members in organized form. However, Local 127 includes others in addition to employees of the Company. It is an amalgamated local and at present includes a large group of members who are employees of another local industrial concern. Employees of other companies may be brought in. The Company fears that an agreement with the Union at large, or with its amalgamated local, would result in difficulties, and disputes which might arise between other employers and their employees needlessly affecting amicable conditions existing with its own employees. On the other hand, Union representatives assure the Board that such an amalgamated local is merely for the purpose of bringing better organization to small groups, and that in practice each plant has absolute autonomy so far as the negotiation and carrying out of any agreement is concerned.

As indicated, the real dispute here is, who are to be parties to the proposed collective agreement. The order establishing this Board recites in part:

"And whereas the Minister of Labour, Canada, hereinafter called the Minister, is satisfied that the said dispute is one to which the provisions of the said Act apply."

Under the circumstances the Board's recommendation should deal with the question in dispute. To do otherwise would leave the parties with no recommendation on the real matter in dispute. Furthermore, this course would seem justified by both the provisions and spirit of P.C. 2685, and the practice followed in a number of cases by other Boards of Investigation and Conciliation.

It having been established that the applicant Union should be recognized as the bargaining agent on behalf of the Company's employees who are members of the Union, the

Board respectfully recommends that negotiations be entered into between the Company and the Union with a view to concluding a collective agreement between the Company and Local 127 U.A.W.A. on behalf of the hourly-rated employees engaged in the Chatham plant who are members of the Union.

All of which is respectfully submitted.

(Sgd.) J. G. GILLANDERS,
Chairman.

(Sgd.) DRUMMOND WREN,
Member.

Toronto, Ont.,
January 7th, 1943.

Minority Report

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Ontario Steel Products Company, Limited (Employer), and its employees, members of Local 127, United Automobile Workers of America.

The parties involved in this dispute are the company and some of the hourly-rated employees at its Chatham plant.

I think it follows that they should be the parties to any agreement entered into unless the parties both agree otherwise.

Accordingly I respectfully recommend that negotiations be entered into between the company and the hourly-rated employees of its Chatham plant with a view to the conclusion of a collective agreement in accordance with the provisions of P.C. 2685.

All of which is respectfully submitted.

(Sgd.) G. C. RICHARDES,
Member.

Dated at Windsor, Ontario, this 12th day of January, 1943.

Report of Board in Dispute between the Canada Paper Company, Windsor Mills, P.Q., and Employees

The Minister of Labour has received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canada Paper Company, Windsor Mills, P.Q., and its employees, members of the National Catholic Union of Canada Paper Company. (LABOUR GAZETTE, November 1942, page 1249).

The personnel of the board was as follows: Honourable Mr. Justice Alfred Savard, Quebec Superior Court, Quebec, P.Q., chairman,

appointed on the joint recommendation of the other two members; Mr. John E. Crankshaw, K.C., Montreal, P.Q., and Mr. Gerard Picard, Quebec, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the board is signed by the chairman and Mr. Gerard Picard; and Mr. John E. Crankshaw presented a minority report. The texts of the report of the board and the minority report follow:

Report of Board

Mr. M. M. Maclean,
Director of Industrial Relations and Registrar,
Department of Labour,
Ottawa, Ontario.

*Re: Industrial Disputes Investigation Act and
re Dispute between the Canada Paper
Company and its Employees, Members
of the National Catholic Union of
Canada Paper Company.*

Dear Sir:

Mr. Gerard Picard and myself, appointed members of the Board of Conciliation and Investigation in the above matter, beg herewith to submit our report.

It has been the earnest desire of this Board to be able to present a unanimous report, and, to further this end, we did everything that could be possible and that we could think of. It was only after the employers and the employees could not agree, that it became our task to present our report which is a submission of the majority of the Board. Mr. Crankshaw dissenting.

The Canada Paper Company has been operating a paper mill at Windsor Mills for the last eighty years. Windsor Mills is a small town located about sixteen miles west of Sherbrooke, and the Canada Paper Company is the only industry of importance. It employs about 600 hands, of which 90 per cent are French-speaking. A substantial number of the key men, however, are English-speaking.

Up to a few years ago, the local branch of the American Federation of Labor was the only trade union operating in Windsor Mills at the plant of the Company. They suspended their operations for a time, but afterwards came back.

In the meantime, the National Catholic Union came into existence and opened up a branch of their union at Windsor Mills.

If our information is correct, 75 per cent of the employees of the Company belong to the Syndicat, and 25 per cent to the American Federation of Labor. The key men and the English-speaking employees—or at least a substantial number of them belong to the American Federation of Labor. We cannot state the exact number of the members belonging to each trade union; this could only be ascertained if a vote or a count were taken.

In any event, these unions are operating side by side in the same plant. The members of the Syndicat are under the impression that the Company is leaning towards the American Federation of Labor and that the members of the International Union receive better treatment with regard to promotions, laying off and calling of men to return to work.

On the other hand, the executives of the Company seem to be suspicious of their men, probably due to a recent strike which occurred at Windsor Mills.

And these are the conditions under which the operations of the Company are carried out and the state of mind in which they seem to operate. So far, there has been no collective agreement between the Syndicat and the Company, nor between the American Federation of Labor and the Company.

Before commencing its work properly, this Board held several preliminary conferences in Montreal with the Company's Counsel, Mr. Paul Gauthier, K.C., with the idea of finding out what the issue was, what was the Company's point of view and any possible suggestions that he would have to offer. The Board began its regular sittings in Montreal on the 18th of October.

The Company was represented by Mr. L. A. Forsyth, K.C., and by Mr. Paul Gauthier, K.C., and also by Messrs. Phillips and D. Grant, the officials in charge of the plant at Windsor Mills.

The Syndicat was represented by their Counsel, Mr. Fortin, and also by Messrs. Paquette, Lessard and Girard.

On that date, Mr. L. P. Lacroix, Vice-President of the International Brotherhood of the Paper, Pulp and Sulphite, together with Mr. M. C. Reynolds, Canadian Representative of the International Brotherhood of Paper Makers, asked to be allowed to attend the deliberations of the Board. The Board would not accede to their request as it was an issue between the Company and the Syndicat, in which they had no interest. The Board felt their presence would have rendered its work rather difficult. However, they were given the assurance that this Board would not agree to anything which would affect their standing powers, rights and privileges, and they were told that, if, in the course of the deliberations it was felt that their presence was necessary, or if it was felt they could be of assistance and service to the Board, they would be called. The submission of the Syndicat was then considered. Their demands could be summed up as follows:

1. Official recognition of the Syndicat.
2. The negotiation of the collective labour agreement between the Syndicat and the Company.
3. The approbation of the payment to be made to the Regional War Labour Board.
4. The survey of conditions of work in general.
5. It was suggested that the Board should study the case of the President of the Syndicat.

As against this submission, the Company stated that it had refused to recognize the

Syndicat and to sign a collective labour agreement with it for the following reasons:

1. A great number of the skilled employees of the Company belong to the Syndicat and have notified the Company that, if the Syndicat was recognized and an agreement signed with the Syndicat they would resign their position with the Company and thereby make it almost impossible for the Company to efficiently operate its plant.

2. The membership of the Syndicat includes men who are not employed by the Company as Pulp and Paper Mill Workers. The membership includes a small percentage of skilled tradesmen and consists mostly of casual labour.

3. The Company admits that it has refused to enter into a collective labour agreement with the Syndicat and it maintains that its business is such that wages paid and conditions of work cannot be fixed by a collective labour agreement inspired by the Syndicat as presently constituted.

4. The Company has been informed by several of its employees that threats, coercion and false promises have been used on employees of the Company and others to increase membership.

5. The members of the Syndicat have used unfair means of securing some of the objectives of the Syndicat:

- (a) Its members have unjustifiably gone on strike without taking a proper strike vote;
- (b) Some of its members have created riots, damage to property, assaulted and caused severe bodily harm to people who did not share their views;
- (c) Some of its members have picketed the premises of the Company and prevented by threats of violence the loyal employees of the Company from entering the mills and premises of the Company;
- (d) Some of its members have prevented the office staff by threats of violence from entering the office, causing a complete stoppage of operations. The paymaster was prevented by members of the Syndicat from fulfilling his duties, and, as a result, the weekly pay was delayed, which caused great hardship and inconvenience on the part of the loyal employees;
- (e) Some of the members have caused bodily harm to a member of the staff who was investigating the necessary fire precautions;
- (f) Some of the members have denied admission, and threatened violence to representatives of the Fire Underwriters' Association who wished to make an inspection of the mills and premises of the Company.

These are the reasons given by the Company for refusing to recognize the Syndicat as the bargaining medium between itself and its employees, and to enter into a collective labour agreement with the Syndicat. The Company contends that the recognition of the Syndicat and the execution of the collective labour agreement do not represent the genuine free wish of the majority of the permanent employees of the Company and, furthermore,

it feels that such an agreement would create such internal dissensions serious enough to make the operation of the plant impossible.

It is to be noted that the Company is not against the principle of collective agreements with its employees, and this is borne out by the fact that collective labour agreements are in effect in five other mills of associated companies. In addition, the Company states that it has never refused to its employees the right to organize and to maintain a professional Syndicat, or to belong to any union or labour organization of their choice. It was so stated in the memorandum to the Department of Labour when the application for a conciliation board was filed with the Department of Labour.

The only reason why, in the present case, it is reluctant to recognize the Syndicat, is due to the fact that there is another trade union operating in the same plant and it cannot favour one union to the detriment of the other.

In order to meet this situation, it was decided to adjourn the meeting of the Board, and contact the officials of the American Federation of Labor, in order to find out if they would not be agreeable to a joint agreement with the Syndicat. This was done, and the Chairman had a long interview with Mr. M. C. Reynolds of the American Federation of Labor. His reply was that his union could not be a party to such a joint agreement with the Syndicat. It was also made clear to the Chairman that there was nothing to gain by communicating with Mr. L. P. Lacroix because his reply would be the same.

The Board met again and considered the draft agreement of a contract with a plant committee, members of which were to be composed of men belonging to both unions and elected by the majority of the men working in the different departments of the Company. The officials of the American Federation of Labor were again interviewed. A copy of the contract was left with them and after consideration, it was refused. Then the Company suggested a contract with a plant committee composed of the President of each union, members ex officio, and of members chosen by the men working in each department. A letter was sent to Mr. Lacroix by the Chairman of the Board submitting this proposition, but his letter was left unanswered.

Then again, the officials of the American Federation of Labor were invited by the Company to appear before the Board. Mr. Reynolds alone accepted this invitation but Mr. Lacroix was away for two weeks in the Maritime Provinces. It was suggested to Mr. Reynolds to consult the members of his

union at Windsor Mills, but this suggestion was turned down. The Company came back with a proposition of an agreement to be signed by a plant committee composed of the two Presidents of the respective unions and of members elected by the men working in the different departments. This would have been workable if it had been possible to have an expression of opinion from the American Federation of Labor and if their approval had been secured, but no such approval could be secured. However, it was suggested by the Syndicat, as a counter proposition, that a plant committee composed as above prepare a contract and that the final draft be signed by the Company and the Syndicat as the contracting party. It was to be left to the plant committee to set out a policy for the operation of the agreement. The Company could not see its way to accept this last proposition.

After so many attempts to face the problem from all its angles and considering the merits of each proposition without the possibility of an understanding being reached, it became evident that, in view of the fact that the two parties before the Board could not reach an understanding, the Board would have to present its finding and conclusion.

After considering everything, it would seem that there is very little that divides the two parties. As we stated before, the Company is not against the principle of collective agreements, and it concedes to its employees the right to organize and to maintain a professional Syndicat. It goes so far as to declare its willingness to sign a contract with a plant committee. The weak point of this proposition is that one of the two unions would have a majority on that plant committee, and this would give rise to possible grounds of conflict.

The majority of this Board feels that the Company should have gone one step further and, to be logical, agree with the suggestion of a collective agreement accepted by the plant committee, and to be signed by the Syndicat as a contracting party. This, it seems, would have given the Company additional security and guarantee of continuous operation of the agreement; but unfortunately this suggestion was turned down.

The majority of this Board believes that a fair trial should be given to an agreement, or a collective agreement entered into between the Syndicat and the Company for a period of one year. Such agreement might not solve all of the difficulties; it might not be perfect, but if it were signed, and both parties would enter into it with a sincere view of giving it a fair trial and carrying its provisions, it

should greatly help in improving the operations at the plant and bring between the Company and its employees a better sense of understanding, comprehension and mutual trust in all matters in which they have a mutual interest. The majority of this Board fully realizes the feeling of the Company due to the recent strike, and the unpleasant incidents which have occurred. All this should be brushed aside, a new leaf turned and a fair trial given to another *modus operandi*.

With this in view, the majority of this Board recommends the official recognition of the Syndicat by way of the Company signing a collective labour agreement with the Syndicat, the officials of the Syndicat being the persons delegated by the Syndicat as a bargaining agent on any matters which might arise in the course of the life of the agreement. This board fully realizes the situation in which the Company finds itself, due to the existence of two rival unions in its plant. It also approves of its policy not to favour any one union to the detriment of the other, and also its policy to grant every union the absolute same rights and privileges, and its determination to keep them absolutely on the same footing, which also meets with the approval of the Syndicat, and it is all that it seeks to obtain. The Syndicat does not ask for a closed shop nor for the exclusive recognition of their union.

The American Federation of Labor has applied for a Board of Conciliation at Windsor Mills. If this petition is granted, this Board is satisfied that the Company will take exactly the same stand that it took in the present case, and the other Board will certainly not grant more than what is granted by this present Board. To meet the situation, so created, this Board suggests that the very same contract which will be offered to the Syndicat be granted to the American Federation of Labor. In this way, both unions would be exactly on the same footing, with exactly the same rights, privileges and obligations, and it could not be said that the Company is favouring one union in preference to another. This policy of the same contract governing members of both unions could be given a trial.

The study of the problem of adjustment of wages cannot be dealt with by this Board, because, under the provisions of P.C. 5963, the question of workers' remuneration can be dealt with only by the appropriate war labour board. The employing Company involved in this dispute falls within the category of regional employer as defined by the National War Labour Board. Therefore, any matters relating to the remuneration of the employees concerned, is not to be dealt

with by this Board but must be referred to the Quebec Regional War Labour Board for decision.

With regard to conditions of work in general, evidence had been adduced in Windsor Mills tending to show that the members of the American Federation of Labor received better treatment from the Company than the treatment offered to the members of the Syndicat, whenever there is a question of promotion, or of letting men out. It has been contended that the members of the Syndicat are the first ones to go and the last ones to be recalled. It was also suggested this was done with the knowledge and approval of the Company. A great number of witnesses have been heard in Windsor Mills, but none of them have been able to establish their contention. They were mostly girls. At one time about forty girls were employed at the mill. Just now there are only six of them left. Three belong to the Syndicat and three belong to the Federation of Labour. However, it has been found that some members of the American Federation of Labor have taken advantage of their position to make propaganda, in the plant, in favour of their union, and this, despite the fact that such a course of action was forbidden, and that notices had been posted. This happened in the case of Miss Labonte and Mr. Butler, heads of their respective departments, but this was done by them in violation of the rules of the plant and without any knowledge and consent of the management.

This Board has been very much impressed by the stand taken by Messrs. Phillips and Grant. Their policy has always been to treat every one of their employees with the same measure of justice and fairness, irrespective of the union to which they belong. They are not concerned about the union to which they belong, but only wish to promote good relationship between management and employees and the utmost production from their staff.

The French-Canadian worker is of the best. In Windsor Mills they have been working for the Company for one or two generations. There is in this question perhaps a psychological side which would be worth the while of the Company to go into. There should be between the men and the management more opportunities of sitting together around a table and talking to one another and telling each other frankly any grievance which one may think it has; it must not be forgotten that in a large industry, the management and its directors are partners with their men. The success of one means the success of the other, and if the labour is happy and satis-

fied, it is an incentive to increase its production and an incentive to do better. The Board did not take into consideration the case of the President of the Syndicat because since this petition was filed, the gentleman has resigned from his office with the Syndicat.

The majority of this Board feels that all the employees should be allowed to belong to any trade union, with the exception of the executive officials. Otherwise, the employees might feel that the Company takes advantage of the men by promoting them and then barring them from occupying a position of service in the trade union.

If and when the Board applied for by the American Federation of Labor convenes, this Board, if invited, will be only too glad to meet with it, if they can be of service; and this may be the case, due to the fact that the demands submitted by the American Federation of Labor will in all probability be similar and will concern the same problems, and it would be in the interest of all concerned that there should be no conflict between the recommendations of each Board.

The whole respectfully submitted.

(Sgd.) ALFRED SAVARD,
Chairman.

(Sgd.) GÉRARD PICARD,
Member.

Minority Report

Montreal, January 11, 1943.

Mr. M. M. Maclean,
Director of Industrial Relations
and Registrar,
Department of Labour,
Ottawa, Ontario.

*Re: Industrial Disputes Investigation Act and
re Dispute between the Canada Paper
Company and Its Employees, Members
of the National Catholic Union of
Canada.*

Dear Sir:

As the application for the establishment of this Board indicates, the Board was set up as a result of a dispute between those employees of the Canada Paper Company at Windsor Mills, Quebec, who are members of the National Catholic Union, and the Company.

While the employer admits that the Catholic Union has a substantial membership among its employees, it also asserts that two other units of the American Federation of Labor, viz: The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the International Brotherhood of Paper Makers

also have many adherents among those employees. No evidence was forthcoming before the Board upon which I am prepared to make a finding as to the relative strength of the two principal groups,—The National Catholic Union and the American Federation of Labor.

Certainly it would appear that in the application for the Board and Company's answer to it, the real issues which called for the establishment of the Board, and the real problem which a tribunal of conciliation ought to solve for this industry, were obscured.

The matters stressed and over-emphasized in the application and the answer, were charges of discrimination and coercive practices, made against the Company by the employees, and accusations of illegal or unjustified striking, rioting, picketing and other disorderly conduct made against members of the Union by the Company.

The charges made against the Company were thoroughly and fairly investigated by the Board at a two-day session at Windsor Mills and were found to be without foundation. The Company did not see fit to adduce any detailed evidence of its complaints against the Union. I have little doubt, however, that, as is not infrequent in cases of this kind, the imaginary grievances of the individual employees were availed of by interested persons to create an atmosphere of hostility and ill-will between the employees and the employer, because an unauthorized strike did take place in the Company's plant accompanied by disagreeable and unpleasant incidents which were wholly unnecessary and uncalled for,—although the Union denies any participation in bringing about such a state of affairs.

That such a state of affairs should have engendered some resentment on the part of the management and some suspicion of the good faith of the union leaders is not surprising, but, happily both parties to the dispute appear now to take a broader view of their differences, and, for this state of affairs, the representatives of the Company and of the Union and perhaps this Board are entitled to be congratulated.

However, the fact remains that the real issues confronting the Board appear, after investigation, to be such that there appears little likelihood of their being adequately met by any recommendation that the Board can make, and this, I think, is due to a fundamental defect in the legislation under which the Board was established as well as in those Orders in Council which declare Government policy in industrial disputes.

As previously pointed out the employees of the Canada Paper Company adhere in

substantial numbers to two essentially separated labour organizations. Both these organizations in their membership are vertical rather than horizontal, and claim members among both skilled and unskilled workers, although I gained the impression that the majority of skilled tradesmen are affiliated rather with the Federation than with the Catholic Union.

It is my view that a Board constituted as this one is,—one appointee nominated by the National Catholic Union, and incidentally an officer of it, another appointee nominated by the Company, with a chairman appointed by agreement of the two first named—is not a proper tribunal to deal with a dispute the real issue of which concerns, and vitally concerns, a third important and unrepresented interest.

It cannot be doubted that a Board so constituted could not be expected to obtain the confidence of the members of the American Federation of Labor, whose existence as an important factor in the situation appears to have been overlooked from the outset. Indeed the possibility of the existence of more than one trade union in such disputes and the consequent right of representation would seem not to have been within the contemplation of the framers of the Industrial Disputes Investigation Act or of the more recent Orders in Council.

Now it is true that at the first formal sittings of the Board, Messrs. Lacroix and Reynolds, representing the Federation of Labor Unions appeared and pressed for the right to attend the sittings of the Board and to be heard as persons interested in the office that the Board was appointed to perform. The Chairman took the view, with which I have no quarrel, that, not being parties to the dispute, these unions were not entitled to be present and to take part in the proceedings, although they were assured by him that when, in the view of the Board, their interests seemed to be in issue they would be advised and invited to attend.

Under these circumstances it is not to be wondered at if the Federation of Labor adopted a distant, not to say non-co-operative, attitude toward this Board and all its doings, although I feel compelled to state that so far as unwillingness to accept the compromise suggestions put forward on behalf of the Company is concerned I find little if any difference between the position taken by either of the trade union groups.

Personally, the fact that the Federation of Labour group has applied for another Board does not surprise me, although I see little prospect of a solution of the problem from the

recommendation of another Board of similar make-up, save for the replacement of the representative of one Union by that of the other.

If I may venture to say so, the problem is one which should be considered and passed upon by a tribunal, either absolutely independent and disinterested in its composition or fully representative of all interests concerned.

This Board, and I, as one member of it, must, however, take the situation as it is.

Two unions exist, both have demanded official recognition by the Company as bargaining agents, with all the powers and obligations that such recognition involves. Both wish to enter into collective agreements with the Company covering wages and working conditions for the employees. To my mind, if I assume, and I think I must, upon the Company's admissions and the statements of the Union officials, that both have a substantial number of adherents among the employees, then the fact that one may have today a majority of those employees who are trade union members,—for there are apparently some who are not—would not justify me in saying that that Union should speak for all the employees, more particularly when I understand, as I do, that the underlying philosophy of the two groups concerned in this enquiry is essentially different, not to say opposed, in principle. The taking of a vote would, therefore, in my view, settle nothing.

The Company on more than one occasion developed in great detail to the Board the reasons for its unwillingness to deal with both Unions separately and these reasons impressed me; and the more so because the Company made it abundantly clear that it was not basically opposed to union recognition nor to collective bargaining. It was also made clear to the Board that neither individually nor collectively was the membership of either Union to be advantaged or preferred by the management.

I can see that the existence of two distinct and separate collective agreements with all the incidental discussions arising out of them concerning grievances, promotions, layoffs, hiring, transfers, etc., would create an intolerable position for the Company, would tend to promote and encourage an unhealthy rivalry between the two groups in the inevitable competition to recruit and retain membership, and would foster and develop enmity and bad

feeling rather than harmony and good will, would make for the aggravation rather than for the composition of differences not only between the employees and the employer but among the employees themselves.

I cannot therefore concur in recommending the conclusion of an agreement between the Company and the National Catholic Union, knowing that such a course would leave the Company no alternative but to deal similarly with the Federation of Labor with the attendant consequences that I foresee.

During the course of our enquiry the representatives of the Company, after the earlier verbal skirmishes relating to past grievances had terminated, displayed, I thought, a keen and comprehensive appreciation of the situation which confronts them, and manifested what I deemed to be a genuine desire to deal with it in a spirit of reasonable compromise, and if their efforts in that direction had been received in the same spirit by both Unions, I feel that much might have been accomplished for the good of all concerned.

Before proceeding with my recommendation I may be permitted to remark that, in dealing with this dispute, I feel that the end to be kept uppermost in mind is that in this industry there should exist good will and co-operation between employer and employee to the end that the facilities provided by the former may be so utilized by the labour of the latter that the utmost in efficient production be attained. I realize that in the pursuit of this goal all concerned have rights which must be respected and preserved, and among those rights not the least is that of the employees to organize for their protection and through such organization to treat with their employer on all matters of interest and concern to them. But no right exists, as I view it, for any one organization to exploit either the employer or other employees or organizations to its advantage, nor for any two or more organizations to take a position, in which the employer is to be the focal point of a competition which will eventually disrupt and disorganize labour relations in his plant and ultimately ruin his industry.

With the foregoing thoughts in mind I suggest that under such situation as the one with which this Board has to deal, it behooves trade union leaders as well as employers to approach their problems in a more

unselfish frame of mind, to consider their paramount obligations to those they represent not from the point of view of temporary advantage to the organization but to ultimate and lasting advantage to their members in improved relations and assured employment under the best obtainable conditions.

Very early in our deliberations the Company, being asked for its proposals, suggested first the creation of a Men's Committee, so-called, to be elected by the employees of the various departments of the mill, with which committee the Company would deal as representing all employees whether members of one union or the other, and would conclude a Collective Agreement. The National Catholic Union suggested the possible alternative of the agreement being made with the two Unions and policed by the Shop Committee. This proposal, was discussed by the Chairman with representatives of the Federation of Labor who evinced unwillingness to join the other Union in such an agreement.

The Company's original proposal as was pointed out to its representatives failed to meet the insistent demand for official recognition of the applicant Union. The Company thereupon amended its original proposal so as to provide for the addition to the Committee of the President of each union as a member, *virtute officii*.

The latter proposal appealed to me as one which if fairly and honestly received and loyally supported would meet the demands of both Unions for recognition, would enable the members of each Union to feel satisfied that their interests not only as individual workers, but as members of their Unions, would be adequately and properly supervised and safeguarded by persons chosen in accordance with the elementary principles of democratic philosophy; and it is now a proposal which I commend to the acceptance of all parties concerned, and officially recommend as a member of this Board as the only apparent solution of this difficult and involved situation.

Much has been said in the report of the majority of the Board about the failure of the Federation of Labor to accept or endorse these proposals. I must say in fairness to the Company that through their representatives they asked that their last proposal be submitted to the Federation of Labor as a compromise endorsed by the Board; it was submitted but not as having the support of the Board, probably for the very good reason that

the representative of the Catholic Union on the Board, as well as those who appeared before us on behalf of that Union were unwilling to accept or to approve.

It would, of course, be highly desirable to forward a unanimous report, and I, for one, regret the impossibility of so doing, but, as I view it, to recommend—as my colleague and the Chairman seem prepared to do a course which invites the continuance of the state of affairs which in reality gave rise to the dispute—the rivalry between the two unions—is not to fulfil in any measure the functions of this Board as I appreciate them. To satisfy the ambitions, however laudable, of one union or of both at the risk of constant disturbance and disagreement in the plant is not conciliation as I understand it, because it fails to take into account the right of the Company, so long as it recognizes the legitimate aspirations of its employees to organize and to treat collectively with it, to enjoy peaceful and harmonious relations with its workers and to escape the annoyance consequent upon the position which it would occupy as the target of inter-union rivalry and competition.

I would recommend first that both unions accept the proposal of the Company that a Workers' Committee, consisting of representatives of each department, chosen by ballot of the employees in the respective departments, but including the local president of each union, *ex officio*, be set up. That this Committee be the bargaining agent of all employees, and negotiate and conclude with the Company on behalf of all employees a collective agreement covering such matters as are of concern to both parties.

Failing the adoption of this recommendation, I would recommend that the Minister of Labour establish a Board or Commission composed either of representatives of *all* interests concerned or entirely independent of any such interest to investigate and report its views as to a desirable solution.

In any event I respectfully call the attention of the Department to the apparent necessity of some amendment to present legislation which would at least offer some guidance to future Boards before whom similar circumstances may be brought under review.

Yours respectfully,

(Sgd.) JOHN E. CRANKSHAW

Conciliation Work of the Department of Labour During January, 1943

DURING January, approximately 50 disputes were referred to the Industrial Relations Branch of the Department. In a great number of these cases, and in other disputes carried over from the preceding month, Industrial Relations Officers were instrumental in bringing about an amicable settlement of the matters in dispute. The following statement, however, summarizes only those disputes of peculiar interest or importance and is not intended as a complete review of the activities of the Branch during the month.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the officers resident in Vancouver comprises British Columbia and Alberta; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba; the officers resident in Toronto confine their activities to Ontario; the officers in Montreal to the Province of Quebec and the officer resident in Fredericton represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

MUNITIONS WORKERS, BURNABY, B.C.—On January 11, approximately 750 employees in the Burnaby Ordnance Plant of Dominion Bridge Company Limited, Vancouver, B.C., ceased work in protest against the dismissal of one employee because of an infraction of regulations. On the same afternoon, Mr. G. R. Currie, Industrial Relations Officer, Vancouver, arranged a joint conference of the parties and, as a result, work was resumed at 3.45 p.m. The Company agreed to retain the dismissed employee pending a re-examination of the circumstances of the case. The situation was reviewed by a representative of the Company and the Union, the United Steelworkers of America, and it was decided that the employee concerned would leave the employ of the company with a clear record to take employment, at the same wage rate and classification, which had been arranged for him in another local industry. It was also decided that in order to prevent similar recurrences, a five-point system of rating employees would be established, and a three-man committee set up to deal promptly with all grievances which could not be settled by the charge hands and shop stewards.

ORDNANCE WORKERS, TORONTO, ONT.—Late in December the Department was asked by a Representative of the United Steelworkers of America (C.I.O.) to appoint an Industrial

Disputes Inquiry Commissioner under the provisions of P.C. 4020 to investigate the discharge of certain employees of John Inglis Company, Limited, Toronto, Ontario. A preliminary investigation revealed that the men in question had broken Company rules and that their dismissal was warranted. Accordingly no Commissioner was appointed to deal with the situation. During January the management of the Company requested the Department to supervise a representation vote to determine which of two competing unions should be recognized as the bargaining agency for some 14,000 employees in its Ordnance plant. At the end of the month conferences as to the nature of the ballot and procedure were in progress between a departmental representative, and representatives of the Management, Local Lodge 1612, International Association of Machinists, and the United Steelworkers of America (C.I.O.).

COAL MINERS, ROBB, ALTA.—On January 30, the Department was advised that approximately 30 unorganized miners and labourers employed by Thirty-Two Collieries, Ltd., Robb, Alta., had gone on strike. The stoppage was mainly due to the absence of sugar at meals in the company canteen, caused by a temporary shortage. Mr. F. E. Harrison, Western Representative of the Department of Labour, was requested to investigate. Operations were resumed on February 1.

COAL MINERS, BLAIRMORE, ALTA.—When ownership of a bus line serving Blairmore and Hillcrest, Alberta, changed hands and a new proprietor increased the monthly fare to miners from \$4 to \$6, about sixty employees of West Canadian Collieries, Limited, resident in Hillcrest, refused to report for work for several days. Officers of the Department of Labour and the Wartime Prices and Trade Board endeavoured to find a solution. Finally the employees decided to use private vehicles and arrangements for a supply of gasoline and oil for this sole purpose were made through the Oil Controller for Alberta.

COAL MINERS, DRUMHELLER, ALTA.—When a strike of 150 to 175 employees of the Hy-Grade Coal Mining Company, Limited, Drumheller, Alberta, occurred on January 12, Mr. F. E. Harrison, Western Representative of the Department of Labour, immediately took up the matter with officials of District 18, United Mine Workers of America. The District Office dispatched two representatives to the scene to instruct the men, members of Local 7332, U.M.W.A., to resume operations. The dispute arose over the dismissal

of one miner for not complying with an order from a mine official. Following negotiations the miner in question agreed to obey orders and the men resumed work on the morning of January 13.

COAL MINERS, DRUMHELLER, ALTA.—On January 30th 172 employees of the Newcastle Coal Co., Ltd., Drumheller, Alta., went on strike when the management refused to comply with a demand that it supply coffee during extremely cold weather to men working on the tippie and on the surface. The men claimed that certain other mining companies in the area served coffee during working hours, and it was ascertained that 4 or 5 out of 25 collieries in the district did so in severe weather. Work was resumed on February 1st after Mr. F. E. Harrison, Western Representative of the Department, took the matter up with officers of District 18, United Mine Workers of America. On February 8 the same group of men again ceased work in an attempt to enforce compliance with the same demand, and remained on strike until the morning of February 12, in spite of instructions from their District leaders to resume work and advice that the strike was illegal. In the meantime, Government rationing officials cancelled permission for any mine to serve coffee to its workmen.

COAL MINERS, PRINCETON, B.C.—A decision of the National War Labour Board, declining to authorize the Princeton Tulameen Coal Company, Princeton, B.C., to pay as large an increase in basic wage rates as was applied for in a joint request, led to the threat of a strike by the employees in mid-January. Mr. F. E. Harrison, Western Representative, Department of Labour, dealt with the situation through the Officers of District 18, United Mine Workers of America. It was finally agreed that the men would accept the award of the National War Labour Board under protest and make an application for reconsideration.

LEATHER WORKERS, PENETANGUISHENE, ONT.—Late in January the Department was asked to inquire into the dismissal by the Breithaupt Leather Company, Limited, Penetanguishene, Ontario, of certain persons said to comprise the newly-elected Executive Committee of a local of the Shoe and Leather Workers' Union. Following representations by Mr. H. Perkins, Industrial Relations Officer, Toronto, the management of the Company agreed to reinstate three workers at once and the others within a few days.

COAL MINERS, FLORENCE, N.S.—A change in the manner of drawing chucks and building the mid-wall, instituted because of a

change in mining methods, resulted in a strike on January 14, by sixty-five employees of Old Sydney Collieries, Limited, Florence, Nova Scotia. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., conferred at once with representatives of the Company and Executive Officers of District 26, United Mine Workers of America. About three-quarters of the working force resumed operations on January 18, and the rest did so shortly afterwards.

ASBESTOS WORKERS, EAST BROUGHTON, P.Q.—Mediation by Mr. R. Trepanier, Industrial Relations Officer, Montreal, brought about during January the termination of a prolonged stoppage of work at the plant of the Quebec Asbestos Corporation, East Broughton, P.Q. Some 120 employees were involved in the dispute, which arose on November 24, 1942, after the Company and an independent contractor had disagreed as to the terms of a contract price. The contractor employed 4 or 5 men in connection with loading and shipping operations and these men not only worked in the same plant as a large number of the firm's regular workmen, but also belonged to the same union, the National Catholic Syndicate of Asbestos Workers of East Broughton. The Department was unable definitely to ascertain whether a strike or lockout existed, inasmuch as the employees of the Corporation claimed that they had been ordered to stop work, while the management of the firm maintained just as emphatically that only the employees of the independent contractor had been barred from the premises. Numerous attempts were made by Departmental officials to bring the parties together, but were not attended by success until January 15th, when joint conferences were held at Sherbrooke, P.Q. A mutually satisfactory agreement was reached the following day and production was resumed on January 22nd, following the signing of an agreement.

Union Representation Votes

PUBLIC UTILITY WORKERS, WINDSOR, ONT.—By joint consent of the parties, Mr. H. Perkins, Industrial Relations Officer, Toronto, supervised a vote among employees of the Windsor Gas Company on January 19. In the balloting 52 voted in favour of bargaining collectively through the National Union of Natural Gas Workers, and 12 in favour of dealing with the management through a Shop Committee of employees.

AUTOMOTIVE PARTS WORKERS, WINDSOR, ONT.—During January an application was made for the Department to supervise a vote among employees of the Bendix-Eclipse Company

of Canada, Limited, Windsor, Ontario. On February 1-2, the employees voted upon the following question: "Do you want to bargain collectively with your employer through Local 195 of the U. A. W. A.-C.I.O.?" The vote resulted in favour of the Union by 356 to 118, with 8 ballots spoiled.

CHEMICAL WORKERS, CALGARY, ALTA.—By joint consent of the parties concerned, a ballot was conducted under Departmental supervision on January 29 among employees of Alberta Nitrogen Products Limited, Calgary, Alta., to determine the agency through which the employees wished to be represented. The ballot resulted in 167 in favour of the Company Plant Committee and 74 in favour of affiliation with a labour union, with one spoiled ballot. There were 271 employees eligible to vote.

ENGINEERING PLANT EMPLOYEES, LACHINE, P.Q.—By joint consent of the parties, two representation votes were conducted by Mr.

L. Pepin, Industrial Relations Officer, Montreal, on January 5 among employees of the Dominion Engineering Works, Lachine, P.Q. The vote in the general plant was to determine whether the workers desired to be represented by the Montreal Metal Trades Council (A.F. of L.), the United Steelworkers of America, Local 2525 (C.I.O.), or to be unrepresented by any Union. Out of 1063 eligible employees, the Montreal Metal Trades Council secured 641 votes, and Local 2525, United Steelworkers of America, secured 53. There were 14 spoiled ballots and 163 voted against having any Union. In the Foundry Department the ballot was to ascertain the numbers of employees in favour of the International Moulders' and Foundry Workers' Union No. 21 (A.F. of L.), the United Steelworkers of America, Local 2525, or no Union. There were 317 eligible and 218 voted in favour of the Moulders' Union, as against 10 for the United Steelworkers. The vote for no Union totalled 39 and 7 ballots were spoiled.

Strikes and Lockouts in Canada During January, 1943

DURING the month of January, 1943, the number of strikes reported, the number of workers involved and the time loss in man working days increased sharply as compared with the previous month when the time loss was the lowest recorded since March, 1941. This great increase was accounted for largely by strikes of steel mill workers at Sydney and Trenton, N.S., and Sault Ste. Marie, Ont., (see page 191) which caused 88 per cent of the time loss. During January there were 34 strikes, involving 19,857 workers and causing a time loss of 166,707 man working days, as compared with 13 strikes in December, 1942, involving 1,434 workers, with a time loss of 6,016 days. In January, 1942, there were 13 strikes, with 2,715 workers involved and a time loss of 46,606 days.

One strike, involving 120 workers, was carried over from December, 1942, and 33 commenced during January, 1943. Of these, 29 were terminated during the month. Twelve resulted in favour if the workers, seven in favour of the employers, five were compromise settlements, one was partially successful and four were indefinite in result.

At the end of the month five strikes were reported as unterminated, namely: tobacco factory workers at Montreal, P.Q., copper refinery workers at Montreal, P.Q., moulders at Sackville, N.B., glass factory workers at Wallaceburg, Ont., and coal truckers at Yorkton, Sask.

The record does not include minor strikes such as are defined in another paragraph

nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

The following table gives information for January, 1943, December, 1942 and January, 1942.

Date	Number of strikes	Number of workers involved	Time loss in man working days
*January, 1943.....	34	19,857	166,707
*December, 1942.....	13	1,434	6,016
*January, 1942.....	13	2,715	46,606

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		
(a) Strikes and Lockouts in Progress Prior to January, 1943				
MINING— Asbestos miners, East Broughton, P.Q.	1	120	2,000	Commenced November 24, 1942; against dismissal of a contractor and his employees; terminated January 22, 1943; conciliation (federal); in favour of employer.
(b) Strikes and Lockouts Commencing During January 1943				
MINING— Coal miners, Blairmore, Alta.	1	50	200	Commenced January 6; against increase in bus fares for transportation to mine; terminated January 9; conciliation (federal); in favour of workers.
Coal miners, Drumheller, Alta.	1	175	175	Commenced January 12; against dismissal of a worker; terminated January 12; negotiations; in favour of workers.
Coal miners, Glace Bay, N.S.	1	300	300	Commenced January 13 for payment for extra time for trappers; terminated January 13; negotiations; in favour of employer.
Coal miners, Florence, N.S.	1	625	1,250	Commenced January 14; re change in method of mining; terminated January 16; conciliation (federal); in favour of employer.
Coal miners, Beverly, Alta.	1	60	75	Commenced January 15; against removal of a cutting machine; terminated January 16; negotiations; in favour of workers.
Coal miners, East Coulee, Alta.	1	126	1,008	Commenced January 19; against assignment of two contract miners to do timbering; terminated January 27; negotiations; in favour of workers.
Coal miners, Minto, N.B.	1	(a) 12	24	Commenced January 18; for employment of extra wheelers; terminated January 19; conciliation (federal); in favour of workers.
Coal miners, Robb, Alta.	1	(b) 10	10	Commenced January 30; re meals; terminated January 30; return of workers and replacement; in favour of employer.
Coal miners, Drumheller, Alta.	1	172	172	Commenced January 30; against failure to serve coffee to surfacemen during working hours; terminated January 30; return of workers; in favour of employer.
MANUFACTURING— Tobacco and Liquors— Tobacco factory workers, Montreal, P.Q.	1	1,685	5,055	Commenced January 27; for wage adjustments as provided in agreement; unterminated.
Boots and Shoes— Shoe factory workers, Quebec, P.Q.	1	25	50	Commenced January 12; for increases in piece rates; terminated January 13; arbitration; in favour of workers.
Shoe factory workers, Quebec, P.Q.	1	(c) 25	125	Commenced January 18; for increase in piece rates; terminated January 22; return of workers pending settlement; indefinite.
Textiles and Clothing— Cotton factory workers, Montmorency Village, P.Q.	1	(d) 350	2,100	Commenced January 7; against dismissal of workers for not working on religious holiday as per agreement; terminated January 14; conciliation (provincial); in favour of workers.
Miscellaneous Wood Products: Wood factory workers, Alexandria, Ont.	1	12	42	Commenced January 20; re cost of living bonus; terminated January 23; return of workers and replacement; partially successful.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1943*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

(b) Strikes and Lockouts Commencing During January, 1943—Continued

MANUFACTURING—Con. <i>Metal Products—</i> Copper refinery workers, Montreal, P.Q.	1	250	750	Commenced January 5; for increased wages; terminated January 7; conciliation (federal); return of workers pending further reference to Regional War Labour Board; compromise.
Munitions factory workers, Toronto, Ont.	1	50	25	Commenced January 7; against demotion of worker; terminated January 7; return of workers; in favour of workers.
Motor vehicles factory workers, Windsor, Ont.	1	1,734	867	Commenced January 9; against dismissal of a worker; terminated January 9; negotiations; (worker reinstated in another department); compromise.
Steel mill workers, Burnaby, B.C.	1	350	130	Commenced January 11; against dismissal of a union worker; terminated January 11; conciliation (federal); (worker secured work elsewhere); in favour of employer.
Metal factory workers, Brantford, Ont.	1	58	58	Commenced January 11; against non-payment of Christmas bonus and delay in signing a union agreement; terminated January 12; return of workers pending settlement; indefinite.
Steel mill workers, Sydney, N.S.	1	5,200	65,000	Commenced January 12; for increases in basic wage rates as recommended in the minority report of the Royal Commission; terminated January 25; conciliation (federal); compromise. (p 191)
Steel mill workers, Sault Ste. Marie, Ont.	1	(e) 3,786	42,000	Commenced January 14; for increases in basic wage rates as recommended in minority report of the Royal Commission; terminated January 26; conciliation (federal); compromise. (p 191)
Steel mill workers, Trenton, N.S.	4	(f) 2,675	40,000	Commenced January 14; in sympathy with the strikers at Sydney and for increases in basic wage rates as recommended in the minority report of the Royal Commission for the steel mills at Sydney and Sault Ste. Marie; terminated January 30; conciliation (federal); return of workers pending reference to National War Labour Board re classification of operations; indefinite. (p 191)
Railway car factory work- ers, Hamilton, Ont.	1	236	708	Commenced January 14; for reduction in quota of cars per day; terminated January 16; negotiations; in favour of workers.
Copper refinery workers, Montreal, P.Q.	1	250	3,000	Commenced January 15; for increased wages; untermiated.
Metal factory workers, Windsor, Ont.	1	562	500	Commenced January 15; against delay in signing a union agreement; terminated January 16; conciliation (provincial); return of workers pending arbitration; in favour of workers.
Truck body factory work- ers, Toronto, Ont.	1	55	440	Commenced January 18; for union recognition and agreement; terminated January 26; conciliation (federal and provincial); in favour of workers.
Tool factory workers, Windsor, Ont.	1	101	135	Commenced January 20; for closed shop union agreement; terminated January 21; negotiations; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1943*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

(b) Strikes and Lockouts Commencing During January, 1943—Concluded

MANUFACTURING—Con.				
<i>Metal Products—Con.</i>				
Dry battery factory work- ers, Niagara Falls, Ont.	1	(g) 50	25	Commenced January 22; <i>re</i> working condi- tions; terminated January 22; return of workers; in favour of employer.
Moulders, Sackville, N.B.	1	(h) 43	43	Commenced January 30; <i>re</i> working condi- tions; untermiated.
<i>Non-metallic Minerals, etc.—</i>				
Glass factory workers, Wallaceburg, Ont.	1	(j) 650	350	Commenced January 30; for union recognition and agreement; with another union; un- terminated.
TRANSPORTATION—				
<i>Electric Railways—</i>				
Street railway employees, Cornwall, Ont.	1	30	60	Commenced January 3 and 10; for time and one-half for Sunday and overtime; termin- ated January 3 and 10; negotiations; com- promise.
Street railway employees, Cornwall, Ont.	1	24	24	Commenced January 11; misunderstanding <i>re</i> dismissal of two workers; terminated Jan- uary 12; negotiations; (workers not dis- missed); indefinite.
TRADE—				
Coal truckers, Yorkton, Sask.	1	6	6	Commenced January 30; for increased rates; untermiated.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 126 indirectly. (b) 16 indirectly. (c) 130 indirectly. (d) 2,000 indirectly. (e) 914 indirectly. (f) 351 indirectly. (g) 380 indirectly. (h) 100 indirectly. (j) 200 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the May, 1942, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1941". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order

under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in November was 130, and 7 were still in progress from the previous month, making a total of 137 disputes in progress during the month; 40,300 workers were involved in the disputes in progress during the month and the time loss was 93,000 working days.

Of the 130 disputes beginning in November, 35 arose out of demands for increased wages and 46 over other wage questions; 3 over working hours; 17 over questions as to the employment of particular classes or persons; 27 over other questions as to working arrangements; and 2 on questions of trade union principle. Final settlements were reached in 101 disputes, of which 21 were

settled in favour of workers, 55 in favour of employers and 25 resulted in compromises; in 28 other disputes, work was resumed pending negotiations.

Australia

For the year 1941, the number of disputes in existence is now given as 567 (instead of the figure reported in the December, 1942, *LABOUR GAZETTE*); 240,845 workers were directly involved and the time loss for the year was 984,174 working days. For the first quarter of 1942, 121 disputes were reported, directly involving 27,815 workers, with a time loss of 55,394 working days.

New Zealand

The number of disputes during the first nine months of the year 1942 was 57, involving

13,223 workers, with a time loss of 50,718 working days, as compared with a time loss of 24,020 working days for the same period in 1941.

British India

The number of disputes in progress in the year 1941 was 359, involving 291,054 workers, with a time loss of 3,330,503 working days. Corresponding figures for the year 1940 were 322 disputes, 452,539 workers involved and a time loss of 7,577,281 working days.

United States

For the month of December, the number of strikes beginning in the month was 160, involving 57,000 workers in these new strikes. The time loss for all disputes in progress during the month was 200,000 working days.

Immigration to Canada During 1942

IMMIGRATION to Canada continued to decline during the calendar year 1942, according to a statistical statement issued recently by the Immigration Branch of the Department of Mines and Resources.

A total of 7,576 immigrants came to Canada in 1942, a decline of 18.8 per cent from the preceding year, when 9,329 persons had entered the country.

This was the smallest number to enter Canada since Confederation. A table published in the Canada Year Book showing the number of immigrant arrivals in Canada since 1852 indicates that the lowest numbers previously recorded were in 1859 and 1860, in each of which years the entries were just over 6,000. In no other year until 1941 did the total drop below 10,000.

The heaviest wave of immigration came between the beginning of the century and the first world war. During this period immigration rose from 41,681 in 1900 until a peak of 400,870 was reached in 1913.

From 1919 until 1930 the average number of arrivals was over 100,000 a year, but since 1931 the figures have declined from 27,530 to the present low of 7,576.

Immigration by Origin

The greater number of those coming to Canada during 1942 were from the United States. From this country there were 5,098 entries, which represented a decline of 22.7 per cent from the 1941 total of 6,594. The number from the British Isles remained at

about the same level, 2,259, compared with 2,300 during the preceding year.

Arrivals from other countries was negligible. There were 132 immigrants in the group classified as Northern European races, of whom about half were French. The number in this group declined from 194 in 1941 and from 1,957 in 1939, the year the war broke out.

There were 87 immigrants in the group classified as "other races." During 1941 there had been 241 in this group, and in 1939 there had been 5,844.

Occupational Classification

Classified according to sex, there were 2,280 adult males, 3,429 adult females, and 1,867 children under eighteen in the total; while occupationally this number was divided as follows:

	Males		Under 18
	Females		
Farming	172	70	77
Labouring	242	86	64
Mechanics	485	145	123
Trading	289	310	99
Mining	21	10	6
Female domestic servants .....	..	411	46
Other classes	1,071	2,397	1,452

The destinations of these immigrants were as follows: Nova Scotia, 989; New Brunswick, 279; Prince Edward Island, 31; Quebec, 1,399; Ontario, 3,315; Manitoba, 209; Saskatchewan, 118; Alberta, 287; British Columbia, 949.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Fur and Leather Products

WINNIPEG, MANITOBA. — CERTAIN GLOVE MANUFACTURERS AND THE INTERNATIONAL GLOVE WORKERS' UNION OF AMERICA, LOCAL 90.

Agreements to be in effect from December 28, 1942, for one manufacturer, February 1, 1943, for the others, all to January 1, 1944. The Company recognizes the union and, when requiring additional experienced help, will apply to the union; if none available, others employed are to join the union. No discrimination against employees on account of union activity.

Hours: 8 per day, 4 on Saturday, a 44-hour week. Overtime is payable at time and one-quarter; work on Sundays and holidays, time and one-half. Wage rates are piece work rates agreed upon between the union and the employer, and the union agrees that this schedule be recognized throughout the Winnipeg glove industry as a whole; for samples, etc., cut on time work, at least 50 cents per hour for cutters, 40 cents for operators. Provision is made for division of work in the slack season, and for the settlement of disputes.

Manufacturing: Textiles and Clothing

MONTREAL, QUEBEC.—THE ASSOCIATED CLOTHING MANUFACTURERS OF THE PROVINCE OF QUEBEC, INC., AND THE AMALGAMATED CLOTHING WORKERS OF AMERICA, MONTREAL JOINT BOARD.

Agreement in effect from July 1, 1941, to July 1, 1944. This agreement continues the conditions of the previous agreement which was summarized in the **LABOUR GAZETTE**, October 1940, page 1070, with certain new conditions.

Bonus: Instead of the 10 per cent bonus prevailing previous to July 1, 1941, a 20 per cent war bonus was made effective if and when incorporated by Order in Council into the agreement for this industry under the Collective Agreement Act. (This was done in the Order in Council noted in the **LABOUR GAZETTE**, August, 1941, page 1008.) Wages: Either party may request a revision in wages and conditions between March 1 and March 15 of any year,

whereupon a joint conference board will meet to decide on any such requests.

Manufacturing: Printing and Publishing

VICTORIA, B.C.—TWO NEWSPAPERS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 201.

Agreement to be in effect from July 7, 1941, from year to year, subject to notice. Only union members to be employed. Hours: 7½ per shift, a 45-hour week for both day and night workers; overtime at time and one-half; work on Sundays or holidays at double time. Hourly wage rates: \$1.13½ for day work; \$1.21½ for night work. Vacation: One week with pay to employees with one year's service.

VICTORIA, B.C.—CERTAIN JOB PRINTING FIRMS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 201.

Agreement to be in effect from September 1, 1941, to August 31, 1943, and thereafter from year to year, subject to notice. Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime at time and one-half until midnight and double time thereafter; work on Sundays and holidays, double time. Hourly wage rates: \$1.08½ for day work, \$1.16½ for night work. Vacation: One week with pay to employees with one year's service. Apprentices to serve six years and to be paid from \$12 per week during second year to \$32 during sixth year.

Manufacturing: Metal Products

CAMPBELLTON, N.B.—A CERTAIN FOUNDRY AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 1456.

Agreement to be in effect from December 15, 1942, to December 15, 1943, and thereafter from year to year, subject to notice. The employer recognizes the union as the bargaining agency for its members. Regular working hours, rates of pay and cost of living bonus were to be prescribed by the Regional War Labour Board. Overtime is payable at time and one-half. Provision is made for seniority rights and for the settlement of grievances.

TORONTO, ONTARIO.—A CERTAIN MANUFACTURER OF SHEET METAL AND ENAMELWARE PRODUCTS AND THEIR EMPLOYEES WHO ARE REPRESENTED BY THE UNITED STEEL WORKERS OF AMERICA, LOCAL 1111.

Agreement to be in effect from December 17, 1942, to December 31, 1943, and thereafter from year to year, subject to notice. All employees who are members of the union or who shall become members, shall remain members during the life of this agreement.

Hours: The hours vary with the shift and the

department, from a 40 to a 48-hour week; any employee required to work more than the stipulated hours per day or per night to be paid time and one-half for the first four hours and double time thereafter; double time for work on Sundays and legal holidays. Wages: Established piece work rates will not be altered except by mutual agreement or change in the method of manufacture. Any change in wage rates will be subject to the approval of the Regional War Labour Board. Any alleged unfairness as to wages, etc., will be dealt with in accordance with the grievance procedure. Vacation: One week's vacation with pay to all employees with two years' seniority. Provision is made for seniority rights and for the settlement of grievances.

TORONTO, ONTARIO.—A CERTAIN MANUFACTURER OF TIN CANS, ETC., AND THEIR EMPLOYEES WHO ARE REPRESENTED BY THE UNITED STEEL WORKERS OF AMERICA, LOCAL 2514.

Agreement to be in effect from December 21, 1942, to December 31, 1943, and thereafter from year to year, subject to notice. This agreement is similar to the agreement noted above for the sheet metal and enamelware plant of this same company, except that a 48-hour week prevails throughout the plant as the standard day shift.

TORONTO, ONTARIO.—A CERTAIN METAL PRODUCTS FACTORY AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2808.

Agreement to be in effect from December 16, 1942, to December 15, 1943 (or 1944 if no notice given by either party); the agreement may also be terminated on 60 days' notice after the cessation of hostilities. The company will deal with a union committee. No discrimination by the company against any employee for being a union member, and the union will not coerce employees into membership.

Hours: 8 per day, 4 on Saturdays, a 44-hour week for all shifts, with a lunch period of 20 minutes allowed on each shift. Overtime is payable at time and one-half; work on Sundays and holidays at time and one-half. The wage scale is not part of the agreement but it is agreed that wage rates may be changed as circumstances require or upon a government order. A cost-of-living bonus is payable in accordance with the federal government 1941 Order in Council 8253 and amendments. An incentive bonus scheme is in effect. Provision is made for seniority rights and for the settlement of disputes.

KITCHENER, ONTARIO. — DOMINION TRUCK EQUIPMENT CO. LTD., AND THE UNITED STEEL WORKERS OF AMERICA, LOCAL 2429.

Agreement reached through conciliation by an officer of the Department of Labour. Agreement to be in effect from October 8, 1942, for the duration of the war, except that one month's notice may be given by either party at any time after October 1, 1943. The Company recognizes the union as the sole bargaining agent for employees of the Company, and there will be no discrimination by the Company or employees because of union activity or the lack of it by any employees. All new employees must join the union, but present employees are not compelled to join.

Hours: 9 per day, 5 on Saturdays, a 50-hour week. Overtime is payable at time and one-half; work on Sundays and holidays at time and one-half. For all work on night shift (10 hours per night for 5 nights per week), time and one-tenth to be paid. Hourly wage

rates: junior workers (those under 21 years of age) 20 cents during first four weeks to 35 cents after 12 weeks; labourers and helpers 45 cents for 30 days and 50 cents thereafter; skilled employees (mechanics, machinists, welders, body builders, maintenance men, painters and blacksmiths) 60 cents to start, with increases according to merit, ability and skill. Cost-of-living bonus: the bonus being paid at the time the agreement was made was \$3.10 a week to those earning \$25 per week or over and 12-4 per cent of weekly wages of all other employees; this bonus to be increased or decreased in accordance with the provisions of Orders in Council. Vacation: one week annually to employees with at least one year's service. Provision is made for seniority rights and for the settlement of grievances.

CHATHAM, ONTARIO.—CHRYSLER CORPORATION OF CANADA, LIMITED, AND THE INTERNATIONAL UNION OF UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 127.

Agreement reached following a report of a board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, Nov. 1942, p. 1267, and this issue, p. 196).

Agreement to be in effect from December 23, 1942, to November 30, 1943, and thereafter from year to year, subject to notice. The company recognizes the union as bargaining agent for its members. Employees are free to join or not to join any union or association; no discrimination by the company or union members against any employee for being or not being a union member.

Hours: at the time of signing the agreement, regular hours were 8 per day, 4 on Saturdays, a 44-hour week; time and one-half for overtime and for work on Sundays and holidays. Employees regularly engaged on the second or third shift receive 5 per cent extra pay. Provision is made for seniority rights and employees leaving the plant to serve in the armed forces are to accumulate seniority during their absence and be re-employed on their discharge from the armed forces, if work is available. Provision is made for the settlement of grievances.

WINDSOR, ONTARIO.—GOTFREDSON, LIMITED, AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement reached through intervention of an Industrial Disputes Inquiry Commissioner, as noted on page 197 of this issue. Agreement to be in effect from November 1, 1942, to November 1, 1943, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agency for its members. The employees are free to join or not to join any union or association; no discrimination by the company or by union members against any employee for being or not being a union member. While existing legislation remains in force affecting wages, bonuses, etc., both parties agree not to make application to the Regional or National War Labour Board until the matter has been discussed between the parties. Seniority rights are provided for, and employees leaving the plant to serve in the armed forces will accumulate seniority during such absence and be re-employed on their discharge, if work is avail-

able. Provision is made for the settlement of grievances.

CALGARY, ALBERTA.—RIVERSIDE IRON WORKS LTD. AND THE HOURLY RATED EMPLOYEES IN THE FOUNDRY DEPARTMENT, MEMBERS OF INTERNATIONAL MOULDERS AND FOUNDRY WORKER'S UNION, LOCAL 360, REPRESENTED BY A COMMITTEE OF EMPLOYEES.

Agreement reached following the report of the board under the Industrial Disputes Investigation Act. (LABOUR GAZETTE, January 1943, page 71). Agreement to be in effect from January 26, 1943, for the duration of the war, and thereafter from year to year, subject to notice. No discrimination by the company or union members on account of union membership or non-membership.

Hours: 8 per day, 44 per week. Overtime is payable at time and one half for the first four hours and double time thereafter; double time for work on holidays and on Sunday or the day following six consecutive shifts. The agreement does not restrict either party from applying to the Regional War Labour Board for revision of existing wage rates or working conditions. The full cost of living bonus will be paid to all employees in accordance with Dominion Government Orders in Council. The present incentive bonus scheme and method of distribution to remain in effect, any modification of such scheme to be approved by the Regional War Labour Board. Apprenticeship is for five years. Provision is made for the settlement of disputes.

Manufacturing: Shipbuilding

OWEN SOUND, ONTARIO.—A MANUFACTURER OF TUGS AND BARGES AND THE UNITED STEELWORKERS OF AMERICA.

Agreement to be in effect from December 16, 1942, to December 31, 1943, and thereafter from year to year, subject to notice. The company recognizes the union as the sole bargaining agency for hourly rated employees. No discrimination by the company or union members against any employee on account of union activity or membership.

Hours: 10 per cent, 5 on Saturdays, a 55-hour week, until June 30, 1943; from July 1, 1943, hours to be 9 per day, 5 on Saturdays, a 50-hour week. Overtime is payable at time and one half; work on Sundays and holidays, double time. Wages: the company to meet a committee of the union to reclassify jobs throughout the plant and to set wage rates, this wage scale to be submitted jointly to the Regional War Labour Board. Vacation: one week's vacation with pay to employees with one year's service or more. Provision is made for seniority rights and for the settlement of grievances.

VANCOUVER, B.C.—NORTH VAN SHIP REPAIRS LTD., AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115.

Agreement in effect from January 2, 1942, for the duration of the war and wartime contracts. This agreement is similar to the one in effect between the Burrard Dry Dock Co. Ltd., and the National Union of Operating Engineers (LABOUR GAZETTE, June, 1940, page 606), the basic hourly rate for hoisting

engineers being 90 cents, \$1 on floating derricks, with a cost of living bonus.

VICTORIA, B.C.—YARROWS, LTD., VICTORIA MACHINERY DEPOT, Co., LTD., AND THE NATIONAL UNION OF MACHINISTS, FITTERS AND HELPERS, LOCAL No. 2.

Agreements to be in effect from May 5, 1942, for the duration of the war and wartime contracts. Only union members to be employed, if available.

Hours: 8 per day, 44 per week for day work; for second shift $7\frac{1}{2}$ hours' work with 8 hours' pay; for third shift 7 hours' work with 8 hours' pay; a 40-hour week for second and third shift. Overtime is payable at time and one half; thereafter at double time; work on Sundays and holidays, double time. Time and one quarter for all dirty work or work in confined spaces full of gas or wet paint fumes. Hourly wage rates: machinists 90 cents, improvers 75 cents, helpers 50 to 60 cents, cranemen 67 to 90 cents, compressor engineer 72 cents. A cost of living bonus to be paid in accordance with the 1941 Order in Council P.C. 8253. For work at outside points, travelling time, fare and board to be paid by employer. The company agree to endeavour to settle any dispute with the employees' committee.

Supplementary agreements, also dated May 5, 1942, with reference to the continuous operation plan, are the same as the agreement summarized below for Vancouver and Victoria shipyards.

NANAIMO, B.C.—NEWCASTLE SHIPBUILDING Co. LTD., AND AMALGAMATED BUILDING WORKERS OF CANADA, NANAIMO UNIT No. 1 (SHIPWRIGHTS, ETC.).

Agreement to be in effect from January 14, 1943, for the duration of the war and wartime contracts. If the union is unable to supply competent mechanics, non-union men may be hired and the union agrees to accept such a man.

Hours: 8 per day, a 44-hour week for day work; $7\frac{1}{2}$ per shift with pay for 8 hours, a 40-hour week for second shift except on emergent war work when 44 hours may be worked; 7 per shift with pay for 8 hours, a 40-hour week for third shift. Overtime at time and one half for first four hours and double time thereafter; double time for work on Sundays and holidays. Hourly wage rates: carpenters, joiners and shipwrights 90 cents; caulkers 93 cents; leading hands \$1; painters 85 cents; electricians \$1; improvers 80 cents; mechanics' helpers 72 cents; general labourers 55 cents; these rates to be subject to adjustment quarterly with changes in the cost of living. Time and one quarter for all dirty work.

VANCOUVER AND VICTORIA, B.C.—CERTAIN SHIPBUILDING AND SHIP REPAIR FIRMS AND VARIOUS UNIONS AS LISTED BELOW.

Supplementary agreements were made in April, 1942, between shipyards and the unions listed below, which are supplementary to the original agreements and amendments to which reference is made in each case. The supplementary agreements provide for the operation of the shipyards for three shifts a day, seven days a week. Individuals to work six shifts consecutively and to have the seventh shift off.

Hours for day shift: 8 per shift, a 48-hour week, with time and one half for the last four hours of the sixth shift paid at time and one half, which makes weekly wages equivalent to pay for 50 hours. Hours for second shift: 7½ per shift, a 46-hour week, with pay for 54 hours. Hours for third shift: 7½ hours, a 43-hour week, with pay for 54 hours. Overtime: time and one half for first four hours and double time thereafter. After six consecutive shifts, if any worker is required to work a seventh shift, double time rates to be paid; double time for work on three holidays.

This same agreement was made by shipyards and each of the following unions (References to publication of the original agreements and amendments in the LABOUR GAZETTE are given for each):

VANCOUVER—BOILERMAKERS AND IRON SHIPBUILDERS UNION OF CANADA, LOCAL NO. 1.
LABOUR GAZETTE, Mar., 1940, p. 278; June, 1941, p. 700; Apr., 1942, p. 481, and June, 1942, p. 737.

VANCOUVER—AMALGAMATED BUILDING WORKERS OF CANADA, SHIPYARD SECTION (SHIPWRIGHTS AND CAULKERS).

LABOUR GAZETTE, December, 1941, p. 1570; and October, 1942, p. 1208. In addition to these two agreements, a similar one was made between the union and the Burrard (Vancouver) Dry Dock Co. Ltd., October 1, 1941; the supplementary agreements of April, 1942, affect all three shipyards.

VANCOUVER—AMALGAMATED BUILDING WORKERS OF CANADA, ELECTRICAL WORKERS' SHIPYARD UNIT.

LABOUR GAZETTE, December, 1941, p. 1570; and April, 1942, p. 481.

VANCOUVER—NATIONAL UNION OF OPERATING ENGINEERS NO. 3.

LABOUR GAZETTE, June, 1940, p. 606; and April, 1942, p. 481.

VANCOUVER—BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 138.

LABOUR GAZETTE, May, 1940, p. 493; and April, 1942, p. 481.

VANCOUVER—INTERNATIONAL ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 170.

LABOUR GAZETTE, July, 1940, p. 728; February, 1941, p. 180; and April, 1942, p. 481.

VANCOUVER—SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 280.

LABOUR GAZETTE, July, 1940, p. 729, and April, 1942, p. 481.

VANCOUVER—THE DOCK AND SHIPYARD WORKERS' UNION OF VANCOUVER AND DISTRICT, LOCAL 2.

LABOUR GAZETTE, June, 1940, p. 607; and April, 1942, p. 481.

VICTORIA—BOILERMAKERS AND IRON SHIPBUILDERS' UNION OF CANADA, LOCAL NO. 2.

LABOUR GAZETTE, May, 1940, p. 493; April, 1942, p. 481. In addition, an amendment was made for one shipyard May 7, 1941, which was

not mentioned in the LABOUR GAZETTE, but which is the same as the amendment of February 24, 1941, to the agreement for boilermakers at Vancouver, which was summarized in the LABOUR GAZETTE, June, 1941, p. 700.

VICTORIA—UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1598

LABOUR GAZETTE, June, 1941, p. 700; December, 1941, p. 1571; April, 1942, p. 482.

VICTORIA—AMALGAMATED BUILDING WORKERS, SHIPYARD SECTION, LOCAL NO. 1 (SHIPWRIGHTS AND CAULKERS).

LABOUR GAZETTE, February, 1941, p. 180; December, 1941, p. 1571; April, 1942, p. 482.

A further supplementary agreement with one shipyard (Victoria Machinery Depot Co., Ltd.) is dated January 1, 1943, and provides for the employment of improver shipwrights and improver caulkers, if union unable to supply journeymen, at a wage rate of 80 cents per hour plus cost of living bonus; after six months such improvers may be paid at journeyman's rate if they have attained journeyman efficiency, the number of such improvers to be set by the union in consultation with the foreman.

VICTORIA—INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 230.

LABOUR GAZETTE, April, 1942, p. 481, wherein the effective date of one agreement is given as October 1, 1941; the date of the other shipyard's agreement is June 1, 1941.

VICTORIA—THE DOCK AND SHIPYARD WORKERS, LOCAL 1 (LABOURERS, ETC.).

LABOUR GAZETTE, February, 1941, p. 181; April, 1942, p. 482.

Transportation and Public Utilities: Water Transportation

SAINT JOHN, N.B.—CERTAIN STEAMSHIP COMPANIES AND THE INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 273 (LONGSHOREMEN).

Agreement to be in effect from December 1, 1942, to November 30, 1943, and thereafter from year to year, subject to notice.

Hours: 8 per day or night. Hourly wage rates for day or night work: for handling general cargo, 80 cents, plus a war bonus of 8 cents per hour, or a total of 88 cents per hour, plus a cost of living bonus of 9 cents per hour which is to be adjusted in accordance with the provisions of 1941 Order in Council P.C. 8253; for handling bulk cargoes and certain other cargoes, 10 cents per hour extra. Double time for work during meal hour and until relieved; double time for work on Sundays and holidays and also for Saturday after 1 p.m. between June 1 and September 30. Provision is made for the settlement of disputes.

Transportation and Public Utilities: Air Transportation

TRANS-CANADA AIR LINES AND THEIR EMPLOYEES, REPRESENTED BY INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 714 (AIRCRAFT MAINTENANCE MECHANICS, ETC.).

This agreement, which covers aircraft maintenance at all landing fields of the Trans Canada

Air Lines in Canada, is in effect from June 1, 1942, to May 31, 1943, and thereafter subject to notice. This is an amended agreement, the original having been summarized in the *LABOUR GAZETTE*, June, 1941, p. 701. Sub-foreman, tool and die makers, helpers, chauffeurs and janitors are added to the classes of workers covered. Minimum monthly wage rates, based on a 48 hour week, are: crew chief, air engineer and aircraft inspector, \$175 (no change from previous agreement) sub-foreman, tool and die maker, \$175 (not in previous agreement), detail inspector \$165 (formerly \$175), mechanic \$165 (no change), junior mechanic \$120 to \$150 (no change), learners \$60 to \$110 (no change); helper \$120 (not in previous agreement), chauffeurs \$85 to \$110 (not in previous agreement), janitors \$75 to \$95 (not in previous agreement), cleaner \$75 (no change); stockkeeper \$130 to \$140 (formerly \$120 to \$125), shipper and receiver \$120 to \$130 (formerly \$110 to \$115), assistant stockkeeper \$100 to \$115 (formerly \$100 to \$105), issuer \$60 to \$90 (no change).

Vacation: the date on which employees are classified as having a year's service and eligible for a two weeks' vacation (or less service and eligible for a partial vacation) is March 31, instead of June 30. A Co-operative Committee to be set up to work in conjunction with the management on matters requiring joint consideration.

An amendment was made to this agreement from October 1, 1942, to cover the employment of female workers in the maintenance and overhaul department: female workers to start at \$55 a month for the first month (or longer if necessary to determine fitness to be learners); if assigned a cleaner, basic rate will then be \$70; if assigned as a learner, basic rate of \$55, with advancement each six months as for male learners except that female learners are paid \$5 less per month than male learners; in the stores department female issuers or assistant stockkeepers are paid the same rates as male employees if capable of performing the same work.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under the Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include twenty amendments to agreements, all of which are noted below. A request for the extension of a new agreement for longshoremen (inland navigation) at Montreal was published in the *Quebec Official Gazette*, January 23. Requests for the amendment of certain agreements were published in the *Quebec Official Gazette*, as follows: for the men's and boys' hats and caps industry throughout the Province, and for building trades at St. Jerome, in the issue of January

16; for barbers and hairdressers at St. Hyacinthe, in the issue of January 23; hairdressers at Montreal, retail stores at Quebec, in the issue of January 30.

In addition, Orders in Council were published in the *Quebec Official Gazette* during January, approving or amending the constitution and bylaws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection by certain other joint committees.

Manufacturing: Printing and Publishing

LITHOGRAPHING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated December 24, and gazetted January 2, extends the terms of this agreement (*LABOUR GAZETTE*, December, 1940, page 1310, and May, 1942, page 631) to January 31, 1943.

Another Order in Council, dated January 22, and gazetted January 30, again extends the term to March 1, 1943.

Construction: Building and Structures

BUILDING TRADES, CHICOUTIMI AND LAKE ST. JOHN DISTRICT

An Order in Council, dated January 22, and gazetted January 30, amends the previous Orders in Council for these trades (*LABOUR GAZETTE*, August, 1941, page 1009, November, page 1425, December, page 1573; and December, 1942, page 1490). In structural steel work, the installation of portable tanks and boilers under two tons in weight, the rate is 58 cents per hour (an increase of 5 cents); for steam generation work (erection of equipment used in the generation of steam), it is now provided that work on direct water heating systems is not included, but on work installing stokers in furnaces with a horizontal heating surface of 20 feet or less 70 cents per hour for mechanics and 47 cents for helpers to be paid, with a 55-hour week.

BUILDING TRADES, QUEBEC CITY AND DISTRICT

An Order in Council, dated January 22, and gazetted January 30, amends the previous Orders in Council for these trades (LABOUR GAZETTE, August, 1941, page 1009, September, 1942, page 1097, and October, 1942, page 1209) by the same amendment as noted above for building trades in Chicoutimi and the Lake St. John district.

BUILDING TRADES, THREE RIVERS

An Order in Council, dated January 13, and gazetted January 16, amends the previous Orders in Council for these trades (LABOUR GAZETTE, May, 1940, page 497, June, page 609, August, page 866; March, 1941, page 334, August, page 1010; September, 1942, page 1097, November, page 1348) by adding another contractor to the parties to the agreement.

Another Order in Council, dated January 22, and gazetted January 30, also amends the previous Orders in Council for these trades by the same amendment as noted above for building trades in Chicoutimi and the Lake St. John district.

BUILDING TRADES, ST. HYACINTHE

An Order in Council, dated January 22, and gazetted January 30, amends the previous Orders in Council for these trades (LABOUR GAZETTE, August, 1940, page 867, December, page 1311; March, 1941, page 334, September, page 1160; September, 1942, page 1097; January, 1943, page 88.) by the same amendment as noted above for building trades in Chicoutimi and the Lake St. John district.

BUILDING TRADES, SOREL

An Order in Council, dated January 13, and gazetted January 16, amends the previous Orders in Council for these trades (LABOUR GAZETTE, October, 1938, page 1172, November, page 1299; December, 1940, page 1311; March, 1941, page 334; June, 1942, page 738, September, page 1097). Three further contractors are added as parties to the agreement. A cost-of-living bonus of 5 cents per hour above the hourly wage rates paid to each employee on November 15, 1941 is made payable; this bonus which was approved by the Regional War Labour Board December 22, 1942, is to continue unchanged until December 22, 1943.

Another Order in Council, dated January 22, and gazetted January 30, also amends the previous Orders in Council for these trades by the same amendment as noted above for building trades in Chicoutimi and the Lake St. John district.

BUILDING TRADES, SHERBROOKE

An Order in Council, dated January 13, and gazetted January 16, amends the previous Order in Council for these trades (LABOUR GAZETTE, October, 1942, p. 1209). A cost of living bonus of 5 cents per hour above the hourly wage rates paid to each employee on November 15, 1941, is made payable; this bonus which was approved by the Regional War Labour Board, November 3, 1942, is to continue unchanged until November 3, 1943.

Another Order in Council, dated January 22, and gazetted January 30, corrects the Order in Council which was summarized in the LABOUR GAZETTE, October, 1942, p. 1209, by changing the wage rate for the installation of portable tanks and boilers under 2 tons in weight from 53 to 58 cents per hour.

BUILDING TRADES, JOLIETTE

An Order in Council, dated January 22, and gazetted January 30, amends the previous Orders in Council for these trades (LABOUR

GAZETTE, May, 1940, p. 498; March, 1941, p. 334; June, 1942, p. 738, Sept., p. 1097). A cost of living bonus of 5 cents per hour above the hourly rates paid to each employee on November 15, 1941, is made payable; this bonus, which was approved by the Regional War Labour Board November 24, 1942, is to continue unchanged until Nov. 28, 1943.

Another Order in Council, dated January 22, and gazetted January 30, also amends the previous Orders in Council for these trades by the same amendment as noted above for building trades in Chicoutimi and the Lake St. John district.

BUILDING TRADES, ST. JOHN AND IBERVILLE

An Order in Council, dated January 22, and gazetted January 30, amends the previous Orders in Council for these trades (LABOUR GAZETTE, Nov., 1938, p. 1299; March, 1940, p. 283; March, 1941, p. 334, Aug., p. 1011, Dec., p. 1490) by the same amendment as noted above for building trades in Chicoutimi and the Lake St. John district.

BUILDING TRADES, ST. JEROME AND TERREBONNE COUNTY.

An Order in Council, dated January 22, and gazetted January 30, amends the previous Orders in Council for these trades (LABOUR GAZETTE, May, 1940, p. 499; May, 1939, p. 529; March, 1941, p. 334, Sept., p. 1160, Dec., p. 1573; Sept., 1942, p. 1097, Nov., p. 1348) by the same amendment as noted above for building trades in Chicoutimi and the Lake St. John district.

BUILDING TRADES, HULL

An Order in Council, dated January 13, and gazetted January 16, amends the previous Orders in Council for these trades (LABOUR GAZETTE, July, 1938, p. 798, Nov., p. 1300; March, 1939, p. 335, Oct., p. 1066, Dec., p. 1280; Feb., 1940, p. 172; March, 1941, p. 334, Aug., p. 1012, Dec., p. 1573; Sept., 1942, p. 1097). A cost of living bonus of 5 cents per hour above the hourly rates paid each employee on November 15, 1941, is made payable; this bonus, which was approved by the Regional War Labour Board, November 18, 1942, is to continue unchanged until November 1, 1943.

Another Order in Council, dated January 22, and gazetted January 30, also amends the previous Orders in Council by the same amendment as noted above for building trades in Chicoutimi and the Lake St. John district.

BUILDING TRADES, VAL D'OR AND AMOS

An Order in Council, dated January 13, and gazetted January 23, extends to February 11, 1944, the duration of this agreement (LABOUR GAZETTE, June, 1941, p. 704, Oct., p. 1315, Dec., p. 1573; March, 1942, p. 353 and Sept., p. 1097).

Trade**CLERKS AND BOOKKEEPERS, JONQUIERE, KENOGAMI, ARVIDA AND ST. JOSEPH D'ALMA**

An Order in Council, dated January 13, and gazetted January 16, amends the previous Orders in Council for these workers (LABOUR GAZETTE, July, 1939, p. 730; Jan., 1940, p. 69, Oct., p. 1076, Nov., p. 1203, Dec., p. 1312; Feb., 1941, p. 184, March, p. 234; June, 1942, p. 739).

Hours in commercial establishments in Jonquière, Kenogami and Arvida are reduced from 63 to 57 per week, dairies from 70 to 60 hours. A paid vacation of one day for every year's service up to 7 days is granted. Telephone operators are no longer included in the agreement.

Industrial Standards Acts, Etc.

Schedule of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Saskatchewan

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister

considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Manufacturing: Miscellaneous Wood Products

HARD FURNITURE INDUSTRY, PROVINCE OF ONTARIO.

An Order in Council, dated January 5, and gazetted January 9, makes binding throughout the Province of Ontario the terms of a new schedule of wages and bonus for the hard furniture industry, from October 16, 1942, to October 15, 1943. This schedule is similar to the one previously in effect (*LABOUR GAZETTE*, March, 1940, p. 285, Dec., p. 1313; April, 1941, p. 474, Nov., p. 1427; Feb., 1942, p. 234) with

this exception: Provisions for a cost of living bonus are replaced by a new clause by which, in conformity with the Federal Government 1942 Order in Council P.C. 5963, the cost of living bonus is \$4.25 per week of 47 hours is payable to all adult male employees and all employees receiving \$25 per week or more, and a bonus of 17 per cent of weekly wages (exclusive of overtime) is payable to all female employees and all male employees under 21 years of age, who earn less than \$25 per week. This bonus is to be adjusted in accordance with the Federal Government orders. Female employees are now included and are in class "B".

* **Saskatchewan**

Trade

COAL AND WOOD INDUSTRY, REGINA

An Order in Council, dated December 23, 1942, and gazetted January 15, 1943, amends

the previous Orders in Council for this industry (*LABOUR GAZETTE*, Nov., 1940, p. 1204, and Oct., 1941, p. 1318) by changing the daily hours to 10 per day, Monday to Friday, and 5 hours on Saturday; the provisions for a working week of 54 hours, however, is unchanged.

U.S. Women's Bureau Advocates "Equal Pay" Principle

THE United States Women's Bureau has published a bulletin entitled *Equal Pay for Women in War Industries*. In favour of the principle it is argued that "light work" done by women often involves considerable skill, that their output compares favourably with men's and that many women have dependents. As regards the contention that women should be paid lower rates because they require more supervision, additional lifting and carrying devices or plant adjustments to conform with labour laws relating specifically to women, it is considered that any new body of workers requires such adjustments and supervision.

While not denying that women have higher absenteeism and turn-over rates, the Bureau stresses that both could be reduced by im-

proved conditions of work and indicates plants where the absenteeism rate for women is no higher than for men.

A survey of current practice in war industries revealed that the principle of "equal pay" is being applied most extensively in industries such as aircraft where women were not employed in substantial numbers before the present emergency. In most ammunition and some machine-tool plants, women's entrance rates were well below men's, but in some cases the rate for the job was paid in the higher classifications.

The recent endorsement of "equal pay" by the National War Labour Board in its decision on the General Motors cases is appended to the bulletin.

War Emergency Training Program

Statistical Summary for January, 1943

AT the end of January, 1943, a total of 20,988 persons were training in the classes being carried on under the Dominion-Provincial War Emergency Training Program. This represents an increase of 5,889, as compared with the end of April, the first month of the fiscal year, when the total enrolment under the program was 15,099.

The increase in the enrolment as at the end of January is accounted for largely by the greater number of persons now receiving training in part-time classes and plant schools, and a steady increase in the enrolment in Air Force and Navy classes. In the part-time classes to increase the skill of persons already employed in war industry or to fit persons presently employed in non-essential industries for the time when they will be required to change over to war work, there were enrolled at the end of January 4,946, composed of 4,142 men and 804 women. At the end of April, 1942, the enrolment in these part-time classes was 1,871, which included 1,582 men and 289 women. There have not, however, been as many applications for training from persons employed in non-essential industries as was expected.

In the R.C.A.F. classes the enrolment has increased from 5,179 at the end of April, 1942, to 6,991 at the end of January. In April, 1942, 1,279 trainees from R.C.A.F. classes completed their training as compared with 1,342 during the month of January.

The total enrolment in Navy classes at the end of April, 1942, was 178 and this has shown a steady increase up to the end of January, 1943, when there were 942 enlisted Navy men under training.

At the end of January there were fewer men enrolled in the Army classes than on the same date last year. The enrolment fell off to 1,851 at the end of July, 1942, but there has been an increase since that time so that at the end of January there were

2,700 enrolled in the classes. The number enrolled in Army classes at the end of April, 1942, was 2,428.

While there has been an increase in the part-time classes, and Air Force and Navy classes, the enrolment in the full-time pre-employment classes was considerably lower at the end of January than at the end of April, 1942. In the full-time pre-employment classes the total enrolment of men has decreased from 3,558 at the end of April, 1942, to 2,382 at the end of January. The enrolment in women's industrial classes also shows a slight decrease from 1,341 at the end of April, 1942, to 1,259 at the end of January, 1943.

One of the contributing factors in the larger total enrolment under the program at the end of January as compared with that at the end of April, 1942, is the steady increase in the numbers under training in approved plant schools. At the end of January, a total of 73 plant schools had received approval under the War Emergency Training Program and at that time there were under training in the schools 810 men and 727 women. At the end of April, 1942, there were 349 men and only 22 women in approved plant schools.

War Emergency Training Conference

A conference of the Regional Directors of the War Emergency Training Program and other interested officials in the provinces is to be held in Ottawa, February 25 and 26. At this meeting matters concerning the administration of the program will be discussed and plans for the coming year developed. Similar conferences of War Emergency Training officials were held during the two previous years in which the program has been in operation and proved of much value in the exchange of ideas and establishment of procedure.

WAR EMERGENCY TRAINING PROGRAM

PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES															
NUMBERS IN TRAINING					(*) Placed in Employment					Enlisted		Completed Training but not Reported		Left before Training Completed	
		From April 1/42 to Jan. 31/43	At First of January	Enrolled in January	At end of January	From April 1/42 to Jan. 31/43	In January	From April 1/42 to Jan. 31/43	In January	From April 1/42 to Jan. 31/43	In January	From April 1/42 to Jan. 31/43	In January	From April 1/42 to Jan. 31/43	In January
DOMINION SUMMARY															
Pre-Employment Classes (men.....)															
		18,773	2,215	1,590	2,382	13,834	994	219	11	472	210	2,924	229		
	women.....	14,566	1,380	1,043	1,259	11,396	976	30	9	167	81	1,868	128		
Part-Time Classes (†) (men.....)															
		11,969	3,956	1,076	3,882	.....	.....	.....	.....	.....	.....	.....	.....
	women.....	2,351	624	337	714	.....	.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....															
		1,017	195	142	231	514	64	10	2	26	5	213	34		
	Total.....	48,676	8,370	4,188	8,418	25,744	2,034	259	22	665	296	5,005	391		
NOVA SCOTIA															
Pre-Employment Classes (men.....)															
		451	90	6	38	353	58	3	.....	.....	.....	57	.....	
	women.....	58	29	.....	21	33	8	.....	.....	.....	.....	4	.....	
Rehabilitation Classes—men.....															
		3	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....
	Total.....	512	119	6	59	389	66	3	.....	.....	.....	61	.....	
NEW BRUNSWICK															
Pre-Employment Classes (men.....)															
		403	23	58	56	265	21	13	.....	11	1	56	3	
	women.....	113	16	66	80	27	5	.....	.....	.....	.....	6	2
Rehabilitation Classes—men.....															
		13	5	3	4	5	2	.....	.....	1	.....	3	2
	Total.....	529	44	127	140	297	23	13	.....	12	1	65	7	
QUEBEC															
Pre-Employment Classes (men.....)															
		6,089	759	796	972	4,880	327	35	5	175	149	1,067	113		
	women.....	981	252	67	62	645	247	.....	.....	16	16	249	12
Part-Time Classes (†) (men.....)															
		1,099	279	141	252	.....	.....	.....	.....	.....	.....	.....	.....
	women.....	158	29	1	5	.....	.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....															
		286	39	56	52	127	22	2	.....	4	3	94	16	
	Total.....	8,613	1,358	1,061	1,343	5,652	596	37	5	(*) 195	168	1,410	141		

TABLE 2.—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES
DURING THE MONTH OF JANUARY, 1943, WITH TOTALS FROM APRIL 1, 1942 TO
JANUARY 31, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/42 to Jan. 31/43	•At First of Jan.	Enrolled in Jan.	At End of Jan.	From April 1/42 to Jan. 31/43	In January
DOMINION SUMMARY						
R.C.A.F. Classes.....	21,738	6,644	1,817	6,991	13,381	1,342
Army Classes.....	11,287	2,463	1,103	2,700	7,484	800
Navy Classes.....	3,213	711	513	942	2,158	275
Totals.....	36,238	9,818	3,433	10,633	23,023	2,417
NOVA SCOTIA						
R.C.A.F. Classes.....	304	71	24	71	207	20
Army Classes.....	772	110	100	166	540	29
Totals.....	1,076	181	124	237	747	49
NEW BRUNSWICK						
R.C.A.F. Classes.....	1,001	240	139	308	518	49
Army Classes.....	984	262	59	220	721	90
Navy Classes.....	1				1	
Totals.....	1,986	502	198	528	1,240	139
QUEBEC						
R.C.A.F. Classes.....	2,583	757	106	738	1,626	104
Army Classes.....	1,602	357	134	401	1,119	85
Navy Classes.....	122	27	13	25	72	12
Totals.....	4,307	1,141	253	1,164	2,817	201
ONTARIO						
R.C.A.F. Classes.....	7,795	2,437	690	2,541	4,920	547
Army Classes.....	3,256	645	311	730	2,121	197
Navy Classes.....	2,798	485	462	776	1,968	168
Totals.....	13,849	3,567	1,463	4,047	9,009	912
MANITOBA						
R.C.A.F. Classes.....	2,015	596	199	712	1,227	70
Army Classes.....	612	133	56	163	434	26
Totals.....	2,627	729	255	875	1,661	96
SASKATCHEWAN						
R.C.A.F. Classes.....	2,847	826	251	925	1,778	151
Army Classes.....	852	281	111	256	596	136
Totals.....	3,699	1,107	362	1,181	2,374	287
ALBERTA						
R.C.A.F. Classes.....	2,526	822	231	842	1,464	202
Army Classes.....	979	240	90	249	604	81
Navy Classes.....	284	199	30	133	117	95
Totals.....	3,789	1,261	351	1,224	2,185	378
BRITISH COLUMBIA						
R.C.A.F. Classes.....	2,667	895	177	854	1,641	199
Army Classes.....	2,230	435	242	515	1,349	156
Navy Classes.....	8		8	8		
Totals.....	4,905	1,330	427	1,377	2,990	355

TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF JANUARY, 1943, WITH TOTALS FROM APRIL 1, 1942, TO JANUARY 31, 1943 (Subject to revision)

NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED														
NUMBERS IN TRAINING					Completed Training			Transferred to Production before Training finished		Enlisted		Quit or Released from Company before Training finished		
April 1/42 to Jan. 31/43		At Jan. 1st	Enrolled in January	At Jan. 31st	April 1/42 to Jan. 31/43	In January	April 1/42 to Jan. 31/43	In January	April 1/42 to Jan. 31/43	In January	April 1/42 to Jan. 31/43	In January	April 1/42 to Jan. 31/43	In January
DOMINION SUMMARY														
Plant Schools.....	{Men Women	4,450 3,888	716 674	560 467	810 727	2,725 2,503	372 309	209 159	42 30	74 4	5 2	635 475	54 73	
Part-time Classes.....	{Men Women	2,482 554	421 167	12 90	310 90	2,024 481	234 81	2		9		208 11	18	
Total.....		11,354	1,978	1,173	1,937	7,733	996	370	72	87	7	1,329	146	
NOVA SCOTIA														
Plant Schools.....	{Men Women	91 13	77 13		66 9					1		24 4	11 4	
Part-time Classes.....	{Men Women	208 64	64			170	64			8		28		
Total.....		312	154		75	170	64			9		56	15	
NEW BRUNSWICK														
Plant Schools.....	{Men Women	145 145	25 25	26 26	31 31	102 102	12 12	9 9	8 8			3 3		
QUEBEC														
Plant Schools.....	{Men Women	309 403	20 75	192 93	129 126	122 264	58 35	1 5		2 1	1	51 8	24 6	
Part-time Classes.....	{Men Women	192 30	22 28	1 1	12 24	102 2	2					83 4	11 3	
Total.....		934	145	287	291	490	95	6	2	3	1	146	43	
ONTARIO														
Plant Schools.....	{Men Women	3,888 3,071	586 556	333 297	570 526	2,493 2,126	294 256	199 82	34 27	71 4	4 2	555 333	17 42	
Part-time Classes.....	{Men Women	1,581 493	283 112	73 11	196 44	1,344 448	160 79	2 2				39 1	39	
Total.....		9,033	1,537	714	1,336	6,411	789	283	61	75	6	928	59	
MANITOBA														
Plant Schools.....	{Men Women	374 374	29 29	77 77	66 66	106 106	17 17	72 72	1 1			130 130	22 22	
BRITISH COLUMBIA														
Plant Schools.....	{Men Women	17 7	8 1	9 60	14 102	8 408	8 10					2 58	2 5	
Part-time Classes.....	{Men Women	501 31	52 22									6 6	6	
Total.....		555	88	69	138	454	19					66	7	

TABLE 4—TRAINING IN SCHOOLS, AGE AND SEX CLASSIFICATION OF NEW TRAINEES IN
PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO JANUARY 31, 1943
(Subject to Revision)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals		Grand Totals New Trainees
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Nova Scotia.....	45	27	120	22	110	9	20	7	7	1	302	58	360
New Brunswick.....	139	41	82	62	46	5	26	4	1	297	112	409	
Quebec.....	2,621	245	908	334	624	154	326	51	60	2	4,539	836	5,375
Ontario.....	3,455	2,952	1,090	3,445	1,103	1,502	768	634	555	54	7,001	8,587	15,588
Manitoba.....	336	6	130	27	89	18	52	3	22	.....	629	54	683
Saskatchewan.....	101	302	157	399	72	60	40	22	27	.....	397	784	1,181
Alberta.....	56	83	105	354	85	60	51	7	40	1	337	505	842
British Columbia.....	215	799	163	1,241	189	181	162	4	85	.....	814	2,225	3,039
Totals.....	6,998	4,455	2,755	5,934	2,318	1,992	1,445	721	800	59	14,316	13,161	27,477

Recommendations for Industrial Medical Service

THE New York State Department of Labour has recently published in its Industrial Bulletin three articles on the subject of medical services for large industrial plants. Stress is laid on the preventive aspects of plant medical work and on the value of pre-employment examinations supplemented by periodic examinations.

Matters to be considered in choosing the location of medical department are accessibility to workers, lighting, freedom from noise, opportunity for expansion, etc. The equipment for both a one-room and a three-room dispensary is described. As serious cases should be removed to hospital without delay, the treatment room is primarily for looking after minor injuries. Additional facilities suggested for the large plant are a clinical laboratory and X-ray dental, eye, and physio-therapy departments.

If the physician is to develop a preventive program he should be employed full-time or part-time. He should have a general knowledge of industrial relations, working conditions, sanitation, occupational diseases, accident prevention, workmen's compensation, methods of rehabilitation, and the transport, housing, recreational and educational facilities in the community. He must know the hazards of the substances and processes used and must be keenly interested in preventive work.

The industrial nurse requires special knowledge of public health, social case work, personnel administration, nutrition, industrial hazards, mental and personal hygiene, etc. She should be able to take charge of the medical room when the part-time physician is absent, supervise lunch-rooms, health and safety education, do follow-up work in remedying physical defects, keep accurate records and undertake home visiting.

An adequate medical service should include nutrition, health and safety education, accident prevention, sanitation, ventilation and lighting, and the prevention of fatigue. Attention should be given to the control of respiratory diseases which account for over 40 per cent of all sickness according to the United States Public Health Service.

Pre-employment medical examinations should weed out persons whose employment might be hazardous for themselves, other workers or the job. A recent survey based on such examinations revealed that the rejection rate was only 4.4 per cent. Persons with physical defects are not rejected if work suitable for them is available, and the medical department attempts to correct defects. For those exposed to toxic substances examinations are necessary at intervals of one to six months depending on the severity of the exposure. In other cases biennial examinations are usually sufficient for workers under 45, and annual for those over 45.

Attention should be given to the prevention of industrial fatigue which may result from excessive hours, monotony, irregular shifts, heavy lifting, defective posture, poor health and malnutrition, poor physical and psychological adaptation to the job, etc. It may also be due to defective ventilation and lighting, inadequate sanitary facilities, extremes of temperature, lack of drinking water and proper food, home worries and long journeys to work. An adjustment of hours and shift schedules may help to reduce fatigue. However, the article declares,

"It is impossible to state what optimum working hours are since they differ under different conditions and for different types of work, but experience has shown that increasing the hours of work beyond a certain point does not result in correspondingly increased production..."

Rest periods with opportunities for refreshment and exercise or relaxation can reduce fatigue. Shift systems should be arranged so as to minimize interference with sleeping habits. Too frequent rotation of shifts is discouraged. Other suggestions for preventing fatigue are to reduce noise, provide hot lunches in plant cafeterias, organize recreation, and arrange work benches at proper heights for correct posture and to permit both sitting and standing at work. Workers not adapted to their jobs should be transferred to others and they should be made to feel that their welfare is being considered and their job worth-while.

Activities of the Unemployment Insurance Commission

Meeting of the National Employment Committee—Insurance Registration—Claims for Benefit

THE gravity of the farm labour situation and the importance to the war effort of increasing production from Canadian farms has prompted the National Employment Committee of the Unemployment Insurance Commission to recommend that agricultural representatives be added to the membership of all its Committees throughout Canada. The recommendation calls for the addition of an agricultural representative to National, Regional and Local Committees. About 46 Committees located throughout Canada are affected.

The National Committee held its seventh meeting on Monday, February 8th, under the Chairmanship of Commissioner R. J. Tallon, who is Acting Chairman during the illness of Mr. Tom Moore. Those in attendance were Mr. A. R. Mosher, Ottawa, Mr. Carl Berg, Edmonton, Mr. Geo. S. Hougham, Toronto, Mr. E. R. Complin, Montreal, Mr. Ivor Lewis, Toronto, Miss M. Wherry, Montreal, Mr. J. C. G. Herwig, Ottawa, and Dr. Geo. F. Davidson, Ottawa.

Dr. Davidson and Miss Wherry were substituting for Mrs. C. H. Thorburn, O.B.E., Ottawa, and Mrs. Florence Martel, Montreal, respectively.

Another decision of the Committee, which is advisory to the Unemployment Insurance Commission and the Director of National Selective Service, was to recommend the appointment in the near future of a qualified man to head up the work of the Commission in respect to handicapped men. At the present time provision is made at the main offices of the Commission for dealing with handicapped men from the point of view of interview, placement, etc. There has not yet been established a special section for this work at the Head Office of the Commission. The view of the Committee was that such a section should be established without delay.

The decision in respect to a handicapped section was reached following statements to the Committee by Major A. M. Wright, Director of Rehabilitation, Department of Pensions and National Health, and Mr. A. W. Crawford, Superintendent of Vocational Training for that Department.

These officers gave the Committee a review of what is being done and planned for care of handicapped men in the Armed Services. The need for action so as to tie up the work of the Department of Pensions with that of the Unemployment Insurance Commission and National Selective Service was emphasized. It was pointed out that if handicapped men could be interviewed in hospital, as soon as their condition would permit, as to what employment they could take when released from hospital, they were much less likely to become discouraged and depressed.

The National Employment Committee went on record as favouring the issue of more informative and explanatory literature dealing with National Selective Service Regulations. It was represented that the "Worker's Handbook" should be revised and re-issued. Short explanatory radio broadcasts were suggested in order to acquaint the public, particularly those affected by National Selective Service Regulations, with the meaning of the Regulations. It was recommended that any handbook summarizing the Regulations should be submitted to the Committee before being issued.

The Committee will hold its next meeting early in March.

Insurance Registration

Reports from Local Offices of the Unemployment Insurance Commission showed that at February 1, 1943, 163,531 employers establishments and 3,594,744 persons were registered. Of the persons registered, 2,848,306 were insurable and 746,438 were uninsurable.

The insurable group consisted of insurable employees of registered firms and unemployed persons whose last employment was insurable. The other group of persons registered included employees of registered firms not coming within the coverage of the Act, and partners and proprietors of these firms. Also forming a part of this group were persons unemployed at date of registration whose last employment was uninsurable and women between the ages of twenty and twenty-four not engaged in insurable employment at the time of the recent registration.

SUMMARY OF REGISTRATION AT FEBRUARY 1, 1943

Region	Employers' Establishments Registered	Insurable Persons Registered	Other Persons Registered	Total Persons Registered (Insurable and others)
MARITIMES.....	11,684	219,128	66,921	286,049
QUEBEC.....	43,646	858,529	199,425	1,057,954
ONTARIO.....	62,527	1,128,325	258,298	1,386,623
PRAIRES.....	32,467	394,567	152,480	547,047
PACIFIC.....	13,207	247,757	69,314	317,071
Total for Canada.....	163,531	2,848,306	746,438	3,594,744

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from February 1 to December 31, 1942, was \$349,655. In this period 24,206 claims were received for adjudication at the nine offices of the Commission, of which 17,883 claims were allowed, 5,137 claims were not allowed, with 1,186 claims pending.

An analysis of the 5,137 claims not allowed by insurance officers reveals the following reasons for non-allowance: 1,793 claims under Section 28 (i) with insufficient contributions; 167 claims under Section 28 (ii) in which 111 applications were not made in the prescribed manner, and 56 of the claimants were not unemployed; 112 claims under Section 28 (iii) in which 74 claimants were not capable of work, and 38 were not available for work; 53 claims under Section 43 (a) for loss of work due to labour disputes; 39 claims under Section 43 (b) (i) for refusal of an offer of work; 37 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 2,902 claims under Section 43 (c) in which 581 were disqualified because they were discharged due to their own misconduct and 2,321 were disqualified

for voluntary leaving without just cause; 6 under Section 43 (d) for being under 16 years of age; 2 under Section 43 (e) for being inmates of prison, etc.; 25 under Section 43 (f) for being in class "O" contributions.

Appeals and References

During the period from February 1, to December 31, 1942, there were 413 references and 30 appeals made by claimants, to Courts of Referees. In addition there were 13 references by insurance officers to Courts of Referees. Of the 456 references and appeals, 351 were heard, 63 have not yet been heard, and 42 were withdrawn. The Courts of Referees disallowed 286 claims and allowed 65. (See page 233).

Appeals to Umpire

Three claimants have sought permission from the Chairman of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii). Two of the requests to appeal were refused and 1 was granted. In addition, one other appeal was made by a claimant or association on behalf of the claimant. Of the two appeals reaching the Umpire, 1 has been heard and disallowed and the other has not yet been heard.

INITIAL AND RENEWAL CLAIMS RECEIVED AT LOCAL OFFICES

Period February 1 to December 31, 1942

Local Offices	Claims for Benefit		
	Initial ¹	Renewal ²	Total
Moncton—			
Amherst.....	30	1	31
Campbellton.....	33	1	34
Charlottetown.....	104	7	111
Edmundston.....	119	14	133
Fredericton.....	34	6	40
Halifax.....	35	1	36
Kentville.....	8	.....	8
Moncton.....	368	23	391
Newcastle.....	3	.....	3
New Glasgow.....	319	2	321
Saint John.....	115	10	125
St. Stephen.....	12	.....	12
Sydney.....	3,258	30	3,288
Truro.....	1	.....	1
Yarmouth.....	15	2	17
Total for Moncton District.....	4,454	97	4,551

INITIAL AND RENEWAL CLAIMS RECEIVED AT LOCAL OFFICES

Period February 1 to December 31, 1942—Continued

Local Offices	Claims for Benefit		
	Initial ¹	Renewal ²	Total
Montreal—			
Chicoutimi.....	33	2	35
Drummondville.....	178	7	185
Granby.....	145	10	155
Hull.....	369	38	407
Joliette.....	35		35
Lachine.....	21		21
Levis.....	99	2	101
Matane.....	26		26
Montreal.....	3,108	209	3,317
Pointe-aux-Trembles.....	15	1	16
Quebec.....	2,165	229	2,394
Riviere du Loup.....	138	1	139
St. Hyacinthe.....	106	2	108
St. Jean.....	251	31	282
St. Jerome.....	45		45
Shawinigan Falls.....	358	40	398
Sherbrooke.....	567	29	596
Sorel.....	26		26
Thetford Mines.....	205	4	209
Trois Rivières.....	230	29	259
Valleyfield.....	59		59
Verdun.....	188	7	195
Victoriaville.....	89	11	100
Total for Montreal District.....	8,456	652	9,108
Toronto—			
Barrie.....	10		10
Belleville.....	27		27
Brockville.....	5		5
Cornwall.....	185	13	198
Hamilton.....	149	4	153
Kingston.....	121	13	134
Lindsay.....	4		4
New Toronto.....	43		43
Niagara Falls.....	59		59
Oshawa.....	123		123
Ottawa.....	397	17	414
Orillia.....	30		30
Owen Sound.....	16		16
Pembroke.....	46	4	50
Peterborough.....	37	1	38
St. Catharines.....	55	2	57
Smiths Falls.....	8		8
Toronto (Main).....	2,799	174	2,973
Toronto (Women Claims).....	60		60
Toronto (Junction).....	5		5
Welland.....			
Total for Toronto District.....	4,179	228	4,407
London—			
Brantford.....	7		7
Chatham.....	38	1	39
Galt.....			
Guelph.....	32		32
Kitchener.....	101	3	104
London.....	401	16	417
St. Thomas.....	14		14
Sarnia.....	8		8
Stratford.....	62	7	69
Windsor.....	173	3	176
Woodstock.....	16		16
Total for London District.....	852	30	882
North Bay—			
Kirkland Lake.....	53	5	58
North Bay.....	33	2	35
Rouyn.....	8		8
Sault Ste. Marie.....	17	2	19
Sudbury.....	55	1	56
Timmins.....	554	3	557
Val d'Or.....	9		9
Total for North Bay District.....	697	13	710

INITIAL AND RENEWAL CLAIMS RECEIVED AT LOCAL OFFICES

Period February 1 to December 31, 1942—*Concluded*

Local Offices	Claims for Benefit		
	Initial ¹	Renewal ²	Total
Winnipeg—			
Brandon.....	35	3	38
Dauphin.....	4	1	5
Flin Flon.....	1		1
Fort Frances.....	24		25
Fort William.....	102	2	104
Kenora.....	70	2	72
Portage la Prairie.....	22		22
Port Arthur.....	121	1	122
Selkirk.....	4		4
The Pas.....	3		3
Winnipeg.....	2,342	232	2,574
Total for the Winnipeg District.....	2,728	242	2,970
Saskatoon—			
Estevan.....	12	1	13
Moose Jaw.....	115	4	119
North Battleford.....	38		38
Prince Albert.....	43	3	46
Regina.....	385	20	405
Saskatoon.....	357	25	382
Swift Current.....	19		19
Weyburn.....	4		4
Yorkton.....	15	2	17
Total for Saskatoon District.....	988	55	1,043
Edmonton—			
Blairmore.....	84		84
Calgary.....	815	51	866
Drumheller.....	62		62
Edmonton.....	561	26	587
Edson.....			
Lethbridge.....	56	1	57
Medicine Hat.....	7		7
Red Deer.....	6		6
Total for Edmonton District.....	1,591	78	1,669
Vancouver—			
Cranbrook.....			
Kamloops.....	10		10
Kelowna.....	20		20
Nanaimo.....	14		14
Nelson.....	38		38
New Westminster.....	113	7	120
Penticton.....	2		2
Port Alberni.....			
Prince George.....			
Prince Rupert.....			
Vancouver.....	1,132	54	1,186
Vernon.....	2		2
Victoria.....	167	15	182
Total for Vancouver District.....	1,498	76	1,574
Grand Total for All Districts.....	25,443	1,471	26,914

¹ *Initial Claim:* this is the first application for insurance benefit within a Benefit Year, filed with a Local Office. As a result of the Initial Claim, if the first Statutory Condition be proven therein, the Benefit Year will be established.

² *Renewal Claim:* this is an application for insurance benefit which may be required during a Benefit Year, where the Initial Claim, or the Initial Claim and the succeeding Continuing Claims, have been followed by an interruption of some length of time by reason of:—

- (a) applicant having secured insured employment;
- (b) applicant having secured non-insured employment;
- (c) temporary suspension of benefit rights.

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURES FOR THE EIGHTEEN MONTHS ENDED DECEMBER 31, 1942

Month	REVENUE										EXPENDITURES		
	CONTRIBUTIONS (Gross, less refunds)										Monthly Total Revenue	BENEFITS	
	Stamps	Meter	Bulk	Misc.	Total er and ee	Government	Interest	Monthly Total Revenue	Monthly Total	Cumulative Total		Monthly Total	Balance
	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.
Total from July to December 31, 1941.....	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	177,720 00	28,481,885 85			28,481,885 85		28,481,885 85
1942													
January.....	2,448,375 99	960,430 45	744,351 03	34 20	4,153,191 67	830,688 33		4,983,830 00					33,465,715 85
February.....	2,190,122 75	864,815 30	779,327 55	70 05	3,834,335 65	766,867 13	55,980 00	4,657,182 78	953 09	953 09			38,121,915 54
March.....	2,838,891 10	1,143,449 39	878,355 74	580 62	4,861,276 85	972,255 37	41,810 00	5,875,342 22	26,769 83	27,752 92			43,970,487 83
April.....	2,447,695 56	1,065,909 60	933,515 18	2,126 96	4,479,247 30	895,849 46	135,980 00	5,511,076 76	41,554 26	69,307 18			49,440,010 43
May.....	2,242,987 49	1,026,031 54	965,957 74	2,938 54	4,237,915 31	847,583 06	15,350 00	5,100,848 37	52,190 56	121,497 74			54,488,668 24
June.....	2,405,184 25	1,098,489 24	993,631 89	7,462 61	4,504,767 99	900,953 60	161,220 00	5,566,941 59	39,524 81	161,022 55			60,016,085 02
July.....	2,550,545 70	1,143,940 78	1,074,712 97	7,536 33	4,776,735 78	955,347 16		5,732,082 94	35,529 00	196,551 55			65,712,638 96
August.....	2,519,547 02	1,110,106 43	1,122,596 87	13,239 61	4,765,489 93	953,097 99	71,145 00	5,789,732 92	39,248 98	235,800 53			71,463,122 90
September.....	2,539,125 52	1,139,598 19	1,109,175 15	10,968 83	4,798,867 69	959,773 54	205,210 00	5,963,851 23	26,374 25	262,174 78			77,400,599 88
October.....	2,699,692 10	1,210,507 74	1,166,549 91	22,354 98	5,099,104 73	1,019,820 94	315,887 50	6,434,813 17	25,308 67	287,483 45			83,810,104 98
November.....	2,465,948 30	1,172,119 93	1,205,032 96	16,573 38	4,859,674 57	971,934 92	79,650 00	5,911,259 49	25,993 35	313,476 80			89,695,370 52
December.....	2,413,222 58	1,100,040 94	1,186,416 41	26,821 25	4,726,501 18	945,300 24	289,770 00	5,961,571 42	36,179 14	349,655 94			95,620,762 80
Total.....	44,719,543 58	17,305,802 87	16,547,915 55	110,751 53	78,683,913 53	15,736,782 71	1,549,722 50	95,970,418 74	349,655 94	349,655 94			95,620,762 80

The Interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to December 31st.

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD FEBRUARY 1 TO DECEMBER 31, 1942

Insurance Offices	Claims received at Local Offices	Claims received at Insurance Offices for Adjudication	Disposal of Claims		
			Allowed	Not Allowed	Pending
Moncton.....	4,551	4,339	3,819	473	47
Montreal.....	9,108	8,230	5,187	2,346	697
Toronto.....	4,407	4,015	2,703	1,146	166
London.....	882	724	591	121	12
North Bay.....	710	685	580	102	3
Winnipeg.....	2,970	2,558	2,011	473	74
Saskatoon.....	1,043	892	722	132	38
Edmonton.....	1,669	1,396	1,151	168	77
Vancouver.....	1,574	1,367	1,119	176	72
Total.....	26,914	24,206	17,883	5,137	1,186

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD FEBRUARY 1 TO DECEMBER 31, 1942

Districts	REQUESTS FROM CLAIMANTS		References by Insurance Officers	Total References and Appeals	Not yet Heard	Withdrawn	Heard	COURT'S DECISIONS	
	References	Appeals						Allowed	Dis-allowed
Moncton.....	2	1	3	6	1	1	4		4
Montreal.....	171	16	6	193	47	7	139	26	113
Toronto.....	123	8	2	133	9	18	106	25	81
London.....	8			8		5	3	1	2
North Bay.....	12			12	1	1	10	1	9
Winnipeg.....	58	1	1	60	4	6	50	6	44
Saskatoon.....	7	2		9			9		9
Edmonton.....	8	2	1	11		1	10	5	5
Vancouver.....	24			24	1	3	20	1	19
Total.....	413	30	13	456	63	42	351	65	286

Trade Union Membership in Britain in 1941

THE British Ministry of Labour Gazette reports that the total membership of trade unions in Great Britain and Northern Ireland in 1941 reached 7,090,000, an increase of 8.4 per cent over the previous year. The most striking increase was in the number of women members which rose by 26.8 per cent to 1,372,000. The general labour unions and those recruiting workers in the national Government services reported the largest gains in female membership. Male membership increased chiefly in the unions in the engineering and metal industries and in the general labour unions. It rose from 5,460,000 in 1940 to 5,718,000 in 1941, a 4.7 per cent gain.

The membership figures were compiled from information supplied to the Registrar of Friendly Societies by trade unions registered under the Trade Union Acts of Britain and Northern Ireland, and from returns made by unregistered unions to the Ministry of Labour and National Service. They cover all organizations of workers which endeavour to regulate conditions of employment through negotiating with employers and include organizations of

salariated and professional workers as well as of manual wage-earners. Trade union members in the Armed Forces and overseas members of unions with head offices in Britain or Northern Ireland are included in the totals but members of organizations with head offices elsewhere are excluded.

The number of unions in 1941 dropped from 989 to 983. Thirteen were reported as dissolved and seven new unions were formed. Federations of trade unions remained at 56 and net federated membership was approximately 2,467,000 in both 1940 and 1941. The Trades Union Congress had 5,432,000 members. Further details concerning the Trades Union Congress were reported in the January LABOUR GAZETTE, p. 89.

Over 55 per cent of all trade union members belonged to 14 unions, each of which had a membership of 100,000 or more, and 78 per cent of the membership was accounted for by 46 unions with 25,000 or more members each. Of the 983 unions in existence, 768 or 78.2 per cent had 2,500 members or less.

Employment and Unemployment

Summary

IN the Employment and Unemployment section of the *LABOUR GAZETTE*, information regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of December, as reported by employers.

—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

This month's article shows that there were further important increases in industrial employment at the beginning of December, when the staffs of the 13,322 co-operating employers aggregated 1,867,597, as compared with 1,836,070 at November 1, 1942. The expansion was greater than at December 1 in any earlier year in which the trend at that date was upward; normally, there is a decline at the beginning of December.

The index number of employment (based on the 1926 average as 100) rose from 183.3 in the preceding month, to 186.5 at December 1. This compared with 168.8 at the same date in 1941, previously the maximum for December in the period since 1920. At the outbreak of war it stood at 119.6.

The same employers also submit each month information regarding payrolls, which is incorporated in this article.

The per capita average wage in the Canadian industries submitting returns rose from \$29.81 a week in the last report to \$30.03 at December 1, 1942. The figure for December 1, 1941, had been \$27.32.

Employment conditions at the end of January as reported by Employment and Selective Service Offices.—Reports from the Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situation at

the end of January. These reports describe employment conditions in the Maritimes, Quebec, Ontario, the Prairie Provinces, and British Columbia. This article, and the one following, were formerly included in the article, *Activities of the Unemployment Insurance Commission*.

Applications for employment, vacancies and placements, December.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from Employment and Selective Service offices during December, 1942, indicated a pronounced decline in business transacted when compared with the preceding month, but a marked gain over that of the corresponding month a year ago, this comparison being based on the average number of placements effected daily during the periods under review. Manufacturing, construction, services and trade recorded the greatest losses under the first comparison and manufacturing, trade, construction and services the highest gains under the second. The marked increase over last year was due to National Selective Service Regulations under which employers seeking workers, and persons desiring employment, must notify Employment and Selective Service Offices. Vacancies in December, 1942, numbered 202,708, applications 200,354 and placements in regular and casual employment 148,758.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of January, 1943, the percentage of unemployment among trade union members stood at 1.2 in comparison with 0.8 per cent in December and 5.2 per cent in January, 1942. The percentage for January was based on returns compiled from 2,263 labour organizations with a total membership of 406,278 persons.

It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

Unemployment Insurance Registration.—

The registration figures of the Unemployment Insurance Commission provide further data in regard to the employment situation in Canada.

During the 1942 registration conducted by the Commission, employers with insured persons in their employ registered their insured and non-insured employees. This nation-wide manpower inventory covered a large portion of Canadian wage-earners, but it did not for the most part include employees engaged in employment in agriculture, horticulture, for-

estry, logging, lumbering, hunting and trapping and a number of other excepted occupations.

The number of persons registered during the period April 1, 1942 to February 1, 1943, was 3,594,744 (see page 228). However, the total of persons registered during this period is greater than the number of persons in registered employment at any one date. For instance, some of the registered persons may subsequently have joined the armed forces, or left their registered employment for other reasons.

Nevertheless, taking into consideration the occupations not covered in the registration, it may be assumed that the figure represents at least a minimum approximation of the number of persons employed in Canada.

The Employment Situation at the Beginning of December, 1942, as Reported by Employers

INDUSTRIAL employment at the beginning of December showed important expansion, continuing the steadily upward movement indicated from March 1. The increase was the largest reported since the beginning of July, also exceeding that recorded in any earlier December in the period of the war; according to pre-war experience, it was contra-seasonal in character. The Dominion Bureau of Statistics tabulated data from 13,322 employers with a combined working force of 1,867,597, as compared with 1,836,070 at November 1. The weekly payrolls disbursed aggregated \$56,076,173 at the latest date, as compared with \$54,738,728 at the beginning of November. There was thus a rise of 1.7 per cent in the number of employees, accompanied by that of 2.4 per cent in the earnings of these persons. The per capita average showed a further gain, advancing from \$29.81 at November 1, to \$30.03 at the date under review. These two are the highest in the payroll record, dating from June 1, 1941.

The index number of employment at December 1, 1942, reached a new maximum, at 186.5, as compared with 183.3 in the preceding month, and 168.8 at December 1, 1941. The 1926 average equals 100 in calculating these indexes. Since the increase at the date under review was contrary to the usual seasonal tendency, the seasonally-adjusted index showed a further rise, standing at 182.1, as compared with 175.4 in the preceding report. The general index of employment exceeded by 10½ per cent that indicated at the beginning of December in 1941. This important gain has been accom-

panied by that of 20.8 per cent in the index number of payrolls in the 12 months.

The greatest advances at December 1, 1942, were in manufacturing, which absorbed an additional 16,116 persons, and in logging, in which the increase amounted to 13,600. There was also an important gain in employment in retail trade from November 1. The improvement in the last two industries is in accordance with the usual trend at the beginning of December; that in manufacturing is contra-seasonal. Although it repeats the upward movement indicated at December 1 in each year since the outbreak of war, it was on a much larger scale than in the early winter of 1939, 1940 or 1941. Within the manufacturing group, especially marked increases were recorded in iron and steel, some 12,000 additional employees being reported in such plants. Other branches of the durable goods industries, with the exception of lumber, were also considerably more active than at November 1. Concentration of employment in the heavy industries continues to be a feature of the situation, these classes now accounting for a third of the total number on the payrolls of the employers furnishing data at December 1, 1942; at the same date in 1939, little more than one-fifth of the workers in recorded employment were engaged in the production of durable goods. The manufacture of non-durable goods continued at a high level, according to the pre-war standards; nevertheless, employment in a number of classes in this category was in smaller volume than at the same date of 1941. This situation, which is mainly a result of the prevailing shortage of labour,

is affecting a growing number of plants in both manufacturing and non-manufacturing divisions. Thus, where employment in twenty industries or groups at July 1, 1942, was below its level at the same date in 1941, the number showing an unfavourable trend at the latest date as compared with December 1, 1941, was 30.

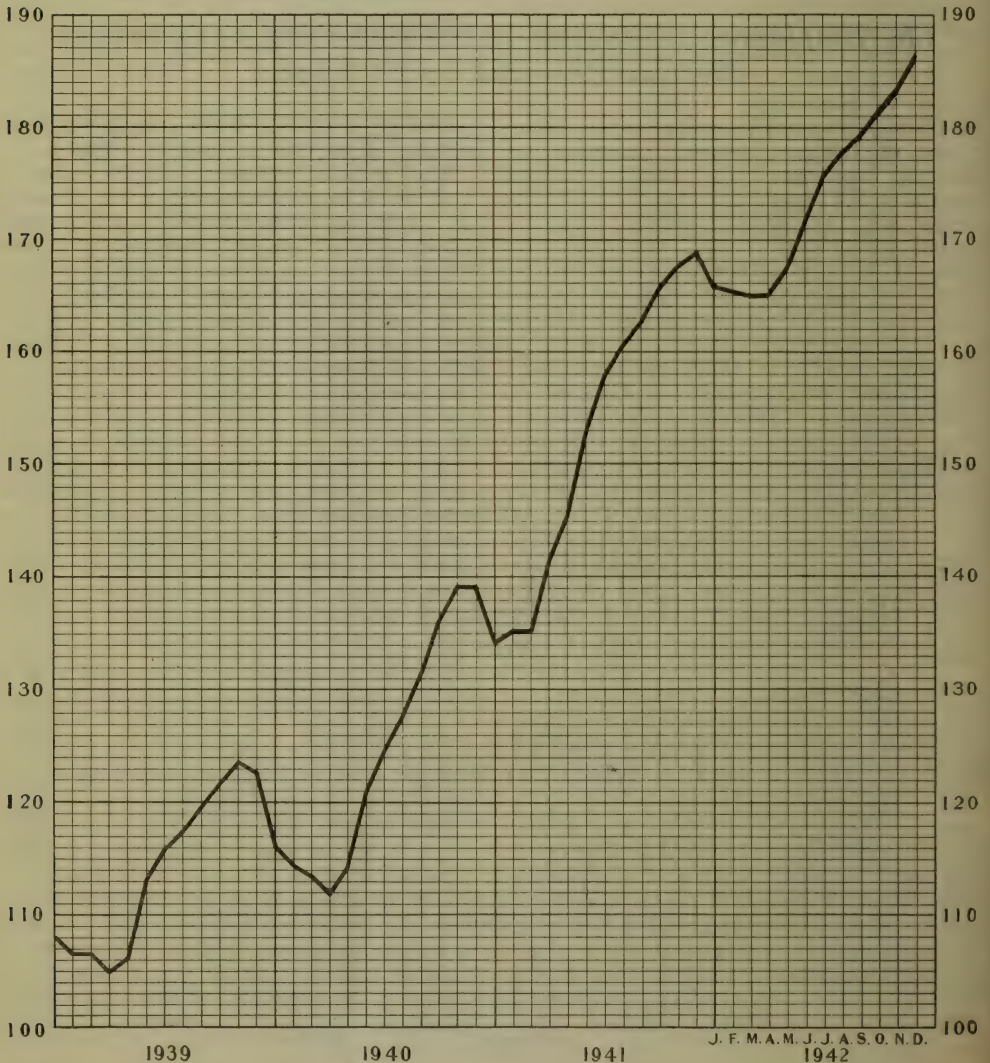
Payrolls

The aggregate payroll of \$56,076,173, already mentioned as having been disbursed in weekly salaries and wages at December 1 by

the co-operating employers, was 2.4 per cent higher than the amount paid at the beginning of November. The advance continues the upward trend shown by payrolls since the institution of such statistics in the spring of 1941. The only exception in these months was at the beginning of January, 1942, the observance of the Christmas and New Year's holidays then having lowered the reported aggregate. The weekly per capita earnings averaged \$29.81 at November 1 and \$30.03 at the beginning of December, 1942, while the December 1, 1941, average was \$27.32.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



Including the data received from financial institutions, the latest survey of employment and payrolls shows that the number of persons in recorded employment was 1,931,573, as compared with 1,900,125 at the beginning of November. The amounts received as weekly earnings by these persons were stated as \$58,051,931 paid on or about December 1, and \$56,711,085 paid on or about November 1. The per capita average for the nine main industries, including finance, was \$30.05, as compared with \$29.85 at the beginning of November, and \$27.40 at December 1, 1941. These averages were slightly higher than those given in the preceding paragraph for the eight leading industries, for which records of employment are available for a lengthy period, whose totals are used in the general comparisons of this report; these industries are as follows: manufacturing, logging, mining, transportation, communications, construction and maintenance, services and trade.

Table I summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas and the eight leading industrial cities, and gives comparisons as at November 1, 1942, and December 1, 1941.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base 1926=100 to June 1, 1941, as 100. The table shows that

in the period for which data are available, there has been an increase of 22 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the weekly earnings of these persons have risen by 44.3 per cent. Including finance, the gain in employment from June 1, 1941, to December 1, 1942, amounted to 21.4 per cent, and that in payrolls to 43 per cent.

Between December 1, 1941, and December 1, 1942, there has been an increase in employment in the eight industries (manufacturing, logging, mining, communications, transportation, construction and maintenance, services and trade), amounting to 10½ per cent, accompanied by that of 20.8 per cent in the weekly payrolls. The reasons previously given for the much greater rise in the latter than in employment may again be stated: (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the extension of the system of paying cost of living bonus to the majority of workers; the rates at which this allowance has been calculated have been enlarged on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been awarded. In spite of these main factors reacting favourably upon the earnings of the typical worker, the average weekly pay envelope, as a result of the continued dilution of labour, has not shown

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100.
TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
1941						
			\$			\$
June 1.....	100.0	100.0	25.25	100.0	100.0	25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
1942						
Jan. 1.....	108.4	112.3	26.13	111.4	114.6	26.32
Feb. 1.....	108.2	118.5	27.65	113.8	126.3	28.39
Mar. 1.....	108.0	119.4	27.92	116.5	130.2	28.58
April 1.....	108.0	121.6	28.41	118.7	134.3	28.94
May 1.....	109.5	124.0	28.59	120.4	137.3	29.19
June 1.....	112.3	125.5	28.20	122.6	137.6	28.73
July 1.....	114.9	129.7	28.49	124.7	142.0	29.16
Aug. 1.....	116.3	131.8	28.62	126.4	143.5	29.08
Sept. 1.....	117.3	135.5	29.29	128.3	148.9	29.72
Oct. 1.....	118.6	138.0	29.51	129.9	152.8	30.15
Nov. 1.....	119.9	140.8	29.81	130.1	155.6	30.70
Dec. 1.....	122.0	144.3	30.03	132.0	160.1	31.13

advances commensurate with those in the index of aggregate payrolls. Where the latter has risen by 44.3 per cent from June 1, 1941, the index of per capita earnings has increased by 18.9 per cent since June 1, 1941.

For obvious reasons, the growth in employment and payrolls in manufacturing in the period of observation has greatly exceeded that in the non-manufacturing industries; where the index of employment has risen by 32 per cent from June 1, 1941, that of payrolls has advanced by 60.1 per cent. The weekly earnings of the typical individual engaged in factory work has increased by 21.7 per cent, while the all-industries average has risen by 18.9. The factors given above as influencing

the all-industries trends operate with greater force in the case of the manufacturing group.

Even more striking than the expansion in the number of workers and the payrolls in manufacturing as a whole in recent months, is that which has taken place in plants producing durable goods, in which the index of employment has risen by 47.4 per cent and that of payrolls by 82.7 per cent from June 1, 1941, to the beginning of December, 1942. Despite curtailment in certain lines in the non-durable goods division, the index number of employment in this group was 18.7 per cent above that indicated at June 1, 1941, while the increases in the payrolls amounted to 37.2 per cent.

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at December 1, 1942, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at December 1 and November 1, 1942, and December 1, 1941, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees Reported at Dec. 1, 1942	Aggregate Weekly Payrolls at Dec. 1, 1942	Per capita Weekly Earnings at Dec. 1, 1942	INDEX NUMBERS OF					
				Employment			Aggregate Weekly Payrolls		
				Dec. 1 1942	Nov. 1 1942	Dec. 1 1941	Dec. 1 1942	Nov. 1 1942	Dec. 1 1941
(a) PROVINCES		\$	\$						
Maritime Provinces	146,350	3,815,996	26.07	128.2	124.0	123.4	155.6	145.8*	138.6
Prince Edward Island.....	2,109	49,125	23.29	101.4	100.8	109.7	111.2	109.0	107.8
Nova Scotia	89,011	2,417,277	27.16	131.3	127.5	121.7	160.1	149.0*	138.3
New Brunswick.....	55,230	1,349,594	24.44	101.0	120.5	127.3	148.5	142.4	140.1
Quebec.....	591,454	16,718,678	28.27	128.5	125.9	114.3	155.3	151.5*	123.9
Ontario.....	764,212	23,993,697	31.40	116.2	114.4	107.5	135.7	132.4	116.2
Pralrie Provinces.....	191,973	5,721,973	29.81	110.6	109.3	105.6	126.6	125.0	114.5
Manitoba.....	91,222	2,694,871	29.54	111.5	110.7	103.8	125.0	124.6*	110.9
Saskatchewan.....	37,703	1,053,927	27.95	106.9	106.4	104.2	120.4	120.1	113.2
Alberta.....	63,048	1,973,229	31.30	111.4	109.0	109.2	132.9	128.6	120.6
British Columbia.....	173,608	5,825,829	33.56	138.9	138.8	107.1	169.3	168.1	116.1
CANADA.....	1,867,597	56,076,173	30.03	122.0	119.9	110.4	144.3	140.8	119.5
(b) CITIES									
Montreal.....	275,848	8,314,524	30.14	128.8	126.6	113.3	156.9	151.4*	123.0
Quebec City.....	36,349	918,159	25.26	155.2	155.0	118.7	192.4	192.6	128.3
Toronto.....	250,931	7,766,391	30.95	127.4	124.5	111.9	148.6	145.1	120.7
Ottawa.....	21,551	568,862	26.40	108.4	108.0	109.2	125.3	124.5	122.7
Hamilton.....	63,592	2,102,925	33.07	120.3	119.1	110.3	144.9	139.7	122.1
Windsor.....	42,315	1,726,990	40.81	135.5	135.0	106.2	145.7	144.5	106.1
Winnipeg.....	58,077	1,621,450	27.92	114.0	113.1	108.8	126.3	125.9	112.6
Vancouver.....	85,835	2,797,122	32.59	170.8	170.1	116.8	216.4	215.5*	127.1
(c) INDUSTRIES									
Manufacturing.....	1,155,307	35,960,079	31.13	132.0	130.1	112.1	160.1	155.6	123.4
Durable Goods ¹	624,269	21,506,750	34.45	147.4	143.6	113.1	182.7	175.7	128.3
Non-Durable Goods.....	513,269	13,815,357	26.92	118.7	118.4	111.5	137.2	135.4	119.3
Electric Light and Power.....	17,769	637,972	35.90	93.1	95.9	98.1	103.9	103.3	99.4
Logging.....	70,071	1,476,179	21.07	149.2	120.2	158.1	168.1	137.1	151.7
Mining.....	76,101	2,726,362	35.83	91.8	92.0	103.6	105.0	103.8*	113.4
Communications.....	27,775	815,242	29.35	107.0	107.7	103.5	115.8	113.8	105.1
Transportation.....	137,928	4,879,707	35.38	110.3	111.5	104.9	123.3	121.6	116.2
Construction and Maintenance.....	190,854	5,380,873	28.19	108.5	111.0	102.8	134.4	139.2	112.2
Services.....	40,548	739,744	18.24	106.5	106.8	99.7	121.4	121.7	104.6
Trade.....	169,013	4,097,987	24.25	104.9	99.8	106.6	112.0	107.7	109.2
Eight Leading Industries..	1,867,597	56,076,173	30.03	122.0	119.9	110.4	144.3	140.8	119.5
Finance.....	63,976	1,975,758	30.88	106.7	106.9	105.0	114.4	114.2	107.5
Total—Nine Leading Industries.	1,931,573	58,051,931	30.05	121.3	119.3	110.1	143.0	139.7	119.0

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

* Revised.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution¹ of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages.

Employment and Payrolls by Industries

Manufacturing.—Activity in manufacturing establishments showed its eleventh consecutive gain at the beginning of December; this was also the thirty-sixth monthly increase since the outbreak of war, the upward trend indicated since then having been interrupted on only three occasions. These were at January 1, in 1940, 1941 and 1942, and resulted from the observance of the year-end holidays. The ex-

pansion at December 1, 1942, exceeded that recorded in either of the two preceding months, being also larger than in any other December in which heightened employment had been reported in that month. The movement at December 1 in pre-war years, however, was almost invariably unfavourable.

The latest index number of employment established a new high, standing at 221.7 per cent of the 1926 average. This was 17.7 per cent above the December 1, 1941, figure of 188.4. The index at November 1, 1942, was 218.6. The seasonally-adjusted index also advanced to a new maximum, rising from 216.7 in the preceding month, to 224.2 at December 1, 1942.

The working forces of the 7,440 manufacturers furnishing statistics aggregated 1,155,307; as compared with their staffs of 1,139,191 at November 1, there was an increase of 16,116 persons, or 1.4 per cent. The weekly payrolls, at \$35,960,079, were higher by \$988,147, or 2.8 per cent. The weekly per capita average at December 1 was \$31.13, as compared with the revised November 1 average of \$30.70. These two are the highest in the record, which commences with June 1, 1941. At December 1,

1 For information respecting the sex distribution of the persons in recorded employment at Oct. 1, 1942, see LABOUR GAZETTE, December, 1942, page 1464.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926 = 100.)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Dec. 1, 1927.....	108.1	99.1				110.1	109.1	110.8				101.0
Dec. 1, 1928.....	116.7	108.1				112.6	119.7	125.3				107.9
Dec. 1, 1929.....	119.1	113.3				118.4	123.1	119.0				108.3
Dec. 1, 1930.....	108.5	109.5				106.7	108.2	118.6				100.0
Dec. 1, 1931.....	99.1	112.7				94.7	99.3	106.0				90.5
Dec. 1, 1932.....	83.2	83.8				82.9	84.1	86.7				73.5
Dec. 1, 1933.....	91.8	93.4				92.4	93.3	89.3				85.4
Dec. 1, 1934.....	98.9	106.9				96.4	101.7	94.3				92.9
Dec. 1, 1935.....	104.6	107.5				103.8	107.0	101.3				99.3
Dec. 1, 1936.....	110.1	115.3				112.6	112.9	98.6				101.5
Dec. 1, 1937.....	121.6	122.5	79.4	127.6	118.9	129.6	125.8	100.5	90.0	99.8	108.0	107.5
Dec. 1, 1938.....	114.0	109.8	85.4	121.5	97.2	121.7	114.4	103.5	95.4	114.1	108.9	105.8
Dec. 1, 1939.....	122.7	123.0	90.6	132.1	113.8	130.3	124.5	108.9	102.2	113.1	116.4	110.0
Dec. 1, 1940.....	139.1	133.2	106.1	142.7	123.4	149.7	142.7	118.8	110.2	123.0	129.4	123.6
Dec. 1, 1941.....	168.8	188.1	117.5	204.4	171.7	179.8	174.0	135.5	129.5	132.7	146.9	144.5
Jan. 1, 1942.....	165.8	183.9	118.9	204.5	162.2	175.0	172.7	131.4	127.2	119.6	145.7	142.6
Feb. 1.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.5
Mar. 1.....	165.1	159.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
April 1.....	165.2	155.6	92.0	175.0	135.3	176.8	174.8	127.2	125.5	112.9	139.4	149.6
May 1.....	167.4	156.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.9	158.8
June 1.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.9
July 1.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
Aug. 1.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.3
Sept. 1.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	138.8	154.0	179.4
Oct. 1.....	181.3	185.2	103.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Nov. 1.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	135.6	146.6	187.2
Dec. 1.....	186.5	195.4	108.6	220.4	169.6	202.2	188.2	141.9	139.1	136.2	149.9	187.4
Relative weight of Employment by Provinces and Economic Areas as at Dec. 1, 1942	100.0	7.8	0.1	4.8	2.9	31.7	40.9	10.3	4.9	2.0	3.4	9.3

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

1941, the per capita average had been \$28.15. In the year since then the index of aggregate payrolls has risen by 29.7 per cent, an advance which substantially exceeds that of 17.7 per cent in the index of employment.

There were especially impressive advances at the date under review in iron and steel plants, which absorbed over 12,000 additional

workers. Chemical, tobacco, non-ferrous metal, electrical apparatus, animal food, leather, rubber, clay, glass and stone and miscellaneous manufactured products also afforded considerably more employment. The gains in iron and steel were widely distributed, the greatest being in shipbuilding and aircraft plants. Seasonal curtailment of operations continued

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	¹ Relative Weight	Dec. 1 1942	Nov. 1 1942	Dec. 1 1941
Manufacturing	61.9	221.7	218.6	188.4
Animal products—edible.....	1.9	182.4	178.8	178.4
Fur and products.....	0.2	123.9	125.7	127.8
Leather and products.....	1.6	140.3	138.6	144.1
Boots and shoes.....	0.9	126.9	126.5	133.8
Lumber and products.....	3.2	112.5	114.9	112.9
Rough and dressed lumber.....	1.9	98.3	102.2	99.9
Furniture.....	0.5	109.0	108.8	118.4
Other lumber products.....	0.8	169.0	168.2	156.2
Musical instruments.....	0.1	44.2	42.9	86.1
Plant products—edible.....	2.6	151.8	160.1	158.3
Pulp and paper products.....	4.3	128.0	128.7	134.6
Pulp and paper.....	1.9	117.2	119.9	124.1
Paper products.....	0.8	187.0	184.1	191.5
Printing and Publishing.....	1.6	121.8	121.1	128.8
Rubber products.....	0.9	129.8	127.6	148.0
Textile products.....	7.7	166.1	165.9	165.6
Thread, yarn and cloth.....	2.8	174.3	173.5	176.2
Cotton yarn and cloth.....	1.4	126.5	126.4	129.4
Woolen yarn and cloth.....	0.7	108.2	197.2	199.4
Artificial silk and silk goods.....	0.6	593.3	584.8	582.9
Hosiery and knit goods.....	1.2	136.8	133.8	147.8
Garments and personal furnishings.....	2.8	172.1	173.1	164.0
Other textile products.....	1.0	169.8	173.3	167.3
Tobacco.....	0.7	161.7	137.7	116.1
Beverages.....	0.7	241.9	253.1	235.2
Chemicals and allied products.....	5.2	775.1	751.2	447.0
Clay, glass and stone products.....	0.8	135.5	133.4	136.4
Electric light and power.....	1.0	139.6	143.7	147.1
Electrical apparatus.....	2.2	282.5	276.8	230.4
Iron and steel products.....	24.0	330.0	321.0	248.0
Crude, rolled and forged products.....	1.8	268.6	252.5	237.7
Machinery (other than vehicles).....	1.4	255.5	259.2	241.1
Agricultural implements.....	0.6	128.6	123.9	110.2
Land vehicles.....	9.0	267.2	260.1	210.0
Automobiles and parts.....	2.4	308.8	308.1	260.0
Steel shipbuilding and repairing.....	3.5	1,456.2	1,350.6	587.9
Heating appliances.....	0.3	159.5	157.6	163.8
Iron and steel fabrication (n.e.s.).....	1.2	328.8	326.1	257.4
Foundry and machine shop products.....	0.9	321.4	311.1	258.5
Other iron and steel products.....	5.3	469.5	462.8	360.8
Non ferrous metal products.....	3.1	388.7	379.2	306.6
Non metallic mineral products.....	0.8	197.2	197.7	185.0
Miscellaneous.....	0.9	374.1	364.3	257.2
Logging	3.7	236.2	190.3	250.3
Mining	4.1	162.7	163.0	183.5
Coal.....	1.4	92.5	90.1	101.2
Metallic ores.....	2.1	320.1	325.3	369.1
Non metallic minerals (except coal).....	0.6	157.3	159.8	167.4
Communications	1.5	104.0	104.7	100.6
Telegraphs.....	0.4	129.3	128.5	117.0
Telephones.....	1.1	97.0	98.2	96.1
Transportation	7.4	109.4	110.6	104.1
Street railway, cartage and storage.....	2.1	162.1	160.2	149.5
Steam railways.....	4.2	97.4	97.6	91.9
Shipping and stevedoring.....	1.1	95.6	103.5	98.7
Construction and Maintenance	10.2	151.3	154.9	143.4
Building.....	4.8	205.6	201.4	167.3
Highway.....	3.4	161.6	172.1	192.8
Railway.....	2.0	86.9	91.8	74.1
Services	2.2	182.0	182.6	170.4
Hotels and restaurants.....	1.3	174.7	175.1	162.7
Personal (chiefly laundries).....	0.9	194.6	195.6	183.8
Trade	9.0	164.5	156.5	167.1
Retail.....	7.0	176.9	165.7	177.8
Wholesale.....	2.0	131.4	132.3	138.5
All Industries	100.0	186.5	183.3	168.8

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

to lower employment in vegetable food and lumber factories; pulp and paper and beverage works were also quieter.

In the last report, it was pointed out that, largely as a result of the wartime labour stringency, employment in a growing number of plants producing consumers' goods is showing declines from the high levels established in the latter part of 1941. Thus, where eleven manufacturing industries or groups at July 1, 1942, reported curtailment as compared with a year earlier, 20 divisions at Dec. 1 showed a falling-off from the same date in 1941. Notable among these 20 were the food, fur, leather, lumber, pulp and paper and rubber divisions, in which, however, activity continued decidedly above the pre-war level. The slackening in many of the above-mentioned groups is the more remarkable in view of the fact that in a great many cases, plants in these categories are engaged in manufacturing commodities or parts directly required in the war effort. On the other hand, employment in an important number of industrial divisions has reached new all-time highs in recent months; especially noteworthy among those in this category are the chemical, tobacco, beverage and the various metal-using industries.

Based on the weekly salaries and wages disbursed by the reporting employers at June 1, 1941, as 100, the index number of payrolls at December 1, 1942, was 160.1 as compared with 155.7 at the beginning of November, 1942, and 123.4 at December 1, 1941. There was thus an increase of 29.7 per cent during the 12 months, which accompanied that of 17.7 per cent in the index number of employment. The reasons previously given for the disparity in the rates of increase in employment and payrolls may again be stated:— (1) the growing concentration of workers in the more highly-paid heavy industries, together with important amounts of overtime work in these classes, and, (2) the general practice of paying a bonus to meet the increase in the cost of living, under the terms of P.C. 8253 of October 24, 1941. The cost-of-living bonus has shown increases since its institution. The up-grading of workers has also contributed to the greater expansion in the reported payrolls, a factor of growing importance, which is tending to counteract the effect of the large-scale dilution of labour resulting from the existing stringency.

The extent to which the changing industrial distribution of factory workers has contributed to the relatively larger growth in payrolls than in employment is emphasized by a comparison of the figures for the durable and non-durable goods groups. Thus, the payroll index in the former at December 1 was

42.4 per cent higher than at December 1, 1941, while that in the non-durable goods division was 15.0 per cent higher; over the same period, the index of employment in the durable goods has risen by 29.7 per cent, while that in the non-durable classes has gained by only 6.5 per cent.

In the period in which statistics of payrolls have been collected, there have been particularly great increases in the amounts disbursed in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and beverage industries. The advances in these industries have been associated with the important though relatively smaller gains in employment. In practically every case, and notably in the industries just mentioned, the per capita averages in the various branches of manufacturing were substantially higher at December 1, 1942, than at the same date of 1941.

In comparing the figures of per capita averages in the various industries, it must be borne in mind that many factors contribute to the existing differences. Important among these is the sex distribution of workers in the various industries; with this factor is associated that of age, the women workers in general tending to belong in the younger age groups, where earnings normally are less than among more experienced workers. The presence or absence of overtime also affects substantially the per capita average earnings.

Logging.—Seasonal activity in bush operations resulted in a substantial increase in the personnel of logging camps, 470 of which reported 70,071 employees, compared with 56,467 at November 1. The percentage gain was larger than that indicated at December 1, 1941, but approximated the average over a period of years. The index of employment, at 236.2 was the lowest for December since the outbreak of hostilities. As compared with 250.3 at December 1, 1941, there was a decline of 5.6 per cent in the index of employment; that of weekly payrolls, however, was only slightly lower. The salaries and wages reported at the latest date amounted to \$1,476,179, a figure which was higher by 22.6 per cent than the payrolls indicated at the beginning of November, 1942.

The per capita average earnings were lowered from \$21.32 at November 1, 1942, to \$21.07 at the date under review; the decline is associated with the large increase in the number employed. The average at December 1, 1941, was \$17.92. In considering the figures of aggregate and per capita earnings in logging, it must be recalled that they do not include the value of board and lodging, frequently a part of the remuneration of workers en-

gaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings.

Mining:—Coal-mining was brisker at December 1, 1942, but employment in the extraction of other non-metallic minerals and of metallic ores showed a further reduction. The 432 operators whose returns were tabulated reported 76,101 employees, 150 fewer than in the preceding month. The index in the mining group at December 1 was 162·7, being 11·4 per cent below that of 183·5 at the same date in 1941. In the 12 months, the index of payrolls has fallen by 7·4 per cent. The salaries and wages disbursed at the beginning of December aggregated \$2,726,362, showing a moderate increase as compared with the November 1 payments. As a result of this disparity in employment and payrolls, the per capita average earnings were higher, at \$35·83, as compared with \$35·36 in the preceding period of observation. The December 1, 1941, figure had been \$33·89.

Communications:—A small increase in employment in telegraphs was rather more than offset by a falling-off in telephones. A personnel of 27,775 was reported by the employers furnishing data; at November 1 they had employed 27,959 men and women. The loss approximated the average. The reported payrolls, however, were higher, at \$815,242, as against \$800,994 at November 1. The per capita average rose from \$28·65 at November 1 to \$29·35 at the first of December; the December 1, 1941, average had been \$27·51. Based on the 1926 average as 100, the latest index of employment was 104·0. This was 3·4 per cent higher than the December 1, 1941, figure of 100·6, while there was a gain of 10·2 per cent in the index of payrolls in the twelve months.

Transportation:—The trend in transportation was seasonally downward at the beginning of December, when 566 firms and branches reported 137,928 employees, or 1,399 fewer than at November 1. The decline was mainly in shipping and stevedoring; steam railway operation showed little general change, while further improvement was noted in local transportation. The index, at 109·4 was the highest for December 1 in any year since 1928, exceeding by 5·1 per cent that of 104·1 recorded at December 1, 1941. The payrolls, at \$4,879,707, were considerably above those reported in the preceding period of observation. The average per capita weekly earnings rose from \$34·55 at November 1, to \$35·38 at the date under review. The December 1, 1941, figure had been \$34·94.

Construction and Maintenance reported seasonal curtailment at the date under review, when the decline was decidedly below average

for December 1, according to the experience of the years since 1920. A further gain was shown in building, but highway and railway construction and maintenance reported lessened activity. Data were received from 1,525 employers with a force of 190,854 persons, as compared with 195,334 at the beginning of November. The weekly salaries and wages paid by the co-operating contractors amounted to \$5,380,873, while the November 1 aggregate had been \$5,568,446. There was also a falling-off in the per capita average earnings, which stood at \$28·19 at December 1, as compared with \$28·51 at the beginning of November. The December 1, 1941, figure was \$24·14.

The December 1 index for construction, at 151·3, was higher than that of 143·4 at the beginning of December of last year. This increase of 5½ per cent was accompanied by that of 19·8 per cent in the reported payrolls.

Services:—Further seasonal reductions were indicated in the service division; the losses, which were moderate, took place in hotels and restaurants and in laundries and dry-cleaning establishments. Six hundred and fourteen employers reported a staff of 40,548 men and women, 132 fewer than at November 1. The shrinkage was below average for December 1. The salaries and wages distributed at the date under review amounted to \$739,744, compared with \$741,437 in the preceding period of observation.

During the last 12 months, there has been an advance of 6·8 per cent in the number of persons in recorded employment, while the reported payrolls showed a gain of 16·1 per cent. The per capita averages were \$18·24 at December 1 and \$18·23 at November 1, 1942, while the December 1, 1941, figure had been \$16·75. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 61 per cent of the total reported in the service division as a whole at the beginning of December.

Trade:—The seasonal increases indicated in trade at December 1 were considerably above average, according to the experience of the years since 1920. The 2,214 employers co-operating in the latest survey had 169,013 persons on their staffs, 8,152 more than at November 1. The payrolls reported at December 1 amounted to \$4,097,987, exceeding by 3·9 per cent the amounts disbursed by the same firms at November 1. This percentage gain was not equal to that in the number of employees, with the result that the per capita average slightly declined, standing at \$24·25, as compared with \$24·51 in the preceding report; the December 1, 1941, figure had been \$23·21.

The index number of employment in trade at December 1 was 164.5, slightly lower than that of 167.1 at the same date in 1941. The decline of 1.6 per cent in this comparison, however, was accompanied by a gain of 2.6 per cent in the index of payrolls.

Financial Institutions:—The 753 financial institutions whose returns were tabulated employed a personnel of 63,976, as against 64,055 at November 1. The weekly earnings paid

at the date under review amounted to \$1,975,758, as compared with \$1,972,357, paid on or about November 1. The per capita weekly average was \$30.88, as compared with \$30.79 in the last report. The index of employment in financial institutions was higher by 1.6 per cent than at December 1, 1941, while the index number of payrolls was higher by 6.5 per cent.

Employment Conditions at the end of January as Reported by Employment and Selective Service Offices

RECENT reports from Employment and Selective Service Offices of the Unemployment Insurance Commission indicate that employment conditions across Canada at the end of January were as follows:

MARITIME PROVINCES

Farming activities in the Maritime Provinces were reduced to a minimum during January. Most farmers were carrying on without hired labour. The movement of farm workers to the lumber and pulpwood camps for off season employment has terminated. Many farmers were working in their woodlots getting out fuel for use during the spring and summer seasons. Labour supply for the summer months was being seriously considered, especially in Prince Edward Island, where representations on the subject were being prepared by farmers' organizations and the Provincial Department of Agriculture for presentation to the Dominion Government.

Fishing operations were on a small scale. Gaspereau and smelt were coming on the market, and although the catches were not large, prices were high on the St. John market. Weather was unfavourable for lobster fishing. Fishermen at Newcastle were setting nets for tom cod. The labour supply was adequate. Some fishermen were offering themselves for six-months' employment.

Logging and pulpwood cutting were being carried on actively at many centres in Nova Scotia and New Brunswick. In most camps there was not sufficient experienced help. At one or two points workers were being recruited in the vicinity of the camps.

Both coal and salt mines were operating full time, but both skilled and unskilled underground workers were in demand. Cotton mills were operating twenty-four hours a day and had sufficient help. Lumber and saw mills had full crews in most instances. Women were wanted in the candy and baking industries. Sheet metal workers were required for aircraft work. Clothing makers were short of experienced help.

No important construction work was being undertaken. Existing contracts were progressing favourably. A few carpenters were being taken on for defence projects, and there was a steady demand for labourers at Halifax. However, there was a surplus of both carpenters and labourers at most points and several were being laid off or transferred to other places. Freight movement was fairly heavy, but the supply of labour was adequate and a few brakemen and firemen were laid off temporarily at Moncton. Import and export trade was practically at a standstill, and wholesale and retail lines were only fairly active. With the exception of one or two of the larger centres, there was an almost general shortage of stenographers, typists, waitresses and domestic help.

QUEBEC

Farming activities were reduced to a minimum in Quebec. Practically no demand existed for farm workers and very few were offering themselves. There was a widespread shortage of bushmen for logging and pulpwood operations. In only a few instances were the local supplies adequate, while at other points the shortage was acute. Experienced miners were needed at a number of base metal mining camps. Production of gold was declining.

Most of the industries were very active. This was especially true in the case of textiles; some of the cotton, silk and woollen mills were operating night and day. Labour conditions in the textile industry were improving, although spinners, weavers, skilled seamstresses and power sewing machine operators were urgently needed in some centres. In most instances the demand was not being met locally. Some of the hosiery plants were short of materials. Labour conditions in the tobacco industry were fairly stable, but a few placements were necessary. Activity in the clothing industry declined somewhat, but some factories were working full time. The fur industry was dull. Although the rubber industry was improving, it was not very active.

Iron and steel plants were busy, with little labour turnover in the smaller centres. Experienced machinists, stationary engineers, moulders and coremakers were wanted in some of the larger plants. Skilled and semi-skilled workers, both men and women, were needed for aircraft production. Quebec arsenals required a large number of women as machine operators. Many, if not all of these, were expected to be obtained locally. Newer arsenals will require experienced foundry men. Chemical plants and some defence industries released a number of workers, but others were expanding and will require additional labour. Pulp and paper mills were having difficulties due to lack of sufficient shipping facilities. Some men had to be laid off and others placed on short time temporarily. Experienced plumbers, electricians, coppersmiths, rivet throwers and boring machine operators were required for ship building. It was expected that some, if not all of these, would be found locally.

Bad weather and shortage of materials were hampering construction work. Wartime housing projects were nearing completion. There was a small demand for builders' labourers at some points, but in practically all instances the supply of workers was adequate. Freight traffic was heavy on the railways and at some points passenger service had to be reduced. Truck drivers and casual labourers were in some demand. Wholesale and retail trade was good in many places, but in others, workers were being laid off or transferred to industries. Competent office help was needed in the larger centres and the demand for hotel and restaurant help, and domestics greatly exceeded the supply.

ONTARIO

There were indications that greater activity in the farm labour markets would soon be under way at a number of points in Ontario. In some instances the demand for farm workers was already brisk, while in others, inquiries were being made for help for the end of February. Both single and married men will be required. There were very few placements. Many hundreds of farm workers were employed in industry during the winter months. Heavy snow and cold weather had curtailed logging and pulpwood operations in some areas. Cutting was about completed in some camps, and teamsters, loaders and haulers were needed. The demand for bushmen continued at a somewhat reduced scale.

Experienced underground miners were needed in the nickel-copper areas, but the gold mines had reduced their output heavily. Helpers were required at the Steep Rock

iron mines. It was expected that these could be secured locally.

All branches of industry were active. Labour turnover was not heavy, but there was a general shortage of workers, especially of skilled craftsmen. Flour mills were on full time and few placements of workers were necessary. Bakers and bakers' assistants were needed at some points. The meat-packing industry had sufficient labour. Tannery workers and labourers were in demand. A few placements were made in pulp and paper mills. One or two of these mills were working three shifts, but it was indicated that this would be reduced somewhat in the near future. Saw mills were working steadily and had an adequate supply of labour. Skilled machinists, cabinet makers and other craftsmen were in some demand in the aircraft industry. Weavers, menders, spinners and assistants were required in textiles. The situation was relieved in some cases by employing as part-time workers, housekeepers who had experience in textiles. The demand for skilled machinists, toolmakers and designers, stationary engineers, welders, die makers, millwrights, draughtsmen and other metal tradesmen, as well as unskilled machine shop workers was widespread. In some instances local supplies were sufficient, while in other cases clearance was resorted to in order to get the men. At a number of points industrial activity was slowed down by shortage of materials. Automobile mechanics were needed at widely separated centres. Tire builders and mill men were in demand in the rubber industry, and workers were in training for the expected production of synthetic rubber.

Bad weather and shortage of materials held up construction activities in many places. Wartime housing projects were nearly completed. In some centres carpenters were unemployed and in a few cases were being transferred to other communities. Electricians, welders, bricklayers, steel erectors, riveters and heaters were needed for industrial construction work and were being obtained through clearance. Timbermen and bridgemen were needed for highway work in Northern Ontario. Transportation by rail, road and air slowed down in some districts due to heavy storms. Skilled office help was needed in many centres. Female workers for institutions, hotels, restaurants and private homes were in general demand.

PRAIRIES

Farming operations on the Prairies were on the usual decreased winter season scale. Stockmen, dairymen and choremen were in

some demand, but a sufficient number was not available. Anxiety was shown in some districts as to the supply of farm workers for the spring and summer months. Fish were being hauled to the railheads from Reindeer Lake in Northern Manitoba. Fishermen were wanted and wages were attractive. Bushmen and loggers were needed at several points; in some instances the demand was urgent. A number of bush workers were transferred to Ontario. Only a few farmers would accept this class of work at this season.

Certificated miners were in demand in coal mining areas. Although the coal situation had improved it was still acute in some districts. Miners and miners' helpers were needed for the hardrock mines, but placements had increased greatly toward the end of the month. A few were transferred to British Columbia. Farmers did not care to undertake work in the mines so late in the season. Industrial conditions were fairly normal and labour turnover was not heavy. The flour milling industry was considering expanding. There was a seasonal call for workers in egg processing plants. Hatcheries were preparing for the spring trade and were enquiring for girls to assist in traying eggs, sorting and grading baby chicks and for incubator work. There was a slight increase in the placement of girls in the garment and textile industries. Skilled mechanics were wanted in the metal trades, principally for aircraft work, and men recently laid off in the steel industry were being re-employed.

Construction activity was on a reduced scale. Progress was being made on defence projects in spite of shortages of materials and severe weather. The labour supply was adequate and a number of carpenters were transferred to Ontario and to the West Coast. Transportation companies were busy. Both steam and street railways used casual labour, obtained locally, for snow removal. Gangs of labourers and painters were being sent out to make repairs to railway property. Experienced railway engineers, firemen, telegraph operators and machinists were in demand in Northern Alberta. The supply of such labour did not satisfy requirements. Retail trade was normal in most places, but in some centres shortage of merchandise caused notable declines. Seedhouses were looking for labourers for their approaching busy season. Produce merchants wanted egg candlers, warehouse shippers, truck drivers and ice harvesters. These requirements were not being fully met. The demand for experienced office and warehouse men, especially first class accountants and bookkeepers, and for qualified stenographers exceeded the supply. Graduate nurses, dietitians, candy

makers and cooks were required. The supply was inadequate. A number of experienced stenographers were transferred to Ontario for war work. Several teachers were wanted in Saskatchewan but were not available. The demand for domestics was general and much exceeded the supply.

BRITISH COLUMBIA

Sufficient farm workers were not available to meet the demand in British Columbia. In a few instances the shortage was acute, but in general, the requirements were not heavy. Extremely cold weather and heavy snow brought logging operations almost to a standstill during January. Many camps were closed, but by the end of the month work was being resumed. Fallers, sawyers, and loggers were in demand, and some workers were being transferred in from the Prairies. Many more could have been placed.

Experienced miners and muckers were needed for both coal and base metal mines, as well as casual help for surface work. One mining company needed carpenters and also contractors to cut cord wood. The demand could not be fully supplied. Severe weather had led to the closing of most of the sawmills and plywood plants, but they were being reopened, and a few were working at capacity. The labour supply was adequate. Canneries were operating and had sufficient help. Machine shops were busy and skilled men were needed for work in iron foundries. The shipyards were also hampered by bad weather conditions, but needed machinists, iron moulders, electric welders, stage riggers and labourers. War orders were increasing the demand for machinists, plumbers and moulders. In general the labour turnover in industry was not heavy. The unusually severe weather and lack of materials held up almost all construction operations. Only a small amount of inside work was being done and many carpenters were laid off. Some cabinet makers were needed, and it was difficult to place bricklayers, plasterers and painters.

Construction work on the Brilliant Power Plant proceeded slowly and the supply of labour for highway work was nearly sufficient. Bad weather interfered seriously with transportation, especially by bus and boat. Rail shipments of fresh fruit were held up by the severe cold. Normal schedules were being resumed. Competent office help, stenographers and typists, were in fairly general demand, and a sufficient number of qualified workers was not available. Waitresses, laundry workers and domestics were needed in several places, but the number offering for this class of work was insufficient.

Applications for Employment, Vacancies and Placements, December, 1942

THE volume of business transacted by the Employment and Selective Service Offices during the month of December, 1942, showed a decline of 141 per cent in the average daily placements when compared with those of the preceding month, but an increase of nearly 392 per cent over those of December a year ago. All industrial divisions showed losses from November, the most pronounced being in manufacturing. Heavy declines were noted in construction, services and trade, the decreases in other groups being moderate. In comparison with December, 1941, outstanding gains were registered in manufacturing with large increases in trade, construction and services and somewhat smaller advances in other industrial divisions except agriculture in which a nominal decline was registered.

The accompanying chart shows the trend of employment since January, 1940, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered, each month, at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trend of the curve of vacancies in relation to applications showed a marked upward trend, while that of placements remained about the same, the ratio of vacancies to each 100 applications being 101.2 during December, in contrast to 88.6 in November and 74.4 during the corresponding period of 1941. The ratio of placements to each 100 applications during the period under review was 74.2 compared with 74.3 for November, 1942, and 65.4 during the corresponding month in 1941.

The average number of vacancies reported daily by employers to the offices throughout Canada during December, 1942, was 7,797 as compared with 9,649 during the preceding month and with 1,661 in December a year ago. The average number of applications for employment received daily by the offices during the month under review was 7,706, in comparison with 10,886 in November, 1942, and with 2,232 in December, 1941. The average number of placements made daily by the offices during December, 1942, was 5,722, of which 5,514 were in regular employment and 208 in work of one week's duration or less, as compared with a total daily average of 8,091 during the preceding month. Placements in December a year ago averaged 1,460 daily, consisting of 895 in regular and 565 in casual employment.

During the month of December, 1942, the Employment and Selective Service Offices re-

ferred 188,029 persons to vacancies and effected a total of 148,758 placements. Of these, the placements in regular employment were 143,366, of which 96,805 were of men and 46,561 of women, while placements in casual work totalled 5,392. The number of vacancies reported by employers was 140,973 for men and 61,735 for women, a total of 202,708, while applications for work numbered 200,354, of which 137,651 were from men and 62,703 from women. Reports for November, 1942, showed 241,204 positions available, 272,138 applications made and 202,259 placements effected, while in December, 1941, there were recorded 43,181 vacancies, 58,020 applications for work and 37,943 placements in regular and casual employment.

During the year 1942 the offices throughout Canada reported 1,381,842 vacancies, 1,544,129 applications and 895,621 placements in regular and casual employment, a gain in placements of 76.4 per cent over the year 1941.

The exceptionally heavy gains were attributable to the National Selective Service Regulations passed under authority of Order in Council P.C. 7595, which makes it obligatory for employers seeking workers and persons desiring employment to notify Employment and Selective Service Offices. The permit system, also established under these regulations, necessitated the opening of a number of new offices, and since the latter part of August, employment offices have been opened at many additional centres in order to provide facilities for employers and workers to obtain necessary permits, there being 201 offices in operation at the end of December, 1942.

The following table gives the placements effected by the offices, each year, from January, 1932, to date:—

Year	Placements		
	Regular	Casual	Totals
1932.....	153,771	198,443	352,214
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,982	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,505	507,763
1942.....	809,983	85,638	895,621

NOVA SCOTIA AND PRINCE EDWARD ISLAND

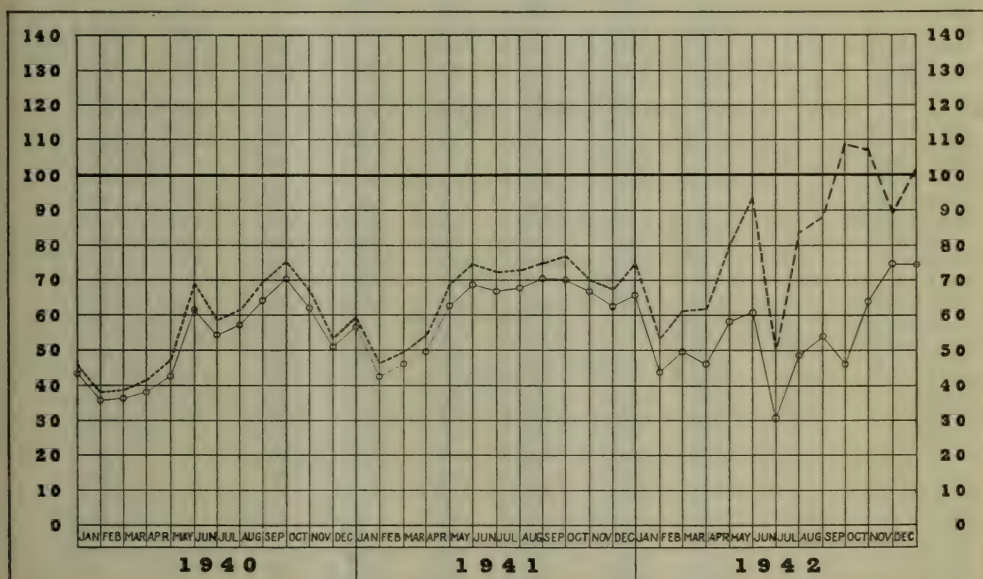
During December, 1942, vacancies offered through Employment and Selective Service

facturing, construction, trade and logging. Placements by industrial divisions included: construction 887; manufacturing 841; services 840; trade 778 and logging 598. During the month 3,054 men and 1,064 women were placed in regular employment.

QUEBEC

Orders listed at Employment Offices in the Province of Quebec during December called for 17 per cent fewer workers than in the preceding month, but 408 per cent more than the corresponding period a year ago. Placements were 43 per cent below those of the previous month, but recorded an increase of

Applications _____ Vacancies - - - - - Placements - o - o - o - o - o - o



224 per cent when compared with December, 1941. The large gain in placements over December a year ago was mainly due to an increase in manufacturing, although substantial gains were reported in trade, construction, logging and transportation; the only decrease of importance was in services. Placements by industrial groups numbered: manufacturing 18,352; construction 5,084; services 4,803; logging 4,337; trade 3,956 and transportation 1,476. There were 25,962 men and 12,567 women placed in regular employment.

NEW BRUNSWICK

ONTARIO

Employment opportunities, as indicated by orders received at Employment Offices in Ontario during December, were over 5 per

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
DECEMBER, 1942

Offices	Vacancies		Applicants					Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Un- placed end of period	
					Regular	Casual		
Prince Edward Island	355	50	1,021	570	528	2	746	2
Charlottetown.....	150	38	708	291	266		548	2
Summerside.....	205	12	313	279	262	2	198	
Nova Scotia	9,109	6,865	7,696	7,071	5,418	248	2,970	1,437
Amherst.....	264	12	262	269	265		354	6
Bridgewater.....	48	265	52	47	41		22	
Digby.....	935	173	178	172	172		10	
Halifax.....	3,409	3,367	3,103	3,029	2,221		1,279	241
Inverness.....	41	5	71	52	8	38	74	
Kentville.....	217	423	129	86	51	9	61	32
Liverpool.....	236	226	174	12	12		13	
New Glasgow.....	1,477	885	1,389	1,185	911	138	365	382
Springhill.....	211	1	261	211	211		3	
Sydney.....	1,735	1,318	1,555	1,490	1,139	54	676	597
Truro.....	301	151	292	310	193	6	87	
Yarmouth.....	235	39	230	208	194	3	26	179
New Brunswick	5,820	3,723	6,328	5,287	4,118	243	2,764	303
Bathurst.....	209	161	286	247	161		115	
Campbellton.....	343	0	444	305	206	59	0	
Edmundston.....	135	305	209	111	106		35	
Fredericton.....	226	441	279	288	194	13	77	
Minto.....	282	267	26	15	15		11	
Moncton.....	1,313	893	1,871	1,806	1,399	125	1,471	133
Newcastle.....	881	527	349	294	294		39	
Saint John.....	2,081	623	2,506	1,943	1,404	46	798	123
St. Stephen.....	178	112	199	151	166		121	
Woodstock.....	172	394	159	127	173		97	
Quebec	65,851	64,602	54,654	51,687	38,529	538	21,516	7,351
Acton Vale.....	17	15	25	32	16		30	
Asbestos.....	45	10	109	37	26	11	121	
Baie St. Paul.....	454	362	366	219	204		118	
Beauharnois.....	784	142	465	449	367		62	
Buckingham.....	109	59	216	97	97		248	
Campbell's Bay.....	364	770	168	168	168		0	
Causapscal.....	1,139	1,336	862	862	913		183	
Chandler.....	152	556	673	525	525		473	
Chicoutimi.....	2,408	6,587	1,261	1,430	1,164	1	140	60
Coaticook.....	339	18	385	350	353		78	
Cowansville.....	84	17	88	76	66		11	
Dolbeau.....	2,741	1,334	216	294	163	4	12	
Drummondville.....	200	1	373	175	175		792	
East Angus.....	272	256	66	28	27		31	
Granby.....	508	381	235	311	171		188	
Hull.....	271	809	1,014	251	233	18	313	561
Joliette.....	123	31	144	121	112	6	31	
Jonquiere.....	842	545	621	635	492		87	
Lachine.....	1,231	281	1,199	1,069	904	6	272	
Lachute.....	267	339	467	417	302		263	
La Tuque.....	266	720	360	353	259		55	1,068
Levis.....	254	33	479	253	253		135	2
Longueuil.....	791	102	830	713	673		287	
Louiseville.....	64	33	100	53	39		49	
Magog.....	64	5	219	70	69		55	
Maniwaki.....	901	1,583	129	197	182		0	
Matane.....	37	888	230	182	179		57	399
Megantic.....	230	0	225	266	253		0	
Mont Laurier.....	577	671	56	31	31		0	
Montmagny.....	108	26	131	125	101		33	
Montmorency.....	86	0	168	86	86		54	
Montreal.....	36,861	32,012	24,357	26,548	18,484	338	9,031	1,801
Nicolet.....	2	33	5	4	4		0	
Plessisville.....	34	28	95	56	49		31	
Pointe Aux Trembles.....	189	125	305	169	169		82	
Port Alfred.....	399	421	359	361	264		77	
Quebec.....	3,147	5,373	5,302	3,488	2,273	58	1,538	892
Richmond.....	73	36	137	64	56		60	
Rimouski.....	85	1,275	131	181	152		37	
Riviere du Loup.....	1,772	471	1,940	1,803	1,812		59	
Rouyn.....	483	739	845	619	607	12	325	517
Ste. Agathe.....	16	251	13	13	12	2	251	
Ste. Anne de Bellevue.....	321	29	321	271	271	12	0	
St. Hyacinthe.....	379	180	378	496	318		112	
St. Jean.....	302	43	644	377	295		323	
St. Jerome.....	243	171	385	266	264		83	
St. Joseph d'Alma.....	149	69	366	259	203		93	
Ste. Therese.....	271	159	532	498	281	2	71	
Shawinigan Falls.....	872	34	969	1,679	779		178	
Sherbrooke.....	497	66	840	652	460	64	280	418
Sorel.....	523	36	996	540	540		1,268	
Thetford Mines.....	211	359	469	248	203		137	122
Three Rivers.....	380	318	1,294	579	437		992	1,220
Val d'Or.....	497	1,805	172	170	139	3	61	239
Valleyfield.....	605	573	681	639	492	1	245	
Verdun.....	1,600	1,964	946	1,655	1,260		1,802	
Victoriaville.....	212	122	278	177	102		172	

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
DECEMBER, 1942—Cont.

Offices	Vacancies		Applicants					Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Un- placed end of period	
					Regular	Casual		
Ontario	77,065	54,007	75,555	76,395	57,548	1,970	25,266	7,459
Arnprior.....	81	191	119	162	126	3	32	.....
Barrie.....	271	118	490	499	359	.....	306	117
Belleville.....	419	225	621	368	327	3	197	108
Bracebridge.....	255	349	305	355	395	.....	94	.....
Brampton.....	305	213	288	294	292	.....	141	.....
Brantford.....	1,374	964	1,445	1,643	1,227	15	294	48
Brockville.....	251	73	271	355	237	.....	160	.....
Carleton Place.....	51	32	103	80	58	.....	20	.....
Chatham.....	678	190	890	1,012	692	12	587	43
Cobourg.....	126	39	160	190	158	.....	11	.....
Collingwood.....	150	81	156	265	123	.....	40	.....
Cornwall.....	625	94	1,006	1,006	575	119	269	5
Dunnville.....	64	3	141	115	110	.....	10	.....
Fergus.....	79	21	130	90	94	.....	23	.....
Fort Erie.....	553	1,197	227	239	166	.....	106	.....
Fort Frances.....	55	453	222	97	86	11	140	0
Fort William.....	2,974	3,508	1,383	1,362	1,061	56	762	212
Galt.....	492	554	449	551	465	.....	85	148
Gananoque.....	55	2	76	78	65	.....	75	.....
Goderich.....	99	20	118	110	21	86	107	.....
Guelph.....	560	375	581	530	433	.....	100	70
Hamilton.....	5,086	2,671	4,975	3,987	3,922	63	210	447
Hawkesbury.....	54	156	284	276	224	.....	47	.....
Ingersoll.....	100	48	127	141	106	7	34	.....
Kapuskasing.....	164	1,099	424	431	441	3	112	.....
Kenora.....	158	862	180	85	85	.....	82	29
Kingston.....	1,142	766	1,145	1,343	916	33	567	200
Kirkland Lake.....	604	563	800	745	672	3	243	.....
Kitchener-Waterloo.....	984	237	947	1,386	938	31	122	322
Leamington.....	435	494	424	622	571	.....	290	.....
Lindsay.....	148	49	279	209	206	3	228	87
Listowel.....	77	19	96	111	86	3	10	.....
London.....	2,125	1,091	2,319	2,406	1,362	141	724	282
Midland.....	271	65	778	401	306	1	213	.....
Napanee.....	88	97	214	288	164	14	29	.....
Newmarket.....	36	37	234	67	67	.....	25	.....
New Toronto.....	1,178	574	1,003	1,115	730	.....	1,244	77
Niagara Falls.....	835	362	874	893	675	9	202	137
North Bay.....	1,090	1,059	1,070	809	815	61	683	314
Orangeville.....	53	9	113	158	123	.....	31	.....
Orillia.....	283	208	307	321	224	1	84	.....
Oshawa.....	1,397	680	1,495	1,134	910	65	668	735
Ottawa.....	5,074	2,671	4,935	4,327	3,182	402	525	478
Owen Sound.....	396	101	710	496	379	10	432	47
Paris.....	42	44	52	62	49	.....	21	.....
Parry Sound.....	284	51	570	603	469	.....	289	.....
Pembroke.....	587	151	717	775	758	4	269	105
Perth.....	85	82	103	114	84	5	69	.....
Peterborough.....	756	855	819	844	586	3	384	136
Pictou.....	100	38	202	195	152	6	138	.....
Port Arthur.....	3,645	5,429	1,481	1,431	883	18	579	557
Port Colborne.....	265	92	430	316	264	3	15	.....
Port Hope.....	132	53	112	154	97	.....	33	.....
Prescott.....	96	38	109	92	85	.....	22	.....
Renfrew.....	242	482	310	300	210	7	275	.....
St. Catharines.....	1,329	352	1,397	1,488	1,225	13	713	217
St. Thomas.....	486	70	548	578	408	20	178	42
Sarnia.....	1,616	703	1,408	1,241	1,051	4	781	97
Sault St. Marie.....	1,160	1,960	696	639	617	6	43	251
Simcoe.....	349	79	388	520	372	2	20	103
Smiths Falls.....	152	25	180	156	151	.....	69	.....
Stratford.....	465	298	504	519	357	64	121	60
Sturgeon Falls.....	92	81	188	379	195	8	167	.....
Sudbury.....	1,051	575	2,206	1,573	1,192	38	570	223
Timmins.....	760	2,435	1,374	1,032	831	54	889	278
Toronto.....	25,600	14,652	22,707	25,712	18,887	374	6,513	925
Trenton.....	376	126	531	447	307	.....	207	.....
Walkerton.....	118	92	253	182	133	.....	71	.....
Wallaceburg.....	195	42	178	235	170	.....	139	.....
Welland.....	1,171	813	996	1,284	705	.....	442	164
Weston.....	1,275	527	441	504	422	1	514	.....
Windsor.....	3,080	1,138	3,405	3,461	2,441	184	1,346	252
Woodstock.....	281	104	336	407	273	.....	25	143
Manitoba	9,571	3,434	15,624	12,191	7,155	690	8,053	1,628
Brandon.....	436	170	532	366	366	.....	394	62
Dauphin.....	161	368	424	380	338	.....	154	120
Flin Flon.....	281	125	227	217	168	30	58	0
Portage la Prairie.....	119	70	234	197	159	4	80	53
Selkirk.....	66	30	96	80	53	1	57	.....
The Pas.....	155	298	93	85	77	.....	60	.....
Winnipeg.....	8,353	2,373	14,018	10,866	5,994	655	7,255	1,393

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR THE MONTH OF
DECEMBER, 1942—*Cont.*

Offices	Vacancies		Applicants					Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Un- placed end of period	
					Regular	Casual		
Saskatchewan	4,679	1,891	8,323	6,125	4,790	351	3,036	1,657
Estevan.....	108	65	98	50	50		57	30
Moose Jaw.....	711	138	1,112	904	720	33	564	163
North Battleford.....	186	84	326	228	172		74	33
Prince Albert.....	396	409	566	488	377	17	270	276
Regina.....	1,802	536	2,695	2,243	1,726	165	936	213
Saskatoon.....	979	368	2,737	1,764	1,301	133	874	592
Swift Current.....	110	51	143	103	103		19	140
Weyburn.....	123	39	217	161	161		59	110
Yorkton.....	264	201	429	184	180	3	183	100
Alberta	8,941	4,151	11,201	9,383	7,430	567	2,595	1,501
Blairmore.....	116	170	94	94	101		30	
Calgary.....	2,213	290	4,143	2,956	2,055	295	1,316	488
Drumheller.....	149	46	183	162	154		42	1
Edmonton.....	5,109	2,757	5,237	4,889	4,088	269	549	853
Edson.....	149	164	87	84	82		0	
Lethbridge.....	595	186	904	718	587	2	428	97
Medicine Hat.....	487	307	433	391	274	1	154	62
Red Deer.....	123	231	120	89	89		76	
British Columbia	21,297	10,238	19,952	19,320	17,850	783	15,316	1,928
Cranbrook.....	163	237	222	207	243		126	
Dawson Creek.....	618	225	329	329	329		0	
Duncan.....	49	25	45	24	22	2	21	
Kamloops.....	195	159	350	177	177		104	53
Kelowna.....	159	46	224	230	139	3	104	
Nanaimo.....	218	388	399	363	220	5	206	110
Nelson.....	314	206	266	270	270		209	26
New Westminster.....	1,263	136	1,684	1,274	1,190	60	497	54
Penticton.....	140	114	97	68	68		56	
Port Alberni.....	142	94	170	114	114		53	
Prince George.....	619	454	538	492	484	1	53	
Prince Rupert.....	1,263	934	955	1,015	895		44	251
Trail.....	379	217	369	362	243		613	
Vancouver.....	13,446	6,247	11,698	12,558	11,750	583	12,460	770
Vernon.....	269	85	306	273	250	22	149	
Victoria.....	1,985	667	2,247	1,518	1,411	107	614	664
White Horse.....	75	4	53	46	45		7	
Canada	202,708	148,961	200,354	188,029	143,366	5,392	82,267	23,266*
Men.....	140,973	106,549	137,651	128,136	96,805	1,825	50,890	18,205
Women.....	61,735	42,412	62,703	59,893	46,561	3,567	31,377	5,061

* 99 placements effected by offices not operating.

cent fewer than in the preceding month, but 453 per cent greater than in December, 1941. There was a decrease of 14 per cent in placements when compared with November, but an increase of 421 per cent in comparison with the corresponding month a year ago. A substantial increase in the manufacturing industries was mainly responsible for the gain in placements over December, 1941, although all other industrial groups, except agriculture, showed improvement under this comparison, the most important of which were in trade, services, construction, transportation and logging. Industrial divisions in which most of the placements were effected were: manufacturing 28,247; services 9,558; trade 8,514; construction 5,188; logging 3,538 and transportation 2,835. Placements in regular employment numbered 39,115 of men and 18,433 of women.

MANITOBA

The demand for workers, as shown by orders listed at Employment Offices in Manitoba during December, was 27 per cent below November, but 131 per cent above December, 1941. Placements showed a decrease of 18 per cent when compared with the preceding month, but an increase of 229 per cent in comparison with the corresponding month a year ago. All industrial groups reported gains, except logging and agriculture, in which small losses occurred. The most marked improvement recorded was in trade, manufacturing and services. Placements by industrial divisions included: trade 2,087; manufacturing 1,737; services 1,727; logging 805 and construction 679. There were 4,219 men and 2,936 women placed in regular employment.

SASKATCHEWAN

Orders received at Employment Offices in Saskatchewan during December called for 35 per cent fewer workers than in the preceding month, but 217 per cent more than during the corresponding month of 1941. Placements were 19 per cent below November but 125 per cent more than December a year ago. With the exception of a fairly substantial decline in logging, and a small loss in agriculture, placements were higher in all industrial divisions than during December, 1941, the most noteworthy increases being in manufacturing, trade and services. The majority of placements recorded during the month were in the following industries: services 1,526; manufacturing 1,300; trade 1,118; construction 326; logging 313 and transportation 299. During the month 3,002 men and 1,788 women were placed in regular employment.

ALBERTA

There was a decrease of 22 per cent in the number of positions offered through Employment Offices in Alberta during December when compared with the preceding month, but an increase of 306 per cent in comparison with the corresponding month of the previous year. Placements were 22 per cent fewer than November, but 304 per cent greater than in the corresponding month of 1941. All indus-

trial divisions participated in the increase in placements when comparing the month under review with December, 1941, the most marked advances being in services, trade, manufacturing and construction. Placements by industrial groups included: services 1,871; manufacturing 1,203; trade 1,182; construction 1,134; logging 889 and transportation 752. Regular placements numbered 5,327 of men and 2,103 of women.

BRITISH COLUMBIA

Positions offered through Employment Offices in British Columbia during December called for 22 per cent fewer workers than in the preceding month, but 393 per cent more than during the corresponding month a year ago. There was a decrease of 22 per cent in placements when compared with November, but a gain of 368 per cent in comparison with December, 1941. A substantial increase in manufacturing and fairly large gains in trade, construction, and transportation accounted for the advance in placements over December a year ago, improvement being noted also in all other groups. Industrial divisions in which most of the placements were effected were: manufacturing 6,085; services 3,411; trade 2,966; construction 2,833; transportation 1,255 and logging 963. During the month 11,684 men and 6,166 women were placed in regular employment.

Quarterly Report of Employment and Selective Service Offices, October to December, 1942

THE work of the Employment and Selective Service Offices of Canada during the quarter October to December, 1942, as indicated by orders received and placements effected, was 419.2 per cent higher in volume under the first comparison and 304.9 per cent more under the second, than during the corresponding quarter of 1941. All industrial groups registered gains, the most pronounced being in manufacturing with heavy increases reported in trade, construction, services, transportation and logging. All provinces registered noteworthy expansions.

The accompanying table gives the vacancies and placements of the Employment and Selective Service Offices by industrial groups in the various provinces during the period October to December, 1942.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of Employment and Selective Service Offices for the month of December, it will be noted that the curve of vacancies in relation

to applications showed a downward trend during October and November, but an upward course was reported in December, while that of placements recorded an upward tendency during October and November but little variation was shown during December.

During the period October to December, 1942, there was a ratio of 98.6 vacancies and 70.7 placements for each 100 applications for employment, as compared with 70.5 vacancies and 64.8 placements during the corresponding quarter of 1941.

The average number of positions offered daily during the quarter under review was 9,287, of applications registered, 9,417, and of placements effected, 6,655, in contrast with a daily average of 1,813 vacancies, 2,569 applications and 1,665 placements in regular and casual employment during the fourth quarter of 1941.

During the three months October to December, 1942, the offices reported that they had referred 663,403 persons to positions and had effected a total of 512,402 placements, of which

EMPLOYMENT AND SELECTIVE SERVICE OFFICES IN CANADA, STATISTICAL

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	17	15		58	24		24	17		136	3,096	
Fishing, Hunting and Trapping	49	50		184	104		34	19		52	2	
Forestry and Logging	2	40		1,882	810	21	8,433	2,260		38,120	13,097	
Mining				1,192	637	13	388	55		1,980	1,751	26
Coal.....				1,099	562	13	302	28		4	4	
Oil, gas wells and quarrying.....				20	15		9	4		358	228	
Other mining.....				73	60		77	23		1,618	1,519	26
Manufacturing	204	266		8,489	6,435	24	4,531	3,071	27	110,258	74,561	139
Animal foods.....	71	41		432	279	9	353	204		1,776	1,230	1
Leather and fur products.....				53	28		35	40	1	4,123	2,702	1
Vegetable foods.....	5	11		233	173		506	298		3,281	2,477	
Other vegetable products.....	19	32		290	259		386	307		4,464	3,377	3
Pulp and paper products and printing.....	12	7		232	130	12	214	151	18	5,016	2,798	35
Sawmills.....	5	5		152	132		293	216	1	1,251	808	1
Other wood products.....	1	1		140	96		1,058	623	2	1,916	1,172	12
Textile products.....	16	16		439	354	2	348	262		18,832	12,576	18
Iron and its products.....	43	131		6,034	4,663		942	652	1	53,162	34,074	24
Non-ferrous metal products.....				1			48	37	2	6,111	5,057	5
Non-metallic mineral products.....				257	185		50	29		1,011	1,005	38
Chemical products.....	31	22		91	44		133	115		3,925	3,025	
Miscellaneous products.....				82	63	1	95	83	1	3,066	2,642	
Electricity, gas and water supply.....	1			53	29		70	54	1	2,234	1,618	1
Construction	508	515		9,138	5,356	30	3,250	2,906	15	27,509	21,118	153
Building.....	508	515		8,530	5,041	30	2,647	2,508	15	24,387	17,801	117
Highway.....				280	147		8	6		458	346	
Railway and all other.....				328	168		500	392		2,664	2,971	36
Communication	25	25		162	110	6	109	90	3	729	444	
Transportation	82	63		1,864	1,195	15	1,244	1,036	31	7,773	5,274	97
Air.....	3	2		29	32		93	97		503	378	1
Railway (including express).....	45	37		852	458	3	762	572	30	4,227	2,658	44
Water.....	18	13		666	503	12	174	155	1	566	325	35
All other.....	16	11		317	202		215	212		2,477	1,913	17
Trade	196	175		3,805	2,399	50	3,175	2,542	60	19,345	14,015	84
Finance and Insurance	10	9		187	124	1	143	116	1	1,568	1,257	7
Services	385	345	2	5,371	3,164	532	3,545	2,162	486	24,328	14,911	1,076
Business.....				721	518	7	344	217	6	1,151	561	16
Hotel and restaurant.....	96	91		1,482	1,116	2	1,241	804	121	8,117	5,482	25
Professional and public.....	233	200	2	1,509	897	3	920	753	28	8,169	5,467	40
Recreational.....	7	7		106	78	3	114	93	16	937	753	2
Domestic.....	15	4		1,025	156	509	795	180	305	3,132	725	956
All other.....	34	43		528	399	8	131	115	7	2,822	1,923	37
Totals	1,478	1,503	2	32,332	20,358	632	24,876	14,274	623	231,789	149,526	1,582
Men	1,167	1,230	2	24,139	14,979	174	19,552	10,582	181	169,903	103,406	543
Women	311	273		8,193	5,379	518	5,324	3,692	442	61,886	46,120	1,039

496,173 were in regular and 16,229 in casual work. Of the placements in regular employment 331,129 were of men and 165,044 of women, while casual work was found for 5,395 men and 10,834 women. Comparison with the same period in 1941 showed that 126,539 placements were then made, of which 80,132 were in regular and 46,407 in casual work. Applications for employment during the period under review were received from 469,172 men and 255,915 women, a total of

725,087 in contrast with the registration of 195,241 persons during the corresponding period of 1941. Employers notified the offices of 715,030 vacancies of which 483,454 were for men and 231,576 for women, as compared with 137,718 opportunities for work during the last quarter of 1941.

A report in detail of the transactions of the Employment and Selective Service Offices for the month of December, 1942, will be found elsewhere in this issue.

SUMMARY FOR 4TH QUARTER, OCTOBER 1 TO DECEMBER 31, 1942

Ontario			Manitoba			Saskatchewan			Alberta			Br. Columbia			Totals		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
1,201	2,482	61	533	150	2	7,070	1,533	73	2,822	2,152	152	453	231	54	12,314	9,750	342
122	92		118	43	1	7	2			3		16	12		582	327	1
19,364	11,063	6	2,966	1,869	13	1,397	801		3,004	1,891	1	6,041	4,200	1	81,209	36,031	42
2,180	2,585	6	1,199	742		401	362	1	2,408	1,874	3	2,718	1,497		12,466	9,503	49
20	15		100	1		357	230		1,986	1,549	2	904	265		4,772	2,654	15
319	239		19	20		18	14	1	370	241	1	67	66		1,180	827	2
1,841	2,331	6	1,080	721		26	118		52	84		1,747	1,166		6,514	6,022	32
120,720	94,984	454	9,741	6,294	153	2,613	3,558	45	5,201	4,707	75	28,351	24,799	186	290,108	218,675	1,103
2,623	1,743	30	1,839	1,065	5	776	628	9	1,862	1,744	20	2,334	1,691	22	12,066	8,625	96
2,525	1,639	4	4,222	210	1	36	24	3	37	32		251	179	4	7,482	4,854	14
6,202	4,898	29	824	717	50	212	168	1	332	274	5	1,536	1,418	22	13,131	10,434	107
7,059	5,753	34	333	127	4	76	67	2	118	107	3	381	408	1	13,126	10,437	46
5,550	3,837	31	546	398	4	124	448	2	138	167	5	1,481	884	1	13,403	8,820	108
1,127	863	54	133	123	8	116	241	4	333	384	4	3,911	3,614	28	7,321	6,386	100
4,599	3,712	42	416	227	2	93	89	2	227	179	1	1,156	1,007	9	9,606	7,106	70
12,181	9,086	21	1,138	649	13	26	28		361	238	2	496	348		33,837	23,557	56
56,550	45,334	93	2,926	2,180	35	906	1,664	6	957	809	30	14,972	13,695	49	136,492	103,202	238
10,683	8,800	47	140	64		20	36	1	60	115		643	583	10	17,706	14,692	65
2,836	2,203	8	348	79	8	114	88	2	417	390	1	235	218	12	5,268	4,197	69
4,358	3,276	17	290	107	12	29	9	12	103	82	1	275	202	5	9,235	6,882	47
3,384	3,138	9	317	172	11	45	38	1	137	112	3	506	424	24	7,632	6,672	50
1,043	702	35	69	176		40	30		119	74		174	128		3,803	2,811	37
22,527	16,784	159	2,688	2,818	44	710	1,012	16	4,273	4,012	147	12,385	9,867	53	82,988	64,388	617
19,772	14,731	138	2,524	2,511	43	528	713	16	2,770	2,528	126	8,730	6,999	50	70,396	53,347	535
1,243	895	8	40	167		17	28		1,140	1,204	15	2,216	1,563		5,397	4,356	23
1,512	1,158	13	124	140	1	165	271		363	280	6	1,439	1,305	3	7,195	6,685	59
1,228	756	2	136	55		41	30		177	174	1	795	530	1	3,393	2,214	13
10,794	7,156	454	2,327	1,466	28	1,234	909	14	3,053	2,305	231	4,526	4,056	158	32,897	23,460	1,028
1,033	652	35	400	271		384	260	1	844	623	2	681	612	49	3,970	2,927	88
3,866	2,648	15	960	705		398	306	4	1,396	1,085	172	580	698	2	13,356	9,167	270
1,909	1,298	109	3	2		1			3	2	2	2,122	1,978	27	5,461	4,277	186
3,986	2,558	295	964	488	28	452	342	9	810	595	55	873	768	80	10,110	7,089	484
30,303	21,505	294	7,000	5,244	239	4,580	3,642	183	4,588	3,622	373	8,437	6,961	397	81,429	60,105	1,680
2,763	1,691	4	564	362	16	272	192	6	259	214	3	1,148	836	29	6,914	4,801	67
40,712	25,649	3,773	8,879	3,521	1,971	6,504	4,110	799	7,592	4,751	1,156	13,414	8,306	1,492	110,730	66,919	11,287
2,139	1,621	61	331	197	7	212	166	2	106	71	8	788	715	27	5,792	4,066	134
10,660	7,413	48	2,017	1,180	56	2,002	1,546	18	2,111	1,725	27	6,806	4,401	277	34,532	23,758	574
15,598	11,431	216	2,817	1,410	70	2,059	1,648	50	2,326	1,911	63	2,675	2,148	44	36,306	25,865	516
1,257	836	24	220	128	3	100	79	5	245	200	24	281	190	9	3,267	2,364	86
7,440	1,532	3,252	2,908	327	1,825	1,524	177	705	2,141	368	973	2,316	396	1,121	21,296	3,865	9,649
3,618	2,816	172	586	279	10	607	494	19	663	476	61	548	456	14	9,537	7,001	328
251,914	154,747	5,213	36,151	22,564	2,467	24,829	16,201	1,137	33,377	25,705	2,142	78,284	61,295	2,371	715,030	496,173	16,229
154,833	116,392	1,806	22,044	13,936	485	16,734	10,084	264	22,598	18,194	1,009	52,484	42,326	931	483,454	331,129	5,395
97,081	68,355	3,407	14,107	8,628	1,982	8,095	6,117	873	10,779	7,511	1,133	25,800	18,969	1,440	231,576	165,044	10,834

Unemployment in Trade Unions at the close of December, 1942

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are engaged at work outside their own trades or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month, with consequent variations in the membership upon which the percentage of unemployment is based, it should be under-

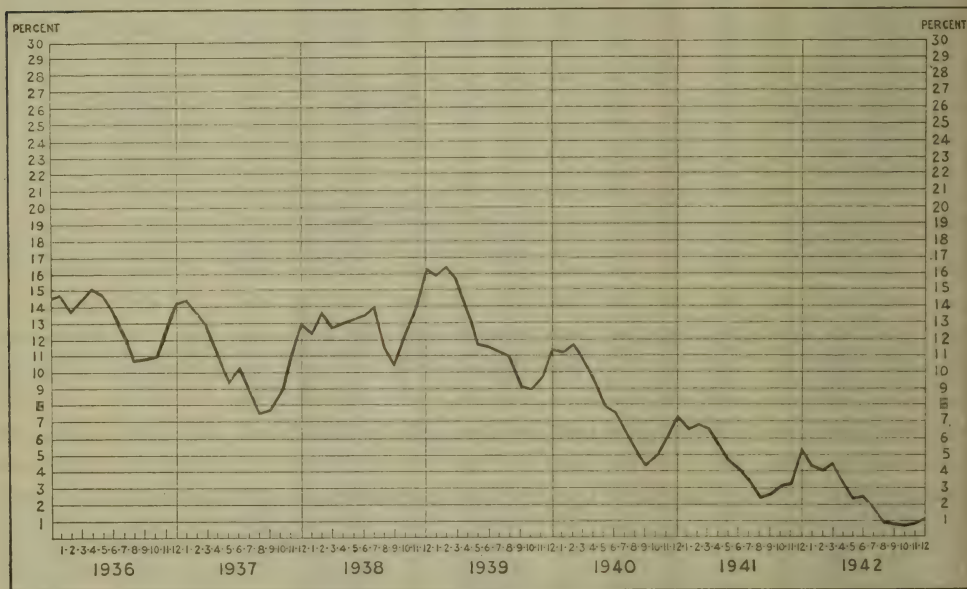
stood that such figures have reference only to the organizations reporting.

Returns were tabulated at the end of December from 2,263 labour organizations, having a combined membership of 406,278 persons, of whom 4,977, or a percentage of 1.2 were shown as unemployed, in comparison with percentages of 0.8 in the previous month and 5.2 in December, 1941. The employment level for union members was slightly lower in Decem-

ber; this was due principally to the moderate seasonal decline in activity for those in the building and construction trades and to an appreciably lower employment level for members in the steam railway division of the transportation industries. Among building and construction workers the percentage of unemployment was up from 3.2 to 5.1 and for the members in the railway groups from 1.2 to 2.3. The percentage of those without work in the manufacturing division was very slightly upwards, standing at 0.5, while for those in the mining group and among fishermen also, there were minor employment contractions. The December unemployment percentage was the lowest, however, in trade union

table I, which appears with this article, slightly lower employment levels were apparent in Quebec, Ontario, Saskatchewan, Alberta and British Columbia, while in New Brunswick and Manitoba there were moderate contractions in activity. As compared with the situation at the close of December, 1941, pronounced employment advances were observed in Ontario, British Columbia and Quebec; the percentages of those without work in these provinces were 1.0, 0.6 and 1.6, as compared with 6.0, 5.3 and 5.7, respectively. In Manitoba, Saskatchewan and Alberta, likewise, there was substantial improvement, while in Nova Scotia there was a moderately higher employment level. On the other hand, in New

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



records for any corresponding month since the trade union report was published on a monthly basis for the first time, in January 1919. Prior to that date the report appeared at the end of every quarter, from December, 1915 to the close of the year, 1918.

In table I the unemployment percentage is shown for each province. In December, these percentages ranged from 0.3 in Nova Scotia to 2.6 in Manitoba. Provinces in which less than one per cent of the membership was reported as without work, were Nova Scotia and British Columbia. In comparison with the November returns Nova Scotia members indicated a slightly higher employment level, the unemployment percentage standing at 0.3, in comparison with 0.7. As will be seen in

Brunswick there was a minor recession in activity.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. The unemployment percentages ranged from 0.3 in Toronto to 2.5 in Winnipeg. Cities in which less than one per cent of the membership was unemployed were Toronto, Halifax, Vancouver and Edmonton. In comparison with the previous month, the employment level in Halifax was slightly higher, the percentage of members without work standing at 0.7. In Saint John there was a very slight betterment, while in Toronto the unemployment percentage of 0.3 remained unchanged. On the

other hand, minor declines in work available were apparent in Montreal, Edmonton and Vancouver, while in Winnipeg and Regina the unemployment percentages were up from 0.5 to 2.5 and from 0.3 to 1.0. As compared with the situation in December, 1941, Toronto, Edmonton, Vancouver and Montreal members recorded marked employment increases. The percentages of those without work in these cities were 0.3, 0.9, 0.8, and 1.1, while in December, 1941, the corresponding figures were 10.4, 7.2, 6.1 and 6.2, respectively. Much higher employment levels were observed, also, in Regina and Winnipeg; in Halifax and Saint John there were fair increases in available work.

The accompanying chart shows the trend of unemployment from January, 1936 to date. The curve in January, 1942, was at a moderately lower level than at the close of December, 1941, thus reflecting a fair improvement. There was a further rather slight decline in February, while in March the point of curve was a little higher, thus indicating a minor recession in work. In the months of April and May the level of the curve declined substantially thus manifesting noteworthy employment expansion. There was a further very slight rise in June, but from that point until the end of October the trend was in a downward direction. The point of the curve at the end of that month rested at the lowest level that has been indicated for any month in the trade union records, since these were placed on a monthly basis, in January, 1919. In November the level of the curve inclined very slightly and in December, due to seasonal conditions, there was a further rather moderate upward movement, thus reflecting during these months some employment contractions.

In the manufacturing industries 773 reports were tabulated, having a total membership of 226,090 persons, of whom, 1,159, or a percentage of 0.5 were without work in comparison with percentages of 0.4 in November and 4.7 in December, 1941. In comparison with November, papermakers and woodworkers, whose unemployment percentages were 0.5 and 0.2, respectively, were slightly better employed, while for unclassified workers there was a minor employment increase, also. The percentage of members shown as without work among hat, cap and glove workers and among union members in the iron and steel trades, remained unchanged, at 0.1, for each group. Among those organizations, in which the members were listed as employed at both dates were soft drink, cigar and tobacco workers, electric current employees, etc., textile and carpet, fur and rubber workers, jewellery, aluminum and gas workers. The percentages

of unemployment among union members in the printing and garment trades were 1.1 and 0.2, respectively. These were slightly higher, thus reflecting minor contractions in work. Among the organizations with smaller memberships, such as butchers, meat and fish packers, clay, glass and stone workers, chemical workers and bakers and confectioners there were slight employment recessions, also. Employment for leather workers showed a rather substantial decline as the unemployment percentage for these members was up from 2.0 to 7.1. Although, as the membership is small and consequently, not many were involved, the employment contraction for metal polishers, etc. was quite pronounced as the percentage in this case increased from no unemployment to 14.2. In comparison with December, 1941 employment for union members in the iron and steel trades was on a considerably higher level, while among garment workers, an organization which includes both men's and women's clothing workers, conditions were much better; the unemployment percentage in

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.8	1.0	2.2
Dec. 1931.....	13.8	9.6	29.0	20.3	16.5	19.5	16.9	21.2	21.1
Dec. 1932.....	8.4	16.5	30.9	28.5	20.9	20.8	22.8	26.0	25.5
Dec. 1933.....	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
Dec. 1934.....	4.7	7.2	24.5	18.7	16.1	13.1	9.0	24.6	18.0
Dec. 1935.....	4.8	7.5	20.6	13.4	13.1	11.6	9.6	15.9	14.6
Dec. 1936.....	6.8	6.2	20.9	13.8	10.9	12.8	6.4	12.7	14.3
Dec. 1937.....	3.3	4.6	16.5	12.9	16.8	10.6	6.7	15.8	13.0
Dec. 1938.....	5.4	9.8	21.2	14.5	21.4	11.8	9.5	17.3	16.2
Dec. 1939.....	8.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
Dec. 1940.....	2.6	2.3	11.1	5.9	6.6	6.7	4.8	9.0	7.4
Dec. 1941.....	1.0	2.1	5.7	6.0	6.2	4.2	3.8	5.3	5.2
Jan. 1942.....	1.3	1.9	5.4	4.4	6.3	3.8	3.3	3.6	4.3
Feb. 1942.....	1.6	2.0	4.4	4.6	4.1	4.6	4.1	2.7	4.0
March 1942.....	2.1	2.2	4.5	5.7	4.0	3.8	7.0	2.5	4.5
April 1942.....	1.9	1.6	3.0	4.4	4.0	2.1	6.1	1.4	3.3
May 1942.....	1.6	1.6	2.8	2.5	2.7	1.2	4.5	1.1	2.4
June 1942.....	1.3	1.7	4.6	1.6	1.1	0.9	2.6	0.9	2.5
July 1942.....	0.8	1.0	3.8	0.9	2.2	0.8	1.3	0.3	1.8
Aug. 1942.....	0.4	2.3	1.4	0.7	1.6	0.8	0.9	0.2	0.9
Sept. 1942.....	0.8	1.1	1.3	0.5	0.5	0.9	0.9	0.3	0.8
Oct. 1942.....	0.7	1.2	1.2	0.5	0.4	0.5	0.9	0.2	0.7
Nov. 1942.....	7.1	1.5	1.1	5.0	1.0	6.1	1.3	4.1	8.8
Dec. 1942.....	3.1	2.4	1.6	1.0	2.6	1.1	1.7	6.1	1.2

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental	Miscellaneous	All occupations	
December, 1931.....	20.2	20.6	10.0	23.8	13.4	12.2	16.5	10.7	...	52.5	55.5	3.6	1.5	7.3	5.8	22.7	15.2	20.0	16.8	50.8	88.1	12.3	35.4	6.1	13.6	1.4	9.7	0.8	0	3.9	2.8	19.1	21.1
December, 1932.....	28.4	31.9	9.8	28.3	12.3	18.0	24.3	15.4	...	54.8	48.4	18.4	49.2	7.4	1.2	...	29.4	36.2	56.1	...	...	...	44.8	89.2	15.3	36.7	18.1	1.0	15.0	0.8	0	7.1	6.3	20.0	25.5
December, 1933.....	23.0	19.0	6.8	23.4	16.0	15.3	17.4	14.4	0.1	13.7	2.1	18.3	11.4	4.6	6.4	...	25.3	33.3	35.5	73.2	89.1	13.4	34.6	10.9	1.1	12.9	13.1	3.8	0	8.7	3.8	19.8	21.0
December, 1934.....	38.8	50.6	4.7	17.8	7.9	9.3	7.9	10.4	0.4	22.4	4.3	23.3	3.3	10.2	19.6	13.3	52.0	85.6	11.3	37.4	3.1	9.1	9.1	11.3	11.8	0	7.8	7.8	3.8	15.4	18.0
December, 1935.....	33.8	15.1	6.4	13.1	8.0	7.0	3.6	10.1	0.9	42.0	2.6	1.8	3.2	4.1	8.1	...	11.6	4.4	50.9	...	...	40.9	45.1	8.7	30.6	9.6	9.5	10.8	0	3.7	5.9	3.2	10.4	14.6	
December, 1936.....	36.8	2.3	3.3	16.8	5.3	5.3	6.9	...	...	10.0	33.3	1.0	3.6	9.4	9.4	...	...	...	...	...	...	56.9	49.0	8.6	37.0	9.5	7.3	7.5	0	4.7	5.0	1.5	9.4	11.3	
December, 1937.....	39.7	3.3	5.0	15.1	5.8	9.3	11.6	6.5	...	33.4	19.2	16.1	18.7	5.0	8.2	...	13.4	14.6	5.3	...	...	40.5	41.2	8.3	19.0	9.5	8.7	7.5	0	3.7	5.0	1.9	6.5	13.0	
December, 1938.....	19.4	47.5	6.4	16.6	8.1	7.3	8.4	7.5	...	34.4	19.2	16.1	18.7	5.0	8.2	...	13.4	14.6	5.3	...	...	40.5	41.2	8.3	19.0	9.5	8.7	7.5	0	3.7	5.0	1.9	6.5	13.0	
December, 1939.....	25.8	23.0	5.0	10.0	4.4	5.7	4.3	8.0	12.1	7.0	9.7	2.5	9.7	23.9	17.6	...	8.7	9.2	2.3	3.7	...	35.6	30.3	10.3	34.1	10.5	3.9	6.3	6.5	0	1.2	6.6	2.4	10.4	16.2	
December, 1940.....	22.9	28.3	7.5	6.8	5.2	3.3	2.7	4.0	...	18.7	9.7	7.5	9.7	23.9	17.6	...	8.7	9.2	2.3	3.7	...	35.6	30.3	10.3	34.1	10.5	3.9	6.3	6.5	0	1.2	6.6	2.4	10.4	16.2	
December, 1941.....	17.7	30.3	2.1	4.7	5.1	1.3	1.0	2.0	...	18.7	9.7	7.5	9.7	23.9	17.6	...	8.7	9.2	2.3	3.7	...	35.6	30.3	10.3	34.1	10.5	3.9	6.3	6.5	0	1.2	6.6	2.4	10.4	16.2	
January, 1942.....	13.9	11.1	2.2	3.1	4.1	1.2	1.7	2.1	...	1.3	1.7	0.3	1.1	5.6	25.8	...	1.7	1.1	...	...	...	20.3	15.6	5.4	19.0	6.2	3.2	3.4	3.5	0	1.1	1.5	1.5	2.3	5.2
February, 1942.....	8.4	5.6	2.5	2.3	4.1	1.2	1.7	2.1	...	1.3	1.7	0.3	1.1	5.6	25.8	...	1.7	1.1	...	...	...	20.3	15.6	5.4	19.0	6.2	3.2	3.4	3.5	0	1.1	1.5	1.5	2.3	5.2
March, 1942.....	21.6	7.4	5.3	3.1	7.1	1.4	8.2	2.6	0.1	9.9	6.0	0.9	0.9	0.1	0.4	...	0.2	1.1	8.1	...	...	20.0	14.2	3.2	13.6	3.4	1.3	3.3	3.4	0	1.7	1.8	1.9	1.7	4.3
April, 1942.....	12.5	3.7	5.5	2.4	1.1	9.9	5.1	1.8	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5
May, 1942.....	6.0	3.9	3.9	1.9	1.1	9.9	5.1	1.8	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5
June, 1942.....	6.2	3.7	2.4	2.8	0.1	1.2	8.1	1.9	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5
July, 1942.....	6.2	3.7	2.4	2.8	0.1	1.2	8.1	1.9	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5
August, 1942.....	4.4	0.1	5.2	2.1	0.8	1.4	4.1	1.4	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5
September, 1942.....	4.4	0.1	5.2	2.1	0.8	1.4	4.1	1.4	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5
October, 1942.....	1.0	0.1	5.2	2.1	0.8	1.4	4.1	1.4	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5
November, 1942.....	4.4	0.1	5.2	2.1	0.8	1.4	4.1	1.4	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5
December, 1942.....	5.0	0.1	5.2	2.1	0.8	1.4	4.1	1.4	...	2.1	2.1	0.1	1.6	0.6	0.9	...	0.3	1.1	...	...	...	23.6	16.3	2.7	13.9	3.0	5.3	3.6	3.7	0	0.0	0.0	0.0	1.2	4.5

this case, declined to 0.2, from 17.6. Among leather and fur workers, also, the percentages of 7.1 and 0, or full employment, were much lower, as in December 1941 the corresponding percentages for these members were 23.9 and 30.7 respectively; among unclassified workers the percentage declined from 17.9 to 6.9. Those unions in which the members were reported to be employed at both dates were electric current employees, etc., textile and carpet, rubber and jewellery workers.

Returns were tabulated from 57 unions of coal miners having a combined membership of 20,296 persons, of whom, 20, or 0.1 per cent were without work in comparison with percentages of 0.4 in November and 1.0 in December, 1941. As compared with November when the percentage was 0.7 there was no unemployment shown in Nova Scotia; in New Brunswick and British Columbia no unemployment was recorded at either date, while in Alberta the percentage was up very slightly from 0.1 to 0.3. When compared with conditions in December, 1941, British Columbia members indicated a rather marked improvement. Gains of lesser degree were reflected in Nova Scotia and Alberta; in New Brunswick there was no unemployment, at either date.

Reports were received from 8 unions of non-metallic mineral workers. The total membership was given at 4,212 of whom 196, or a percentage of 4.7, were without work in comparison with percentages of 1.0 in November and 8.1 in December 1941.

Unions in the building and construction trades returned 212 reports, in which the combined membership was 34,442 persons of whom 1,752 or a percentage of 5.1 were without work, in comparison with 3.2 per cent in November and 10.6 per cent in December, 1941. Bridge and structural ironworkers, whose membership is small, did not record any unemployment as compared with 4.1 per cent in November, while among hod carriers and miscellaneous building workers there was a minor employment advance as the unemployment percentage stood at 7.2. On the other hand, although reflecting little unemployment, electrical workers, plumbers and steamfitters and steam shovel men manifested slight contractions in work. Employment for painters, decorators and paperhangers showed a moderate decline, although the percentage of those without work was low. Bricklayers, masons and plasterers, carpenters and joiners, and granite and stonecutters, whose unemployment percentages were 13.4, 4.9 and 7.0, respectively, indicated appreciable recessions in work; these changes were due in a large measure to seasonal lay offs. Wood, wire and

metal lathers, whose membership is very small, did not show any unemployment at either date. In comparison with December, 1941, pronounced improvement was apparent for carpenters and joiners; the unemployment percentage for these members declined from 11.6 to 4.9. Among granite and stonecutters, bricklayers, masons and plasterers, and painters, decorators and paperhangers, there were marked expansions in activity, and although comparatively few members were involved, steam shovel men and bridge and structural iron workers, were much busier.

In the transportation industries there were 891 returns tabulated, having a combined membership of 80,576 persons, of whom, 1,541, or a percentage of 1.9, were without work, in comparison with 1.0 in November and 4.9 per cent in December, 1941. As compared with the previous month when 4.3 per cent of the members were without work, navigation workers indicated fair improvement as the percentage declined to 2.9. Very little unemployment was observed among street railway employees and teamsters and chauffeurs, although there were very slight recessions in activity. Steam railway employees, whose returns constituted over 79 per cent of the entire group membership in the transportation industries, reflected a moderate contraction in employment, as the percentage of those without work increased from 1.2 to 2.3. When compared with conditions at the end of December, 1941, steam railway employees were much better employed; and also among navigation workers, whose membership is comparatively small, there was a pronounced employment expansion. Street and electric railway employees and teamsters and chauffeurs recorded fractional increases in work.

From unions in the wholesale and retail trade, 10 returns were received, which showed a combined membership of 2,399 persons. As in November, no unemployment was reported. In December, 1941, the percentage of those without work was 0.1.

There were 109 reports received from unions of civic employees whose total membership was given as 10,654 persons. Of these, 5, or a percentage of 0.0 were without work, in comparison with 0.2 per cent in November and 0.5 per cent in December, 1941.

In the miscellaneous group of occupations, returns were tabulated from 143 unions, having an aggregate membership of 12,233 persons, of whom 61, or a percentage of 0.5, were recorded as unemployed, in comparison with percentages of 0.4 in November and 2.3 in December, 1941. As compared with the preceding month, theatre and stage employees indicated a fractional betterment; the unem-

ployment percentage for these members declined to 1.1. Only very small percentages of unemployment were reflected in reports received from unions in the other occupations. Among barbers, the percentage of 0.4 remained unchanged, while fractional employment recessions took place among hotel and restaurant employees, stationary engineers and firemen and unclassified workers. In comparison with December, 1941, much higher employment levels were observed among hotel and restaurant, theatre and stage employees, stationary engineers and firemen and unclassified workers. Among barbers there was a fractional employment increase, only.

Reports were secured from 3 unions of fishermen, whose aggregate membership was 2,514 persons. Of these 125, or a percentage

of 5.0, were without work, in comparison with 0.4 per cent in November and 17.7 per cent in December, 1941.

Returns were received from 2 unions of lumber workers and loggers. These organizations had a membership of 3,184 persons, and as in November, none were shown as unemployed. In December, 1941, the percentage of these members without work was 30.3.

Table I shows by provinces the average percentage of union members who were unemployed each year from 1932 to 1942, inclusive, and also the percentage of unemployment for December, of each year, from 1931 to 1941 inclusive, and for January, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

Unemployment in Canada, as reported by Trade Unions for the Year 1942

THE Department of Labour receives monthly reports from local trade unions throughout the country, indicating their membership and the number of members unemployed on the last working day of each month, the tabulation of these data furnishing a continuous record of the unemployment situation among organized workers during the year. The average number of locals reporting during 1942 was 2,212 with an average membership of 363,533 persons, 2.2 per cent of whom were on an average unemployed. This percentage for 1942 was the lowest for any year in trade union records since the report appeared on a monthly basis for the first time in January, 1919. The highest percentage of unemployment was registered in March as 4.5 and the lowest, that of October, was 0.7. The corresponding percentages in 1941 were 6.9 in February and 2.4 in August. In each month of 1942, conditions reflected a substantial improvement over the corresponding month of the previous year; the most noteworthy employment expansions were apparent in February and for the period from October to the end of the year.

During 1942 employment for union members in the manufacturing industries continued to expand. The reports showed that except in March, April, June and July, in which the improvements were rather slight, that in the remaining months there were substantial employment expansions. Owing to the large increases in the manufacture of war supplies, employment for union members in the iron and steel industries attained very high levels during the months of 1941 and the further heavy expansion which took place during 1942

resulted in a greatly increased demand for this class of labour. With the exception of the months of March and April, during which automobile plants were being placed on a war basis, employment was at a higher level than even that of the previous year. The month to month record for union members in the pulp and paper products division showed that the highest percentage of unemployment was 1.4 in March, and that with the exception of October the situation in each month of 1942 reflected some expansion. Union members in the garment trades recorded rather pronounced employment contractions in June and July; in January and March, also, there were some employment recessions, but in the other months and especially in the last quarter conditions were much better than in the corresponding periods in 1941. In the wood products division impressive employment increases were apparent in the first quarter and in July. In the other months of both 1941 and 1942 employment stood at very high levels and although conditions in 1942 were better for each month, with the exception of October when there was a very slight contraction, the advances were not particularly noteworthy.

Employment for union members in coal mining attained much higher levels in every month; the most impressive expansion was apparent in April, May, June and July, and gains of somewhat lesser degree were observed in March, August and October.

In the building and construction trades the lowest percentage of unemployment during 1942 was that of October, 2.2, and the highest was 16.3, in March. The corresponding figures

for 1941 were 6.9 per cent in August and 19.9 in March. Marked improvement was in evidence in the first quarter of the year and moderately higher employment levels were apparent in the second. From July to the end of the year and especially in the last quarter, the returns received reflected marked expansions over the corresponding periods of the previous year.

Employment for union members in the transportation industries attained higher levels in each month, but as conditions were very good, also, during 1941, the expansions were not especially pronounced; the most noteworthy of these were observed in February and December. The situation in the steam railway division, likewise reflected employment increases in every month; the most marked improvements were noted in January, February and December. Workers in the navigation division recorded decidedly better conditions in each month.

Employment for communication workers, was much more prevalent; the general level was considerably higher in most months.

Very little unemployment was apparent for members in the retail and wholesale trade in any month of 1941 or 1942. Conditions on the whole, however, were even better in 1942, as with the exceptions of January and June, when 0.1 per cent of unemployment was shown, reports in the other months did not indicate any unemployment. Although union members in the services division, which included civic employees, hotel and restaurant employees, stationary engineers and firemen, etc., reported that conditions were good in the months of each year, the employment levels, generally, were higher in the months of 1942.

With the two exceptions of the months of April and August, when there were slight employment advances only, the situation for fishermen showed impressive employment expansion.

For lumber workers and loggers, a rather pronounced employment decline was apparent in March, while contractions on a minor scale were observed in January, May and June. On the other hand, with the exceptions of August and September, in which the employment increases were slight, marked employment advances were observed in the months of February and July, and also in the months of the last quarter. No unemployment was shown in reports received from July to the close of the year.

There was a fair employment advance in January, 1942, over December, 1941. Much better conditions prevailed for lumber workers and loggers, garment workers and steam railway employees. A further very slight increase in activity was apparent in February, and in March there was a minor decline in work available. In April and in May the percentage of unemployment declined substantially; this was due principally to the noteworthy expansion in activity among union members in the building and construction trades and for those in the manufacturing industries. A very slight adverse trend was observed in June, but from that point to the end of October the employment level continued in an upward direction. In October the percentage of unemployed members was the lowest for any month in the trade union records, which appeared on a monthly basis for the first time, in January, 1919. Seasonal employment recessions for building and construction workers and some lowering of employment levels for steam railway employees resulted in a slightly adverse trend in both November and December. The unemployment percentages in those months, however, remained the lowest for any corresponding months in the records.

Tables showing percentages of unemployment among union members by industries and provinces by months, during 1942 and for earlier dates, appear in the section on Unemployment in Trade Unions.

Employment and Unemployment in Great Britain and the United States

Great Britain

THE British *Ministry of Labour Gazette*, December, 1942, summarizes the October-November employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at November 16 (exclusive of 22,579 men who had been classified by interviewing panels as unsuitable for ordi-

nary industrial employment) was 59,151; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 1,359; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 2,592. As compared with October 12, the numbers wholly unemployed showed a decrease of 1,618, those temporarily suspended

from work showed an increase of 2, and unemployed casual workers showed a decrease of 154.

The corresponding figures for women and girls at November 16 were 31,511 wholly unemployed (exclusive of those, numbering 956, who had been classified by interviewing panels as unsuitable for normal full-time employment), 681 temporarily stopped, and 148 unemployed casual workers. Of the 31,511 wholly unemployed, 1,055 had been classified as unable for good cause to transfer to another area. As compared with October 12, the numbers wholly unemployed showed a decrease of 3,737, those temporarily stopped showed a decrease of 158, but unemployed casual workers showed an increase of 27.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for November 16 was 64,739, as compared with 65,907 at October 12, and 111,550 November 17, 1941.

United States

Total employment in nonagricultural establishments increased by 423,000 between mid-November and mid-December, according to the official report issued by the United States Secretary of Labour. The number at work in December was 38,956,000, a new all-time peak. It exceeded the December, 1941 figure by 2,868,000.

The outstanding gains over the month among the industry divisions were a seasonal increase of 341,000 in trade employment (due primarily to the hiring of additional personnel to handle the pre-Christmas buying and a gain of 235,000 in manufacturing employment (chiefly in war plants). Contract and Federal force account construction showed a decline of about 9 per cent or 170,000 workers.

Over the year interval, the outstanding gains were in manufacturing (2,103,000) and Federal, State, and local government (1,200,000). The gain in the latter division was due primarily to expansion in the War and Navy departments. The chief declines over the year were in trade (399,000) and contract and Federal force account construction (154,000).

War industries continued to report increases in wage-earner employment and pay rolls in the effort to maintain an increasing flow of war goods, among them being such durable goods industries as aircraft, shipbuilding, automobiles (now engaged almost entirely on war work), electrical equipment, machine-shop products, and engines.

Among non-durable goods industries showing substantial employment gains over the month interval—due partly to war demands

and partly to seasonal influences—were slaughtering and meat packing, ammunition, fireworks, cotton goods, tires and tubes, chemicals, paper boxes, men's clothing, and fertilizers.

Employment decreases, largely seasonal, were noted in canning (24,600); beet sugar (4,700), brick, tile and terra cotta (1,300); cottonseed-oil, cake and meal (1,300), and butter (1,100). Sawmills and logging camps reported an employment decline of 6,200 wage earners due partly to seasonal factors and partly to the difficulty of replacing men who had been called into the service or had left for other jobs.

The durable-goods group, as a whole, in which most of the war industries are concentrated, showed employment gains over the month and year intervals of 2.4 per cent and 25.5 per cent, respectively, in contrast to increases of only 0.4 per cent and 3.4 per cent respectively for the non-durable goods industries which produce chiefly for civilian consumption.

The corresponding gains in weekly pay-rolls were 3.0 per cent and 60.0 per cent, respectively, for durable goods and 3.3 and 24.1 per cent, respectively, for non-durable goods. For all manufacturing industries combined the number of wage earners had expanded by 1.5 per cent between mid-November and mid-December and by 15.0 per cent between December 1941 and December 1942, while pay-rolls had increased by 3.1 and 46.0 per cent, respectively.

In anthracite and bituminous-coal mining employment declined slightly between mid-November and mid-December (1.0 and 0.8 per cent, respectively) and quite sharply between December, 1941 and December, 1942 (6.9 and 7.2 per cent), reflecting the difficulty of replacing miners who have been called into the service or who have moved to other jobs. Anthracite pay-rolls, however, showed a gain of nearly 40 per cent and bituminous coal mining 8 per cent over the year interval, due primarily to increased working hours.

Metal mining employment as a whole showed little change over the month interval because of offsetting influences in the various branches of the industry. For example gold and silver mines reduced their forces by 10.1 per cent due to the Government closure order, while copper, lead, and zinc mines added nearly 2 per cent to the number on their pay-rolls.

Employment declines over the month were reported in all but 2 of the public utility and service industries. These declines were less than 1 per cent for all of these industries except dyeing and cleaning (3.6 per cent) and

electric light and power (1.1 per cent). The latter industry has been showing employment reductions each month since August, 1941. Brokerage firms reported an employment gain of 1.0 per cent over the month, but a comparison over the year interval showed a decline of 23.0 per cent. Street railway and bus companies continued to take on more workers (2.2 per cent) to meet increased demands for local transportation due in part to more general gas rationing and to restrictions on pleasure driving. The gain over the year interval of 27.8 per cent in pay-rolls in this industry reflected corresponding gains of 9.9 per cent in employment, 6.0 per cent in average weekly hours (the average number of hours worked in December, 1942 was nearly 50), and 10 per cent in average hourly earnings.

Retail trade establishments took on 9.7 per cent more employees to handle the large crowds of Christmas shoppers. Despite government restrictions on the manufacture and sale of certain items, the net employment decline in retail trade since December, 1941 was only 6.0 per cent. Declines over the year interval of 39 per cent in automotive establishments, 26 per cent in stores selling furniture and house furnishings, and 17 per cent in establishments selling lumber and building materials have been partially offset by a 3 per cent increase in the large group of stores selling general merchandise. The latter group, including variety, general merchandise, and department stores as well as mail-order houses, reported an employment increase of 26.3 per cent over the month. The apparel group reported an employment increase over the month of 10.5 per cent, the furniture and house furnishings group a gain of 2.9 per cent, and the automotive group an increase of 1.8 per cent. The gain in the last-named group was due in part, no doubt, to the sale by many stores of such non-automotive items as toys and work clothing. The lumber group reported 1.1 per cent fewer employees.

Wholesale trade employment showed virtually no change over the month (-0.2 per cent), all of the major groups having reported employment reductions except the automotive group (1.6 per cent) and the machinery, equipment and supplies group (1.2 per cent). Over the year interval declines were quite large for all of the major wholesale groups, the largest being in the automotive group (18.6 per cent) and the dry goods and apparel group (10.4 per cent) and the smallest in machinery, equipment

and supplies (2.2 per cent). Wholesale trade as a whole reported an employment decline of 7.6 per cent over the year interval.

The decline during December of 24,200 workers on construction projects financed by the Federal Government was partially due to the completion of several airport and non-residential building projects, and partially to seasonal declines on road and reclamation projects. Gains reported during the month on ship construction and air corps station construction projects were not great enough to completely offset these declines.

During the past year of war, employment on construction and shipbuilding projects increased 1,056,000. From the level of 1,068,000 in December 1941, employment rose rapidly during the spring and summer of 1942 until in August a peak of 2,229,000 workers was reached. From that point employment tapered off only gradually to a level of 2,124,000 in December. Most of the declines were due to the completion of projects rather than to seasonal influences. War project employment constituted 89 per cent of the total in December 1941 and 96 per cent in December 1942.

Civilian employment in the executive branch of the Federal Government aggregated 2,948,000 in December. This represented an addition since November of 120,000 workers of whom approximately 60,000 were in the War and Navy Departments and other agencies and 60,000 were temporarily employed by the Post Office Department to handle the heavy holiday mails. Employment in non-war agencies other than the Post Office Department remained approximately at the November 1942 level. Federal employment inside the District of Columbia turned down for the first time in 13 years. This was the result of decentralization of certain war and non-war offices during the month.

Over the past year Federal executive-services employment showed an increase of 1,239,000 which was distributed as follows: War Department 846,000, Navy Department 261,000 emergency war agencies (exclusive of Federal Security Agency employees who were transferred to the War Manpower Commission in December 1941) 110,000, and other agencies 22,000.

Reductions in December 1942 in personnel of the NYA, WPA, and CCC programs were 7,300, 26,100, and 700, respectively, leaving aggregate personnel on the NYA of 158,000 and on the other two programs of 338,000. A year ago workers on the NYA program totalled 623,000 and on the work-relief programs 1,206,000.

Legislative Proposals of Labour Organizations

PROPOSALS for legislation were submitted recently to the governments of the provinces of Ontario and British Columbia by

various labour organizations. A summary of these proposals follows dealing with a variety of matters regarding conditions of work.

Ontario Executive of Trades and Labour Congress

On January 6, 1943, the Ontario Provincial Executive of the Trades and Labour Congress of Canada presented its annual memorandum of requests for legislation to the Ontario Government.

Freedom of Association

The Congress requested enactment of a measure, based on a bill drafted for the Congress, forbidding employers to interfere with workers in exercising their right to form or join a labour union and compelling the employer to deal with such a union if one is organized by his employees, such legislation to cover all provincial and municipal employees or their agencies.

Cost-of-Living Bonus

The Ontario Government was urged to enact legislation to provide for a full cost-of-living bonus for all workers receiving up to \$3,000 a year who are not covered by the Dominion Order in Council, P.C. 5963, such as employees of provincial Governments and of hospitals and institutions not operated for gain.

Lord's Day Act

Attention was again drawn "to the fact that a great number of industries are permitted to produce seven days a week under the pretence of war urgency, thus transgressing the Lord's Day Act. Such violations are a direct attack on the principle of one day's rest in seven." The Congress requested that steps be taken to stop employment of workers seven days a week in industries not directly related to war production.

Minimum Wages

On the subject of minimum wages the memorandum declared that "despite the fact that the productivity of women workers has increased and to-day they are doing many tasks generally performed by men there has been no change in the minimum wage rates. We therefore request that the minimum wage rates be increased 20 per cent and that the Act be amended to include within its scope

domestic help employed in commercial establishments such as rooming- and boarding-houses and other publicly controlled places, and employees in establishments located on the outskirts of industrial centres, and that labour be given direct representation on the Board administering the Act."

Workmen's Compensation

Changes sought in the Workmen's Compensation Act include coverage of all members incapacitated by accident or occupational disease while following their employment; inclusion as industrial diseases of silicosis and tuberculosis, where such disease is traceable to occupation; increase in compensation rate from 66½ per cent to 100 per cent of earnings at the time of incapacity; extension of time limit for provision of artificial limbs, etc., and strict enforcement of regulations relating to first aid equipment; establishment of a committee upon which the Government would be directly represented through its Treasury Department, and with representation on the Board itself, to deal with investment of the funds; appointment of members of the Workmen's Compensation Board for ten years, subject to removal only for cause; labour representation on the Board.

Elevator Safety Code

The Congress requested the adoption by the Ontario Government of the Canadian Elevator Safety Code, as compiled by the Canadian Engineering Standards Association and approved by the Dominion Government, and a strict inspection of equipment now being used in the province.

Electrical Installations

Calling attention to the definition of "Contractor" in the regulations governing electrical installations issued by the Canadian Engineering Standards Association, the Congress declared itself opposed to the inclusion of definitions of personnel in these regulations since they could not increase safety and might lead to the inclusion of journeymen, to their disadvantage in securing employment.

Medical Charges in the Lumber Industry

An amendment in the Ontario Health Act was requested to provide that the fee for medical services in the lumber and pulp industry should be one dollar for 26 working days or a set rate of four cents a day, thus doing away with the practice under which an employee engaged by more than one employer during a month has the fee of one dollar deducted from his wages at each place of employment.

Health

Much time was lost in war industries through the workers suffering from dermatitis and other forms of skin trouble, due chiefly to the use of unsterilized materials in wiping services, and the Congress advocated that the sterilization of such materials should be compulsory and the workers insured against such risk.

Emergency Training Plan

The Congress reaffirmed its contention of the previous year that training given under the Emergency Training Plan is inadequate and repeated its requests for more extensive training, union rates of pay for trainees, and inclusion among those administering the plan for any industry of a qualified trade union representative of that industry.

Fire-Fighters

Dealing with fire-fighters, whose hours of duty were stated to be 72-84 per week with work on all regular holidays, the Congress appealed to the Provincial Government to go on record as approving of the three-platoon system for all Ontario fire depart-

ments as a post-war measure. Inclusion of fire-fighters within the scope of any Ontario law providing for collective bargaining was also requested.

Other Requests

Other matters on which legislation was requested included: the employment of two men on street-cars; compulsory pension schemes for civic employees; the employment of a qualified projectionist for each machine in use in a moving-picture theatre; compulsory installation of sprinkler systems in public buildings and apartment houses; regulations for the health and safety of persons employed in sand-blasting operations and in industrial processes where poisonous materials are used; free text-books for all school pupils; prohibition of home-work; amendments in the Old Age Pensions Act; forty-eight hour week for restaurant employees, no increase in working hours in other industries, except by mutual consent, and holidays with pay, where possible; increase in property exemptions under Mothers' Allowances Act and provision for benefit to dependants residing temporarily outside the Province to be near husband or father who is undergoing treatment on physician's order; institution of a system of state medical and hospital care; increase in provincial education grant to 50 per cent of the total expenditure; recommendation by Provincial Government to Dominion that the latter assume a larger share of the cost of education; no change in law governing sale of beer and spirits; upward revision of Court witness fees; establishment of uniform building, plumbing and steam-fitting standards throughout the Province.

Labour's Proposals for Legislation in British Columbia

Seven federal labour organizations in British Columbia, three affiliated with the Trades and Labour Congress of Canada, three with the Canadian Congress of Labour, together with the Vancouver Island Joint Labour Conference representing both organizations and the American Federation of Labor, collaborated in presenting a brief to the Provincial Government for changes in provincial labour laws.

Workmen's Compensation

Amendment of the Workmen's Compensation Act was requested along the lines recommended by Mr. Justice Sloan acting as Commissioner to inquire into the operation of the Act (LABOUR GAZETTE 1942, p. 1158). It was urged also that the Act be extended to the whole fishing industry and that a joint

committee of the Government and the parties interested should work out a scheme to achieve this.

Collective Bargaining

Revision of the Industrial Conciliation and Arbitration Act was recommended so as to make the recognition of unions and collective bargaining compulsory, to prevent the establishment of company unions and discrimination against union members, to make the Government responsible for prosecuting employers who violate such provisions of the Act and to enable compensation to be paid to employees whose interests were affected adversely by such violations. The Act should permit workers to bargain through

the union of their choice irrespective of the date at which the union was organized. The present Act distinguishes between unions organized before December 7, 1938, and those formed later. A union should be defined, it was advocated, as "a chartered organization to an international or national labour body and representing the majority of the employees in any employer unit, craft unit, plant unit or sub-division thereof by reason of their acceptance and paid-up membership in such organization." The establishment of a permanent Labour Relations Board with adequate labour representation was proposed to assist the Minister in administering the Act.

Legislation of this nature would, in the opinion of the labour organizations, speed up the settlement of disputes by eliminating those involving questions of union recognition and collective bargaining. Other proposals for preventing delays in handling disputes were: (1) to reduce the time limits in the Act for conciliation and investigation; (2) to forbid either party being represented at hearings by counsel if the other party objects; (3) to permit either party to apply for an arbitration board without going through conciliation procedure; and (4) to prohibit appeals to a Court on the question of the granting or refusal of a Board by the Minister or of the establishment or operation of a Board. The labour organizations were opposed to any change in the Act by which recommendations of a board of arbitration would be binding on the parties.

Health Insurance

The introduction of a provincial Health Insurance Act was urged and a more rigid enforcement of the provincial Health Act, particularly in connection with the construction of army camps. The Government was asked to work out a system by which municipal and provincial hospital grants would bear a definite relation to the amount of free service given by each hospital. As regards old age pensions, it was suggested that the pensionable age be reduced to 60, pensions increased to at least \$30 a month plus cost-of-living bonus and that pensions be paid regardless of the financial standing of the recipients or their relatives.

Other Requests

Other measures recommended were the promotion of an industrial safety campaign in view of the alarming increase in accidents and the widespread employment of inexperi-

enced workers, and an extension of the many provincial training centres to provide training in all trades, since the cost of training in private trade schools prevented many workers from attaining a high degree of skill. The Government was also asked to require stricter inspection of electrical equipment and to use its influence to have the definition of "contractor" in the Canadian Electrical Code Rule Book struck out as, in the opinion of the labour organizations, the definition "does not make the installation of electrical equipment safer for the public."

Skin Protection

A pamphlet has been prepared by the Division of Industrial Hygiene, Ontario Department of Health, dealing with the control of industrial dermatitis. It declares that skin eruption due to occupation is responsible for 60 to 70 per cent of the total number of occupational diseases, and that, therefore, the control of dermatitis is important to industry and its workers.

The pamphlet says, "It should be recognized that constant exposure to irritating substances will always produce skin eruption in some of those exposed. When contact with such substances is known to exist, preventive measures should be adopted before cases develop."

Plant workers are requested to report at once to the first aid room every instance in which a skin eruption occurs. Sometimes severe disability results from delay in treatment, continued exposure to irritating materials, and lack of adequate protective measures.

Blackouts and Cutting Tools

In an Ontario plant a short time ago, when the power failed suddenly, a large number of special cutting tools were broken due to being left with the cut on. In view of this experience, it is suggested that some effort be made in all plants so to arrange this that the amount of damage done in such circumstances can be kept to a minimum.

One firm at least has already adopted the plan during test blackout periods of having the watchman flicker the plant lights as an indication to employees that the power is to be cut off, so that they, in turn, may protect themselves and their equipment through prompt action.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

Selective Service—I.D.I. Commissions—Advisory Committees—Seamen— Cost of Living Bonuses—Alberta Boiler Regulations—Miners in Nova Scotia—Stationary Engineers and Minimum Wages in Quebec

THE National Selective Service Mobilization Regulations have been amended and several orders issued under the National Selective Service Regulations. The functions of Industrial Disputes Inquiry Commissions have been extended and advisory committees on economic policy, reconstruction and the public service set up. The National War Labour Board has issued its quarterly Order regarding cost-of-living bonuses. War bonuses for seamen employed on Department of Fisheries vessels were authorized.

In the provincial field, Nova Scotia has authorized temporary certificates for coal miners and mine examiners. Quebec now requires operators of stationary engines in mines to hold certificates under the Stationary Enginemen Act. The Quebec minimum wage Order governing forest operations has been revised, the Order relating to waste materials in Montreal and district was renewed and By-law B-1 amended. Alberta amended its boiler regulations.

Dominion

Selective Service

Selective Service Regulations. The text of the new National Selective Service Civilian Regulations issued January 19 (P.C. 246) and a summary of the National Selective Service Mobilization Regulations passed December 1 (P.C. 10924) appeared in last month's Gazette, pp. 19, 153.

Selective Service Orders. Orders issued under authority of the earlier National Selective Service Regulations (P.C. 7595, L.G., 1942, p. 1020) remain in effect as if they had been passed under the present regulations. Four such Orders have been published lately under section 30 (f) of P.C. 7595 which authorized the Director of National Selective Service to exclude any persons or groups of persons from any provision of the Regulations or to qualify the application of any provision to any person or group. By an Order dated October 15, 1942, paroled refugees of enemy origin were exempted from the Selective Service Regulations. A Christmas Order issued November 24 exempted from the Regulations for the period from December 13 to January 5 temporary seasonal employment by retail stores or the Post Office Department of teachers and students on vacation, women over 44 and men over 59 years of age. National Selective Service Officers in any zone might by public notice accord the same treatment to

women under 45 where the number of such applicants was more than sufficient to meet the requirements of high priority industry. Two other Orders, dated December 24 and January 5, excluded members of the Armed Forces employed while on leave, women working as practical nurses in private homes and persons employed in harvesting ice during the 1942-43 winter season from Part IV of the Regulations requiring notices of separation and permits to seek employment.

A fifth Order was issued January 16 under section 30 (g) of P.C. 7595. It required all employers to furnish the nearest Employment and Selective Service Office before February 6 with information concerning the nature of their business, the number of their employees on January 30 and the age and marital status of the employees, and to make an estimate of the number of workers they expected to need by April 30.

Travelling Expenses. The earlier National Selective Service Regulations (P.C. 7595) authorized the payment of travelling, moving and incidental expenses of workers and their dependents to the place of employment. In some cases it was necessary to pay the workers' return expenses from the place of employment to the point at which they were recruited or some equidistant point, but the Regulations did not authorize such payments.

However an Order in Council was passed under the War Measures Act on January 27 (P.C. 27/653) giving the Minister of Labour power to pay the return expenses of workers whether the cost of such transport had been incurred before or after the date of the Order. The payments may include the cost of transporting the worker, his dependents and effects and an allowance not exceeding \$3 a day to cover meals and incidental expenses on the trip.

Mobilization Regulations. An amendment in the National Selective Service Mobilization Regulations (L.G. Jan., 1943, p. 153) was passed January 19 (P.C. 455) under the War Measures and National Resources Mobilization Acts. "Person employed in agriculture" has been re-defined and definitions of the terms "primary industry" and "year" have been added. The term "person employed in agriculture" now includes persons in agriculture on March 23, 1942 and persons in a primary industry such as lumbering, logging, forestry, fishing and trapping on that date whose immediate previous employment was in agriculture. It does not include persons in any of the above primary industries on December 1, 1942 unless such persons were employed outside agriculture under a permit from a National Selective Service Officer or were temporarily or seasonally employed outside agriculture for a period not exceeding 60 days in a year and at a time not interfering with agricultural production. A section added to the Regulations declares that notwithstanding the definition, no one ceases to be a "person employed in agriculture" by reason of employment in a primary industry.

Registration of Men. A second amendment in the National Selective Service Mobilization Regulations was passed January 26 (P.C. 740). It extends from February 1 to March 1 the date by which all men born between 1902 and 1923 who were unmarried on July 15, 1940 or are childless widowers or divorced or judicially separated persons and who have not received a notice to report for medical examination must register.

Director of Employment Service and Unemployment Insurance.—The Order in Council (P.C. 9466, L.G., 1942, p. 1435) placing the Director of Employment Service and Unemployment Insurance and the other officers and employees of the Unemployment Insurance Commission under the Director of National Selective Service has been revoked by an Order in Council of January 7 (P.C. 82) passed under the War Measures Act. The Order in Council (P.C. 7994) of September 4 (L.G., 1942, p. 1058) which placed the local offices and

staff of the Unemployment Insurance Commission at the disposal of the Minister of Labour to assist in the administration of the National Selective Service Regulations remains in effect.

Industrial Relations

Industrial Disputes Inquiry Commissions. The Minister of Labour has been authorized by an Order in Council of January 19 (P.C. 496) under the War Measures Act to appoint an Industrial Disputes Inquiry Commission to investigate "any situation which in his opinion appears to be detrimental to the most effective utilization of labour in the war effort", and has been given power to make its recommendations effective. Industrial Disputes Inquiry Commissions consisting of one to three members were first provided for in June, 1941, to deal with some of the greatly increased number of disputes coming under the Industrial Disputes Investigation Act as a result of its extension to war industries. Their functions were later extended to examining allegations of discrimination against workers for union activity and of coercion of workers to join unions. (L.G., 1941, pp. 613, 797, 1210).

Advisory Committees

Committee on Economic Policy. The Advisory Committee on Economic Policy appointed in September, 1939, has been reconstituted and its functions extended to include post-war planning by an Order in Council passed January 23 (P.C. 608) under the War Measures Act. The Committee, which is responsible to the President of the Privy Council, is headed by the Deputy Minister of Finance and includes representatives of various government departments and agencies concerned with economic policy. It is to act as a co-ordinator of government activities in the fields of economic and financial policy and post-war planning, and may itself conduct investigations and prepare reports and recommendations on post-war problems, or direct any department or agency to do so. It will co-operate with the Committee on Reconstruction, the Advisory Committee on Demobilization and Rehabilitation and other agencies in formulating measures to meet post-war problems. The Committee may appoint sub-committees and obtain information and assistance from any government department or agency.

The membership of this Committee and of the Committee on Reconstruction is given on page 168 of this issue.

Committee on Reconstruction. A second Order in Council of January 23 (P.C. 609) under the War Measures Act re-constitutes

the Committee on Reconstruction (L.G., 1941, p. 496) and directs it to co-operate with the above Committee in conducting studies of post-war problems. The composition of the Reconstruction Committee has not been altered except for the addition of a representative of the Advisory Committee on Economic Policy as an ex-Officio member. The staff of the original Committee will be retained under the supervision of the new Committee which has power to appoint additional staff. The new Committee will make recommendations regarding post-war problems and conduct such investigations as are decided on by the Committee on Economic Policy or by the President of the Privy Council to whom both Committees are responsible. It has power to appoint sub-committees and consult experts whose expenses, incurred in appearing before the Committee, will be paid.

Advisory Committee on the Public Service. An Advisory Committee to the Treasury Board to study personnel problems of the Public Service was appointed by an Order in Council passed January 23 (P.C. 2/584) under the War Measures Act. The Committee consists of officers of the Civil Service Commission, National Harbours Board and Department of Finance and is headed by Mr. H. J. Coon, Executive Assistant, Bank of Nova Scotia. It is to study certain problems

of compensation as well as any other problems of management and the future demobilization of wartime staffs which may be referred to it or which it desires to investigate.

Seamen

An Order in Council of January 13 (P.C. 14/275) authorized the payment of war bonuses to the officers and crew of Department of Fisheries vessels engaged in the Fisheries Protection Service. The bonuses are to be paid under the same conditions as those earlier authorized for seamen on Department of Transport vessels operating after June 1, 1942 in areas designated by the Minister of Transport as war zones (L.G., 1942, p. 1045).

Cost of Living Bonuses

The Quarterly Order of the National War Labour Board concerning adjustment of cost-of-living bonuses paid under the Wartime Wages Control Order (P.C. 5963, L.G., 1942, p. 778) was issued February 4. Since the cost-of-living index has not changed by a whole point since the last adjustment of bonuses under the Board's Order of August 4 (L.G., 1942, p. 904), no adjustment of bonuses may be made between February 15 and May 15 unless specially authorized by a War Labour Board on the application of employers or workers.

Provincial

Alberta Boilers Act

An amendment gazetted April 30 in the regulations prescribing fees for various classes of certificates issued under the Act (L.G., 1942, p. 584) fixes \$2 as the fee for renewals of temporary certificates.

Nova Scotia Coal Mines Regulation and Coal Mines Regulation (Wartime Emergency) Acts

The lack of a sufficient number of coal miners and mine examiners has led to the adoption of two Orders in Council gazetted January 27 authorizing the issue of temporary certificates.

The first, passed under the Coal Mines Regulation Act, empowers the Minister of Mines to grant temporary certificates of competency as mine examiners to holders of first-class certificates approved by the local Deputy Inspector of Mines. Temporary certificates will be valid until 60 days after the date of the next regular examinations for certificates. The Act stipulates that examinations must be held annually or oftener if the Minister so directs.

The second is under the Wartime Emergency Act which empowers the Governor in Council to make regulations concerning the qualifications and supervision of persons employed at the working face. It authorizes local boards of examiners, appointed under the Coal Mines Regulation Act, to issue temporary certificates of competency required under the Act to coal miners who hold certificates from other provinces comparable to the Nova Scotia ones and who are granted leave of absence for three months or longer from the Armed Forces to overcome the shortage of coal miners. Candidates for temporary certificates, on examination by local boards, must produce a certificate issued outside the province and furnish evidence of experience at a working face sufficient to qualify them for employment in Nova Scotia mines. The certificates are valid only during the period of leave from the Armed Services.

Quebec Minimum Wage Act

By-law B-1 which imposes a levy on employers to defray the cost of administering the Act (L.G., Jan., 1943, p. 154.), has been further amended by an order gazetted on January 30.

The By-law provides that the levy is payable for two periods, January to June and August to December inclusive. The levy for the first period is now payable on August 10 rather than July 10 of each year and that for the second period on February 10 rather than January 10.

Order 39, 1942, governing forest operations, was gazetted on January 9 and is effective from that date until January 1, 1944. It supersedes an earlier Order which has been in effect since May, 1941 (L.G., 1941, p. 556).

There has been some re-arrangement of the Order but no changes in the main provisions. It covers all work in forests including transporting timber and reforestation, but does not apply to the handling of wood in mill storage ponds or to work in forest colonies or township forest reserves. The rates for cutting, which apply to 26 days work, are \$37.50 for firewood and \$52 for pulpwood. Stream drivers must receive \$3 per day and sorters and dam-keepers \$52 for 26 days work. The rates for cooks, teamsters and tradesmen range from \$35 per month for cookees to \$80 for cooks in camps of 50 men or more. In all the above cases board and lodging must be provided. Piece rates are also set for cutting, and the maximum deduction permitted from the wages of piece-workers for board and lodging is 60 cents per day.

In the case of most of the above classes of workers, hours in excess of 60 per week must be paid on a proportional basis. Workers must be provided with tools and may not be charged with the cost of broken or worn tools.

Deductions from wages are not permitted except for cash advances, the price of goods bought (provided a price list is posted in a conspicuous place), and, in the case of piece-workers, the price of board.

Before an employee starts work, the employer must draw up a written contract in triplicate setting forth the conditions of the engagement including a fixed or determinable wage rate. A copy of this contract must be given to the worker immediately. On the departure of a worker, the employer must prepare in triplicate a settlement sheet showing debits and credits in detail. The worker must be given a copy of this sheet, and copies of both it and the engagement contract must then be forwarded to the Minimum Wage Commission. Employers governed by this Order are exempt from the provisions of By-law B-2 which requires the keeping of registers and By-law B-4 requiring wages to be paid in envelopes on which relevant information appears.

Order 25, relating to waste materials in Montreal Island and a 10-mile radius (L.G., 1939, p. 301) has been renewed until March 1, 1944, by an order gazetted on January 30.

Quebec Mining Act

A regulation gazetted on January 30 provides that all persons who supervise the operation or attend to the maintenance of stationary engines in mines must hold a certificate issued under the Stationary Enginemen Act.

Recent Legal Decisions Affecting Labour

Alberta Court Dismisses Appeal of Dominion Government Employee Against Judgment Denying Right to Sue for Damages Contrary to Alberta Workmen's Compensation Act

ON December 9, 1942, the Appellate Division of the Alberta Supreme Court unanimously upheld the judgment of Howson, J. (L.G., 1942, p. 648) that a Dominion Government employee injured through the negligence of an employer subject to the Alberta Workmen's Compensation Act is entitled to compensation under that Act and thereby loses his right to sue for damages.

The plaintiff, a railway mail clerk employed by the Dominion Government, had been injured in a train collision in Alberta for which the Canadian Pacific Railway Company was held responsible. He had received compensation through the Alberta Workmen's Compensation Board but had later instituted an action for damages from the company.

Section 24 (6) of the Alberta Workmen's Compensation Act stipulates that a workman who is entitled to compensation under the Act and who by virtue of section 24 (3) would have a right of action against some person other than his employer as a result of an accident, has no right to such action if the person is an employer in an industry within the scope of the Act. The plaintiff, however, claimed that the provincial Act was not applicable to him but that he was entitled to and had received compensation under the authority of the Dominion Government Employees' Compensation Act. This Act provides that employees of the Dominion Government shall be paid compensation for injury according to the scale fixed by the Workmen's Compensation Act of the province in which the accident occurs, the matter to be determined by the Workmen's Compensation Board of the province. The plaintiff contended further that the Crown in right of Canada was not an

employer within the meaning of the provincial Act and that any intervention in the case by the Alberta Workmen's Compensation Board was purely for administrative purposes.

The trial Judge had considered that the intention of the Dominion Act

appears to have been that the Crown as employer and the Crown's employees should be put in the same position as other employers and employees in whatever province of Canada an accident occurred for which compensation should be paid either by the Crown (Dominion) or by some other employer who, or whose employee, caused the accident.

The Appellate Court in dismissing the appeal quoted with approval this opinion of the purpose of the Dominion Act which it declared was designed to assimilate the rights of Dominion Government employees to those of employees of private employers under the respective provincial laws.

Mr. Justice Ford pointed out that "what is being dealt with is the civil rights in the province of the person injured." He considered that there was

no doubt that a province can by legislation, not of a "colourable" nature, . . . deny, in an action brought in the Courts of the province, the civil right to recover damages for injury caused by negligence to an employee of the Dominion Government who has the statutory right to recover compensation for an injury received. At least this is so in the absence of overriding legislation by the Parliament of Canada, as to the right to pass which I express no opinion.

He saw no constitutional impediment to provincial legislation treating the Dominion as an employer, although Dominion legislation was required to authorize the provinces to determine the liability of the Crown in the right of the Dominion and to pay the sum determined. The argument that the provincial Workmen's Compensation Act under which the province determines the liability of the Crown is in conflict with the Exchequer Court Act was rejected on the ground that the Government Employees' Compensation Act gave the province the right to determine the Crown's liability in compensation cases.

Mr. Justice Ford drew attention to another ground for granting the appeal. He pointed out that the Alberta Act gives the Workmen's Compensation Board exclusive jurisdiction to determine whether any person or group of persons is an employer and whether any employee is a workman within the meaning of the Act. The board had ruled that the persons in this case were employers and employees within the meaning of the Act, and in his opinion, "the jurisdiction of the board being exclusive is not open to question."

Chief Justice Harvey agreed with Mr. Justice Ford's conclusions. As he expressed it:—

There is no doubt that the common-law right for damages is a civil right within the province to which the legislative jurisdiction of the province extends, and it can of course be taken away by provincial legislation. It seems clear from the two subsections referred to that that right has been taken away in the circumstances of this case and a right of compensation substituted for it.

I can see no reason for questioning the legislation on any ground. It does not attempt to make the Dominion Government liable and whether it has submitted to the operation of the Act to make it come within the definition of "employer" under sec. 2 (h) is in my opinion of no importance. Nor do I think it is of any importance that there is a Dominion statute under which the plaintiff could or did receive compensation. It is in cases where he is entitled to, not where he receives, compensation under the Act that his right of action is abolished and the right to compensation substituted therefor.

Other members of the Court concurred. *Ching v. Canadian Pacific Railway Company* (1943) 1 Western Weekly Reports 93.

British Columbia Court Dismisses Employer's Appeal for Injunction to Restrain Board of Arbitration from Investigating Dispute over Union Recognition

The British Columbia Court of Appeal, dividing three to two, on November 20, 1942, dismissed the appeal of a lumber company against a lower Court's refusal to grant an injunction restraining a Board of Arbitration appointed under the British Columbia Industrial Conciliation and Arbitration Act from making an investigation (L.G., 1942, p. 1503). The Board had been appointed after the company refused the request of a committee of its shingle division employees for recognition of the local of the International Woodworkers of America to which the employees belonged and for a collective agreement governing working conditions. The company applied for the injunction on the ground that the dispute over whether the company should sign an agreement with a union was not a dispute within the meaning of the Act. The trial Judge held, however, that the question of union recognition was only one of the terms of the draft agreement which the company was rejecting as a whole and therefore the dispute was, in the words of the Act, a dispute "as to matters or things affecting or relating to work done or to be done . . . or as to the privileges, rights and duties of employers or employees . . ." This definition is similar to that in the Dominion Industrial Disputes Investigation Act.

The majority of the Appeal Court agreed with the trial Judge and held further that the definition of dispute in section 2 (1) of the Act was sufficiently comprehensive to cover the subject of disagreement between the company and its employees even though the subject was not enumerated in the specific headings (a) to (g) supplemental to the general definition which are not to be deemed as "limiting the general nature of the above definition." They were of the opinion that an employer's refusal to enter into a collective agreement was a matter affecting the employees' "privileges and rights". In Mr. Justice O'Halloran's words,

"Privileges and rights" of employees certainly include the right to form a union of their own, or to form or join themselves into an existing local union which may be a branch or part of an established larger union It is also the right and privilege of employees when so organized to negotiate and contract with their employer through the medium of their union.

Mr. Justice Sloan also took this view and considered that the sole question was whether or not the dispute between the company and its employees was a dispute within the meaning of the Act. He pointed out that other sections of the Act recognized that "it is the privilege and right of the employees to belong to a trade union" and that "it is lawful for an employer to enter into an agreement with such trade union with respect to the working conditions of such trade union employees."

Counsel for the appellant also contended that the union was a third party without interest in the subject matter of the dispute. Mr. Justice O'Halloran considered that since "the majority of the employees seek to have this union represent them as a party to the proposed agreement" as it was their right to do, and as the proposed agreement provides for a grievance committee of three members "actually then in the employ of the company", it followed "that the interest of the employees is the interest of the union. It is definitely not an uninterested third party".

The appellant argued further that the company could not sign an agreement with the particular union because section 5 of the Act authorizes employees to bargain collectively with their employer through their trade union officers only if the majority of the employees were organized into a union prior to December 7, 1938. The shingle mill employees were organized after this date. The trial Judge held that it was for the Board of Arbitration to determine whether under the Act an agreement could be made with the union. Mr. Justice Sloan agreed with the trial Judge on this point but Mr. Justice O'Halloran, with whom Mr. Justice Fisher concurred, was of

the opinion, following judgments of the Privy Council and of the Supreme Court of Canada, that the Board of Arbitration was not competent to determine judicially a question of its own jurisdiction.

On the other hand, Mr. Justice O'Halloran distinguished between "bargaining" and "contracting". The "bargaining", that is negotiating, had been conducted, not by the union but by the elected representatives of the majority of the employees affected.

One of the terms of bargaining advanced by those representatives is that the company shall enter into the contract with their union as fully representing their interests. The distinction between "bargaining" and "contracting" is substantive and not purely verbal The expression "conduct such bargaining" occurs twice in sec. 5. That shows clearly that "bargain" is there used in the sense of negotiation, and not in the sense of a contract. One may conduct a negotiation, but obviously one cannot conduct a contract. Read in the sense the context demands, there is nothing in sec. 5 which hinders the company from entering into a contract with a union. That is particularly so here, since the negotiations have been conducted, not by the union, but by the representatives of the majority of the company's employees.

Mr. Justice O'Halloran declared that the Act should be construed according to its "cause and necessity" and according to that which is "consonant to reason and good discretion".

The "cause and necessity" of the statute is the effecting and maintenance of industrial peace and good will It is "consonant to reason and good discretion" that employees should form themselves into unions, and that such unions should contract with employers on their behalf.

Dissenting, Chief Justice McDonald, with whom Mr. Justice McQuarrie agreed, warned against carrying the statute "further than the import of its language will justify" and was of the opinion that the rights and privileges referred to in the Act's definition of a dispute referred to "rights, privileges, wages and conditions of employment; but they do not refer to a right in the employees to force their employer to enter into a contract with some third party". As regards section 5, the Chief Justice pointed out that as originally enacted in 1937 the section permitted employees to bargain collectively through their elected representatives who might or might not be a union. The 1938 amendment, in his opinion, restricted this right and made it unlawful for employees to bargain through their union unless it existed prior to December 7, 1938.

Permission has been given to appeal this decision to the Supreme Court of Canada. Meanwhile the Board of Arbitration, with the employee representative dissenting, reported on December 11 that in their opinion the

employees had not produced sufficient reasons why the company should enter into an agreement with the union. *Bloedel, Stewart and Welch Limited v. Stuart et al* (1943) 1 Western Weekly Reports 128.

British Columbia Appeal Court Holds that Board of Inquiry under the Merchant Seamen Order not Bound to Follow Judicial Procedure

By a three to two decision, the British Columbia Court of Appeal on November 3, 1942, allowed the appeal of the Minister of National Defence for Naval Services against the order of a lower Court for the release of a Greek seaman who had been detained under authority of the Merchant Seamen Order, 1941. The Order was passed under the War Measures Act. It provides for inquiry by a board representing the Departments of Naval Services and Transport and the Immigration Branch into the conduct of any seaman who is likely to delay the sailing of any ship or who deserts or refuses to sail or carry out his regular duties. (L.G., 1941, p. 650; 1942, p. 307, 1045).

In January, 1942, the seaman in this case had been brought before a Board of Inquiry on a charge of desertion and was ordered detained for three months. When his case was reviewed by the Board, he was ordered detained for a further period of six months because he refused to sign on a ship. In *habeas corpus* proceedings, the trial Judge ordered his release on the ground that he was imprisoned without due process of law because the Board had improperly called him as a witness and by questioning made him incriminate himself as a deserter. The Judge did not rule on his second contention that he had not been allowed the full services of counsel.

The majority of the Appeal Court in setting aside the order releasing the seaman held that a Board of Inquiry was not bound to observe the procedure of a criminal court because it was not a judicial but an administrative tribunal. Chief Justice McDonald declared:

... tribunals that are not Courts are not bound by the methods of Courts, but may adopt whatever methods are best suited to their functions.

The majority contended that the trial Judge had acted on the assumption that the Board's orders were in the nature of convictions for crimes whereas the Merchant Seamen Order, in their opinion, indicated that a Board of Inquiry's function is not to punish but to compel. Therefore, the fact that the seaman had committed the crime of desertion was irrelevant except insofar as his desertion was

detrimental to the war effort. In the words of Chief Justice McDonald:

... the board is authorized to coerce a deserting seaman, not because of his criminal or civil liability, but because it is *expedient* in the public interest. That is, the board is not designed to punish, and is not a criminal tribunal; its purpose is to enforce a species of conscription. ... So the board can make orders that have no relation whatever to legal liability. Such orders can only be based on policy and expediency.

The fact that the Board's members were government officials selected not for their legal knowledge but for their ability to deal with matters of national expediency was further evidence of its non-judicial nature.

Further, Chief Justice McDonald pointed out that the Board was authorized by the Merchant Seamen Order to interrogate a seaman to determine his willingness to sail on a ship, and there was nothing to show that it could not interrogate him on other points. The fact that the Board was given the powers of a commissioner under the Inquiries Act did not imply that it could not obtain evidence by other means than were authorized by that Act. Moreover, he declared that the right to representation by counsel is not an inherent right in all judicial tribunals and is only a legal right in tribunals resembling the ordinary Courts of Law.

In dissenting, Justices O'Halloran and Fisher held that the first detention order was invalid because the Board did not prove that the seaman was a deserter, and had no right in a case that was criminal in essence to interrogate the seaman and act on his incriminating answers; and the second order was invalid because the Board's jurisdiction to review depended on the first order being valid. They regarded the Board's hearing as a trial and upheld the right of a person charged with an offence against the State to have a case made out against him before being called upon to answer, whether he was before a criminal court or any other form of tribunal. Mr. Justice O'Halloran also contended that the second order of the Board was invalid because it was issued for "refusing to sign on a ship", an offence not mentioned in the Merchant Seamen Order and therefore outside the Board's jurisdiction. The Order listed "refusing to sail on his ship" as an offence but the seaman could not be charged with that as his ship had sailed before either hearing took place. Moreover, the Board, in finding the respondent guilty of refusing to sign, ignored his plea that he was physically unable to stand a long voyage due to rheumatism, and merely ordered that he be medically examined while undergoing detention and that a report be submitted for the Board's consideration.

The argument that the Board's actions were justified by State necessity was rejected by Mr. Justice O'Halloran in these words:

... until it is found necessary in time of war to displace the civil power by martial law, imprisonment or detention without due process of law is an anachronism. The establishment of boards without judicial personnel but with powers of detention and imprisonment must render it very difficult to prevent the gradual substitution of totalitarian negation of law for the rule of law.

Rex and Minister of National Defence for Naval Services v. Pantelidis (1943) 1 Western Weekly Reports 58.

Civic Early Closing By-law Declared Invalid by Ontario Court

Holding that where a municipal by-law interferes with business rights the Act authorizing the by-law should be strictly complied with and that this had not been done in the case before him, Mr. Justice Fisher in the Ontario High Court of Justice allowed with costs a motion for an order that an early closing by-law of the City of St. Thomas be quashed. The by-law which purported to be passed under the Ontario Factory, Shop and Office Building Act, applied to "all shops where groceries, meats, provisions, fruits, vegetables and other perishable household foods are exposed or offered for sale by retail". It was adopted on the petition of "retail vendors of groceries, meats, fruits, vegetables and other perishable household supplies and foods".

Section 82 of the Act provides, first, that a municipal council may make by-laws regarding the closing of "any class or classes of shops within the municipality" and, second, that if an application is presented to a council for the "passing of a by-law requiring the closing of any class of shops" and the council is satisfied that it is signed by at least three-fourths of the occupiers of the shops to which it relates, the council must pass a by-law requiring all shops "belonging to the class specified in the application" to be closed at the times and hours specified. The Court held that the by-law in question did not conform to the requirements of the Act since it affected shops of several distinct classes and was not based on a petition signed by only one class. *Cassis v. City of St. Thomas* (1942) Ontario Weekly Notes 643.

Montreal Court of Sessions Holds that Striking Workers Have Broken Contract of Employment

Ruling that employees who individually or collectively cease work without their employers' consent have automatically broken

their contract of employment, Mr. Justice Guerin in the Montreal Court of Sessions of the Peace on December 23, 1942, dismissed charges under Section 502A of the Criminal Code against the Banque Canadienne Nationale which was accused of discharging three employees for the sole reason that they belonged to a trade union and of using intimidation to prevent employees joining or continuing as members of a trade union.

The case arose when employees of the bank who were members of the Office and Professional Workers' Organizing Committee struck to secure recognition of their union and an increase in salaries (L. G., 1942, p. 672). Protesting against the management's refusal to discuss the workers' grievances, a number of the employees ceased work on April 30, 1942, but the majority returned when the employers posted notices inviting them back. Later, notices were posted in the bank branches announcing that those who had not returned to work were no longer employees of the bank and would be replaced. The plaintiffs were in this second group.

Mr. Justice Guerin, in dismissing the charges, declared that the bank did not discharge the plaintiffs nor refuse to employ them. He pointed out that the case was governed by the provisions of the Civil Code of Quebec relating to contracts of employment in the absence of any special law applicable to the plaintiffs modifying the general law. The Industrial Disputes Investigation Act specifically states that striking employees do not cease to be employees within the meaning of the Act, but the plaintiffs were not within the scope of that Act. After citing numerous authorities, the Judge held that under the Civil Code of Quebec the employees had broken their contracts of employment by ceasing work without the consent of their employer and refusing to return at his invitation. The case was not altered by the fact that many ceased work in obedience to union leaders, nor in his opinion, in which he followed Planiol and Riepert's Civil Law, is there any difference, as regards breach of contract between a collective cessation of work and cessation by an individual. He was also of the opinion that the act of striking implies a desire to break the contract of employment since the object of a strike is to alter the conditions of work and secure a better contract of employment. Finally, he considered that if employees have the right to strike, employers have the right to continue their business, and that implies the right to hire new employees to replace the strikers.

The second charge that the bank managers had by intimidation and threats of dismissal

tried to prevent the plaintiffs from belonging to a trade union was dismissed on the ground of insufficient evidence. While the plaintiffs had been asked by their employers to sign a prescribed letter of resignation from the union, the fact that they continued their membership in the union with the knowledge of their employers indicated that they had not been intimidated and were not in fear of losing their jobs. He accepted the definition of intimidation as "putting a person in

fear in some way" but did not consider that the evidence proved that the alleged acts of intimidation had produced such a state of mind in the plaintiffs. He added,

Section 502A does not prohibit the employer from indicating his opinion of trade unions to his employees nor from advising them not to belong to a union.

Le Roi v. La Banque Canadienne Nationale, Court of Sessions of the Peace, Montreal, December 23, 1942.

National Conference on Labour Legislation in U.S.A.

THE ninth National Conference on Labour Legislation called by the U.S. Secretary of Labour met on November 17 and 18 and was attended by representatives of the Federal and State Departments of Labour and of organized labour.

In a message to the Conference, President Roosevelt declared that:—"the standards which have been built up over the years to protect our industrial workers against accidents, disease and fatigue have great importance in conserving the manpower of the war effort to-day. For if the industrial army is crippled by these enemies on the home front, the supplies going to our fighting forces will be curtailed. In this you are confronted with a challenge: How to carry out the intent of the laws that you in the State Labour Departments administer and that organized labour has struggled to secure, while making necessary adaptations to wartime conditions? How to arrange working hours so that the machines can operate round the clock while the human beings secure adequate rest? . . . The hard work that still lies ahead of you is work that is essential to the winning of the war and is also essential to the peace that we hope to make—a peace in which good living and working standards will be established for all peoples." The War Department also sent a message endorsing the maintenance of labour standards in wartime as an aid to production and expressing appreciation of efforts of the Labour Commissioners to adjust State laws when required by emergency conditions in war industries.

Labour Standards in Wartime

The Conference declared that its purpose was to consider labour standards in relation to the fullest utilization of manpower in war production and that its recommendations would be made with a view to accelerating and strengthening the war effort. Such causes of

waste as the alarmingly high accident rate, absenteeism caused by fatigue, illness and industrial diseases and labour turnover should be dealt with by a policy framed in accordance with its recommendations. In order to do away with conflicting orders issued by a number of authorities, the Conference recommended that all Federal labour policies should be decided by, or in co-operation with, the United States Department of Labor and that State Labour Departments should be promptly informed as to such policies.

War production could best be maintained at a high level by adherence to existing labour standards and their extension to groups not now covered, but, where investigation by the State Labour Department showed the existence of an emergency, specific standards might be temporarily modified in war industries. The Conference endorsed the procedure for temporary adjustments developed by the State Labour Departments, in co-operation with the U.S. Department of Labor, the Army, the Navy, and the Maritime Commission, as they had made it possible to meet emergency war needs while preserving basic standards. The States had used various methods in making such adjustments and no single method could be recommended as the best.

Wages and Hours of Labour

While recognizing the need for maximum production for war purposes, the Conference strongly opposed any change in the Fair Labour Standards Act which might destroy the principle of the basic 40-hour week with time and one-half for overtime. It was pointed out that where hours were too long, production decreased owing to impairment of the worker's health and efficiency. A resolution endorsing the 40-hour week as prescribed by the Fair Labour Standards Act declared that to lengthen the basic work-week would reduce workers' earnings in the face

of the rising cost of living, cut purchasing power to a bare subsistence level and thus injure morale and interfere with production.

Approval was given to the joint recommendation of the War, Navy, Commerce and Labour Departments, the Maritime and War Manpower Commissions, War Production Board and Public Health Service, calling for a maximum working day of eight hours, except where temporary increases were necessary to meet war emergencies, a weekly rest-day, and pauses for meals.

Minimum-wage regulation was considered by the Conference to be a vital part of the war production program, since full production could only be obtained from workers whose wages were adequate for health, decency and high morale. It was necessary to protect the worker's income against rising living costs during the war and a fall in wages afterwards. The Conference therefore urged the extension of the 40-cent minimum rate to all workers under the Fair Labour Standards Act as soon as possible and the fullest use of the Public Contracts Act to set minimum prevailing wage rates. States without power to regulate wages should take immediate steps towards enactment of State wage and hour legislation, similar to the Federal Act, establishment of a basic minimum for all low-paid workers, and provision for wage-fixing machinery. States having a minimum-wage law applying to women should consider extending it to men. It was also recommended that wage-rates be established for the job with equal pay for equal work and that this principle should be incorporated in all union contracts, questions as to what constitutes equal work being referred to joint labour-management committees and, where no agreement can be reached, to arbitration.

Safety and Health

For the prevention of industrial accidents, which were the greatest single cause of lost time and which were responsible for the loss of 251,000,000 man-days in 1941, the Conference recommended a number of measures, including: strengthening of State laws, especially where there is no provision for rule-making authority; adoption of labour codes, where these are lacking, to deal with the principal hazards; provision for stricter inspection and enforcement; co-ordination of plans of Federal and State agencies; and safety training programs for new workers, foremen, key men and union shop stewards, and training courses in supervision. To deal with the serious problem of finding sanitary houses for war workers, it was recommended that the appropriate Federal authorities should, as

speedily as possible, put in effect a program of low-cost housing in areas where there has been a concentration of war industries.

Workmen's Compensation

In regard to workmen's compensation, the Conference considered that complete coverage, an adequate scale of benefits and prompt and simple administration were even more necessary during the war than in peacetime. Each State should, therefore, raise benefits, extend coverage and provide compensation for industrial diseases where these were not already included. A resolution was adopted urging the Federal Government to take the necessary steps to enact Federal legislation to protect employees contracting occupational diseases in defence plants operated for the Government by private contractors in States where compensation was not provided under the State law.

The Conference also considered that provision should be made to prevent a higher cost of workmen's compensation due to the increasing employment of handicapped and older workers. This should not be done by permitting such workers to waive their compensation rights but by building up special funds such as second injury funds. The employer would then carry only the normal cost of an accident, additional expense of the second injury being borne by the special fund.

Private Employment Offices

Referring to labour contractors and fee-charging employment agencies, the Conference condemned certain wasteful practices which seriously interfered with the orderly recruitment of labour for war industries and agriculture and recommended that they should be outlawed. These practices included spreading of false information, charging exorbitant fees, stimulating artificial labour turnover and encouraging unnecessary travel.

It was noted that although the States had done much to prevent abuses within their own borders, many employment agency placements were across State lines and the problem had become a national one. It was urged that the Bill, now before Congress, requiring Federal registration of employment agencies for industrial and agricultural labour operating across State lines, should be enacted.

Employment of Children and Young Persons

Principles which it considered should govern employment of young persons in industry and agriculture in wartime were laid down by the Conference and were summarized in the LABOUR

GAZETTE for January on page 8. These included prohibition of employment of children under 14 years of age as part of a hired labour force, of children under 16 in manufacturing or mining and of minors under 18 in hazardous occupations, guidance of young persons into occupations suited to their age and capacity, and recruitment of men over draft age and of women before young persons under 18 are recruited. In addition, the independent contractor or "little merchant" system, used in distributing newspapers, magazines and circulars, was condemned and the bringing of these groups under child labour laws was strongly advocated.

Home Work

The Conference reaffirmed the stand taken at its previous session in urging the abolition of home-work owing to the difficulty of enforcing labour standards in such work and coping with low wages, long hours, child labour and bad working conditions. The Administrator of the Wage-and-Hour and Public Contracts Divisions was commended for virtual prohibition of home-work in five important home-work industries and it was recommended that similar action be taken in the case of embroideries, handkerchiefs and other home-work industries and that a strong enforcement program be undertaken at once. It was also recommended that action be taken

by the States to control home-work in intra-State industries and industries not covered by Federal orders.

RESOLUTIONS

Resolutions of the Conference urged:— Centralized supervision of vocational training facilities and State regulation of privately-operated trade schools; special measures for maternity care of working women and day care of young children whose mothers are employed. Other resolutions directed attention to the unsatisfactory hours schedules prevailing in certain Government establishments notwithstanding the announced Federal policy on working hours; endorsed State health insurance; demanded adequate labour representation on Government bodies whose decisions affect the living and employment conditions of workers; encouraged the U.S. Department of Labour to proceed with plans providing an advisory service to industry and labour, in co-operation with State Labour Departments, for the improvement of working conditions in war industries.

The Conference recommended appointment of a committee to study and report to the delegates upon the American Arbitration Association's Standard Bill for arbitration of labour disputes and upon the Bill for emergency powers of Governors, distributed by the Council of State Governments.

Hazards to Young Workers from Radioactive Substances

As a result of an investigation by the Children's Bureau of the United States Department of Labour into the hazards to young workers in occupations involving exposure to radioactive substances, the Acting Chief of the Children's Bureau issued a Hazardous-Occupation Order effective on May 1, 1942, under the Fair Labour Standards Act prohibiting the employment of young persons under 18 in workrooms where self-luminous compounds containing radioactive substances are manufactured, handled or used, or where incandescent mantles made with solutions containing thorium salts are manufactured, processed or packaged.

The investigation was confined to the self-luminous dial painting industry, which has expanded considerably during the war, and the incandescent mantle industry. Over 40 per cent of the workers in typical plants of these industries were under 21. The findings of the investigators have been published as Report No. 6 of the Children's Bureau series entitled *Occupational Hazards to Young Workers*.

The report describes the processes where radioactive materials are used in the indus-

tries under study, and indicates the hazards in each process and the safety measures taken by various plants to minimize them. The harmful effects of exposure to radioactive substances are discussed, and particular attention is drawn to the effect of radium deposits on the growing ends of bones in young persons. The fact that symptoms of radium poisoning often do not appear until years after exposure renders it difficult to trace cases to particular occupations and to evaluate the effectiveness of preventive measures. As yet only twelve States pay workmen's compensation for injury from radioactive substances.

The investigators concluded that in spite of the great improvements in safe practices since the early days of the dial-painting industry there was still some risk in the industry, particularly to young workers who are less likely to be neat, careful and pay attention to personal hygiene. They were also of the opinion that the incandescent mantle industry was hazardous to young persons because reported measurements of radioactive gas in the air of a typical plant showed concentrations of radioactive gas many times as great as the maximum safety limit recommended by authorities on the subject.

Prices and Price Control

Price Control in Canada During January, 1943

Rationing and Allocation—Consumer Credit—Restrictions on Sale and Manufacture—Conservation Through Standardization and Elimination—Standards Section—Price Orders

THE success of the price reduction program introduced during December was shown by a drop of 1.7 points in the cost of living index between December 1 and January 2, the entire reduction being due to lower food prices. During January, the butter ration was reduced for the period January 18 to February 28. Consumer credit regulations were extended to cover certain additional commodities and terms regarding down payments and periods of credit were revised. Restrictions were placed on the distribution and sale of fertilizer, on the use of oils and fats in manufactured products and on the sale of office machinery. Use of metal was prohibited in 90 additional articles and measures to conserve metal and economize in production were introduced regarding electrical apparatus and equipment, heating and plumbing equipment, office equipment and luggage. Most important orders regulating prices concerned a number of simplified products, dried fruits and several varieties of fish, fuelwood and used steel drums and barrels.

Rationing and Allocation

Butter.—A change was made in the butter ration in January, reducing the effective ration from $\frac{1}{2}$ pound to $\frac{3}{4}$ pound per person per week for the six-weeks period, January 18-February 28. In the announcement, on January 20, it was explained that overall short supply and unusually severe winter weather, which has hampered the distribution of butter, made it necessary to reduce the ration. Prior to making this reduction the Board took measures to facilitate the distribution of butter stocks by cancelling all contracts for future delivery and by making shipments in car-lots from the Prairie Provinces (an area of surplus production) subject to a permit from the Foods Administrator, issued through the regional offices.

The method of reducing the ration has been to make four coupons cover the period formerly covered by six. Expiry dates on all four were extended to February 28 and consumers are themselves responsible for stretching the

butter allowance evenly over that period. Use of coupon No. 9, which becomes valid on March 1 and expires on March 14, will overlap with the first coupon in the new ration book. (Board Order No. 228, January 12, effective January 20, amending 220).

Corn Syrup.—Since the advent of sugar rationing, both the household and industrial consumption of corn syrup has expanded and, although the production of corn syrup had increased, shortages developed. In order to release extra supplies for household use, an order of the Sugar Administrator prohibited the use of corn syrup in the commercial manufacture of any product in Canada. (Glucose, a commercial corn syrup, provides a substitute for industrial use.) (A-570, Jan. 23, effective Jan. 28.) For similar reasons it was necessary last July to limit the industrial use of honey.

Beef Supplies.—Orders were issued by the Foods Administrator on Jan. 12 to all inspected abattoirs in Canada that the weekly requirements of the armed forces for beef supplies were to be met each week before making any sales to the public. It is expected that these orders will remain in effect for an indefinite period.

(It has been recently announced by the Defence Council that reductions have been made in the amounts of certain foods allowed to the Canadian Armed Forces in Canada. Rations of beef, pork, fish, butter, coffee, and tea have been reduced 25 per cent and sugar $12\frac{1}{2}$ per cent. This will bring navy, army and air force rations more nearly into line with the civilian scale.)

Ships' Stores.—A detailed procedure has been laid down for the purchase of ships' stores for ocean-going vessels. An inventory of goods on board at arrival and an indent for stores required must be delivered to the Administrator of Ships' Stores who has the power to reduce the quantities specified on the indent. Indents are to be approved and given a control number by the Administrator, and the number is to appear on subsequent purchase orders and invoices before the goods are supplied or bills paid. The Administrator

was also given power to fix a special price or markup on goods sold for ships' stores in order to ensure the supply of necessary stores in cases where the goods are not available on the local civilian market and to avoid subsidizing goods sold for ships' stores. (B-226, Jan. 12, revoking B-191).

Office Machinery.—Under a new system of allocation all sales and deliveries of office machinery have been made subject to written permit from the Director of Office and Accounting Machines. The order covers all transactions in office machinery, including transfers for trial, loan, rental, demonstration, or other use. Imports, from the United States, of office machinery in complete state, the only exemption under the order, come under the control of the Priorities Officer. Under the previous system, established last June, sales were allowed on a priority basis, preference being given first to the armed services and Dominion Government departments, secondly, to industries on war production and thirdly, to transportation companies, newspapers, food industries and other essential users. (A-546, Jan. 6, replacing A-195).

Consumer Credit

A new Consumer Credit Order has been issued, consolidating and revising previous orders and with few exceptions, extending control over all forms of credit sales. Repairs and replacements were covered by the regulations for the first time. The scope of the order was extended to include credit sales of food, fuel and drugs. Such sales are customarily made on charge accounts and previously had been specifically exempted. Fuel when purchased on written agreement is still exempt.

Other amendments will tend to curb further retail sales on credit. The period of credit on charge accounts has been reduced from the end of the month following the month of purchase with 10 days of grace, to the 25th day of the month following the month of purchase with no days of grace permitted. Stricter conditions have been imposed for the re-establishment of defaulted charge accounts—6 instead of 12 equal monthly instalments with a minimum instalment of \$5.00.

The down payment on all goods has been standardized at 33½ per cent. The effect of this is to tighten the terms on which furniture and pianos may be purchased and to relax the terms applying to farm machinery (the sale of which is subject to other control) and to automobiles. The maximum period of credit under instalment plans for clothing is still 6 months. On other goods, except farm machinery, it has been reduced from 12 to 10 months for any deferred balance under \$500

and from 18 to 15 months where the sum financed is \$500 or more. New regulations have been added relating to advertising, lay-away plans, goods delivered on approval, loans for purchase of goods and selective dating on sales contracts. (Board Order No. 225, Jan. 12, effective Feb. 1, replacing Nos. 75, 87 and 161).

Restrictions on Sale and Manufacture

Fertilizers.—With a view to conserving nitrogen fertilizers for essential food production, sales of *flue-cured tobacco fertilizers* to growers in the Norfolk tobacco zone of Ontario (the counties of Norfolk, Oxford, Elgin and Brant) have been generally limited to 1942 levels. Manufacturers and dealers are not allowed to take on new customers for this fertilizer or sell to old customers more than they sold them in 1942, unless a permit has been obtained from the Administrator of Fertilizers and Pesticides. (A-548, Jan. 5).

The distribution of *fertilizers in Eastern Canada* has been zoned in order to eliminate the cross-haulage of a large amount of fertilizer. Eastern Canada is divided into 16 selling zones, and the zones in which each specified fertilizer manufacturer may sell are designated. Manufacturers may however sell in other than their designated zones provided they charge the regular list price without any reductions by way of discount, etc. (A-549, Jan. 5).

Oils and Fats.—Maximum production quotas have been fixed for a large number of manufactured commodities using *oils and fats* as a principle ingredient. The new order consolidates previous orders and directives issued by the Administrator and parallel action taken by the War Production Board in the United States. The products covered are: shortening; other edible products such as mayonnaise, cooking oil, etc.; soap; paints, varnishes, lacquers and all other protective coatings; linoleum, oilcloth and other coated fabrics; and printing inks.

Production is controlled by limiting the use and consumption of oils and fats, in the manufacture (for civilian use) of the products covered. For each, a quota is specified, based on a quarterly average consumption during 1940 and 1941; except in the case of shortening and other edible products where the quota (80 per cent) is based on 1941 usage. (A-578, Jan. 30, revoking A-319).

Soap.—The production of soap, because of its relation to the production of glycerine, was given a quota of 100 per cent. The Oils and Fats Administrator recently specified the percentage of glycerol content, of soap lyes obtained during the manufacture of boiled settled soap, which is to be recovered as crude

glycerine. The maximum residual glycerine content allowed in finished boiled settled soap and miscellaneous soaps was also specified. (A-571, Jan. 23).

Paper.—The Administrator of Book and Writing Papers has been given power to control and establish conditions under which a wide range of *book, writing and specialty papers* may be manufactured in Canada. The terms of the order covered virtually all types of paper outside of the newsprint field, except kraft wrapping paper and paperboard. (Board Order No. 227, Jan. 21).

Rubber.—The order restricting production of *rubber tire reliners and patches* during 1942 to the number made in 1941, has been extended on the same basis to production in 1943 and subsequent years. (A-542, Jan. 4, amending A-191).

Cables and Transformers.—The manufacture or assembly of any *flexible metal covered cable* of the type known as "B X Cable" has been prohibited except with the Administrator's permission or for incorporation into articles ordered by D.M. and S. or its agencies, or by any of the Departments of National Defence. In this case, the purpose of the restriction, which is in line with a recent U.S. order, is to prohibit manufacture for civilian use as proper wiring facilities are available through other means. (A-552, Jan. 12, effective Feb. 11). In order to conserve steel and copper, the manufacture for stock of *distribution transformers* of the type covered by a previous order (A-434) has been made conditional upon the written permission of the Administrator. This covers the smaller transformers of distribution type commonly used in municipal systems and for rural services. (A-577, Jan. 30, amending A-434).

Conservation Through Standardization and Elimination

Metal Products.—The Co-ordinator of Metals has prohibited, from time to time, the use of any metal, other than silver or gold, in the manufacture of a large number of articles which were formerly made partly or entirely of metal. The only metal now allowed in these goods is that which is necessary for fittings, joining hardware, or reinforcing strips or struts. The list includes goods for ornamental purposes, many household articles, amusement park and sports equipment, gardening equipment and a number of articles of commercial and office equipment. The use of copper has been prohibited in an additional list of goods. In the new order 90 articles were added to the list of those in which no metal may be used, bringing the total to over 500 articles.

The new items added include amusement park devices, bicycle parking racks, linoleum binding, cash registers, except maintenance and repairs, desk equipment, decorative iron products, and flour shakers and sifters for household use. (A-579, Jan. 30, replacing A-224 and A-367).

Electrical Apparatus and Equipment.—The manufacture of small *electrical generators*, motors and control equipment and of generators, switchgear, circuit breakers and other electrical devices has been standardized, with certain types eliminated, and has been confined to D. M. and S. orders and to other orders for which permission is granted. The orders were designed to save steel and copper, electrical energy and labour in the manufacture of such equipment. In the order relating to small electrical generators, motors and control equipment, a standard motor has been designated. Previously, other types had brought about poor load factors, and in some cases, a bad power factor—either necessitating the installation of power factor corrective equipment or the generation of more power at the source. Several odd ratings have been eliminated as uneconomical to manufacture. (A-569, Jan. 22). Similar considerations of standardization, economy and elimination of unnecessary use of metal were applied to the equipment—switchgear, circuit breakers, etc., covered by the other order. (A-568, Jan. 22).

Heating and Plumbing Equipment.—To conserve steel, certain small sizes of low pressure welded *steel boilers* used for steam and hot water heating have been eliminated. These may be replaced by boilers constructed of materials less urgently needed for the war program. In order to prevent the tying up of metal in dormant stocks, the order provides that no one may manufacture a boiler until he has disposed of the supply of boilers of the same type and heating capacity which he owned or controlled on Jan. 19. (A-560, Jan. 15).

Manufacture of *screw feed coal stokers* in Canada will be reduced by more than 50 per cent as the result of an order which prohibits the manufacture of stokers with capacities of less than 50 lbs. per hour (the kind used in residences and small buildings). Sizes and specifications allowed are listed in the order and maximum prices are set for each size. Through the co-operation of stoker manufacturers a generally standardized model of stoker is to be made and parts will be interchangeable. (A-562, Jan. 15).

Standardization has also been designed in the case of *unit heaters*. Only those unit heaters, outlets and attachments listed as standard in the manufacturer's latest cata-

logue may be manufactured. Certain prohibitions and specifications as to capacities and motors are contained in the Order. (A-574, Jan. 23).

The manufacture of brass and bronze screwed *pipe fittings*, not already in the process of manufacture is restricted to specified types and sizes. (A-541, Jan. 4). Application of protective coatings of oil and tar is prohibited in the manufacture of cast iron *soil pipe and fittings*. Several additional sizes of fittings may now be manufactured but cast iron soil pipe may no longer be used for sewer connection in any houses in view of the strict conservation measures introduced by a recent order of the Controller of Construction. (A-572, Jan. 23, amending A-125).

Office Equipment.—Further specifications have been added for the standardization and simplification of new *office furniture and equipment* for the use of departments of the Canadian Government and agencies. Complete specifications are given covering materials, size and finishes of all types of office furniture. (A-559, Jan. 13, replacing A-189). The colours in which typewriter ribbons may be manufactured have been restricted and manufacturers are prohibited from acquiring metal box containers for packaging ribbons. (A-544, Jan. 6). The colours for typewriter and for pencil or pen *carbon papers* have also been specified and restrictions placed on packaging and wrapping. Manufacturers may not make brands not manufactured or sold during 1942. (A-573, Jan. 23).

Wallpaper.—Manufacturers of *wallpaper* must reduce the number of styles to 80 per cent of those they manufactured in 1942, and new styles cannot be added. There is no restriction on the quantity which may be manufactured. (A-565, Jan. 18).

Curtains.—The manufacture and sale of window *curtains* have been restricted to three types by an order designed to effect savings in basic materials, sewing thread and cotton yarns. (A-543, Jan. 4).

Luggage.—A further curtailment has been imposed on the number of designs of *luggage* which may be made in each of the 19 types of luggage and small leather goods allowed. The order will permit economies in the use of leather, lumber and textiles through a limitation of production to not more than 137 styles per manufacturer as compared with a peace-time production of approximately 450. Restrictions were placed on the use of leather binding and locks and catches. (A-566, Jan. 18, replacing A-135).

Apparel.—Further restrictions have been placed on the manufacture of *athletic foot-*

wear, in addition to the general ones regarding leather footwear, for the purposes of conserving sole leather and metal parts. The limitations specified apply to colours, patterns, linings, uppers, soles, heels, slugging and shanks. (A-580, Jan. 30). Manufacturers of leather and cotton fabric *gloves and mitts* are required to cut their style range by one-third from the 1942 range. The order gives certain specifications regarding styles and details the shades of leather which may be used. The use of zippers, elastic webbing, metal fasteners and domes has been prohibited. (A-557, Jan. 12).

Clothing.—Styles of outer *wool clothing* for men, youths and boys are frozen to 1942 model specifications and the manufacture of formal or dress suits, coats and vests is prohibited. (A-539, Jan. 2, amending A-207). Specifications as to measurement and style have been applied to the manufacture of all *boys' suits* made from American tweed imported by the Canadian Wool Board Limited. Since these suits will be different from ones previously manufactured, each is to be labelled as "boy's special wartime suit" and they are to be designated as such on invoices. The maximum prices for manufacturers, exclusive of sales tax, and maximum retailers' prices in Eastern and in Western Canada, have been specified. (A-582, Jan. 30).

When it was determined that garments made of pieces of fur are rendered unserviceable unless reinforced to the bottom, the regulations governing the manufacture of *fur garments* were amended to allow the use of silesia below the hipline in lining pieced garments. (A-554, Jan. 12, amending A-180).

Patterns for any garments whose design conflicts with regulations regarding wearing apparel, will not be available after April 1—the patterns of eliminated garments must be recalled or, where only one of the versions has been eliminated or in catalogues, etc., they must be marked as not available. Manufacturers may not sell or distribute patterns for garments the measurements of which exceed any prescribed maximum measurement by more than 5 per cent, exclusive of seams. (A-556, Jan. 12).

Miscellaneous.—Tumblers may no longer be manufactured for the commercial *packing* of certain *food products*—jam, marmalades, pickles, etc., but only for household use. Glass jars of the 9 oz. size are available for commercial use to replace the tumblers. The use of glass for packing cream cheese sandwich spread has been eliminated. (A-567, Jan. 22, amending A-441).

The amount of strychnine used in *gopher poisons* has been standardized in order to get

maximum results without waste. The size of containers has also been standardized to a 12 oz. weight. This will facilitate the present transfer from metal to glass containers and the obtainment of sufficient supplies of bottles. (A-563, Jan. 16).

Standards Section

During the month announcement was made of the formation of a Standards Section under the supervision of the Supply Division. The new section has been established (i) to enable the Board to investigate possible deterioration in quality, mainly of consumer goods currently being offered to the public and (ii) to provide the Board with yardsticks for fixing the maximum prices for the many new and modified products made necessary by wartime shortages.

Price Orders

The price orders during the month were of a miscellaneous character arising from a number of causes and dealing with widely different products. Two already mentioned, setting maximum prices for screw feed coal stokers and for special wartime suits for boys, dealt with goods which were modified or standardized by the order.

Wire.—The manufacture of *barbed wire* was simplified last June and a recent order set the maximum price at which manufacturers and wholesalers may sell to retailers barbed wire manufactured after June 30, 1942. Retailers are to price their wire by using their basic period markups which must not exceed 25 per cent of selling price. (A-575, Jan. 23).

Fish.—A number of varieties of *fish*, exempt from the price ceiling on all sales, were brought under a measure of price control by an order limiting the markups of wholesalers and retailers. The order applies to certain varieties of fresh, frozen, cured and canned fish, including lobsters, codfish, herring, haddock, etc., fresh water fish, and shell fish. Transportation charges and the markup (per cent of cost) customarily obtained in the basic period are to be added to the price paid the primary producer or processor, but this markup must not exceed the maximum markup specified in the order. (A-564, Jan. 18).

Fruit.—For purposes of levelling prices of *dried fruit* brought into Canada by arrangement with Commodity Prices Stabilization Corporation an order has been passed setting out brokers', wholesalers' and retailers' charges and markups. This will result in more uniform selling prices across Canada for dried raisins, currants, prunes, apricots and peaches. (A-553, Jan. 8).

Butter.—A minor amendment was made in the order regarding banana prices, removing the limit on retailers' markups, but reaffirming the uniform ceiling established. (Board Order No. 224, Jan. 12, amending No. 218). To take care of freight differentials between *butter* shipped to British Columbia and that shipped to Eastern Canada from the Prairie Provinces, the Board has increased by $\frac{1}{2}$ cent per lb. the maximum price which manufacturers may charge on sales to wholesalers and other manufacturers in Manitoba and Alberta. The order also established specific maximum prices on sales to wholesalers of butter lower than third grade. (Board Order No. 230, Jan. 23, amending No. 221).

Cheese.—Because of cost increases, the maximum price on *cheese boxes*, f.o.b. cheese factory, has been increased from 35 to 40 cents per box. This adjustment will in no way affect the domestic price of cheese (A-576, Jan. 23, revoking A-146).

Silver.—The maximum price has been specified for primary producers of silver selling *fine silver* in bar or ingot form for use or consumption anywhere in Canada. (A-588, Jan. 27).

Containers.—To assist wholesalers of fish in obtaining a sufficient supply of *fish boxes* for deliveries to the retail trade, it has been provided that wholesalers may charge a deposit of 25 cents for each box used in delivering fish to retailers, except by common carrier. This deposit is to be refunded on all boxes returned in good condition. (A-550, Jan. 12)

Steel Drums and Barrels.—A former order on *used steel drums and barrels* required their resale through authorized dealers appointed under the order. The facilities of these dealers proved inadequate and the order has been amended to allow those normally buying direct to do so and also any other essential users who have obtained permission from the Administrator of Used Goods. The maximum price schedule has been revised and extended to cover used cans and pails. To keep steel drums in use, persons are required to return or sell steel drums within 30 days after removing the material they contained. (A-561, Jan. 15, replacing A-269).

Fuelwood.—Field investigations were made in British Columbia in connection with the fuelwood situation. Since a serious shortage existed in the towns visited and it was found impossible to secure definite information respecting basic period prices, it was decided to set price schedules based on costs of production as the best means of encouraging production. Order No. 62, issued Jan. 19 applies to several towns in the interior and Order No. 63 sets ceiling prices for bushwood in the Vancouver

area and Lower Fraser Valley. Allowance was not made for delivery in Vancouver. Arrangements were made to pay a \$1.50 per cord subsidy to take care of this cost item.

Readjustment of price schedules for fuelwood in Eastern Canada to encourage greater production, was extended to the Western and South Shore counties in the Province of Quebec. The new order, which replaced several previously covering this area contained price schedules for seasoned fuelwood on a delivered basis only, roadside prices no longer being specified. (F-60, Jan. 7, replacing A-258, A-259,

A-260, A-261 and A-262 and amendments to them, F-31, F-32, F-38 and F-39 which add certain municipalities).

An order applying to several Northern Ontario districts revised and separated the schedules applying to the Districts of Parry Sound, Algoma, Manitoulin, Nipissing and Sudbury and to the chief municipalities in these districts. Maximum prices were also set for seasoned fuelwood in the Cochrane area, and in the Kirkland Lake and Timmins areas. (F-64, Jan. 29, replacing A-107, as amended by A-187 and A-291).

Prices, Retail and Wholesale, in Canada, January, 1943

Cost of Living, Prices of Staple Articles and Index Numbers

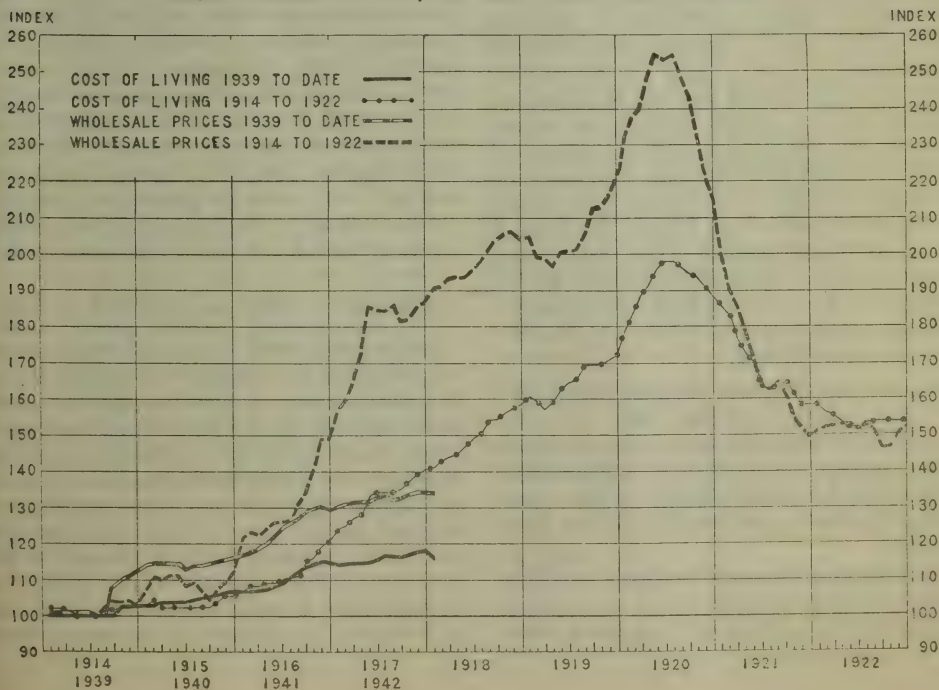
THE Dominion Bureau of Statistics index number of the cost of living in Canada on the base of average prices during the period 1935 to 1939 as 100 declined 1.7 points during the month to 117.1 at the beginning of January from 118.8 at the beginning of December, 1942. The decline was due entirely to a fall in the index of the food group, all other group indexes being unchanged with the exception of miscellaneous which was slightly higher. A reduction of two cents per quart in the price of milk to the consumers was the most important factor in the movement of the index

but prices were lower also for eggs, butter, tea, coffee and oranges. Moderate increases were recorded in the prices of beef, potatoes, onions, lard and lemons. The slight advance in the miscellaneous group was due to advances in hospital rates.

The advance in the index during the war period until the beginning of the current year was 16.2 per cent compared with an increase of 40.4 per cent for the equal period during the last war. Following the decline in the index during the month under review the percentage increase since the introduction of price control

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1942

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



was less than one fifteenth of that recorded between October, 1916, and January, 1918, the comparable period during the last war.

Foods advanced 28·2 per cent between August, 1939, and January, 1943: clothing 20·1 per cent; home furnishings and services 16·7 per cent; fuel and light 13·9 per cent; rent 7·2 per cent; and the miscellaneous group, 6·1 per cent.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (LABOUR GAZETTE, 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the LABOUR GAZETTE the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, dairy butter, farm-made cheese, honey, maple syrup and fish, but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$450 and \$2,500 in 1938. The average expenditure was \$1,453.90, divided as follows: food (31·3 per cent), \$443; shelter (19·1 per cent), \$269.50; fuel and light (6·4 per cent), \$90.50; clothing (11·7 per cent), \$165.80; home furnishings (8·9 per cent), \$125.70; miscellaneous (22·6 per cent), \$319.40.

The last-named group includes health (4·3 per cent), \$60.80; personal care (1·7 per cent), \$23.90; transportation (5·6 per cent), \$79.30; recreation (5·8 per cent), \$32.10; life insurance (5·2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index exclu-

ding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May, 110·9; June, 112·7; July, 114·9; August, 117·7; September, 119·4; October, 120·1; November, 121·4; December, 120·6; January, 1942, 119·9; February, 120·3; March, 120·6; April, 120·6; May, 120·9; June, 121·8; July, 123·9; August, 123·5; September, 123·0; October, 123·7; November, 125·0; December, 125·2; January, 1943, 122·5.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Wholesale Prices

The Dominion Bureau of Statistics index number of wholesale prices on the base 1926 as 100, was slightly lower in January at 96·9 than in the preceding month. The only group to record a decline was the animals and their products group the decrease being somewhat less than one per cent. This decline was largely offset by minor advances in the vegetable products group, the iron and its products group, the non-metallic minerals group, and the chemicals and allied products group. The increase in wholesale prices as indicated by this index since the outbreak of war was 34 per cent compared with an advance of 86·8 per cent for the comparable period during the last war. The increase in consumers' goods between August, 1939, and January, 1943, was 32·9 per cent, while in producers' goods the increase was 35·8. The index of Canadian farm products rose 50 per cent in the same period.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of December of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from

month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers. The exceptions are milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the *LABOUR GAZETTE*. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the *LABOUR GAZETTE*.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C.8965 (*LABOUR GAZETTE*, 1941, page 1462), the price ceiling established by P.C. 8527 (*LABOUR GAZETTE*, 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C.5003 (*LABOUR GAZETTE*, 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the cities in the list on page 104. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect on January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Rupert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Retail prices of beef were somewhat higher at the beginning of January than one month earlier reflecting the advance authorized by the Wartime Prices and Trade Board in the prices of beef carcasses. Sirloin steak averaged 38·3 cents per pound compared with 38 cents at December 1 and 33·7 cents at January 1, 1942. Lamb averaged about three-quarters of a cent per pound higher than for December at 35·9 cents. The price in January, 1942, was 31·2 cents per pound. The prices of pork and bacon were little changed. The price of fresh eggs declined from an average of 56·3 cents per dozen at December 1 to 51·4 cents at the beginning of 1943. Production increased during December and surplus stocks were reported from some centres. Milk averaged 2 cents per quart lower at 10·1 cents, the reduction in the price to consumers effective December 16 being made under an order of the Wartime Prices and Trade Board. The stocks of creamery butter in cold storage at January 1 were about one-third lower than one month earlier and were about 50 per cent lower than at January 1, 1942. Production during December, 1942, increased 21 per cent as compared with the same month in 1941, while the production of cheese was nearly 40 per cent lower in the same comparison. The price of butter was 1 cent per pound lower at 40 cents, a decrease having been provided for under the regulations of the Board. The price of cheese was practically unchanged. Potatoes averaged slightly higher at 40·9 cents for 15 pounds. Seasonal increases in price were allowed by the Board for the period January to June to cover losses due to waste and shrinkage. Decreases in prices of oranges, tea and coffee were also provided for by the Board under the policy of stabilizing the cost of living. The price of oranges averaged about 5 cents per dozen lower at 40·3 cents per dozen, coffee was almost 4 cents per pound lower at 44·4 cents and tea about 5 cents per one-half pound lower at 38·7 cents.

The following are the prices reported for Welsh coal "cobbles" and "French nut" at the beginning of January, 1943: Halifax, \$18.50; Charlottetown, \$17.90; Saint John, \$18.50; Quebec, \$16.50; Three Rivers, \$17.25; Sherbrooke, \$18.75; St. Hyacinthe, \$17.50; Montreal, \$17.75.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100-0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscel- laneous
1913.....		79.7	88.3	74.3	76.9	88.0		70.3
1914.....		80.0	91.9	72.1	75.4	88.9		70.3
1915.....		81.6	92.7	69.9	73.8	96.8		70.9
1916.....		88.3	103.3	70.6	75.4	110.8		74.5
1917.....		104.5	133.3	75.8	83.8	130.3		81.5
1918.....		118.3	152.8	80.2	92.2	152.3		81.4
1919.....		130.0	183.3	87.6	100.7	175.1		101.2
1920.....		150.5	188.1	100.2	119.9	213.1		110.3
1921.....		132.5	143.9	109.2	127.6	123.4		112.5
1922.....		121.3	121.9	113.7	122.2	147.0		112.5
1926.....		121.8	133.3	115.9	116.8	139.1		106.1
1927.....		119.9	130.8	114.5	114.4	135.6		105.1
1928.....		120.5	131.5	117.3	113.2	135.5		104.8
1929.....		121.7	134.7	119.7	112.6	134.8		105.0
1934.....		95.6	92.7	93.2	102.1	97.1		97.8
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
February 1.....	103.0	103.8	104.5	104.4	105.8	103.3	104.3	101.9
March 1.....	103.8	104.6	104.8	104.4	105.7	107.8	105.9	101.9
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
May 1.....	104.1	104.9	104.4	106.9	106.1	107.8	106.2	101.8
June 1.....	104.1	104.9	103.8	106.9	106.0	109.1	106.5	101.8
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
August 1.....	105.1	105.9	105.4	106.9	108.4	109.1	106.9	103.0
September 2.....	105.6	106.4	105.4	106.9	108.5	112.4	108.9	102.8
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
November 1.....	106.9	107.8	108.7	107.7	108.5	113.5	110.0	102.8
December 2.....	107.1	108.0	109.1	107.7	108.5	113.5	110.7	102.8
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.....	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.....	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May.....	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.....	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.....	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.....	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.....	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942								
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2
1943								
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wages rate of less than twenty-five dollars per week.

AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES, 1914 TO 1943

Commodities	Unit	Jan. 1914	Jan. 1915	Jan. 1916	Jan. 1917	Jan. 1918	Jan. 1920	Jan. 1922	Jan. 1929	Jan. 1933	Jan. 1939	Jan. 1941	Jan. 1942	Dec. 1942	Jan. 1943
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	23-2	23-6	23-6	26-4	31-9	35-7	27-3	34-7	20-6	25-7	30-3	33-7	38-0	38-3
Beef, round steak.....	lb.	.....	.....	20-0	23-1	28-9	31-4	22-5	29-6	16-5	21-4	26-1	29-9	34-4	34-7
Beef, rib roast.....	lb.	.....	.....	19-0	21-2	26-3	28-8	20-9	27-7	15-8	19-0	25-5a	29-1a	33-0a	33-2a
Beef, shoulder.....	lb.	15-3	16-4	16-2	17-4	22-5	23-2	15-2	21-6	11-1	14-4	18-0b	21-2b	25-0b	25-3b
Beef, stewing.....	lb.	.....	.....	.....	.....	.....	.....	12-0	17-1	9-0	12-0	14-7	17-5	21-2	21-4
Veal, forequarter.....	lb.	16-6	17-6	17-8	20-3	25-3	25-7	18-9	23-9	12-2	16-1	19-9	21-2	24-5	24-4
Mutton, hindquarter.....	lb.	20-9	20-4	21-1	24-8	31-2	32-3	25-6	30-1	16-6	22-8	28-3c	31-2c	35-2c	35-9c
Pork, fresh from ham.....	lb.	20-6	19-0	19-9	24-6	33-1	36-5	26-7	27-2	12-7	23-3	.....	29-2	31-3	31-2
Pork, salt mess.....	lb.	18-1	17-9	18-0	22-4	31-3	34-8	26-0	26-6	14-0	21-3	20-0	23-9	24-7	24-6
Bacon, not sliced.....	lb.	24-8	25-1	26-7	31-2	44-8	52-4	39-8	38-0	18-1	30-5	.....	39-0	40-2	40-0
Bacon, sliced.....	lb.	.....	.....	.....	.....	.....	.....	44-2	43-0	21-0	34-2	32-1	43-1	44-7	44-9
Fish, salt cod.....	lb.	.....	.....	.....	.....	.....	.....	21-8	20-9	18-1	18-4	19-7	23-6	28-2	28-3
Fish, finnan haddie.....	lb.	.....	.....	.....	.....	.....	.....	20-2	20-6	17-0	17-5	19-3	21-7	27-0	26-6
Lard.....	lb.	18-6	17-8	18-3	24-3	33-3	38-8	21-7	22-4	12-3	14-0	10-5	16-2	16-8	17-5
Eggs, fresh.....	doz.	45-5	45-5	46-4	56-9	63-3	86-6	71-2	60-2	39-1	38-6d	33-0d	40-1d	56-3d	51-4d
Eggs, cooking.....	doz.	33-4	34-9	36-2	45-3	51-2	69-5	58-7	48-4	29-5	31-7f	33-3f	35-4f	50-6f	45-3f
Milk.....	qt.	9-0	9-2	8-7	9-9	11-9	15-1	13-3	12-5	9-5	10-9	11-1	11-8	12-1	10-1
Butter, dairy.....	lb.	30-5	30-9	33-3	44-2	46-9	67-6	43-5	44-1	22-8	23-8	.....	35-1	37-5	37-1
Butter, creamery.....	lb.	35-9	35-0	38-1	48-9	51-2	74-8	48-6	48-3	26-1	26-4	39-3	38-4	41-0	40-0
Cheese, Canadian mild.....	lb.	19-6	20-5	24-4	28-8	30-4	38-1	29-3	33-8h	19-6h	22-8h	23-7	36-4	34-1	34-0
Bread, white.....	lb.	4-3	4-5	4-5	6-1	7-6	8-7	7-0	7-7	5-6	6-7	6-7	6-8	6-8	6-8
Flour.....	lb.	3-2	3-9	3-7	5-3	6-5	7-4	4-8	5-0	2-6	3-1	3-6	3-6	3-6	3-6
Rollod oats, bulk.....	lb.	4-3	4-9	4-8	5-4	7-0	8-0	5-8	6-3	4-6	5-2	5-2	5-6	5-7	5-8
Rice.....	lb.	6-0	6-1	6-0	6-8	9-8	15-2	9-8	10-5h	8-2h	8-2h	9-2	10-5	11-8	12-0
Tomatoes, canned, 2½'s.....	tin	.....	.....	.....	.....	.....	21-1	19-1	15-7	11-7	10-7	13-6	13-8	13-9	14-0
Peas, canned, 2's.....	tin	.....	.....	.....	.....	.....	20-0	19-0	16-0	11-6	10-6	11-9	12-5	12-8	12-8
Corn, canned, 2's.....	tin	.....	.....	.....	.....	.....	21-7	17-4	16-0	11-7	10-7	11-8	13-3	13-7	13-7
Beans, dry.....	lb.	5-9	6-6	8-6	12-2	16-7	11-6	8-7	10-6	3-9	5-1	6-9	6-6	6-5	6-5
Onions.....	lb.	.....	.....	.....	.....	.....	.....	8-1	7-1	3-5	4-0	4-0	5-7	4-8	5-0
Potatoes.....	75 lb.	93-8	79-2	.....	161-7	181-7	257-5	131-5	106-6	77-4	103-5	105-5	134-6	.....	.....
Potatoes.....	15 lb.	.....	.....	.....	.....	.....	.....	31-8	26-4	19-2	24-6	25-7	31-0	39-9	40-9
Apples, evaporated.....	lb.	12-4	12-1	12-5	14-6	19-7	26-2	22-0	20-6	15-5	15-7	20-6	15-3	16-0	15-7
Prunes, medium.....	lb.	12-2	12-9	12-7	13-6	17-3	25-7	18-4	13-6	10-8	10-9	11-4	12-6	13-3	13-4
Raisins, seedless, 16 oz.....	pkg.	.....	.....	.....	.....	.....	.....	28-2	15-9	17-2	16-7	16-7	17-1	16-3	16-0
Currants, bulk.....	lb.	.....	.....	.....	.....	.....	.....	23-5	19-5	16-2	14-9	14-7	15-1	15-4	15-3
Peaches, canned, 2's.....	tin	.....	.....	.....	.....	.....	.....	36-2	26-6	20-9	16-4	15-6	16-0	16-3	15-8
Corn syrup, 5 lb.....	tin	.....	.....	.....	.....	.....	.....	56-6	42-9	39-3	43-2	45-1	59-1	60-0	60-3
Sugar, granulated.....	lb.	5-7	7-7	7-8	9-2	10-7	15-5	9-2	7-5	5-8	6-3	7-5	8-6	8-6	8-6
Sugar, yellow.....	lb.	5-1	7-0	7-2	8-5	9-9	14-3	8-7	7-2	5-6	6-2	7-4	8-4	8-4	8-4
Tea, black.....	lb.	36-4	38-5	38-8	40-4	50-1	63-8	55-4	70-8	43-2	58-2	68-2	83-0	.....	.....
Coffee.....	lb.	37-9	39-4	39-8	39-7	40-5	58-6	54-3	60-7	40-8	34-4	45-5	48-0	48-2	44-4
Cocoa, ½ lb.....	tin	.....	.....	.....	.....	.....	.....	30-5	27-8	25-1	19-4	19-7	19-0	18-9	18-9
Coal, anthracite, U.S.....	ton	\$ 8-65	\$ 8-65	\$ 10-24	\$ 10-24	\$ 11-59	\$ 14-04	\$ 17-54	\$ 16-34	\$ 15-36	\$ 14-63	\$ 15-81	\$ 16-56	\$ 16-57	\$ 16-60
Coal, bituminous.....	ton	5-94	6-08	.....	7-63	8-94	10-43	11-48	10-08	9-35	9-45	9-99	10-68	10-62	10-65
Coke.....	ton	.....	.....	.....	.....	.....	.....	.....	12-96	11-81	12-09	12-76	13-58	13-30	13-39
Wood, hard, long.....	cord	6-86	6-79	.....	7-31	10-19	12-90	12-83	12-08	10-17	9-56	9-91	11-26	11-33	11-36
Wood, hard, stove.....	cord	.....	.....	.....	.....	.....	.....	15-00	14-52	12-41	11-63	11-99	13-50	13-84	13-86
Wood, soft, long.....	cord	5-14	5-00	.....	5-23	7-55	10-00	9-58	8-87	7-65	7-17	7-42	8-15	8-39	.....
Wood, soft, stove.....	cord	.....	.....	.....	.....	.....	.....	11-52	10-98	9-34	8-57	8-86	9-55	9-88	.....

a Rolled. b Blade. c Lamb. d Grade A. f Grade B. h Kind most sold.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Beef					Veal		Pork					Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast per lb.	Lamb, leg roast per lb.	Fresh loin, per lb.	Fresh leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
Dominion (average).....	38.3	34.7	33.2	25.3	21.4	27.1	24.4	35.9	34.3	31.2	26.8	24.6	40.0	44.9
Nova Scotia (average).....	41.9	35.5	32.8	26.2	21.7		16.5	35.0	34.1	33.7	27.5	24.3	41.8	44.3
1—Sydney.....	47	38.3		29	24.2					36	30.7	25	42.5	44.2
2—New Glasgow.....	41.6	36.4	34	27.7	23		15	35	35	35	28.3	24.7	42	44
3—Amherst.....				24.8	19.3					32.3	26.8	24	46	
4—Halifax.....	40.6	33.9	30.8	24.3	22.5		18	35	35	33.8	26.9	23.9	41	42.9
5—Windsor.....	38.7	34	33.3	26	21.5			35		34.3	26	24	44.2	
6—Truro.....	41.4	35	33	25.6	19.8					35.2	26.4	24	44.2	
7—P.E.I.—Charlottetown.....	37.8	33.2	31.7	25.1	21.2		20.0	33.7	34.7	30.0	29.0	24.0	40.0	44.7
New Brunswick—(average).....	40.8	34.3	32.0	24.2	19.7	24.4	23.0	37.1	32.0	31.0	26.1	23.9	38.5	44.0
8—Moncton.....	39.4	33.7	32.1	24.3	18.7		25	35.6	33.3	35	27.9	23.8	38	46.5
9—Saint John.....	42.4	34.5	32	24.6	20.3	23.7	21	35.9	33.1	33	27	23.4	39	42.3
10—Fredericton.....	40.7	34.7	31.9	23.6	20.1	25		39.7	29.6		23.3	24.5		45.3
11—Bathurst.....														41.7
Quebec (average).....	36.5	35.1	29.3	23.9	17.2	28.3	24.0	34.1	29.0	28.4	24.2	24.3	36.3	42.6
12—Quebec.....	38	36.2	25.8	25.1	16.1	27.5	23	33.7	24.7	23	23.3	24.3		38.9
13—Three Rivers.....	37.7	34.7	28.8	23.6	18.6		23	31.2	26.7	28	23.7	22.4	41	46
14—Sherbrooke.....	39.2	36.5	31.7	27.1	18.2	29.8	25	34.8	31.5	32	24	22.4	38	37.3
15—Sorel.....	36.5	37.1	30.3	22.1	16.7	25.5		34.3	29.3		22	22.9		44.4
16—St. Hyacinthe.....	31.1	31.5	28.2	21.6	18.7	30.1		32	27.1		23.3	21		45.5
17—St. Johns.....	41	36.7	30.5	25	16	32.7		41.3	35.2		26.7	24.7		44.1
18—Theford Mines.....	30.1	33.7	22.3	24.6	16.4		25	30.8	24.6	24	23.9	24	30	37.3
19—Montreal.....	37.9	35.4	34.5	22.3	17.6	24.2	24	34.1	31.2	35	24.5	27.1		44.1
20—Hull.....	36.8	34.4	31.6	23.8	16.9		23	34.5	31.1		26.2	25.3	41.4	44.7
Ontario (average).....	38.3	35.3	34.5	26.2	22.1	28.1	27.2	36.4	36.4	33.0	28.2	25.3		47
21—Ottawa.....	40.6	36.7	36.9	27.6	22.6	26.3		36.5	33.6		26.7	26.4		45.9
22—Brookville.....	36.7	35.3	33.3	26.4	22.5		30	35	33.5		26.2			44.3
23—Kingston.....	37.8	33.9	32.5	25.7	17.7		30	35	35.9	30	26.5	26		46.1
24—Belleville.....	35.6	33.2	34.5	24.5	21		32	35.2	34.4	30	28	26.6	45	44.5
25—Peterborough.....	38.8	35.3	35.0	26.8	22.1		29	36.7	37.3	32	29.3	26.6	42	45.4
26—Oshawa.....	37			27.1	22.9	30.8	27	37	37.6	30	28.6	23		47.7
27—Orillia.....	39	35.7	34.7	26.7	24.7			37.4	38.6		30			47.4
28—Toronto.....	39.8	35.9	38.8	27.9	24.1	28.8	23	36.9	37.7	37	25.7			44.1
29—Niagara Falls.....	37.6	35.7	34.1	26.1	20.1		27	37.4	38	30	28		40	45
30—St. Catharines.....	40.4	36	38.2	28.2	21.1		27	37.4	38	30	28		42	44.4
31—Hamilton.....	40.5	37.4	36.1	27.4	24.8	30.2	23	37.3	37.1	30	29.9		45	46.3
32—Brantford.....	38.1	35.4	34.5	26.8	19.7	27.3		36.9	37		29.1		45	46.1
33—Galt.....	38	34.4	35.8	27	23.3		27	37.6	37.8		28.9		43	44.8
34—Guelph.....	36	33	32.2	24.4	23.3			37.4	36.4		27.4			45
35—Kitchener.....	37.5	36.2	33.8	26.3	23.2	27.7		37.1	37.4		27.4			42.7
36—Woodstock.....								35.5	37.7		26.8			45.7
37—Stratford.....	38.3	34.7	36.3	26.7					36.7				40	44.2
38—London.....	38.5	35.8	35.1	26.3	22.2	27.8	25	36.8	36.8	32	27.7		43	44.2
39—St. Thomas.....	39.7	35.9	35.3	26.7	23.6	28.5	28	35.5	37.3	32	28.9			45.3
40—Chatham.....	38.5	35.9	35.9	27.3	20	29.3		37	37.1		32	25.8		43.8
41—Windsor.....	38.2	35.1	34.7	26	23.5		24	33.1	35.9	35	28.6	26.7	38	43.8
42—Sarnia.....	38.1	34.4	33.6	26.2	22.4	29.3		36.5	35.5		28.1	27.8		44.4
43—Owen Sound.....	37.3	34.7	34	25.1	20.9	28		36.8	35.1		26.5			44.5
44—North Bay.....	40.5	36.7	36	28.2	27.7				38		30			41.3
45—Sudbury.....	38.1	35.9	33.7	25.9	21.1			34.2	36.4	38	28.6	24.3		42.4
46—Cobalt.....	37.7	34.7		20.7			28		33	35	28.3	25.5		41
47—Timmins.....	35.4	33.7	31.9	24.3	22.3	25	25	36.1	36.3	32	27.6	25.6	37	42.3
48—Sault Ste. Marie.....	39.9	36.5	30.6	26	20.8	25	27	35.6	34.7	35	27.4	23.8	40	46.4
49—Port Arthur.....	39	34.7	32.3	23.5	21.5		27	35.7	35.3	35	27.5	24.4		46.4
50—Fort William.....	38.1	36	31.7	23.5	19.8	28.8	28	37.5	36.5	35	28.5	24.3		47.3
Manitoba (average).....	35.8	30.4	32.3	23.3	21.1	24.8	21.0	33.4	35.4	25.0	27.7	23.2	37.3	45.3
51—Winnipeg.....	37	32	31	24.1	22.5	24.8	22	34.3	36.4		30	23.2	39.5	44.7
52—Brandon.....	34.6	28.7	35.5	22.4	19.7		20	32.5	34.4	25	25.3		35	42.8
Saskatchewan (average).....	33.6	30.1	30.3	22.2	18.8	22.3	21.0	31.8	31.1	27.7	22.4	22.6	40.0	45.3
53—Regina.....	36.4	32.4	31	22.4	20	22.7	22	31.8	31.3	28	21.7	23.7	43	43.5
54—Prince Albert.....	38.3	26.4	27.3	20.3	18.3	21.7	22	31	31		20.3	22.7	41	36.1
55—Saskatoon.....	33.2	29.9	30.3	22.1	16.9	22.6	20	30.6	31	28	23.1	21.3	36	44.4
56—Moose Jaw.....	36.3	31.5	32.6	23.8	19.9		20	33.8	31.2	27	24.4		40	45.3
Alberta (average).....	36.2	32.0	31.3	23.3	19.4	23.5	24.0	35.0	33.1	25.8	25.6	23.7	34.8	45.3
57—Medicine Hat.....														44.5
58—Drumheller.....	35.2	32.5	27.5	22.3	18	22.7	25		34.5	28	26	23.3	35	44
59—Edmonton.....	35.1	30	31.8	21.9	18.5	22.4		33.4	35	24	25.8	23.1	30	43.9
60—Calgary.....	37.7	32.3	35	23.3	22.4	24		37	32.3		27	24.5		47.2
61—Lethbridge.....	36.7	33	31	25.7	18.7	25	23	34.5	30.7	25.5	23.7		39.5	50.3
British Columbia (average).....	41.5	37.2	37.5	26.7	26.9	29.8	28.0	39.4	35.3	32.6	27.5	25.9	43.3	50.3
62—Fernie.....	38.3	36	38	26.7	25	28.3		36.7				23.4		46.7
63—Nelson.....	39	36.7	38.7	28.3	27.7		28	37.3		37	28		44	47.4
64—Trail.....	42.2	37.8	37	28.6	26.7	28.7	28	43.7	37.3	35	25.7	25.2	44	50.6
65—New Westminster.....	40.3	36.3	36.9	24.6	25.7	28.3		38	33.9		26.8			52.7
66—Vancouver.....	41.8	36.3	35.3	24.6	26.5	28.4	28	38.2	33.8	30	26.9	26.4		51.7
67—Victoria.....	43.7	38.6	39.2	26.8	28	32.2	24	41.1	36.4	33	28.1	26.7	43	56.3
68—Nanaimo.....	44.9	38.9	37.3	27.4	28.4	33	30	40.6	35.2	28	27.5			50
69—Prince Rupert.....							30					28		

a. Price per single quart higher.

b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF JANUARY, 1943

Ham, boiled sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable per lb. package	Eggs		Milk in bottles, per quart	Butter	
	Cod steak, fresh, per lb.	Halibut, fresh and frozen per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
65-3	24-2	36-7	25-5	28-3	26-6	22-1	17-5	19-5	51-4	45-3	10-1	37-1	40-0
65-9	18-9	36-6		28-7	21-7	22-8	18-2	19-7	58-3		10-2	39-0	43-2
68-3	18-5	32		28	21-7	22-3	17-9	19-3	59		11-12	38	43-1
67-9	21-5	30		28-5			18	19-7	59-2		10	40	43-2
62				28-4		24-9	18-5	19-9	58-5		9b		42-8
66-9	18-7	44-5		29-1		21-6	18-1	19-7	58-6		10-5a		44-1
		40		28-4			18	19-4	57		10		43-1
64-2	17			29-7		22-5	18-7	20-1	57-3		10b		43-1
65-3		42-0		27-6		23-3	17-9	19-5	47-1	42-7	8-9	36-0	41-0
65-7	19-5	38-7	18-7	25-1	21-8	23-6	18-0	19-4	55-6		10-3		42-7
64-4	15	37-7		29-3		23-9	18-3	20	57-7		10		43-6
66-6	18	42	18-7	29-1	21-8	23-7	17-3	19-4	58-1		11		42-3
66		35		28-7		23-3	18-3	19-6	53-1		10		43-3
	26-9	40		25-3			18	18-6	53-3				41-7
67-0	19-2	38-5	30-3	23-7	26-4	22-2	17-7	19-1	52-0	49-7	9-2	37-8	39-0
59-3	15	38-2			24-3	21-5	18-2	19-2	51-9	48-7	10	38	39-9
68-2	24-5	39-3	28-5		28	21-7	17-4	19-5	50-8		9	37	38-6
67-8	17	40	32			21-8	18-1	19-4	51-2		9-1	35	38-4
67-3						22-7	17-7	19-2	51		9		39-9
64-6	20	40				22-7	17-4	19-2	50-6		8		39
66-0						22-9	18-2	19	51-5		9		38-6
70-4						21-3	17-9	18-9	52-7		8	39	38-8
66-0						22-3	17-7	19-1	52-7		10-5a	40	38-9
70-6	19-7	38-2		23-7	28-2	22-3	17-1	18-7	55	50-5	10		38-9
69-0		35		25	25	23	17-1	18-7	55	50-5	10		20
65-1	24-0	37-3	28-9	28-7	25-7	22-0	17-7	19-2	49-8	44-0	10-4	39-1	39-6
67-8		36-3	25	31-8	23-5	22-1	17-4	19	54-8		10		39-3
64-9		35		30-3			18-1	19-3	45-6		10		21
63-5	20	39-3	25-3			23-9	17-2	19-1	50-2	44	10		22
64-9							17-4	19-1	47-7	43-3	10	38	23
63-6	29						17-7	19-1	47-1	43-2	10	39-5	24
65-5	33						18-3	19-4	49-3		10	38	25
61-7			28			20-8	18	19-2	50-9	46	10		26
68-3	21-5	41-7	30-6			20-2	17-6	19-1	51-5		11	40	27
64-9	29					21-3	18-1	19-6	50-7		10-5a		28
66-3						22-5	17-4	19-1	51-1		10-5a	37	29
65-7	25	41-3	34			22-4	17-5	19-1	50-9	49-5	10-5a	41-5	30
65-2	18	35	30-5				17-5	19-2	45		10	41	31
66-9						22-9	17-9	19-1	46	44-7	10	39	32
66-1							17-7	19-3	46-9		10		33
65		40	29			22-3	17-6	19-2	45-1	41-8	10		34
64-5					26-7		18-2	18-9	43	40-2	10		35
64-5		35	29			23-3	17-9	20-1	44-9	41-8	10		36
65-8	18	35	32	31	25	20-7	17-9	19-2	46-6	45	10	39	37
65-6		38		29-7			18-3	19-3	47-4		10		38
65-4						20-3	17-5	19-3	44		10		39
65-3	19	36	35			20-1	17-6	19	51-2		11	40	40
65-9	27	35					17-8	19-4	48-1	42	10		41
62-2						22-9	17-1	19-1	48-4		10		42
64-4							18-1	19-4	54-9		11		43
64-5			25	27-5	27-5	22-2	17-5	19-1	53-6	46-7	11		44
63-3						23-2	17-8	19-3	58		11	37	45
64-8		39		25		23-3	18-5	19-5	57-1		12		46
62-9			30			20-2	17-4	19-8	56-8		11		47
66-7		38	23			22-2	17	18-8	55-7		11		48
66-6		35	27-5	25-5		22-8	17-4	18-8	54-2		11		49
65-9	26-0	37-1	25-0	30-0	28-2	21-6	16-9	20-1	48-1	43-9	10-0	33-0	50
66	26	36-4	25	30	28-2	20-9	16-6	19-3	49-2	44-5	10		51
65-7		37-7				23-3	17-1	20-9	47	43-3	10	33	52
63-0	28-1	34-8	18-8		26-3	21-2	16-3	20-2	45-4	38-6	10-0	32-3	53
63-1	30	33-7				16-1	21-4	43-7	38-3		10		54
61-4	25	34-3				19	16-7	19-1	48-4		10	32	55
61-2	26-3	34-3	17-5			22-1	16-5	19-8	46	38-8	10	32	56
66-3	31	37	20			21-5	15-8	20-5	43-6		10	33	57
62-7	28-6	35-5	18-2		29-4	21-4	16-2	19-9	48-2	42-5	10-0	29-3	58
60-8	29	36-5					16	19-5	43-8	38-3	10		59
63-1	27-5	36-5	14			22-3	15-7	20-1	50-5	44-5	10	30	60
61-3	28	34-2	23-1			21	16-3	19-4	49-6	44-7	10	29-5	61
63-6	30-3	35-3	17-4		29-4	21-8	16-1	19-8	47-6		10		62
64-7	28	35				20-3	16-8	20-9	49-3		10	28-5	63
66-6	28-0	33-6	13-0	27-5	31-8	22-1	17-4	20-2	55-8	52-8	10-5	40-8	64
64-4	27-7	36	13	27-5			16-3	20-6	55		9b		65
	29	36					16-3	21-3	56-8		10-5	39	66
67-9	32-8	38				23-3	18-1	22-2	57-5		11-5		67
65-8	27-9	30-7			32-3	21-6	17-7	19-2	54-9	53-6	9	42	68
67-9	25-3	32				21-3	17-1	18-8	55	52	9	42	69
67-3	23-6	34			31-3		17-5	19-5	55-9		11	40	70
69-2	30						17-5	20	55-5		11		71
64		28-3					18-7	20-2	55-4		12-9a		72

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Beans, baked, per 16 oz. tin	cents	cents	
Dominion (average)	34.0	6.8	19.2	3.6	5.8	9.3	12.0	14.0	12.8	13.7	11.1	6.5	5.0	
Nova Scotia (average)	33.9	7.5	20.0	3.7	5.9	9.9	10.8	14.9	13.1	14.3		6.6	5.5	
1—Sydney	34.1	6.7-8.8	20	3.6	5.7	9.9	9.4	14.6	13.1	14.6		6.2	5.5	
2—New Glasgow	34.3	6.7-7.3	20	3.7	6	10	11.2	14.7	12.5	14.6		6.3	5.1	
3—Amherst	33.5	7.3a	20	3.8	5.8	9.9	10.4	15	12.9	14		6.2	5.3	
4—Halifax	33.4	6.7-8	20.1	3.6	5	9.7	11.1	15.1	13.1	14.6		7.1	5.4	
5—Windsor	33.3	8.8a	19.6	3.9	6	9.5	10.2	14.8	13.4	13.7		6.9	5	
6—Truro	34.6	6.7	20	3.8	5.9	10.1	12.6	15	13.3	14.5		6.6	5	
7—P.E.I.—Charlottetown	31.6	7.3	19.9	3.7	6.0	10.0	10.6	14.6	13.7	14.7		6.4	5.8	
New Brunswick (average)	33.3	7.5	19.9	4.0	5.9	9.7	10.9	14.8	13.2	13.9	11.2	6.4	5.4	
8—Moncton	33.8	8	20.3	5.5	5.8	10	11.1	14.7	13.8	13.5	11.9	6.6	6.1	
9—Saint John	33.3	6-7.3	19.3	3.3	5.8	9.7	11.4	14.7	12.6	13.9	10.6	6.8	5.5	
10—Fredericton	32.7	7.3	20	3.7	6.3	9.5	11.8	14.6	12.9	14.3	11	6.4	5	
11—Bathurst	33.3	8c	19.8	3.6	5.6	9.5	9.3	15	13.3	13.8		5.7	5	
Quebec (average)	32.6	5.3	16.0	3.7	5.5	9.7	11.8	12.7	13.5	15.1	11.2	6.0	6.1	
12—Quebec	33.5	5-7.5	18.4	3.6	5.7	9.7	12.4	13.1	13.1	15	12.5	6.3	6.2	
13—Three Rivers	31.8	5.3-6	14.8	3.9	5.5	9.6	11.8	13.1	13.4	15.1	11	5.5	6.5	
14—Sherbrooke	33.1	5.3	15.1	3.7	5.9	9.7	11.8	12.8	14.3	15.7	11	5.7	5.6	
15—Sorel	31.3	4.7-5.3a	15	3.5	5.2	10	11.8	12.5	12.7	15.5	10.6	6.3	7.6	
16—St. Hyacinthe	31.6	4	16.2	3.7	5	9.9	12.1	12.4	13.3	14.6	11.5	5.7	5.8	
17—St. Johns	33.1	5.3a	17.2	3.8	5.5	9.7	12.6	12.4	15.5	15.3	11.7	5.7	6.3	
18—Thetford Mines	31.8	4.7	14.9	3.9	5.1	9.7	10.3	12.7	13.3	14.7	11.7	5.4	5.7	
19—Montreal	34	5.3-6.7	17.5	3.9	5.4	9.5	11.4	12.3	12.3	14.6	10.5	5.9	5.4	
20—Hull	32.8	5.3-6a	15	3.7	5.5	9.5	11.9	12.8	13.3	15	10.7	7.2	5.5	
Ontario (average)	34.1	6.3	17.4	3.5	5.7	9.1	12.2	13.5	12.4	13.3	11.2	6.3	4.8	
21—Ottawa	34	6.7	16.7	3.8	5.6	9	12.5	13.3	12.5	14.7	11.2	6.6	5.6	
22—Brockville	31.7	6.3a	14.1	3.7	5.5	9	11.8	13.6	13.3	13.7		6.3	5.5	
23—Kingston	33.1	5.3-6.7	15.6	3.7	5.2	9.1	11.9	13	12.8	13.9		6.5	5.4	
24—Belleville	32.7	5.3-6.7	16.6	3.5	5.1	9	11.4	13.1	12.9	12.9	11.6	5.6	4.8	
25—Peterborough	33.4	5.3-6.7	17.7	3.4	5.4	8.7	12.3	13.1	11.9	13.9		5.9	4.8	
26—Oshawa	35	5.3-6.7	17.9	3.2	5.7	9	11.7	13.4	12.6	13.8	10.8	6.7	5	
27—Orillia	33.7	6.7	16.9	3.4	5.1	8.8	12.2	13.9	12.2	13.4		5.7	4.5	
28—Toronto	37.8	6.7	18.1	3.5	5.3	8.8	12.1	13	11.7	12.5	10.9	6.2	4.7	
29—Niagara Falls	34.5	6	18.3	3.6	5.4	9	11.7	12.7	12.1	13.1		6.9	4.7	
30—St. Catharines	35	6-6.7	18	3.5	5.5	9	12	12.8	12.7	13.1		6.8	4.8	
31—Hamilton	35.1	6-6.7	17.5	3.4	5.5	8.8	12.1	12.9	12.1	12.7	10.5	5.9	5.1	
32—Brantford	35.4	6-6.7	18.1	3.4	5.4	9.1	12.7	13.8	12.4	12.8	10.5	5.8	4.6	
33—Galt	36.9	6.7	17.8	3.4	5.4	8.7	12.3	13.6	12.5	13.4		5.7	4.8	
34—Guelph	37	6	18.8	3.2	5.7	9	12.3	13.7	12.1	13.1		5.7	4.5	
35—Kitchener	36.2	6.7	17.3	3.4	5.8	8.9	12.5	13.9	12.7	13.5	10.9	6.4	4.6	
36—Woodstock	33.3	6	16.6	3	5.7	8.9	12.7	13.9	12.2	12.7	9.7	6.3	4.3	
37—Stratford	36.6	5.3	17.2	3.2	5.7	9.1	12.4	13.3	12.1	13	10.7	6.3	5.1	
38—London	31.6	6.7	18.8	3.3	5.5	8.9	12	13.2	12.1	12.5	10.3	5.8	4.9	
39—St. Thomas	34	5.3-6.7	20.5	3.7	5.8	9.5	12.3	13.5	12.4	12.7	10.9	5.7	4.9	
40—Chatham	31.3	5.3	19	3.5	5	8.8	12.3	13.3	11.9	12.6		4.1		
41—Windsor	34.6	5.3-6.7	17.3	3.5	5.1	8.9	12.2	12.6	11.6	12.2	10.6	5.5	4.3	
42—Sarnia	35.3	6	18.5	3.2	5.9	9.3	12.6	14	12.6	14.1		6.6	4.5	
43—Owen Sound	33	6	16.5	3.3	5.4	9.3	11.2	13.3	12.7	13.7		6	4.5	
44—North Bay	34.4	6-6.7	16.6	3.9	6.3	9.9	13.1	14.3	13.1	14	11.3	6.6	5.2	
45—Sudbury	32.5	6.7	16.5	3.8	6.1	9.2	11.6	13.5	12.3	14.3	11.3	6	5	
46—Cobalt	31.5	6.7	16.6	3.9	5.8	9.7	14.4	14.9	12.9	14		5.8	4.8	
47—Timmins	32.8	6.7	18	3.7	5.9	9.7	13	14.1	12.6	13.6	11.7	6	5.1	
48—Sault Ste. Marie	33.1	6.7	16	3.5	5	9.3	12.5	13	12.1	13.9	12.3	7.3	5.5	
49—Port Arthur	34.2	6-6.7		3.6	5.5	9.4	10.9	13.1	11.8	12.1	14.9	9.9	4.5	
50—Fort William	33.9	6-6.7	18.5	3.6	5.4	8.9	11.8	13.1	11.9	12.5	11	6.1	4.1	
Manitoba (average)	33.2	7.0	20.8	3.5	5.7	9.0	12.3	15.0	13.1	13.4	11.1	6.8	3.9	
51—Winnipeg	33.8	6.4-8	19.9	3.4	5.6	8.9	12.2	14.6	12.8	13.3	11.1	6.8	3.4	
52—Brandon	32.8	6.4-7.1	21.7	3.5	5.7	9.1	12.3	15.3	13.3	13.4		6.8	4.4	
Saskatchewan (average)	33.2	7.0	22.2	3.5	5.8	8.8	12.2	15.2	13.4	13.5		6.6	4.8	
53—Regina	33.7	7.2	20.9	3.6	6.3	8.8	12.5	15.1	13.1	13.1		6.4	4.7	
54—Prince Albert	33.3	6.4	22.2	3.6	5.8	8.9	11.6	15.2	13.8	13.9		7.1	5.1	
55—Saskatoon	32.7	7.2	22.9	3.6	5.3	8.8	12.8	15.5	13.9	13.8		6.9	4.9	
56—Moose Jaw	33	7.2	22.6	3.4	5.8	8.8	11.7	15	12.6	13		6.1	4.5	
Alberta (average)	35.0	7.9	22.9	3.5	5.5	8.9	12.6	14.8	12.5	15.2	10.4	7.0	4.5	
57—Medicine Hat	36.2	8	23.7	3.5		8.9	13.1	14.7	12.6	13.1		6.6	4.5	
58—Drumheller	35.1	8	22.5	3.6		5.7	9.2	12.5	14.9	12.8		7.4	4.5	
59—Edmonton	33.1	7.2-8	22	3.5	5.5	8.7	12.4	14.8	12.8	12.9	10	7.1	4.8	
60—Calgary	34.5	8	22.9	3.4	5.4	8.9	12.4	14.7	11.8	13.4	11.2	7	4.5	
61—Lethbridge	36	8	23.3	3.6		8.9	12.4	14.7	12.5	12.7	10	6.8	4.3	
British Columbia (average)	35.9	9.0	23.8	3.8	6.1	9.3	12.4	14.7	13.5	13.9	11.2	7.9	4.7	
62—Fernie	34.4	8a	23.5	3.6	6	9	12	14.3	13.4	13.3	12.7	8.3	4.8	
63—Nelson		9	24.3	3.8		9.3	12.7	14.8	15			9.3	3.8	
64—Trail	34.7	9	23.7	3.6	6	9.3	12.6	14.6	13.4	14.4		8.2	4.2	
65—New Westminster	35.1	9.9-6	23.4	3.8	6	9.1	13.4	14.2	13		11.2	7	4.9	
66—Vancouver	34.8	9.9-6	22.6	3.7	5.8	9.1	11.8	14.1	12.7	12.8	10.8	6.9	4.4	
67—Victoria	35.5	9	23.3	3.9	6.5	9.3	13.7	14.3	12.9		11.3	7.8	4.7	
68—Nanaimo	39.5	9	24.3	3.8		9.5		14.9	13.4	13.9	10.1	7.7	5.3	
69—Prince Rupert	37	9-10	25	4		10	10.7	16.2	14.1	14.2		7.7	5.7	

a. Chain stores, etc., sell bread, undelivered, at lower prices in many cities.

c. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF JANUARY 1943

Potatoes per 15 lbs. (d)	Apples		Prunes, medium size, per lb.	Raisins, seedless per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
cents	Fresh, cooking, per gal.	Evaporated, per lb.	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
40.9	24.0	15.7	13.4	16	15.3	15.8	40.3	41.0	†	16.4	†	60.3	
35.7	25.6	15.7	14.0	16.9			44.3	48.5	37.3	17.2	34.9	64.7	
42.8	25	17	12.5	15			47.5	55	36.6		35	66.2	1
32.9	25	15	16.3	17			44.6	44.5	38.2	16.6	35.2		2
28.9			14.5	17.7			45.5	50	37		34.7		3
40.4	27.5	15	13.5	17.9			44.3	46.1	37		34.8		4
34.3							40	48.7			34.5		5
34.9	25		13.3	17			44	46.7	37.6	17.7	35	65.7	6
28.2	15.7	17.0	15.0		15.2		48.0	55.3	38.0	17.3	34.6	65.0	7
34.8	21.7	15.5	13.4	16.2	14.5		44.2	51.0	38.0	15.9	35.7	66.3	
29.4	22.1	13	13.6	17.1	15		44.7	49.8	39.3	16.2	36.6		8
38.3	23.1	18	13.9	15.4	14		43.2	49.8	38	15.5	35.3		9
35	19.8		12.7	16.2	14.4		44.7	51	37.5	16.1	36	66.3	10
36.3			13.2				44.3	52.5	37		35		11
39.5	24.4	17.0	13.5	17.3	15.1		41.0	41.6	36.4	16.3	34.7	60.0	
40.5	21		14	18.8	15.8		40.3	47.9	35.3	16.9	34.2		12
39.2	26.9	16	13.1				42.6	42.6	38	16.9	33.6	61.8	13
39		13	14.6	15.6			38.5	39.9	36.1	17	36.9	60.3	14
40			12.7				41.9	45	37.6	15.6	36	59.6	15
35.1			14.5	18.7	15		45.7	43.6	36.1	15.3	35.8	59.1	16
41.5	22		13.3		15		41.8	44.3	36.1	16	32.6	61.6	17
39.5			13		14.7		41.9	38.2	36.1	17.8	36.6	62.7	18
40.5	27.1	17	13.1	17.2	14.8		38.1	36	34.6	15.3	32.4	56.8	19
40	24.9		13.1	16.3			38.2	37	38.1	16.3	33.8	57.7	20
44.2	24.2	15.7	13.4	15.5	15.8		39.8	40.2	36.5	15.6	32.6	58.6	
44	28.3		13	17.1	17.3		39.9	38.1	37.3	15.8	34.4	59.9	21
46.1	25						39.6	44.7		15.6	34.3	59.5	22
46.5	24.5		14	16			38.6	38.8			57	57	23
44.5	23.6	10	13.4	13.3	15		40.7	39.6	36		32.3	58	24
42.5	21.2		12.5	18	15.3		39.7	40.3		16.7	33.5	56.8	25
42.8	24.8		13.1				38.9	41.7	37.4	15.3	31.4		26
40.5	26.1		12.4				38.1	38.9	36.5	15.5	32.4		27
43.2	26.1		11.8	16	14.9		38	36	34.1	14.8	29.8	56.5	28
46.3	25		12.3		16.2		39.7	39.6	36.3	15.2	32.7		29
45.9			13.8		15.7		39.2	38.8	34.8	14.8	31.5		30
47.8	26.8	19	14.5	14.1	15		40.8	39.4	34.4	15.1	30.9	57.4	31
42.6	22.4		13.5	14.1	15		41.9	39.9	34.9	15.2	31.5	57.4	32
44.1	24.9		14.4	12.9	15.6		42.8	41.4	35.1	14.9	30.5	56.8	33
42.1	24.7		13.5		15		41	37.7	36	15.6	30.7	57.8	34
42.5	22.8		14.1	14.8	15.4		38.4	40.1	35.1	15.5	31.3	57.1	35
39.7	22.6		12.6		15		44.7	37.7	38.2	15.3	30.6	57	36
43.2	23.3		14.5		14.5		40.8	39.9	36.3	15.7	32.4	57.7	37
41.9	22.5		13.8	16.5	14.9		40.7	39.1	35.5	15.3	31.2	58.3	38
42.9	18.6		14.2	16.7	15.7		40.2	39.4	36.5	16.3	32.3	58.7	39
41.5	22.7			15			37.4	37.5	35.5	15.5	31.9		40
42.1	24.9		12.7	13.9	16		36.1	34.5	34.2	15.6	32.2		41
40.6	21.1			15.8			43.7	37.3	38.2	15.8	33.6		42
42.1	24.4		12.8				38.4	40.5	35.9	16.3	33.3	58.3	43
47.3			14.1				38.3	45.6			35.7	61.7	44
45.1	25	15	12.9	16.6	18.3		36.8	42.2	38.2		34.1	62	45
58.9	23.3	17	15	17.3	18		40.5	43.6	39	19		62.7	46
48.4	25	15	12.3				41.3	42.7	37.7		35.3		47
45.7	26.3	18	14.3	15			40.3	40.8	37.4		32.3	59.8	48
43.6	27.9		12.4	16.2	17.9		38.1	46.8	40.3	14.9	36.1	59.9	49
42.3	24.3		12.7		16.3		39.5	42.1	38.2	15.5	34.8		50
30.9		15.0	13.3	15.6	15.9	14.9	38.7	40.2	74.5	17.5	56.6	59.7	
36.7			12.9	15.6	15.5	14.8	37.9	40.1	75.5	16.6	56.6		51
25	15		13.7	15.5	16.3	15	39.4	40.2	73.5	18.3		59.7	52
27.9		15.3	13.5	14.3	15.3	16.4	37.2	41.1	71.6	17.5	59.0	63.0	
30.2			14	14.3	15	16.4	36.6	39.3	71.9	16.9	60	64.5	53
24.6	16		13.1				37.5	40.5	73	18.7	59.6	64.7	54
26.9	14.6		14.2	14.2	15.6		38.9	40.7	70.8	16.9	57.3	63.3	55
30			12.8	14.4	15.2		35.7	43.7	70.5			59.3	56
34.2		15.0	13.3	16.1	16.2		37.4	38.9	70.3	17.6	57.0	60.0	
36.8			13.2	14.7	15.7		37.3	38.4	69.9	17	56		57
34.1			12.9	15	15.2	17.5	40.5	42.6	71.2	18.1	58.6		58
26.3	15		12.9	16.4	14.9	15	38.3	36	69			60	59
39.1			14.1	18.3	14.9	16.1	36.7	43.1	71	17.8	56.3		60
34.9	15				15		34	34.5					61
53.0		15.0	12.9	19.3	14.6	15.7	39.2	39.9	68.7	18.4	55.0		62
38.8			13.6	19.3	15.6	17.8	42.2	40	69.7				63
			14.5		15		43	45					64
50.1			13		14.8		38.7	42.1	69.7	19.1	59.6		65
49.3			12.5		13.9	15	33.9	35.5	67.3	17.8	52.3		66
52.6			12.6		13.8		37.8	37.2		16.3			67
54.7			12.5		13.7	14.3	37.9	37.6	67.7		53		68
57.7	15		12.5		14.9		39.1	39	69				69
67.9			11.7		15		41.3	43		20.3			

† Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb.	Cocoa, pure unsweetened, per ½ lb. tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ¼ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	\$	\$
Dominion (average).....	8.6	8.4	44.4	38.7	18.9	16.2	4.3	12.9	5.5	16.601b	10.646
Nova Scotia (average).....	8.5	8.3	53.2	38.1	19.1	12.0	4.7	13.0	5.9		9.539
1—Sydney.....	8.6	8.4	51.8	37.8	19.6	10	3.8	12.9	5.8		7.37- 7.72a
2—New Glasgow.....	8.2	8.2	54.8	37.9	20.6	10	4.4	13.5	6		7.05- 7.30a
3—Amherst.....	8.3	8.1	53.7	38	17.3		5	12.7	5.9		10.50
4—Halifax.....	8.6	8.3	51	38.4	21.2	16	4.9	13.6	5.7		9.22-11.42
5—Windsor.....	8.3	8.1	54.6	38	17.3		4.5	12.2	5.9		11.22-11.47
6—Truro.....	8.7	8.5	53	38.3	18.6		5.6	13.1	5.8		10.00-10.70
7—P.E.I.—Charlottetown.....	8.7	8.2	56.3	38.0	18.3	15.0	4.1	13.2	5.9	17.900	9.90-10.40
New Brunswick (average).....	8.6	8.4	52.8	38.1	18.4	10.0	4.2	12.7	5.7	18.500	11.083
8—Moncton.....	9	8.8	55.8	38.2	19.8	10	4.4	13.5	5.9		10.47-10.97
9—Saint John.....	8.4	8.2	46.5	38	17.5	10	4.5	12.5	5.5	18.50	12.25-13.25
10—Fredericton.....	8.4	8.3	53.1	38	18		4.1	12.7	5.9		10.72-11.00
11—Bathurst.....	8.6	8.4	55.8	38	18.4		3.7	12.1	5.3		10.00
Quebec (average).....	8.1	7.8	43.1	39.8	20.3	15.4	4.3	12.1	5.6	16.541*	9.999*
*12—Quebec.....	8.1	7.9	42.6	39.9	20.4	15	4.1	12.9	5.7	16.00	10.50
*13—Three Rivers.....	8.5	8	43.7	40.7	21.5	15	4.4	12.3	6	16.00	8.50- 8.75
*14—Sherbrooke.....	8	8	39.9	39.5	19.9	15	4.7	12.7	5.6	17.00	11.00
*15—Sorel.....	7.9	7.7	45	39.3	18.9		4	11	5.3	16.00-16.50	
*16—St. Hyacinthe.....	8	7.8	40.5	40.7	20.6		4.5	11.5	5.3	15.75	9.47-11.75
*17—St. Johns.....	7.9	7.8	39.2	40	19.3		4.8	12.8	5.7		
*18—Thetford Mines.....	8	7.5	48.5	39.1	20.8	15	4.3	12.5	5.9	18.50	
*19—Montreal.....	7.9	7.7	43.9	40.1	18.7	17	3.9	11.5	5.3	16.25	8.00- 8.50
*20—Hull.....	8.3	8	44.6	38.9	22.5		4.1	11.6	5.5	16.40-16.75	11.00
Ontario (average).....	8.5	8.4	43.5	38.9	18.8	14.4	4.3	12.5	5.5	16.398	12.017
21—Ottawa.....	8.3	8.1	43.3	39	18.1		4.2	11.9	5.7	16.75	10.50-11.00
22—Brockville.....	8.2	8	40.9	38.5	20.7		4.3	11.5	5.4	16.00	9.00- 9.50
23—Kingston.....	8.1	7.9	44.4	38.5	18.1		4.7	12.6	5.7	16.00	9.50
24—Belleville.....	8.6	8.3	45	38.6	17.7	12	4.6	12.2	5.7	16.00	10.00-13.00d
25—Peterborough.....	8.5	8.5	44.8	38.8	18.4	15	4.7	12.4	5.5	16.75	11.50-14.75d
26—Oshawa.....	8.7	8.4	49.3	38.7	19.1	12.5	4.4	12.4	5.9	16.00	9.50-14.00d
27—Orillia.....	8.3	8.2	44.4	39.2	19.7		3.9	11.5	5.4	16.50	
28—Toronto.....	8.2	8	45.6	38.7	18.2	12	4	11.7	5.2	14.75	12.25
29—Niagara Falls.....	8.7	8.7	45.5	39.5	19.7		4.1	12.7	5.4	14.50-14.75	9.00-10.00
30—St. Catharines.....	8.6	8.3	42.4	39	19.4		4.2	12.3	5.6	15.75	9.50-13.75d
31—Hamilton.....	8.2	8.1	40.7	38.8	18.5	10	4.3	11.9	5.3	15.50	10.00-13.00d
32—Brantford.....	8.4	8.3	46.7	39.5	18.7	13	4.2	11.9	5.5	16.00	10.50-13.25d
33—Galt.....	8.7	8.5	43.2	39.5	19.6		4.1	12.3	5.4	16.00	11.50-13.50d
34—Guelph.....	8.5	8.5	42.6	38.5	18.1		4.2	12.7	5.4	16.00	11.00-13.75d
35—Kitchener.....	8.6	8.4	38.9	39.2	19		3.8	12.3	5.3	16.00	11.00-13.50d
36—Woodstock.....	8.6	8.5	45.2	39	18.1		4.3	12.3	5.4	16.00	10.50-14.00d
37—Stratford.....	8.7	8.7	44.5	38.9	18.4		4.2	13.3	5.7	16.00	11.50-13.00d
38—London.....	8.5	8.3	44.4	39.4	16.9		4.1	11.9	5.5	16.50	10.50-14.50d
39—St. Thomas.....	8.6	8.6	44.2	39.5	18.3		4.2	12.7	6	16.00	10.00-13.50d
40—Chatham.....	8.6	8.4	40.9	38.3	16.3		4	12.5	5.1	16.00	10.00-12.50
41—Windsor.....	8.3	8	38.8	38.3	18.8	15	4	11.9	5.5	16.00	10.50-13.00d
42—Sarnia.....	8.8	8.7	42.1	38.9	18		4.6	12.9	5.9	16.50	10.75-13.50d
43—Owen Sound.....	8.5	8.3	50.7	39.2	19.4		4.6	12.6	5.7	16.50	10.00-12.00
44—North Bay.....	9	8.9	50.9	39	19.5		4.6	14.1	5.7	17.25	12.50-15.00d
45—Sudbury.....	8.8	8.4	43.6	39.4	20	15	4	13.9	5.8	17.75	11.50-15.75d
46—Cobalt.....	8.8	8.9	41.6	38.7	19		4.9	13.3	5.9	19.00	13.50
47—Timmins.....	8.8	8.8	39	39.1	20.7	18	4.8	13.7	5.5	19.50	14.00-15.50d
48—Sault Ste. Marie.....	8.6	8.5	40.7	38.6	19.6		4.2	13.1	5.2	17.00	10.50-13.00d
49—Port Arthur.....	8.5	8.2	39.8	37.6	18.6	18	4.4	13.1	5.2	16.50	11.75-14.75d
50—Fort William.....	8.6	8.5	40	38.3	19.4	18	4.6	12.1	5.2	16.80	11.75-14.75d
Manitoba (average).....	9.1	9.0	40.3	38.1	18.7	15.0	4.0	13.0	5.7	20.000	9.133
51—Winnipeg.....	9.1	8.9	37.2	38.4	18.5	15	4.3	12.2	5.7		6.25-14.25h
52—Brandon.....	9.1	9	43.4	37.8	18.9	15	3.7	13.8	5.3		5.50-10.75h
Saskatchewan (average).....	9.5	9.5	41.8	38.1	19.6	18.5	3.9	14.0	5.3		8.675
53—Regina.....	9.2	9.6	42.1	37.7	19.3	15	3.3	13.6	5.4		5.50-13.00h
54—Prince Albert.....	9.8	9.5	39.2	37.7	20.5		4.2	14.3	5.6		9.00-10.00h
55—Saskatoon.....	9.5	9.5	43.9	37.7	20.2	20.6	3.9	13.6	5.1		7.25- 9.60h
56—Moose Jaw.....	9.3	9.3	41.8	39.4	18.4	20	4.3	14.5	5		5.40- 9.65h
Alberta (average).....	9.2	9.1	41.6	38.0	17.5	17.5	4.0	14.2	5.1		5.469
57—Medicine Hat.....	9.3	9.2	38.5	38.1	16.5		3.4	13.9	5.2		
58—Drumheller.....	9.3	9.1	41.9	38.3	17.5	20	4.5	15	5.3		4.50- 5.50h
59—Edmonton.....	9.2	9	42.9	38.5	18.7	15	4.2	13.7	5.2		3.50- 5.00h
60—Calgary.....	9	9.1	40.6	37.5	17.3		4.2	13.5	5.1		7.75h
61—Lethbridge.....	9.2	9.3	44	37.5	17.6		3.9	14.8	4.9		4.75- 5.00h
British Columbia (average).....	8.6	8.5	40.7	38.6	19	23.5	4.8	13.8	5.6		10.793
62—Fernie.....	9	9.3	43.3	39.5	17.6		4.7	14.4	5.2		
63—Nelson.....	9	9	44	38.7		25	5.2	15	5.5		9.75-11.50
64—Trail.....	8.8	8.8	39.1	38.5	19.4	25	5.8	14.4	5.3		9.25-10.25
65—New Westminster.....	7.9	7.7	36.6	38.8	17.9	23	4.2	12.8	5.3		10.50-12.00
66—Vancouver.....	8	8	37	37.8	19.6	25	4.7	12.2	5.4		10.50-12.00
67—Victoria.....	8.8	8.3	42.8	38.9	19.9	25	4.1	12.8	5.8		9.75-12.25
68—Nanaimo.....	8.6	8.1	41.9	38.3	19.5	28	4.9	13.7	5.5		9.80
69—Prince Rupert.....	8.7	8.5			19.7		5	15	6.7		10.75-13.00f

(b) For prices of Welsh coal see text. (c) Calculated price per cord from price quoted. (d) Including semi-bituminous, extensively occupied by workmen but some at \$30-\$45. (r) Few six-roomed houses occupied by workmen; rent for 4 houses are mostly of four and five rooms; modern, \$24-\$28, semi-modern, \$20-\$24. * Sales taxes, 4% in Montreal and

AND RENTALS IN CANADA AT THE BEGINNING OF JANUARY, 1943

Coke, per ton	Wood						Coal oil, per gallon	Matches, per box (300)	Rent		
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord				Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month	
\$	\$	\$	\$	\$	\$	cents	cents	\$	\$		
13-386	11-363	13-865	8-576	10-034	8-699	29-0	9-8	25-607	18-835		
11-160	6-667	7-833	6-333	6-167	30-0	10-0	21-417	15-417			
8-50-9-50	6-50	8-00	5-50	7-00	7-00	30	10-1	18-00-26-00	14-00-18-00	1	
9-70	5-00	6-00	4-00	4-00	6-00c	30	10-3	15-00-25-00	10-00-15-00	2	
							9-8	15-00-20-00	10-00-17-00	3	
12-50	8-00-9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	30	10	20-00-32-00	15-00-22-00	4	
13-05-13-55							9-8	18-00-25-00	14-00-18-00	5	
11-30							9-8	18-00-25-00	15-00-17-00	6	
13-000	9-500	11-000	7-000	8-000	7-500c	28-8	9-8	19-00-25-00	12-00-16-00	7	
13-133	9-333	11-833	7-333	8-333	9-000	28-8	9-8	24-125	17-375		
12-05g	9-00g	10-00-11-00	7-00g	8-00g		31	9-8	20-00-32-00	15-00-20-00	8	
13-50	9-00	12-00-14-00	6-00	7-00	8-00-10-00	26-5	9-8	18-00-27-00	16-00-20-00	9	
13-00	10-00	12-00	9-00	10-00			9-9	25-00	18-00	10	
14-00							9-7	23-00	16-00	11	
13-750*	13-560*	15-171*	9-142*	10-336*	10-220*	27-5	9-4	24-714	18-250		
12-00	13-33c	13-33c	12-00c	12-00c	8-25c	26	9-5	23-00-33-00		12	
14-25	10-00	16-00c	8-00	12-00c	10-00c		9-6	23-00-31-00	17-00-23-00	13	
14-75	14-00	16-00	9-00	10-00	10-00	28	9-6	23-00-30-00	18-00-25-00	14	
13-50							9-4			15	
13-00-13-50	14-70	16-20	9-35	10-85	10-85		9-1	18-00-25-00	14-00-20-00	16	
							9-5			17	
15-50		12-00c		9-00c		29	9-2	16-00-22-00	12-00-15-00	18	
12-50-13-00	17-33	18-67c	10-00	11-00	11-00-13-00	27	9-4	24-00-34-00	20-00-23-00	19	
14-00	11-00-13-00	12-00-16-00	6-50	7-50			9-3	18-00-26-00	14-00-18-00	20	
13-972	12-250	14-919	9-594	11-458	10-688	27-3	9-6	27-306	20-268		
14-00							9-8	20-00-30-00	15-00-20-00	21	
14-00							9-7	18-00-26-00	15-00-18-00	22	
	12-00	16-00	11-00	12-00c	13-00c	25	9-5	25-00-30-00	18-00-25-00	23	
13-00	13-00	14-00	9-00	10-00	11-00	25	9-3	18-00-28-00	14-00-20-00	24	
15-00-15-50	12-00	14-50	10-00	13-00	9-00	22	9-5	22-00-30-00	16-00-20-00	25	
	17-00	18-00	12-00	13-00	9-00		9-5	25-00-32-50	15-00-22-50	26	
13-75-14-25							9-8	20-00-28-00	16-00-22-00	27	
13-75	14-00	16-00	10-00	12-00	12-00	25	9-2	30-00-40-00	20-00-30-00	28	
13-00g							9-8	20-00-32-00	16-00-24-00	29	
13-50g							9-7	25-00-37-00	20-00-27-00	30	
13-00	15-00	18-00				25	9-4	28-00-36-00	17-00-28-00	31	
14-00							9-4	23-00-33-00	18-00-25-00	32	
13-30		13-00-15-00		9-00-10-00		28	9-5	20-00-27-00	15-00-20-00	33	
14-00		16-00-18-00		11-00-13-00		25	9-2	24-00-30-00	18-00-24-00	34	
14-00-14-50							9-5	22-00-35-00	18-00-24-00	35	
14-00							9-6	20-00-28-00	16-00-20-00	36	
14-00							9-7	21-00-27-00	15-00-21-00	37	
13-50		18-00c		16-00c			9-6	27-00-37-00	22-00-27-00	38	
14-00-15-00		16-00-18-00c		11-00-14-00c	8-00-12-00c	27	9-7	24-00-32-00	20-00-24-00	39	
14-00							9-6	20-00-28-00	15-00-20-00	40	
12-75		18-00g		14-00g		25	9-4	25-00-37-00	20-00-27-00	41	
14-50							9-7	20-00-30-00	15-00-22-00	42	
14-00							9-3	21-00-27-00	15-00-22-00	43	
							9-9			44	
15-50-16-50		15-75-16-50c		10-50c	10-50c	30	9-9	30-00-40-00	25-00-30-00	45	
		10-50c		9-00-9-75c		30	9-9			46	
	11-00	12-00	8-75	9-75		39	9-7			47	
12-00	9-00	12-75			11-00c	26	9-5	22-00-32-00	16-00-22-00	48	
15-50	10-50	11-75	8-00	9-25		30	9-9	23-00-33-00	17-00-23-00	49	
15-50	9-00	10-00	8-00	9-00		30	9-8	23-00-33-00	17-00-23-00	50	
13-500			9-125	10-000	8-563	31-5	9-9	26-750	19-500		
14-00-15-00			7-50-11-00	8-50-12-00	9-00-10-25	35	9-9	26-00-37-00	18-00-26-00	51	
12-50			9-00	9-75	7-50	28	9-9	18-00-26-00	14-00-20-00	52	
			8-188	10-000	10-833	28-5	10-0	27-875	20-000		
			9-50-11-75	10-50-12-25	11-25	27	10	28-00-37-00	20-00-28-00	53	
			5-50-6-00	7-00-7-50		30	10	20-00-29-00	15-00-21-00	54	
				7-50-12-25		29	10	22-00-32-00	17-00-22-00	55	
				11-00-12-00		28	9-9	25-00-30-00	17-00-20-00	56	
			10-000	11-000	3-600	28-3	10-2	26-125	18-625		
							10-2	22-00-27-00	15-00-22-00	57	
							10-6			58	
							10-1	22-00-32-00	15-00-22-00	59	
							10-1	22-00-30-00	18-00-20-00	60	
							10-1	22-00-32-00	15-00-22-00	61	
10-750			9-000	9-179	4-688	34-2	10-6	23-313	17-688		
							10-8	16-00	14-00	62	
10-50			8-00-9-00	9-50-10-25	5-00-5-50	40	10-9	20-00-30-00	18-00-20-00	63	
			10-75-11-25	11-75-13-00		40	10-6	27-00-32-00v	22-00-25-00v	64	
				6-50	4-00	30	10-1	18-00-25-00	14-00-18-00	65	
				6-50	4-00	30	10-1	22-00-27-00	16-00-22-00	66	
11-00			7-50	9-00		30	10-7	20-00-25-00	15-00-18-00	67	
				8-00	5-50		10-5	20-00-25-00	12-00-20-00	68	
				12-00		35	10-9	20-00-30-00	15-00-20-00	69	

(f) Higher price is for coal in sacks. (g) Natural gas used extensively. (h) Including lignite. (p) Six roomed houses not and 5 roomed houses, modern \$25-\$35 per month, semi modern, \$10-\$15. (q) Delivered from mines (v) Workingmen's Quebec, and 2% in the other cities in the province are not included in the fuel prices.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	Jan. 1926	Jan. 1929	Jan. 1933	Jan. 1937	Jan. 1939	Jan. 1940	Jan. 1941	Jan. 1942	Dec. 1942	Jan. 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	103.0	94.0	63.8	81.9	73.2	82.6	84.6	94.3	97.0	96.9
Classified according to chief component material—															
I. Vegetable products.....	135	58.1	127.9	167.0	86.2	105.1	87.1	50.5	87.6	60.4	73.7	71.8	82.3	86.0	86.1
II. Animals and Their Products	76	70.9	127.1	145.1	96.0	103.0	107.0	57.2	75.4	72.9	79.9	83.5	98.8	105.0	104.1
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	104.3	93.2	67.9	72.2	66.3	82.5	84.4	93.3	92.0	92.0
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.6	93.7	63.5	73.0	76.2	86.0	91.9	100.4	102.8	102.8
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	100.8	93.3	85.4	92.1	97.6	102.9	106.3	112.9	115.3	115.4
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	105.7	96.9	56.9	82.5	70.3	76.2	77.7	78.3	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	100.6	93.4	86.0	85.6	85.6	97.6	91.0	99.3	100.4	100.9
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	100.9	94.9	81.9	79.2	78.9	85.5	91.3	103.8	100.8	101.0
Classified according to purpose—															
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	103.2	94.1	69.7	78.0	74.4	82.4	85.5	95.3	97.1	96.6
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	103.1	96.6	59.3	79.4	71.7	79.6	82.1	95.8	101.6	100.0
Other Consumers' Goods..	110	62.2	91.9	126.3	101.4	103.2	92.4	76.6	77.1	76.2	84.3	87.7	95.0	94.1	94.3
II. Producers' Goods.....	402	67.7	133.3	164.8	98.8	103.2	93.6	57.8	83.5	68.1	78.9	79.7	86.6	90.0	90.6
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	102.7	94.4	87.7	92.1	95.0	96.6	102.2	108.5	110.5	111.1
Producers' Materials.....	378	69.1	139.0	171.0	98.2	103.3	93.5	54.5	82.5	65.1	76.9	77.2	84.2	87.7	88.3
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	102.3	98.0	75.7	90.0	87.2	93.6	98.7	112.7	116.7	116.8
Manufacturers' Materials...	267	69.5	148.1	177.3	95.8	103.5	92.5	50.9	81.2	61.3	74.1	73.6	79.4	82.8	83.5
Classified according to origin—															
I. Farm—															
A. Field.....	186	59.2	134.7	176.4	91.2	107.2	86.6	51.0	82.2	58.8	71.2	70.3	80.3	82.5	82.9
B. Animal.....	105	70.1	129.0	146.0	95.9	104.0	105.1	58.6	77.1	73.8	81.6	84.5	96.3	100.7	100.3
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	105.1	95.6	43.6	86.0	64.8	70.0	67.2	77.3	87.1	87.6
II. Marine.....	16	65.9	111.7	114.1	91.7	98.3	105.6	59.1	69.1	67.4	77.7	84.2	108.3	120.2	121.4
III. Forest.....	57	60.1	89.7	151.3	106.8	100.7	93.6	63.8	72.9	76.0	85.6	91.5	100.0	102.3	102.3
IV. Mineral.....	203	67.9	115.2	134.6	106.4	101.1	92.8	80.4	85.9	85.0	88.8	92.3	97.7	99.0	99.3
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	106.0	94.2	51.2	82.5	64.8	75.3	76.6	87.1	92.6	92.7
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	103.0	92.6	67.2	78.5	73.4	81.5	83.4	92.0	92.6	92.7

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

Prices in Great Britain and Other Countries

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the January issue of the LABOUR GAZETTE. Since these monthly notes are all compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE.

Since the outbreak of war, control of prices, production and trade has been extended in many countries, resulting in much less movement in prices than occurred in the inflationary period during the last war.

Great Britain

WHOLESALE PRICES—The Board of Trade index number, on the base 1930=100, was 161.5 for December, an increase of 0.3 per cent for the month. Food and tobacco increased 0.6 per cent, which included a rise of 1.1 per cent in the meat, fish and eggs group. Among industrial materials and manufactures, all groups were practically unchanged except for an increase of 1.1 per cent in textiles other than cotton and wool. Comparing the December, 1941, figure, wholesale prices had risen 3.5 per cent during the year (64.6 per cent since August, 1939).

COST OF LIVING—The index number of the Ministry of Labour Gazette, on the base July, 1914=100, was 200 at December 1, showing

no change from any of the previous three months.

Newfoundland

COST OF LIVING—The index number of the Department of Health and Welfare, on the base October 1, 1938=100, was 149.7 at January 2, a decrease of 0.5 per cent for the month due to a decrease of 0.6 per cent in food prices, with lower prices for cheese and eggs.

Australia

WHOLESALE PRICES—The index number of the Commonwealth Bureau of Census and Statistics, on the base 1928-1929=1000, was 1203 for June, as compared with 1175 for May and 1122 for April.

COST OF LIVING—The official index number of the cost of food, groceries and housing (weighted average for 30 towns), on the base 1923-1927=1000, was 998 for the second quarter of 1942, as compared with 978 for the previous quarter.

New Zealand

WHOLESALE PRICES—The Census and Statistics Department index number, on the base 1926-1930=1000, was 1460 for September, as compared with 1453 in August and 1456 in July. The principal changes between August and September were an increase of 4 per cent

in textile manufactures and a decrease of 4 per cent in animal products.

COST OF LIVING—The official index number of retail prices on the base 1926-1930=1000, was 1125 for September, an increase of 0.6 per cent for the month, and of 13.1 per cent over the August, 1939, level.

United States

WHOLESALE PRICES—The index number of the Bureau of Labour Statistics, on the base 1926=100, was 101.0 for December, an increase of 0.7 per cent for the month. Farm products rose 3 per cent, foods 0.8 per cent, other groups showing little or no change.

COST OF LIVING—The index number of the Bureau of Labour Statistics, on the base 1935-1939=100, was 120.4 at December 15, as compared with 119.8 for November and 119.0 for October. The increase of 0.5 per cent in the cost of living between November 15 and December 15, was chiefly due to the increase of 1.2 per cent in food prices.

The National Industrial Conference Board index number, on the base 1923=100, was 101.0 for December, as compared with 100.3 for November, an increase of 0.7 per cent for the month. The principal change was a rise of 1.7 per cent in food prices, there being little or no change in the other groups.

Trends in Wartime Housing in the United States

An article in the United States Monthly Labour Review for December, 1942, describes wartime trends in the construction of dwelling units. "Housing needs of war workers," the article states, "have determined the location of an increasing share of the dwelling units built since the war housing program was started in the summer of 1940. Seven-tenths of all dwelling units, public and private, which were started in nonfarm areas during the second quarter of 1942 were in 138 selected defence-housing areas included in a Defence Housing Survey recently completed by the Bureau of Labor Statistics. These same areas accounted for only half of the nonfarm total in 1940.

With seasonal variation taken into account, the rate of construction of privately financed units rose steadily through 1940 and much of 1941 and then slowed down. Priorities regulations became a major influence during the second quarter of 1942, when the number of new privately built units dropped about 45 per cent from the total for the corresponding quarter of 1941. Totals for July and August, 1942, were 57 per cent below those for the same months of last year.

Public construction increased much more,

relatively, from 1940 to 1941 than did private operations. Then it continued to increase during the first half of 1942, with almost as many units started during the second quarter as during the entire year 1941. However, this increase was accompanied by a change in the characteristics of the units provided, with greater emphasis on temporary and demountable structures.

A table showing the permit valuations or estimated construction cost of privately financed dwelling units in the 138 defence areas from January, 1940, to August, 1942, indicates that more than one quarter of the units constructed cost between \$3,000 and \$3,999. Units valued at less than \$1,000 comprised about six per cent of the total. Ten per cent of the units cost between \$1,000 and \$1,999, and twenty per cent were valued between \$2,000 and \$2,999. Almost twenty per cent came in the \$4,000-\$4,999 group, and slightly under ten per cent in the \$5,000-\$5,999 category. About nine per cent cost over \$6,000 during the thirty-two-month period, but as a result of cost limitations embodied in priorities regulations, units having a valuation of \$6,000 or over made up only a little more than one per cent of the units reported for July and August, 1942.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at December 31, 1942

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act (Revised Statutes of Canada, 1927, Chapter 156; as amended by Statutes of 1931, Chapter 42), and under the various provincial concurrent acts, as at December 31, 1942. (The text of the Old Age Pensions Act was given in the *LABOUR GAZETTE* for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$365 a year and who has resided in Canada for 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$240 yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125 a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (*LABOUR GAZETTE*, May, 1937, page 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married, or unmarried, is \$240 per annum. If however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$120. If a pensioner is unmarried, the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200 a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200.

Under agreements negotiated between the Dominion and the provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT DECEMBER 31, 1942

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia	Ontario
	Act effective Aug. 1, 1929	Act effective Sept. 1, 1927	Act effective Sept. 1, 1928	Act effective July 1, 1936	Act effective Mar. 1, 1934	Act effective Nov. 1, 1929
Number of pensioners.....	11,150	14,411	12,737	11,883	14,273	58,460
Average monthly pension....	18.66	19.26	18.78	15.16	15.29	18.81
*Percentage of pensioners to total population.....	1.41	1.78	1.76	2.62	2.49	1.56
*Percentage of persons over 70 years of age to total population.....	2.66	4.57	3.46	4.64	5.06	4.60
*Percentage of pensioners to population over 70 years of age.....	53.10	38.95	50.95	56.59	49.22	33.79
Dominion Government's contributions for quarter ended Dec. 31, 1942.....	\$460,335 60	\$613,315 85	\$522,929 59	\$403,907 71	\$488,801 04	\$2,404,741 44
Dominion Government's contributions Apr. 1-Dec. 31, 1942.....	\$1,373,425 02	\$1,834,203 54	\$1,574,874 56	\$1,202,657 02	\$1,458,437 68	\$7,229,355 33
Dominion Government's contributions from inception of Act.....	\$16,398,242 86	\$22,773,007 52	\$22,525,420 72	\$9,486,836 50	\$15,928,237 11	\$105,051,817 03

	P.E.I.	Quebec	Saskatchewan	N.W.T.	Totals
	Act effective July 1, 1933	Act effective Aug. 1, 1936	Act effective May 1, 1928	Order-in-Council effective Jan. 25, 1929	
Number of pensioners.....	1,918	47,450	13,215	9	185,506
Average monthly pension....	13.52	17.00	17.44	20.00	
*Percentage of pensioners to total population.....	2.04	1.43	1.49	0.08	
*Percentage of persons over 70 years of age to total population.....	6.38	2.95	2.48	0.91	
*Percentage of pensioners to population over 70 years of age.....	31.97	48.42	60.07	9.00	
Dominion Government's contributions for quarter ended Dec. 31, 1942....	\$55,141 45	\$1,791,685 22	\$512,516 20	\$535 54	\$7,253,909 64
Dominion Government's contributions April 1-Dec. 31, 1942.....	\$151,794 33	\$5,250,657 01	\$1,538,327 88	\$1,605 62	\$21,615,337 99
Dominion Government's contributions from inception of Act.....	\$1,608,038 71	\$45,339,141 80	\$20,678,350 18	\$21,885 21	\$259,810,977 64

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT DECEMBER 31, 1942

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia
	Act effective Mar. 7, 1938	Act effective Dec. 1, 1937	Act effective Sept. 1, 1937	Act effective Sept. 1, 1937	Act effective Oct. 1, 1937
Number of pensioners.....	241	332	347	737	621
Average monthly pension.....	19.67	19.75	19.78	19.65	19.27
*Percentage of pensioners to total population.....	.031	.041	.048	.163	.108
Dominion Government's contributions for quarter ended Dec. 31, 1942....	\$10,548 21	\$14,796 90	\$15,391 26	\$32,578 58	\$26,857 01
Dominion Government's contributions April 1-Dec. 31, 1942.....	\$30,375 38	\$43,662 67	\$45,118 31	\$97,403 45	\$80,607 25
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$150,117 74	\$236,366 69	\$234,770 26	\$551,077 42	\$466,617 39

	Ontario	P.E.I.	Quebec	Saskatchewan	Totals
	Act effective Sept. 1, 1937	Act effective Dec. 1, 1937	Act effective Oct. 1, 1937	Act effective Nov. 15, 1937	
Number of pensioners.....	1,516	113	2,146	321	6,374
Average monthly pension.....	19.68	16.15	19.55	19.82	
*Percentage of pensioners to total population.....	.040	.120	.065	.036	
Dominion Government's contributions for quarter ended Dec. 31, 1942....	\$66,689 75	\$3,944 57	\$94,937 93	\$14,359 65	\$280,103 86
Dominion Government's contributions April 1-Dec. 31, 1942.....	\$200,048 08	\$11,026 40	\$282,072 91	\$43,653 94	\$833,968 39
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$1,176,174 38	\$63,821 94	\$1,599,228 88	\$231,145 01	\$4,709,319 71

* Percentages based on the estimated population as at June 1, 1941, taking into account the preliminary figures of the 1941 Census—Dominion Bureau of Statistics.

Fatal Industrial Accidents in Canada During the Fourth Quarter of 1942

DURING the fourth quarter of 1942 there were 355 fatal industrial accidents, including deaths from industrial diseases reported by workman's compensation boards, etc., as compared with 364 fatal accidents in the fourth quarter of 1941. Of the 355 fatalities in the period under review, 140 occurred in October, 107 in November and 108 in December. Fatal accidents during each year are recorded by quarterly periods in the issues of the *LABOUR GAZETTE* for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain 47 fatalities for the first three quarters of 1942, and six fatalities for 1941.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the *LABOUR GAZETTE* and newspaper reports.

Classified by groups of industries, the fatalities occurring during the fourth quarter of 1942 were as follows: Agriculture, 21; Logging, 30; Fishing and Trapping, 13; Mining, Non-ferrous Smelting and Quarrying, 35; Manufacturing, 74; Construction, 48; Electricity, Gas and Water Production and Supply, 9; Transportation and Public Utilities, 101; Trade, 8; Service, 16.

Of the mining accidents, 17 were in "metaliferous mining" 13 in "coal mining" four in "non-metallic mineral mining and quarrying, n.e.s." and one in "structural materials":

Of the accidents in manufacturing, three were in "vegetable foods, drink and tobacco", six in "animal foods," two in "textiles and clothing", one in "leather, fur and products", 11 in "saw and planing mill products", four in "pulp, paper and paper products", 24 in "iron, steel and products", four in "non-ferrous metal products", three in "non-metallic mineral products", four in "chemical and allied products", and 12 in "shipbuilding".

In construction there were 27 fatalities in "building and structures", 12 in "highway and bridge", and nine in "miscellaneous".

In transportation and public utilities, there were 45 fatalities in "steam railways", one in "street and electric railways", 22 in "water transportation", 15 in "air transportation", 13 in "local and highway transportation", two in "storage", two in "telegraphs and telephones", and one in "express".

There were two fatalities in "wholesale", and 6 in "retail" trade.

Of the fatalities in service, eight were in "public administration", one in "recreational", two in "laundering, dyeing and cleaning", and five in "personal, domestic and business".

The most serious accident during the period under review occurred about December 17, when a tug was lost in a storm on the Lower St. Lawrence River and the crew of ten men were drowned. Other accidents involving the loss of two or more lives were as follows:

When a schooner foundered and sank in a storm on the St. Lawrence River, near Isle Verte, Quebec, on October 27, the crew of six men were drowned.

In a collision of two freight trains, at Montauban les Mines, Quebec, on November 9, two engineers, two firemen and two brakemen lost their lives; and, in a similar accident at Nipissing Junction, Ontario, on December 28, two engineers, two firemen and a brakeman were killed.

Five construction labourers lost their lives following the collapse of a concrete roof, at Welland, Ontario, on November 20. Two erecting engineers were killed in a plane crash while en route from Dorval, Quebec, to Labrador, on October 26.

Two civilian pilots, a flight engineer and a radio officer were killed in an Atlantic ferry plane crash, on October 14, while en route from Dorval, Quebec. When a ferry bomber crashed at Dorval, Quebec, on October 26, a civilian pilot and a radio officer were killed. In a plane crash at Whitehorse, Yukon Territory, on December 4, a pilot and two mechanics lost their lives. On December 20, a plane disappeared near Vancouver, B.C. and a pilot, a co-pilot, and a stewardess were lost.

A test pilot, a test engineer and a mechanic, employed by an aircraft factory, were killed in a plane crash, at Halifax, N.S., on December 3. Two explosives plant workers died in an explosion in a pellet-tracer mixing room, at Pickering, Ontario, on October 23.

When a boat capsized on Shipshaw River, Quebec, three loggers were drowned on October 24. Two loggers broke through ice and were drowned in La Lievre River, Quebec, on November 21; and another two loggers were drowned in a similar accident, near Shabaqua, Ontario, on November 24.

Two fishermen fell through an air hole while setting nets and were drowned, near Black Island, Manitoba, on November 18. A captain, a mate and an engineer were swept overboard from a schooner in a storm and were drowned, off Lunenburg, N.S., about November 30. Another two fishermen were drowned when a boat capsized in a storm while they were tending lobster traps, near Liverpool, N.S., on December 31.

Two miners were killed by a fall of rock, near Sudbury, Ontario, on December 2. When overcome by gas following a bump in a coal mine, a fireboss and a timberman died at Cadomin, Alberta, on November 10.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first three quarters of 1942 has been compiled which contains 47 fatalities of which one was in agriculture, five in logging, two in fishing and trapping, three in mining, non-ferrous smelting and quarrying, 14 in manufacturing, 11 in construction, seven in transportation and public utilities, three in trade and one in service. One of these accidents occurred in January, one in February, one in March, two in April, one in May, three in June, four in July, 10 in August and 24 in September.

A further supplementary list of accidents occurring in 1941 has been made. This includes six fatalities of which two were in manufacturing, one in transportation and public utilities and three in Service. One of these accidents occurred in February, one in March, one in June, two in August and one in October.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1942 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.).....	2	.....	.....	.....	9	1	.....	1	.....	.....	.....	.....	13
B.—Working machines.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	2
C.—Hoisting apparatus (elevators, conveyors, etc.).....	.....	.....	.....	.....	3	2	.....	1	.....	.....	.....	.....	6
D.—Dangerous substances (steam, electricity, flames, explosions, etc.).....	4	1	1	2	14	3	6	1	.....	.....	1	.....	33
E.—Striking against or being struck by objects.....	.....	1	.....	.....	2	.....	.....	1	.....	.....	.....	.....	4
F.—Falling objects.....	1	14	.....	15	6	9	1	3	1	.....	1	.....	51
G.—Handling of objects.....	.....	1	.....	1	.....	2	.....	.....	.....	.....	.....	.....	4
H.—Tools.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
I.—Moving trains, vehicles, watercraft, etc.....	7	4	9	5	14	14	2	90	7	.....	8	.....	160
J.—Animals.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	3
K.—Fall of persons.....	6	6	3	3	18	10	.....	2	.....	.....	3	.....	51
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	2	9	7	6	1	2	27
Totals.....	21	30	13	35	74	48	9	101	8	16	355

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Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

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Notes of Current Interest

Arthur MacNamara appointed Deputy Minister

By Order in Council P.C. 7057 of February 11, Mr. Arthur MacNamara was appointed Deputy Minister of Labour, effective from January 1. In this post Mr. MacNamara succeeds Dr.

Bryce M. Stewart, whose resignation was announced last December.

On March 9, Mr. MacNamara was also appointed to be a member of the Wartime Prices and Trade Board, to fill the vacancy created by the resignation of Dr. Stewart.

Mr. MacNamara had previously held the position of Associate Deputy Minister of Labour, and retains the post of Director of National Selective Service.

Before coming to Ottawa, Mr. MacNamara was Deputy Minister of Public Works and Labour in the Province of Manitoba. In January, 1940, at the request of the late Hon. Norman Rogers, the Manitoba Government loaned Mr. MacNamara to the Federal Government to organize the Dependents' Allowance Board. He became Acting Chairman of this Board, a position which he held until he was appointed Associate Deputy Minister of Labour for the Dominion Government.

On January 7, 1941, Mr. MacNamara was appointed Acting Chief Commissioner of the Unemployment Insurance Commission and remained at this post during the establishment of the nation-wide organization of the Commission. In March, 1942, he returned to the

Department of Labour to resume his duties of Associate Deputy Minister of Labour on a full time basis.

Strikes and lockouts during February

While the number of strikes and lock-outs reported for the month of February, 1943, was only two less than the previous month, the number of workers involved and the time loss in man working days were both substantially lower.

The figures show 32 strikes on record, involving 5,243 workers and a time loss of 24,306 man working days, as compared with 34 strikes in January, with 19,857 workers involved and a time loss of 166,707 days. During February, 1942, there were 16 strikes recorded, involving 2,901 workers, with a time loss of 23,997 days. Two strikes carried over from January, namely, tobacco factory workers at Montreal, P.Q., and glass factory workers at Wallaceburg, Ont., caused about 68 per cent of the time loss during the month under review. The exceptionally large time loss in January was caused by the strikes of steel mill workers in Sault Ste. Marie, Ont., and Sydney and Trenton, N.S.

Of the 32 disputes during February, 30 were terminated during the month. Eleven resulted in favour of the workers, seven in favour of the employers, four were compromise settlements, one was partially successful and seven were indefinite in result. Two strikes involving 716 workers were recorded as unterminated at the end of the month.

Business Statistics

The table below gives the latest statistics available reflecting industrial conditions in Canada.

A decline at the beginning of January, less than normal for the month, was recorded by the index of employment; but as compared with January, 1942, an increase of 10.8 per cent was recorded. The index of the physical volume of business measuring changes in

mineral production, manufacturing, construction, electric power and distribution continued upward, rising from 221.2 for December, 1942, to 227.3 for January, 1943, the highest level in the record and 18 per cent higher than in January, 1942.

Expansion was indicated in each of the foregoing principal factors as compared with the preceding month. In manufacturing, declines were indicated in a number of industries, but

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943		1942	1942		1941
	February	January	December	February	January	December
Employment Index ⁽¹⁾		183.7	186.5	165.4	165.8	168.8
Unemployment percentage (trade union members)..... ⁽²⁾	1.5	1.2	0.8	4.3	5.2	3.3
Index numbers, aggregate weekly payrolls..... ⁽³⁾		132.0	144.3	118.5	112.3	119.5
Per capita weekly earnings..... ⁽³⁾		27.91	30.06	27.65	26.13	27.32
Prices, wholesale index ⁽¹⁾	97.5	97.1	97.0	94.6	94.3	93.6
Cost of living index ⁽⁴⁾	116.9	117.1	118.8	115.7	115.4	115.8
Retail sales unadjusted index..... ⁽⁴⁾		128.4	213.4	120.1	128.1	201.5
Retail sales adjusted index..... ⁽⁴⁾		155.2	156.4	154.8	150.8	147.2
Wholesale sales..... ⁽⁴⁾		138.7	148.4	136.1	132.2	137.4
Common stocks index..... ⁽⁴⁾	178.6	76.3	71.3	64.7	66.8	67.2
Preferred stocks index..... ⁽⁴⁾		102.7	100.4	96.8	99.6	100.7
Bond yields, Dominion index..... ⁽⁴⁾	198.3	98.8	99.4	99.3	99.4	99.3
Physical Volume of Business Index ⁽⁵⁾		227.3	221.2	192.9	192.3	193.9
INDUSTRIAL PRODUCTION ⁽⁴⁾		256.7	250.8	216.3	216.5	208.0
Mineral production..... ⁽⁴⁾		225.3	209.6	248.2	258.5	261.4
Manufacturing..... ⁽⁴⁾		279.0	276.2	226.3	222.7	206.7
Construction..... ⁽⁴⁾		129.3	101.5	98.3	119.1	185.0
Electric power..... ⁽⁴⁾		142.5	140.1	137.6	143.9	138.9
DISTRIBUTION ⁽⁴⁾		166.3	160.6	144.4	142.0	164.7
Carloadings..... ⁽⁴⁾		130.5	145.2	140.4	149.6	138.8
Tons carried, freight..... ⁽⁴⁾		155.1	173.4	169.3	169.3	170.8
Bank debits to individual accounts ⁽⁶⁾	\$	3,899,628,358	4,194,613,475	2,892,863,582	3,230,788,844	3,686,546,270
Bank notes in circulation..... ⁽⁶⁾	\$	632,800,000	614,400,000	462,508,080	450,168,690	462,137,735
Bank deposits in savings..... ⁽⁶⁾	\$		1,673,189,283	1,270,739,068	1,217,143,619	1,669,032,146
Bank loans, commercial, etc..... ⁽⁶⁾	\$		1,099,807,975	1,055,488,517	1,052,857,980	1,083,701,002
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾		247,407	227,858	247,382	248,549	247,327
Canadian National Railways, revenues..... ⁽⁸⁾	\$			24,950,000	25,967,000	28,011,381
Operating expenses..... ⁽⁸⁾	\$			18,696,053	18,051,905	19,080,608
Canadian Pacific Railway, traffic earnings..... ⁽⁸⁾	\$	18,927,920	24,523,338	18,238,000	18,660,000	21,204,000
Canadian Pacific Railway, operating expenses, all lines..... ⁽⁸⁾	\$	16,687,265	18,329,027	15,234,101	15,476,210	16,113,464
Steam railways, freight in ton-miles..... ⁽⁸⁾				4,031,154,000	4,245,573,000	4,355,505,000
Building permits..... ⁽⁸⁾	\$	3,222,324	6,358,265	4,354,695	6,432,687	8,391,308
Contracts awarded..... ⁽⁸⁾	\$	19,019,000	11,984,000	13,451,200	11,052,200	12,880,000
Mineral production—						
Pig iron..... tons		116,327	164,382	143,973	163,156	166,132
Steel ingots and castings..... tons		207,800	269,834	242,921	259,016	244,844
Ferro-alloys..... tons		15,331	19,567	17,358	18,004	19,986
Gold..... ounces		334,510	359,903	375,630	405,664	421,316
Coal..... tons		1,542,236	1,735,460	1,693,471	1,919,264	1,813,963
Timber scaled in British Columbia bd. ft.			186,846,509	208,681,936	154,440,152	226,333,216
Flour production..... bbls.		1,963,042	2,062,835	1,584,978	1,555,850	1,577,169
Footwear production..... pairs.		2,612,258	2,650,375	2,626,084	2,463,947	2,736,108
Output of central electric stations..... k.w.h.		2,951,397,000	3,217,788,000	3,243,502,000	3,226,289,000	3,220,900,000
Sales of insurance..... \$		39,945,000	44,970,000	38,938,000	42,660,000	46,566,000
Newsprint production..... tons		233,540	244,180	278,100	311,900	300,820

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended February 25, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base June 1941=100. (4) Base, 1935-1939=100.

(5) Adjusted, where necessary for seasonal variation. (6) Notes in the hands of the public.

(7) Figures for four weeks ended February 27, 1943, and corresponding previous periods.

(8) MacLean's Building Review.

these were more than offset by advances in industries engaged on war production. Important increases were indicated in flour milling, in the production of boots and shoes and in iron and steel.

Mineral production and the output of electric power recorded decline in January as compared with one year ago, but other principal factors were materially higher. The index of manufacturing showed an increase of 25.3 per cent in this comparison. Important changes in this group are an increase of 26.2 per cent in flour production, 22.4 per cent in creamery butter production and 16.6 per cent in the numbers of cigarettes released. A decline of 25 per cent was recorded in the production of newsprint, and 54.5 per cent in factory cheese. Car loadings declined 12.8 per cent.

Industrial Disputes Investigation Act

Seventeen applications for the establishment of Boards of Conciliation and Investigation under the Industrial Disputes Investigation Act were received during the month of February. One board submitted its report; four boards were established and the constitution of one board was completed during the month. Eleven disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from Commissioners in ten cases. The settlement of four disputes was reported, in each case an agreement having been reached between the parties to the dispute. Five applications were withdrawn during the month and six applications rejected.

Cost of living index declines

The official index of the cost of living at the beginning of February showed a further decline. It was one-fifth of one point lower than at the beginning of January and 1.9 points lower than at the beginning of December, 1942. The decline in February was due mainly to lower prices for certain foods, particularly eggs and oranges, but minor decreases also were recorded in the fuel and clothing groups. At the beginning of February the index on the base period 1935 to 1939 as 100 was 116.9 compared with 117.1 for January and 118.8 for December 1942.

The advance in the index since the outbreak of war was 16 per cent as compared with an advance of 41.3 per cent between July, 1914, and January, 1918, the comparable period during the last war. Between October, 1941, and February, 1943, the period covered since

the establishment of price control, the advance in the index was 1.2 per cent. For the comparable period during the last war, that is, between October, 1916, and February, 1918, the advance was 25.2 per cent.

Staggered hours for war workers ease transportation problem

Working hours of more than 350,000 Canadian workers have been staggered in the government's program to meet unprecedented war demands on public transportation systems, according to information from the Transit Controller of the Department of Munitions and Supply.

With increased employment and a reduction in the use of private automobiles because of gasoline and tire restrictions, public transport facilities are handling roughly twice their peacetime traffic with little, if any, additional equipment.

Figures for January, 1943, in comparison with the same month of 1942, show an increase in public transit traffic in Halifax of 52 per cent. Other cities with large increases are: Sherbrooke, 59 per cent; Quebec, 32 per cent; Montreal, 17 per cent; Ottawa, 29 per cent; Toronto, 30 per cent; Hamilton, 36 per cent; Windsor, 83 per cent; Kingston, 80 per cent; London, 41 per cent; Oshawa, 48 per cent; Peterborough, 53 per cent; Edmonton, 40 per cent; Vancouver, 31 per cent; and Victoria, 37 per cent.

Percentage increases in revenue passengers carried for the entire year of 1942 over the entire year 1939 are as follows: Vancouver, 100 per cent; Edmonton, 80 per cent; Winnipeg, 70 per cent; Fort William, 210 per cent; Windsor, 285 per cent; Toronto, 95 per cent; Hamilton, 130 per cent; Ottawa, 136 per cent; Montreal, 72 per cent; Sherbrooke, 130 per cent; Quebec, 100 per cent; Saint John, 90 per cent; Halifax, 235 per cent.

The wartime industrial transit plan is one of the means being used to meet transportation problems and is rapidly extending through Canadian plants. Under this plan industries participating appoint a plant transit officer who designates employees whose cars will be used, fixes operating schedules and makes plans to ensure cars being used to full capacity.

Drivers in the transit plan are entitled to a special gasoline allowance and will be given identifying windshield stickers with their new gasoline ration licence. They may also qualify for tire service not available to low-category drivers, and are insured against accident to their employee-passengers at a low monthly rate.

Minimum wages for student farm workers A minimum wage of \$25 a month has been fixed for boys who leave school to work on Ontario farms this spring and summer as members of the Farm Labour Force. Experienced boys (those with three months' service) will be paid \$30 a month, and the boys will "live in."

Girls working on fruit farms and living in camps will be paid 25 cents an hour as a minimum, and this rate may be raised if the work done is of more value to the farmer.

A new rule is to the effect that the boys and girls of the Farm Labour Force are to work on fruit farms and mixed farms only, and are not to be used in dairies, cheese factories, canneries or meat packing houses. Last year they were allowed to work on the processing of foods, and many stayed in the cities and took such jobs.

The Ontario Farm Labour Force hopes to enrol 100,000 high school students to work on farms this summer. They will be needed chiefly in the Hamilton-Niagara fruit area. Seventeen government-operated camps are planned for this district to accommodate students who register for farm work. The only stipulation is that students volunteering must stay at their jobs not less than 13 weeks.

An account of Ontario's farm labour program, which is carried on with financial assistance from the Dominion Government, was contained on page 40 of the January LABOUR GAZETTE.

Co-operative purchasing associations in Saskatchewan

A series of eight booklets dealing with various aspects of co-operative purchasing associations in Saskatchewan, has been issued by the Department of Agriculture of that province. The study on which the booklets are based was undertaken jointly by representatives of the Dominion and Saskatchewan Departments of Agriculture.

The purpose and scope of the study is indicated in the introduction to the first booklet: "The purpose of this report is not to deal with the ideals of the co-operative enterprise, except incidentally, but to consider certain economic aspects of the co-operative purchasing form of organization in Saskatchewan. The study has been based on historical and statistical references and a direct investigation of a large number of co-operative trading associations registered in Saskatchewan. In addition certain comparative figures have been obtained for other types of business enterprise

supplying services similar to those given by the co-operatives."

The titles of the series are as follows:—Part I.—Historical and Statistical Analysis of Co-operative Purchasing Associations for the Twenty-five Year Period (1914-1938); Part II.—The Location, The Services Rendered, and the Competitive Merchandising Position of Co-operatives in Saskatchewan in the Year 1938; Part III.—Merchandising Operations and An Analysis of Merchandising Costs for Co-operatives in Saskatchewan in 1938; Part IV.—Co-operative Methods of Financing; Part V.—The Control and the Cost of Customer Credit; Part VI.—Co-operative Management and Membership Relations; Part VII.—Bookkeeping and Accounting Methods for Co-operatives; Part VIII.—Co-operative Case Studies and Current Saskatchewan Co-operative Developments in 1941-42.

Annual Report of Dominion Department of Labour

The report of the Deputy Minister of Labour for the fiscal year ending March 31, 1942, has been issued. In the interests of economy the report has been considerably abbreviated. It contains a review of the work of the Dominion Department of Labour during the year in connection with the administration of the following statutes: Labour Department Act; Conciliation and Labour Act; Industrial Disputes Investigation Act; Government Annuities Act; Employment Offices Co-ordination Act; Technical Education Act; Combines Investigation Act. The report also deals with the Fair Wages Policy of the Government; relief legislation; the Government's training program; labour supply; the International Labour Organization; and the British Columbia Security Commission.

U.S. National War Labour Board completes first year

The United States National War Labour Board recently completed its first year of operations. During that period, the Board considered and decided 514 cases involving about two million five hundred thousand employees. In about two-thirds of the cases the decisions were unanimous, with labour, industry, and public Board members in common agreement upon the correct solution to the particular problems involved. The public members voted with labour in approximately one-half of the remaining one-third of the cases and with industry in the rest of the cases. "Thus", according to a statement by a public member of the Board, "actually labour

and industry were each satisfied and in accord with the decisions reached by the Board in about 83 per cent of last year's cases."

The National War Labour Board is a tripartite twelve-man board composed of an equal number of representatives of industry, labour and the public. It was appointed by President Roosevelt on January 12, 1942, and charged with the duty of carrying out the national war time labour policy that there shall be no strikes or lockouts for the duration of the war. The Board, by executive order, was instructed to finally determine all labour disputes by mediation and voluntary arbitration or by arbitration under rules and procedures established by the Board.

By the President's Economic Stabilization Order of October 3, the Board was further charged with the responsibility of stabilizing all wages in the United States, not only those of workers involved in disputes (L.G., October, 1942, p. 1140).

In carrying out this task, the Board evolved various methods of procedure. One was the so-called "Little Steel" formula in regard to applications for wage adjustments. This formula, based on the nation-wide increase in the cost of living, provided that if any group of workers averaged less than a 15 per cent increase in their average straight-time hourly earnings since January 1, 1941, that group of workers was entitled to a wage adjustment sufficient to bring their rates to a point 15 per cent above the January 1941 level (L.G., November, 1942, p. 1286).

Another formula evolved by the Board dealt with the question of union security. This was the "maintenance of membership" formula, a compromise between the rival claims of unions and management for "open" or "closed" shop contracts. As applied to a typical union contract, the formula provides that after a specified date no existing union members may terminate their employment for the duration of the contract (L.G., July, 1942, p. 812; December, 1942, p. 1372).

A decentralization plan recently announced by the United States National War Labour Board increases the number of agencies empowered to make final decisions on wage and labour dispute cases, and is thus expected to expedite the handling of labour disputes which threaten to hamper the war effort. Under this plan twelve Regional War Labour Boards have been established with full authority to make final decisions in

labour disputes and in voluntary wage and salary adjustments.

Each of the Regional Boards is set up on the same tripartite system of public, employer and labour representatives as the National Board.

Under the new procedure all new cases will automatically go to the Regional Boards, except cases in certain specialized fields including the non-ferrous metals industry, trucking, shipbuilding, and the building trades, in which special commissions have been established. The National Board in Washington will function as a supreme court for labour disputes. It will review appeals, and also reserve the right to review on its own motion decisions made by the Regional Board. It will issue general policy directives, and assume original jurisdiction over cases of national importance.

A further aspect of the decentralization program is the establishment of panels in the major cities of the United States, also set up on a tripartite basis. The function of these panels will be not to mediate but to get at the facts and make recommendations to the Regional Boards for final action.

The following three-step procedure for dispute cases has been worked out by the United States Conciliation Board and the War Labour Board:

1. Mediation efforts by the U.S. Conciliation Service;
2. A hearing before a panel with recommendations to the Regional Board.
3. A decision by the Regional Board.

Any party will have the right, within 10 days after the issuance of a directive order by a Regional Board, to petition to the National Board for a review of the case.

The burden will be on the petitioner to satisfy the National Board in his petition (a) that a novel question is involved of sufficient importance to warrant national action, or (b) that the procedure adopted has been unfair to the petitioner and has resulted in substantial hardship, or (c) that the decision has exceeded the Board's jurisdiction or is manifestly in conflict with established Board policy.

Authority to rule on certain types of voluntary wage and salary adjustment cases, including those involving companies with not more than 100 employees, has been granted to a Regional Wage Stabilization Director, subject to appeal to the Regional Board. Authority over all other types of wage or salary adjustments is conferred upon the Regional War Labour Board.

New procedure for handling labour disputes in United States

Labour Management Committees

Joint Production Organizations Sponsored by Government

Three-Man Interdepartmental Committee Set Up in Ottawa to Stimulate Production in Canadian Plants

THE Dominion Government is officially encouraging and sponsoring the formation of labour-management joint production committees in industrial plants. To carry out this policy, a three-man interdepartmental committee has been set up in Ottawa.

The committee consists of three officials: H. Carl Goldenberg, Director General of Economics, and H. J. Carmichael, Co-ordinator of Production, from the Department of Munitions and Supply; and M. M. Maclean, Director of Industrial Relations, from the Department of Labour. H. Carl Goldenberg will be Chairman.

It will be the task of the newly appointed three-man committee to interest workers and employers throughout the country in establishing joint production committees in industry.

The establishment of these production committees, especially in war industries, has been endorsed both by trade union leaders and representatives of management, and already many such committees have been set up in Canadian plants.

Their primary function is to increase production. They provide a medium through which management may gain access to the ideas of individual men on the job who, by the nature of their position, are frequently able to see possibilities for improving the technique of the particular tasks they perform. The committees consider ideas for improving efficiency and eliminating waste, utilizing the suggestions of individual employees. They may deal with such matters as conservation of materials, tools and equipment; elimination of unnecessary planning or routines; fuller utilization of capacities and skills; protection of personnel and plant; efficient transportation of materials, personnel and products; improvement of designs and use of tools and fixtures; and reduction of absenteeism. It is felt, moreover, that when representatives of labour and of management meet together for the free interchange of opinions in regard to production problems, the spirit of mutual confidence

which can result will in itself have a beneficial effect on morale and on output.

It is considered that wages, hours, conditions of work, and similar matters, which are ordinarily regarded as subjects for determination by collective bargaining procedures, should be excluded from the functions of labour-management committees, as it is not intended that these committees should supersede or interfere with organized trade unions.

Conference Held in Ottawa

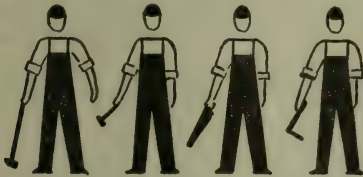
On March 11 a conference of representatives of trade unions and of industry was held in Ottawa under the sponsorship of the Government interdepartmental committee. H. Carl Goldenberg, Chairman of the committee, presided.

The conference unanimously endorsed the decision of the Government to foster the establishment of labour-management committees. Representatives of labour and of industry agreed to co-operate fully with the interdepartmental committee in promoting the establishment of labour-management committees on a sound basis.

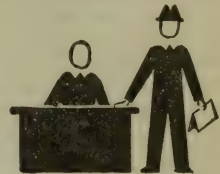
The basis upon which the committees should be set up was discussed, and consideration was given to the following list of basic principles, prepared by Mr. D. B. Chant of the Department of Labour. It was suggested that these principles would serve as a frame-work within which each industrial concern could develop its own committee.

- (1) Labour representatives should at least equal in number the management representatives and should be bona fide employees below the rank of foreman.
- (2) Labour representatives should be chosen in a democratic manner by secret ballot in a free election by the workers they are to represent. (It was stipulated; however, that in plants where trade unions hold contracts as bargaining agencies, the labour representatives could be appointed by the organization instead of being elected by secret ballot.)

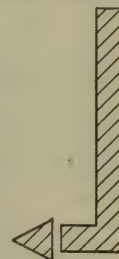
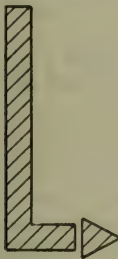
- (3) Representation should be by departments, natural divisions of the plant, or according to some other reasonable arrangement of "constituencies" rather than "at large" from the entire working personnel.
- (4) Powers of committee should be advisory and recommendatory only and not executive. Management should, however, recognize the obligation to examine all committee proposals and recommendations with care and consideration and to give a reasonable explanation in case of non-acceptance.
- (5) The committee of any one plant or company should be separate in all respects from those of any other plant or company.
- (6) There should be no third party in the operation of the committees.
- (7) Wages, hours and conditions of work and similar matters which are ordinarily regarded as subjects for determination by collective bargaining procedures should not be dealt with by the committees.
- (8) Where machinery exists by agreement or by recognized custom or otherwise for the handling of grievances, the committees should not assume that function or interfere with the orderly operation of such machinery.



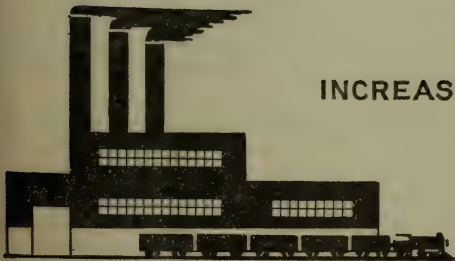
WORKERS



MANAGEMENT



INCREASED PRODUCTION



General agreement with these principles was expressed by those at the conference,

Scope of Committees

The following were listed as some of the specific problems with which labour-management committees might deal:

- (a) Changing of obsolete practices.
- (b) Conservation of materials, tools and equipment.
- (c) Elimination of waste effort, unnecessary planning or routines.
- (d) Adherence to standard methods.
- (e) Fullest utilization of capacities and skills of personnel.
- (f) Protection of personnel and plant.
- (g) Efficient transportation of materials, personnel and products.
- (h) Improvement of design and use of tools and fixtures.
- (i) Simplification of handling, sorting and moving materials and products.

(j) Promotion of fuller understanding of the common interests and objectives of labour and management.

(k) Reduction of absenteeism from all causes.

(l) Promotion of educational, recreational and welfare activities.

(m) Support of war finance activities.

Mr. Goldenberg, speaking for the interdepartmental committee, said that the committee expects to meet frequently in consultation with representatives of labour and industry.

An advisory body was constituted, made up of the following who were present at the conference: Percy Bengough, Acting President of the Trades and Labour Congress of Canada; Pat Conroy, Secretary-Treasurer, Canadian Congress of Labour; Roma Groulx, General Organizer, Catholic and Canadian Confederation of Labour; Willis George, representing the Canadian Manufacturers' Association; Clark Reilly, representing the Canadian Construction Association; Dr. Walter Couper and D. B. Chant, of the Federal Department of Labour.

Joint Production Committees in Great Britain

THE International Labour Office has recently published a report* on the wartime scheme of joint production consultative and advisory committees in Great Britain. The report was prepared as a basis for discussion of the scheme at the seventh Canadian-American tripartite meeting on labour supply policy, in February, 1943.

The origin of the committees is traced to the experiments in labour-management co-operation during the last war but it is emphasized that the scheme at present operating in Britain "indicates a new conception of the contribution that can be made to the war effort by employers' and workers' representatives meeting together confidently at the plant level". Joint production committees in Britain have not only increased output "through pooling the technical knowledge of management and labour for better plant and work organization" but have improved morale "through better understanding of the problems faced by both sides, and through more adequate appreciation of the urgency and importance of the industrial war effort".

Widespread interest in joint production committees did not develop in Britain until 1941, the report states. In March of that year the Government officially recognized their existence by assigning them certain functions in regard to plant discipline under the Essential Work Orders. In February, 1942, the Minister of Supply signed an agreement with the trade unions concerned to provide for the establishment of joint production committees in Royal Ordnance Factories, and a month later the Engineering and Allied Employers' Federation signed a similar agreement with trade unions in the engineering industry. The committees set up under these agreements, which became a model for other joint production committees organized in Britain, and pit production committees which are a specialized form developed for mines, have already been described in the *LABOUR GAZETTE* (1942, p. 700; Feb., 1943, p. 163).

In the International Labour Office report attention is drawn to the voluntary and advisory nature of the committees and to the careful limitation of their functions to giving advice on production problems so that they do not conflict with existing collective bargaining machinery for regulating wages and working conditions. Stress is laid on their

* "Joint Production Committees in Great Britain", International Labour Office, Studies and Reports, Series A (Industrial Relations) No. 42. Copies at 50 cents each may be obtained from the International Labour Office, Montreal.

firm link with the trade union movement through the requirement that workers' members, though elected by a ballot open to all workers, must be members of a trade union and report to district trade union production committees. The Trades Union Congress has endorsed the use of the committees and urged that they be made compulsory. Employers' organizations and the Government have also promoted establishment of the committees.

The composition, functions and achievements of the committees are described in the report and their relationship to existing plant, district and regional joint machinery for labour

supply and production is indicated. A chart in the appendix illustrates this point.

Other appendices to the report give the text of the agreements providing for joint production committees in the Royal Ordnance Factories and other branches of the engineering industry, and the model constitution for works councils drawn up by the Minister of Labour in 1918. In addition selected items from the agenda of various committees and the minutes of a typical meeting of a committee are published to show the nature of the problems handled.

Australia Establishes Production Committees

THE Australian Government has recently signed an agreement with the Australasian Council of Trade Unions to provide for the establishment of joint production consultative and advisory committees in Government-controlled aircraft and munitions plants. The agreement contains a model constitution for such committees based on the British pattern. The Government intends ultimately to extend the scheme to all war industries.

As in Britain, the joint production committees in Australia are restricted to discussing questions of production and efficiency and are not to deal with matters handled by the normal machinery of collective bargaining. The committees are to consist of an equal number, not exceeding 10, of representatives of workers and employers, with a chairman

appointed by each side to serve alternately. Workers' representatives are to be elected annually by a vote conducted by the trade unions, and as far as possible, each union in each factory is to have at least one representative on the committee. Committees are to meet fortnightly but special meetings may be called to deal with emergencies. Provision is made for separate meetings of employers' and workers' sides to discuss items which they wish put on the agenda. Each side is to appoint a secretary who will jointly prepare the agenda and minutes. Committees are empowered to appoint sub-committees to deal with particular questions and either side may invite experts to attend meetings in a consultative capacity. Workers' representatives are to be paid at their normal wage rate when attending meetings.

Progress in Formation of Committees in United States

AS of January 1, 1943, there were 1,919 labour-management committees in the United States, according to the Office of War Information. These committees represented over 4,000,000 employees, of whom 850,000 were in ship construction, 692,000 in guns and ordnance, 465,000 in iron and steel, and 462,000 in aircraft.

Labour-management committees in the United States have been sponsored by the War Production Board since March, 1942, when Donald M. Nelson, Chairman of the Board, announced a War Production Drive to foster the voluntary formation of such committees in war plants. The functions of the committees were to include morale-building activities and the improvement of plant efficiency. An important aspect was to be the utilization of suggestions of employees through the medium of the committees.

In June a merit award system was established, by which such ideas and suggestions

as are considered to be of more than local usefulness are forwarded to Washington, whence they may be made available to industry throughout the country. Workers whose suggestions prove particularly useful receive citations of merit from the War Production Board, and in some cases such workers have been taken to Washington, presented to the President at the White House, and feted by military and Government officials (L.G., Jan., 1943, p. 7).

In October, a five-man Production Drive Policy Committee was set up, to determine policies under which the joint labour-management committees in war plants can best contribute to increased war production. The committee contains representatives of the American Federation of Labour, the Congress of Industrial Organizations, the National Association of Manufacturers, and the Chamber of Commerce.

Social Security and Reconstruction

Parliamentary Committees Appointed to Study Social Security and Post-War Reconstruction in Canada

THE House of Commons has appointed two select committees to study the problems of post-war reconstruction and of social security. This action was taken as an implementation of undertakings set forth in the speech from the throne at the opening of the session on January 28:—

The immediate object of the united nations is the defeat of the axis powers. Joint planning of operations on a world scale has accompanied preparations for intensive warfare. The united nations also aim at rendering aggression impossible in the future. Their governments, in addition to planning jointly for the prosecution of the war, have already entered into consultation regarding post-war problems. Achievement of their aims requires the establishment of conditions under which all peoples may enjoy equality of opportunity and a sense of security.

Every effort must be made to ensure, after the close of hostilities, the establishment, in useful and remunerative employment, of the men and women in our armed forces and in war industries. My ministers have already begun to explore the international agreements and domestic measures which will help to secure adequate incomes for primary producers and full employment after the war. With your approval, the select committee on reconstruction and reestablishment, appointed at the last session, will be reconstituted.

It is in the general interest that freedom from fear and from want should be the assured possession of all. A nation-wide plan which would provide insurance against the inevitable consequences of major economic and social hazards is essential if this objective is to be attained.

In Canada, a considerable measure of social security has already been provided through federal enactments establishing annuities, unemployment insurance, and pensions for the aged, the blind and for disabled veterans; and through provincial enactments related to accidents, sickness and hospitalization, widows' and mothers' allowances and maternity benefits. There is, however, no approach to a nation-wide plan of social security.

My ministers believe that a comprehensive national scheme of social insurance should be worked out at once which will constitute a charter of social security for the whole of Canada.

The government accordingly proposes to recommend the early appointment of a select committee to examine and report on the most practicable measures of social insurance, and the steps which will be required to ensure

their inclusion in a national plan. Among matters which will be referred to this committee for study and consideration will be the establishment of a national system of health insurance.

Committee on Post-War Reconstruction

On February 25, Hon. Ian Mackenzie, Minister of Pensions and National Health, moved the reconstitution of the committee on reconstruction. The motion was agreed to on March 2.

The committee is to "study and report upon the general problems of reconstruction and re-establishment which may arise at the termination of the present war, and all questions pertaining thereto." It may appoint from among its members subcommittees to deal with specific phases of the problems.

Authority is given to the committee or subcommittees to "call for persons, papers and records, and to examine witnesses under oath."

The membership of the committee is as follows:

Messrs. Authier, Bence, Bertrand (Prescott), Black (Cumberland), Brunelle, Castleden, Dupuis, Eudes, Ferron, Fraser (Northumberland), Gillis, Gray, Harris (Danforth), Hill, Jean, Mackenzie (Vancouver Centre), MacKenzie (Neepawa), MacNicol, McDonald (Pontiac), McKinnon (Kenora-Rainy River), McNiven, Marshall, Martin, Matthews, Mitchell, Nielsen (Mrs.), Poirier, Purdy, Quelch, Ross (Middlesex East), Ross (Calgary East), Sanderson, Turgeon, Tustin, White.

The Chairman of the committee is Mr. J. G. Turgeon.

Committee on Social Security

The motion regarding the appointment of a special committee on national social insurance was made by the Prime Minister, Rt. Hon. W. L. Mackenzie King, on March 3, and agreed to on March 5.

In introducing the motion, the Prime Minister spoke in part as follows:—

"I do not think there is any difference of opinion among the members of the different groups in the house as to the objective to be aimed at. . . .

International Implications of Social Security

"Surely we have realized as the result of two world wars in the last quarter-century that all reforms may pretty much be set at naught so long as there remains this danger of aggression on the part of great powers and the actual existence of war itself. If aggression is to be rendered impossible in the future it is necessary that all countries join together in carrying out some policy which will make for more in the way of co-operation between the different nations and more in the way of equality of opportunity between the peoples of the different nations. . . .

"If low standards of living exist in many parts of the world and high standards in a few parts, international competition, unless regulated effectively, will soon bring the high standards down to the level of the lower standards. That is why in any post-war period an effort must be made on the part of all nations that are seeking to improve their own conditions to realize that the countries of the world are members one of another, and that co-operation and mutual aid between nations will have to replace the system whereby relations between them are governed by force. . . .

Hazards of Industrialized Society

"There are certain hazards which do exist under the industrial organization of society as it has come to be in our time, and which exists not through any fault of employers, not through any fault of employees, but simply from the condition in which organized society finds itself at the present time. . . .

"These hazards are well known. The most common of course is unemployment. Other hazards are those arising out of old age, blindness, sickness and invalidity, the death of the breadwinner, birth and burial, where the funds to meet the obligations that arise out of these cannot be provided for in advance. Unemployment may come at any time, on a small or large scale, through no fault of their own on the part of those affected.

Social Obligations of Industry

"May I interject that any system of social security is based on the theory that all industry is, or ought to be, in the nature of social service; that industry is not merely a means whereby capitalists may increase profits, or workers find the means of gaining a livelihood through wages; but that there exists also the right of the community, which makes possible the carrying on of industry, to expect to have the interest and well-being of the community and its members considered in

the rewards of industry.' In other words, industry exists to serve a social end, as well as to serve the needs of individuals. Under that view men and women are the great asset of the state. The well-being of all the human resources, the men and women who supply the labour, the thought and skill essential for planning and carrying on industry ought to be the first concern of the state. And where the state makes possible the carrying on of industry, they are entitled to have the state see that they are protected against inevitable hazards . . .

Social Security and Private Property

"Social security does not seek necessarily, or, at all, in some cases, to abolish the institution of private property. It seeks rather to ensure that the benefits of private property will be secured to the community at large, and that through an inequitable distribution of wealth the institution of private property shall not be made a means whereby a very few may become increasingly rich and a great many suffer because of the inequalities that exist. Everywhere there are vast inequalities of circumstances and of opportunities. There is no doubt that society as it is organized to-day does enable those who are economically strong to become stronger, and at the same time does have the effect of causing the economically weak in many of the great struggles of life to become weaker; while the wealth of the world has vastly increased, its distribution has become increasingly disproportionate. Community considerations afford opportunities to some, and impose handicaps on others. We see everywhere evidences of the fact that those that have large abundance find it possible to survive all the existing hazards, find it possible to go on increasing their wealth; while those who possess very little of this world's goods are the first to go completely to the wall when a condition arises such as has arisen from time to time through depressions and extensive unemployment. . . .

Need for Correlating Existing Measures

"Why has the government deemed a reference of the matter to a select committee the most essential first step in seeking to deal with so large a measure of social security? The reason is that already in Canada we have a large number of social security measures which have grown up in a more or less haphazard manner. They have to be correlated and coordinated in one plan if progress is to be made on a national scale. They have not been introduced one in relation to the other; they have not been introduced in the

one assembly. They have been introduced at one time in this parliament, at other times in provincial parliaments, but they have never been coordinated into one scheme. It is obvious that where there are social measures of that character, each having the same objective, unless they are correlated there is bound to be a great deal of overlapping and a great deal of additional cost in administration, and certain to be a great deal of confusion. It would seem, therefore, that the first step in moving further in the direction of social security would be to study carefully the existing measures of our own country and then study carefully the existing measures in other countries and the proposals that have been put forth by those who have given special study to the question of social security. . . .

"The committee has been asked not only to give the study which I have suggested, but to report to the house on the most practicable measures of social insurance, the steps which will be required to ensure their inclusion in a national plan."

Functions of Committee

The committee as appointed is instructed:

To examine and report on a national plan of social insurance which will constitute a charter of social security for the whole of Canada, and, to that end,

To examine and study the existing social insurance legislation of the parliament of Canada and of the several provincial legislatures; social insurance policies of other countries; the most practicable measures of social insurance for Canada, including health insurance, and the steps which will be required to effect their inclusion in a national plan; the constitutional and financial adjustments which will be required for the achievement of a nation-wide plan of social security; and other related matters.

Reports on Social Security and Health Insurance

A plan for a unified system of social insurance has been presented to the House of Commons Committee on Social Security by Honourable Ian Mackenzie, Minister of Pensions and National Health.

The plan was prepared by Dr. Leonard C. Marsh of the Advisory Committee on Reconstruction. (This committee is under the chairmanship of Dr. F. Cyril James, Principal of McGill University, and reports directly to the Prime Minister. Its functions were defined on page 168 of the February LABOUR GAZETTE.)

Dr. Marsh's report suggests a scheme of national health insurance, a revision of Canada's present system of unemployment insurance, a revision and extension of the various pensions and compensation systems now in effect in Canada, family allowances, and funeral

The committee may appoint subcommittees from among its members, call for persons, papers and records, and print papers and evidence from day to day.

Its members are as follows: Messrs. Adamson, Blanchette, Bourget, Breithaupt, Bruce, Casselman (Mrs.) (Edmonton East), Claxton, Cleaver, Coté, Diefenbaker, Donnelly, Fauteux, Fulford, Gershaw, Gregory, Hatfield, Howden, Hurtubise, Johnston (Bow River), Kinley, Lalonde, Leclerc, Lockhart, MacInnis, Mackenzie (Vancouver Centre), MacKinnon (Kootenay East), Macmillan, McCann, McGarry, McGregor, McIlraith, Maybank, Mayhew, Mitchell, Picard, Shaw, Slaght, Veniot, Warren, Wood, Wright.

The Chairman of the committee is Hon. Cyrus Macmillan.

Senate Committee

The Senate has also appointed a special committee to deal with post-war conditions. Hon. J. H. King moved, on March 3:

That a special committee be appointed to consider and report upon matters arising out of post-war conditions, particularly those relating to problems of reconstruction and re-establishment and a national scheme of social and health insurance; and that the said committee have authority to send for persons, papers and records.

The motion was agreed to on March 5, when the following 38 members were appointed to the committee:

The Honourable Senators Aseltine, Ballantyne, Beaubien (Montarville), Beaubien (St. Jean Baptiste), Blais, Buchanan, Copp, David, Donnelly, Du Tremblay, Fallis, Farris, Gouin, Haig, Horner, Howard, Hugessen, Jones, King, Lacasse, Lambert, Léger, MacDonald (Cardigan), MacDonald (Richmond-West Cape Breton), MacLennan, McRae, Marshall, Michener, Murdoch, Paterson, Paquet, Roberson, Robicheau, Sinclair, Smith (Victoria-Carleton), Stevenson, White and Wilson.

grants. It aims at providing a basic minimum of economic security for every citizen. The report estimates the cost of such a program at \$1,000,000,000 a year.

A public works program to be undertaken by the government at an expense of a second \$1,000,000,000 is suggested by Dr. Marsh to provide employment during the first year after the war.

Also laid before the Committee by Honourable Ian Mackenzie was a draft bill on health insurance for Canada prepared by an advisory committee on health insurance headed by Dr. J. J. Heagerty.

These two reports, released too late for review this month, will be outlined in the April issue of the LABOUR GAZETTE.

Proposed World Food Plan

Sir John Boyd Orr, British Nutrition Authority, Outlines System for Meeting Essential Food Requirements on International Basis

A PLAN to supply the food needs of the peoples of the United Nations as a starting point toward the world-wide planning that will be required in the post-war reconstruction period, is proposed by Sir John Boyd Orr, famous British authority on nutrition, in an article featuring the current issue of the *International Labour Review*, monthly publication of the International Labour Office.

"The only way to ensure post-war united action," Sir John says, "is to get agreement now on a plan expressed in concrete terms about which there can be no ambiguity—not even any pretense of misunderstanding. The plan must deal with something of equal interest to all nations. It must deal with something so essential for the welfare of all people that every government, whatever its political philosophy may be, will agree to co-operate on a world-wide basis.

"It must be so simple in its broad outlines that it will be understood by the common people. It must be a practical plan which we have the physical means to carry to completion. It must be one which can be applied in its initial stages in the free countries during the war, and in the occupied countries as soon as they are liberated, so that there will be no need to wait for a peace conference for a decision. The development of the plan must arise from a war plan and proceed automatically, unless some nation or group of nations decides to withdraw from co-operation."

A food plan based on human needs, Sir John declares, meets all these conditions.

Objective of Plan

The article points out that standard food requirements for health are now known, and it says that estimates can be made for any country of the amount of commonly used food-stuffs which would be needed to bring the diet of the whole population up to the health standard. A food plan, Sir John says, could therefore be worked out in concrete terms of estimated amounts of the common foods, "and we could plan for a definite and limited objective."

Sir John contends that since nutritional requirements are the same for the people of all races, a food plan based on human needs would be equally applicable to all nations. Moreover, he says, a plan to provide food on the basis of need is practicable since "the food the people need can be produced if governments show anything like the same resolution and energy in providing for the primary needs of the people in peace as they have shown in providing food and armaments in war."

Citing as evidence the recent Canada-United States agricultural production agreement, the article argues that under the stress of war the United Nations have already gone a long way "towards a policy of adjusting the production and distribution of food to meet the nutritional needs of the people." What now must be done, it says, is to extend this policy.

Outline of Plan

To do this, Sir John urges the establishment of national organizations and, in addition, an international organization "to enable the nations to co-operate with each other in regulating food production and to develop their industries and trade on a world basis for their mutual advantage."

The kind of national organization to be set up, Sir John says, would vary in different countries according to their existing political and economic structure, and it should evolve from the existing war food organizations so that there would be no sudden break after the war. For Britain he suggests an organization making use of the existing agricultural marketing boards, which could be run on business lines "without any bureaucratic interference, and in all its activities, except the central control, be subject to the stimulating effect of competition."

In the international field, he proposes the establishment of international agricultural and food commissions "which, while having no power to interfere with national food organizations, could give information and guidance on the best methods of ensuring that the national leaders would have sufficient for the needs of the people." These commissions, he suggests, could "facilitate international trade in food and in the things needed for food production, and could arrange for the necessary long-term credits which would be needed for the first few years to enable the poorer countries to bring the diet of their people up to the health standard."

In view of the "appalling" difficulties of post-war reconstruction, Sir John says, "the only wise course is to go forward one step at a time, doing first the thing we are sure is right." This first step, he says, is to maintain the unity of the nations as the supreme world authority to prevent another war. The next task, he declares, is to provide food and shelter on a health standard. He points out that "shelter", because of varying geographical conditions, is mainly a national problem, but that "food, on the other hand, is an international problem which can only be solved by the co-operation of the nations."

Manpower

Manpower Registration in Canada

Review of Activities Carried on by National Registration Branch of the Department of Labour during 1942

NATIONAL Registration in Canada was carried out to register the potential manpower resources of the population. It took place on August 19, 20 and 21, 1940, during which period all persons residing in Canada of every nationality, sixteen years of age or over, were required to register. A total of 7,862,920 persons registered, consisting of 3,979,680 males and 3,883,240 females.

The registration was originally carried out under the jurisdiction of National War Services, but on March 21, 1942, the registration, together with its records and personnel, were transferred to the Department of Labour by authority of an Order in Council of March 21, 1942 (P.C. 2253).

The information available from the registration was collected before war work had attained any considerable proportion. A great deal of the information obtained regarding occupations and so forth necessarily requires continuous revision. To effect such revision was a difficult problem in view of the fact that the information had been obtained largely through the assistance of temporary voluntary workers, and that the Employment and Selective Service Offices were not operating until some time after registration was effected. Now that these offices are functioning, the flow of information to Manpower Records is much facilitated.

Military Call-up

As registration took place, duplicate cards were made for all those of military age, that is single men and widowers with no dependents between the ages of 19 and 45. These duplicates were sent to the thirteen Divisional Registrars in the various provinces to enable those required for military training to be called.

As registrants attain military age particulars of their registration are forwarded to Divisional Registrars together with information regarding married men within the military age groups.

The Mobilization Section of the registration was transferred to the Department of Labour on December 1, 1942.

A bulletin which has been made available to all Members of Parliament and other interested persons was issued in 1941. This bulletin, entitled "Preliminary Statistical Tabulations", gave a complete statistical picture of the man-power of Canada available for military, industrial and labour purposes.

Later on, another bulletin was issued entitled "Specialized Occupations". This contained lists of tabulations of some 2,200,000 registrants between the ages of 16 and 69 inclusive who had reported that they were skilled in certain specialized occupations.

Registration Activities Currently in Progress

The principal current activities in regard to the National Registration include:—

(1) Registration of individuals who reach 16 years of age and the issuance of certificates of such registration;

(2) Registration of individuals absent from Canada at the time of general registration but who may subsequently return;

(3) Registration of merchant seamen;

(4) Registration of changes of address of registrants, which number approximately 70,000 per month, and are reported either directly by mail or through some 13,000 postmasters who act as Deputy Registrars;

(5) Registering changes of names brought about by legal processes, marriage, divorce, etc.

(6) Noting of reported enlistments of registrants in the Armed Forces, together with reported discharges, retirements and casualties;

(7) Registration of deaths in the civilian population;

(8) Duplication of registration cards of all male persons as they reach the military call-up age of 19, the sorting of these duplicate cards by Mobilization Divisions and the pre-

paration of nominal rolls and shipping of duplicate cards and rolls to the Divisional Registrars;

(9) Acting as clearing house for the Divisional Registrars for information pertaining to individuals in the call-up categories;

(10) The supplying of information to other departments of the Government, to the War Savings Department, the Bank of Canada, to the governments of allied countries and to the International Red Cross;

(11) Exchanging information with United States Selective Service in connection with Canadians in military categories residing in the United States and Americans resident in Canada;

(12) Conducting correspondence relative to the matters mentioned, with the public generally as to registration, the incoming mail approximating fifty to sixty thousand pieces per month.

At the present time the Registration Division is engaged in drawing from its files and duplicating cards of all registered unenlisted married men between the ages of 19 and 41 years inclusive, of whom there are estimated to be approximately a million. These duplicates, as completed, are being divided into age groups and into mobilization divisions, after which nominal rolls of the groups are being prepared. The duplicate cards and the nominal rolls will be forwarded to the various Divisional Registrars from time to time as requested. The first age group material has already gone to the Registrars.

National Selective Service requires that all persons applying for employment must produce a registration certificate. To prevent abuse, arrangements have been made so that provincial liquor commissions or boards may call for registration certificates and endorse them. The privilege of endorsement has also been granted to the Director of Civilian Defence in connection with the distribution of certain air raid precaution equipment.

Temporary Cards for Itinerant Seamen

War conditions have greatly increased the number of itinerant merchant seamen from time to time in the main ports of Canada. Many of these men have to remain in port for extended periods while their old vessels are being repaired or new ones completed. As

many of them wish to obtain temporary employment their registration became a necessity. Because many of the alien and British seamen, other than Canadians, had no fixed address other than the manning pools and would not be soon returning to Canada it was deemed impractical to issue ordinary registration certificates to them. A "special" temporary form of certificate was devised, in April 1942, bearing the registrant's name, temporary address, photograph, physical description, signature and serial number. Since that time these have been issued to alien seamen by the immigration authorities. To British seamen, other than Canadians, they are issued by the directors of the Halifax, Montreal or Vancouver manning pools. Canadian seamen are issued ordinary certificates. Shipping masters at all the ports are authorized and instructed to collect certificates from all seamen shipping from their respective ports and turn them in to the Registration Division in Ottawa.

Statistical Summary of 1942 Activities

During the calendar year ending December 31, 1942, new registrations received numbered 247,613; made up of young persons reaching age 16, of persons returning to Canada after being absent at the time of the registration, and of merchant seamen temporarily residing in Canada. During the same period, 790,428 changes of addresses of registered persons were notified. The National Registration Branch of the Department of Labour also forwarded 149,180 changes of addresses to Divisional Registrars of Mobilization Boards, affecting men subject to the military call-up, and also copied and listed for the Registrars an additional 389,892 registration cards of men born in 1921-1924, for military call-up purposes. In 1942, 97,463 marriages were reported. 201,751 certificates, held by the public, were replaced, where originals had been lost or defaced.

The replacing of lost and defaced certificates is effected by those concerned filling in a form of affidavit which may be obtained at any post office and sworn to before the postmaster who sends it to the Registration Division where, after it is checked, the master card is marked to show that a duplicate has been issued and the duplicate mailed directly to the registrant.

National Selective Service Advisory Board Reconstituted

RECONSTITUTION of the National Selective Service Advisory Board has recently been effected by Order in Council (P.C. 1788, March 5, 1943). The membership has been selected to give representation to organized labour, to employers, to veterans, to farmers, and to Departments of Government interested in manpower problems.

Previously the Board had consisted of the members of the Inter-departmental Committee on Labour Co-ordination and the members of the National War Labour Board, together with other members designated by the Minister of Labour. However, the recent re-organization of the National War Labour Board and the incorporation of National Selective Service into the Department of Labour have made the present change necessary.

The duty of the Board consists of advising "the Director of National Selective Service with reference to the utilization of manpower in the prosecution of the war and the administration and enforcement of these (i.e. National Selective Service Civilian) Regulations".

Mr. A. MacNamara, Director of National Selective Service, will be Chairman of the new Board.

The other members named specifically in the Order in Council are as follows:—

Representing labour: E. Ingles, London, of the International Brotherhood of Electrical Workers; A. R. Mosher, Ottawa, of the Canadian Congress of Labour; Gerard Picard, Quebec City, of the Confederation of Catholic Workers of Canada; J. A. Bell,

Toronto of the Order of Railroad Telegraphers; W. Dunn, Toronto, of the Toronto District Labour Council.

Representing employers: A. Deschamps, Montreal, of the Montreal Builders Exchange; George Hodge, Montreal, of the Canadian Pacific Railway Company; Gilbert Jackson, Toronto, of the Sentinel Securities of Canada Ltd.; Ivor Lewis, Toronto, of the T. Eaton Company Limited; H. Taylor, Toronto, of the Canadian National Carbon Company Limited.

Representing agriculture: P. D. MacArthur, Howick, P.Q.

Representing women: Mrs. Rex Eaton, Assistant Director of National Selective Service.

Representing veterans: J. C. G. Herwig, Ottawa, of the Canadian Legion.

Representing Government Departments: Donald Gordon, Chairman of the Wartime Prices and Trade Board; Dr. G. S. H. Barton, Deputy Minister of Agriculture; Lieut. Col. G. S. Currie, Deputy Minister of National Defence; W. A. Mackintosh, Special Assistant to the Deputy Minister of Finance; H. Carl Goldenberg, Director General of Economics and Statistics, Department of Munitions and Supply; and the Associate Directors of National Selective Service. The Minister of Labour may add members to the Board.

W. J. Couper, Special Assistant to the Deputy Minister, Department of Labour, is named as secretary of the Board.

The previous Inter-departmental Committee on Labour Co-ordination now ceases to exist.

Government Assistance to University Students

DURING the fiscal year ending March 31, 1918 university students received Government assistance to continue their courses of study. Such financial assistance is provided either by the Dominion Government, or by the Dominion and Provincial Governments jointly. Students benefiting are pursuing courses essential to the war effort, whose services are urgently required after graduation (LABOUR GAZETTE, January, 1943, p. 34).

Of the total assisted, 402 students are studying medicine and 84 dentistry; those in these courses given aid must be in the second or a later year in their work. Five hundred and eighty-two engineering students and 226 science students have also been assisted, but engineering and science students are assisted, if they

qualify, during any year of the course. The list shows that those helped in engineering were registered in civil, metallurgical, electrical, chemical or mechanical courses, while in science the registrations were in mathematics, physics or chemistry.

To qualify for financial assistance, students have to have better than average academic standing, be in need of the financial assistance given in order to continue their courses, and must sign an agreement to make their services available, either in the Armed Forces or industry, upon graduation. The intention is to have the graduates available wherever they are most needed. In some cases assistance is given by way of an outright grant, in others as a loan, and in some others as a combination of both.

Arrangements between the Dominion and the Provinces of Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Manitoba, Saskatchewan, Alberta and British Columbia, placed the assistance on a 50-50 basis between the Dominion and the Provinces. In the case of Ontario, as the Province did not contribute, Federal assistance was made in each case as a loan to the student. Although the scheme was aimed primarily at assisting students in medicine, dentistry, engineering and science, a limited amount was made available for students in home economics, agriculture, nursing and teaching in Prince Edward Island, Quebec and the four Western Provinces. Four hundred and thirty-five prospective teachers and 189 in miscellaneous essential courses, were also assisted.

Reports received at Ottawa show that 62 students under the plan failed on their term examinations at Christmas. Most of these students have withdrawn from the universities, under the arrangement covering the assistance.

Special assistance has been given to the universities carrying courses in medicine and dentistry, to accelerate these courses by reducing the summer vacation. Through the Department of Labour, grants of over \$67,550 have been paid to meet additional expenses due to this rearrangement of university programs.

It is anticipated that, up to the end of the fiscal year at March 31, the Dominion and Provinces will jointly have contributed \$200,000 in grants, while the Provinces will have loaned an additional \$40,000 and the Dominion an additional \$180,000.

The total number of students assisted in the several provinces is as follows: Prince Edward Island, 1; Nova Scotia, 105; New Brunswick, 243; Quebec, 472; Ontario, 345; Manitoba, 91; Saskatchewan, 206; Alberta, 191; British Columbia, 264. These figures refer to the province in which the university attended by the student is located, not the province of origin of students receiving assistance.

Determination of types and numbers to be assisted is made on the recommendation of the Wartime Bureau of Technical Personnel of the Department of Labour, while the Bureau also assists the provinces in the selection of individuals to be helped. Moreover, the Bureau is arranging that engineering and science students will be given summer employment in occupations related to their courses. Administration of the financial features of the scheme come under the Training Branch of the Department of Labour. The main estimates presented to the House of Commons recently, include an appropriation of \$400,000 asked by the Labour Department to continue this scheme after April 1.

Committee Appointed to Improve Draft Machinery

MR. Arthur MacNamara, Director of National Selective Service, announced in February the setting up of a three-man committee to examine and perfect the machinery of the military draft offices throughout Canada.

The committee consists of Mr. S. H. McLaren, Chief Treasury Officer of the Unemployment Insurance Commission; Mr. C. J.

Lochnan, Organization Branch, Civil Service Commission; and Mr. Herbert Marshall, Assistant Dominion Statistician.

The three officials have been visiting registration offices to make the necessary increases in staff and to speed up the mobilization machinery.

Military Call-up of Nineteen Year Olds

A RECENT Order in Council has made young men born in 1924 subject to military call-up, but has specified that such men will not be called until they have reached their nineteenth birthday.

Late in 1942 provision had been made requiring men born in 1923 to report for military service on reaching their nineteenth birthday. The effect of this provision expired last December 31, but by designation for military

call-up purposes of men born in 1924, the provision is now in effect once more.

The nineteen year olds will be required to report for medical examination, and will be so notified by the Divisional Registrar of their district Mobilization Board after reaching their nineteenth birthday.

Under another recent order, the date for registration of single men under the military call-up was extended to March 15. Previously the date had been fixed for March 1.

Prosecutions Under National Selective Service Mobilization Regulations

A STATEMENT issued recently by Mr. A. MacNamara, Director of National Selective Service, shows that the several Mobilization Boards across Canada during the month of January were proceeding with 114 prosecutions before the courts, for failure to comply with military call-up regulations.

In 69 of the cases convictions were reported. Penalties imposed varied from one year in jail in one case down to nominal fines of as little as ten dollars in other cases. Where jail sentences were not imposed the men convicted were immediately escorted to a military training camp. Where jail sentences were imposed, men are still liable for military service on release. Forty-one cases were still

pending at January 31. In only 4 instances was the case against the accused dismissed.

By divisions, cases disposed of by the courts during January, or still pending before the courts at the end of the month, were as follows: Halifax, 7 pending; Saint John, 10 pending; Quebec, 12 convictions; Montreal, 26 convictions; Kingston, 1 conviction, 1 pending; Toronto, 6 convictions; London, nil; Port Arthur, 3 convictions; Winnipeg, 13 convictions, 9 pending, 1 case dismissed; Regina, 1 conviction; Edmonton, 3 convictions; Charlottetown, nil; Vancouver, 4 convictions, 14 pending, 3 cases dismissed.

All Divisional Boards had further cases under investigation, on some of which formal charges would be laid later.

Women and the Armed Forces

REFERENCE was made in the February issue of the LABOUR GAZETTE (p. 183) to the announcement of the Minister of Labour, Hon. Humphrey Mitchell, that local Employment and Selective Service Offices across Canada will be equipped to interview girls who are prospects for enlistment with the women's branches of the armed forces. It was pointed out that this action was being taken at the request of the Ministers of National Defence as part of the program for enlisting women.

In furtherance of this program, Mrs. Rex Eaton, Assistant Director of National Selective Service, Women's Division, outlined in two recent addresses the necessity for the project, the set-up for dealing with it, and the avenues open to recruits in the women's divisions of the services.

It was emphasized by Mrs. Eaton that no recruiting would be done from Employment and Selective Service Offices and that these would serve only as a source of information. Pointing to the important part played by women in industrial war production Mrs. Eaton said:

"Thirteen months ago there were approximately 68,000 women in war industries, directly or indirectly. Six months later the numbers had increased to 120,000 and now it is estimated that 225,000 women have joined this great industrial army, the number having trebled in 13 months.

"The women of Canada are to be congratulated and honoured for this response, not only for the numbers who have come forward but also for the high quality of their work.

"Industry, too, deserves a great measure of credit. It is not an easy matter to absorb this large number of women. Every month brings improved welfare conditions in war plants and greater improvements will follow."

In addition to industrial service, women were now being called upon to a greater extent to enlist in the women's divisions of the Armed Forces, and of this sphere of service Mrs. Eaton stated:

"In preparation for the events of the coming months the armed forces have decided to enlarge the women's divisions rapidly. Thousands of men now in uniform are doing work which can be undertaken by women. More and more women in Canada will have to give the most serious consideration to this question of enlistment because of its present importance. Enlistments, so far, have met the more moderate demands and thus many women were released from the necessity of decision about enlistment. Now, at this moment it is the urgent call of Canadian womanhood—a call which gives women grave responsibilities, equal opportunities for service with the Canadian men in practically every phase of the war effort except actual combat . . .

"To all of us war means a sacrifice of freedom, the giving up of our old way of life. When we compare, however, the wonderful freedoms we in Canada still enjoy—can we dare question any sacrifice now asked—as compared with the freedoms lost by women of other lands. Those who enlist in the various fighting forces, however, must sacrifice to a greater extent than women who enter the

essential industries for instance, for they give up the freedom of home life, the privilege of dress, the freedom of privacy and many lesser freedoms dear to the hearts of women, fitting all their days into the routine pattern of army life, yet even this is no more than thousands of their brothers have endured in the past years of war and Canadian women who have responded to the call, do so proudly and gladly, that they may share with our Canadian men, the great comradeship of Service than which there is no higher aim . . .

"Dozens of jobs formerly done by men in the chart rooms at the airports, and coastal stations are now filled by women recruits. In the R.C.A.F. there are over 40 trades in which women may serve. It was the first Canadian women's service to be organized in this war to release men for active duties and the first service to send a contingent of women overseas.

"The C.W.A.C. offers a choice of over 50 trades to women workers. These range all

the way from cooks and canteen workers to electricians and draughtsmen, but the most novel and recent is that of armourer. Pte. Jean Smith of Toronto is the first woman to receive such an appointment. To be an armourer one must be capable of repairing all types of small arms, to be able to strip a gun and rebuild it. Jean Smith worked as a machinist in a factory prior to her enlistment, which gave her a considerable edge in aptitude and training over others for this particular job . . .

"The C.W.A.C. objective is 15,000 recruits by the end of March. . . .

"The W.R.C.N.S. (Wrens) Canada's Women's division of Naval Service, offers opportunities to women in 42 different trades and a chance for unskilled women of good education to train in specialized fields. Glancing over the range of trades in these three services, one sees opportunities for almost every type of work a woman desires."

Compulsory Registration of Nurses

A compulsory registration of graduate nurses is to be taken across Canada, by an order issued recently by Hon. Humphrey Mitchell, Minister of Labour, under the National Selective Service Civilian Regulations. Dates fixed for the registration, which is being taken at the request of the Canadian Nurses' Association, are March 17, 18 and 19.

Details for this compulsory registration have been worked out under Mrs. Rex Eaton, Assistant Director of National Selective Service, in consultation with Miss K. W. Ellis, representing the Canadian Nurses' Association.

It is estimated that there are about 45,000 civilian graduate nurses in Canada, many of whom are not now actively practising, but have withdrawn from the profession at least temporarily. The registration is to be all inclusive—taking in all graduates whether now practising or not. It will include nurses who left the profession through marriage or to take other employment. Nurses serving with the Armed Forces are not included, however, nor are practical nurses or nurses in training to be registered.

It is pointed out that the registration will provide an up-to-date list of all nurses to

meet various wartime needs. With the registration results secured, it will be possible to determine the number of nurses regularly available for civilian service, the additional number who might be depended upon in an emergency, and the number willing to serve as nurses with the Armed Forces. It will also tell whether there are any nurses available here for civilian nursing outside of Canada. (An enquiry on this subject was received recently from Great Britain.)

The Medical Procurement and Assignment Board, now surveying health services in Canada and making an inventory of personnel, had asked the Canadian Nurses' Association for much of the information now to be secured through this Selective Service registration, but the information has not been available before this time.

Nurses will be required to register at an Employment and Selective Service Office, or if more than five miles from a city having such an office, then at a Post Office. The Minister of Labour may authorize registrations to be taken elsewhere, and it is possible that nurses will be allowed to register at hospitals.

Farm Labour Developments in United States

Steps Taken to Increase Agricultural Production and Relieve Labour Shortages

THE *Labour Market Division* of the *Bureau of Program Planning and Review* under the United States Manpower Commission in a recent statement described some of the labour developments in agriculture.

It was indicated that the United States Department of Agriculture has released tentative information on the food production goals for 1943, calling for the highest production of food in the history of the United States. They call for increased production of those crops which are considered essential for the needs of the armed forces and the civilian population of the United States and her Allies: milk, meat, eggs, feed grains, dry beans and peas, poultry, oil crops, long staple cotton, and those varieties of vegetables which have high food values. Decreased plantings are recommended for those crops where the 1942 supply was greater than the actual need or those which are considered less essential to the war effort because of limited food value and high labour requirements. Some of these are short staple cotton, wheat, and the following truck crops: asparagus, artichokes, green peppers, lettuce, egg-plant, watermelons, celery, cauliflower, cucumbers, cantaloupes. Recommended acreages for the production of sugar beets and sugar cane are the same as in 1942.

Six-Point Labour Program

Paul V. McNutt, Chairman of the War Manpower Commission, released a 6-point program, drawn up by the Commission in co-operation with the Department of Agriculture to provide labour for 1943 record agricultural production. The program includes:

1. Full-time continuous employment of mobile groups of experienced farm workers, transported at Government expense from one area to another as the crops mature.
2. Relaxation of legal barriers which now restrict the complete mobility of labour between States.
3. Transfer of experienced farm operators and workers now on sub-standard lands to productive areas of labour demand.
4. Expansion of the United States Employment Service farm placement machinery for direction of farm labour movement and full-scale mobilization of local volunteer groups.
5. Adjustment of farm wages to bring the income of farm workers more nearly into line with those of industrial workers.

6. A farm labour training and management program, now being developed by the Department of Agriculture and the U.S. Office of Education. This will aid farmers to make the most effective use of the smaller number of experienced workers through expert supervision, training, and upgrading.

To encourage farmers to produce the necessary quantities of food, the United States Department of Agriculture announced a policy of price supports for essential war crops.

Manpower Measured in War Units

Because of the Tydings amendment to the Selective Training and Service Act of 1940, the Selective Service System issued a local board release, effective November 17, placing all registrants regularly engaged in agricultural occupations essential to the war effort in class II-C or III-C. This release was revised as of November 30, 1942, to provide a more complete basis for consideration of the occupational classification of registrants engaged in agriculture. It directs local boards:

- (a) To place in Class II-C any registrant who has no grounds for deferment other than his occupation and who is found to be necessary to, and regularly engaged in, an agricultural occupation essential to the war effort; and
- (b) To place in Class III-C any registrant deferred on the grounds of dependency who is found to be necessary and regularly engaged in an agricultural occupation essential to the war effort.

To serve as a guide to local boards of the Selective Service System and local offices of the United States Employment Service, the United States Department of Agriculture has prepared a table listing essential and non-essential farm products. Manpower requirements for the production of essential farm products are measured in terms of war units. For example, 20 hogs make up one war unit. The conversion factor is the percentage that a given product bears to a war unit. The production of essential farm products is determined in terms of war units; for example, one hog equals .05 of a war unit and three hogs equal .15 of a war unit.

The conversion tables will be utilized to determine the number of workers required to

properly staff a farm which is producing essential food products. If a person is responsible for 16 war units of essential farm products, he may be considered a person "necessary to and regularly engaged in an agricultural occupation or endeavour essential to the war effort" according to instructions issued by the Selective Service System.

Wage Adjustments

On November 30 the Office of Economic Stabilization issued an amendment to its previous wage regulations, stating that increases in wages and salaries of agricultural workers are not subject to any of the wage regulations previously issued by the Office of Economic Stabilization. This amendment recognizes that wages paid agricultural labour are generally sub-standard and that a wide disparity exists between agricultural wages and the prevailing wages in other essential war industries. The necessity for exempting agri-

cultural wages from existing wage regulations was recognized as important to the retention and recruitment of agricultural workers. The amendment does not apply to persons engaged in agricultural production earning more than \$2,400 annually. The authority to determine when and where increases in agricultural wages should be made rests with the Secretary of Agriculture.

The number of persons engaged in agricultural activity on November 1 totalled approximately 11 million, a reduction of more than 1 million workers from the previous month, according to the United States Department of Agriculture. While total employment on this date was at approximately the same level as employment on the same day last year, the composition of the labour force was reported to have changed considerably. A larger percentage of farm workers consisted of women, children, and volunteer townspeople. The number of family workers participating in crop activities remained the same as in 1941.

The Importance of Music in Wartime Industry

THE "Importance of Music in Wartime Industry" is the subject of an article by Doron K. Antrim, published in a recent issue of *Etude*, which indicates the successful innovation of a new factor in production.

Analysing the results of a recent survey, it is stated that two years ago, five hundred plants in the United States were using music to increase and speed production and relieve fatigue. To-day, three thousand plants, with five million workers on day and night shifts, are benefiting by this method, and new firms are adding it every day. Phonograph music is played in some plants either at lunch time and at breaks between shifts, or right on the job, while others use pipe and electric organs, or bands, choruses and glee clubs, made up of plant personnel. Where there are noisy machine operations, special amplifiers are provided which cut the music through the "din".

However, it is not only on industrial workers that music is considered beneficial. Mental workers in offices, editorial and drafting rooms also benefit from its use.

Great Britain

Reporting on the results of a survey by the Industrial Health Research Board on the effect of music on workers in Britain, Mr. Antrim states:—

"It is known that production can be boosted from two and three-tenths to eleven and six-tenths per cent, and also that fast music

speeds the worker, while slow music slows him down. The findings in this country bear this out. We know that tempi above normal pulse rate increase pulse, respiration and blood pressure, those below tend to decrease them. Accordingly, music is used to regulate the speed of the worker . . . This principle is applied in the factory. At fatigue hours (11 a.m. and 4 p.m.) livelier pieces are played to prevent the production curve from dipping down as it does ordinarily. At noon and rest periods, relaxing music is played.

"Music also has a pronounced effect in breaking up boredom, a prime breeder of fatigue, and in boosting morale. The English experimenters found that music took the tedium out of a monotonous job, cheered the workers, and made them more anxious to come to work. Largely as a result of this experiment, England has made music mandatory for all defence work."

The director of the British Broadcasting Corporation's program "Music While you Work", which is broadcast to English defence workers, advises:

". . . do not expect the wrong things from music; do not expect it to act as an immediate means of speeding up. It is a tonic like a cup of tea, something to cheer the mind. You will get increased output all right, but it will spread over the work spell as a whole. You will not necessarily get it while the music is being played.

"Do not play unfamiliar tunes; this is definitely disturbing. The workers want something they know. If they hum it at the same time, the better.

"Further, tone-level must be constant. This means that the music must not vary too much between soft and loud. Finally, overstrong accentuation must be avoided, or you will just get a series of pulsating bumps that distract and annoy the worker instead of stimulating him.

"The worker, however, does not work to the rhythm of the music, but carries on his operations quite independently of it. This is why Viennese waltzes, provided there are not too many of them, are often woven quite successfully into the work program of jigs and quicksteps. The modern slow waltz and rhumba, however, are strictly avoided. It has been found that too much of any kind of music induces boredom and irritation."

United States

Experiments carried out in the United States by a professor of the Stevens Institute of Technology, show that music in factories not only stimulates production to a marked degree, but definitely relieves fatigue, thereby reducing the number of accidents, absences, rejects and lateness, and improving the quality of the work.

"Music in industry", the writer declares, "is just a new application of a very old idea. Lightening labour with song goes back for thousands of years. According to one historian, early tribes regulated most of their work by music . . . Quintilian (A.D. 40) reports that every man had his work song. The Greeks had special ones for harvesting, threshing, grinding grain, wine making, spinning, weaving. That sure lift when energy was low was needed then as now. Barge haulers and sailors sang at their work. Negroes built our railroads in the south to harmony. These are a part of our folk song heritage. Down the ages, men sang instinctively to mitigate their toil." But the machine "age" has almost destroyed this ancient, universal custom, and to-day every effort is being made to revive the practice. By sound amplification, the use of music in industry has been made possible, with the splendid results already mentioned.

As early as 1902 industrial bands played in the Crystal Palace, London, England, and the band movement has now spread to this country where there are a number of excellent plant bands, choruses and ensembles.

Australia

The fact that music of the right type increases production to a marked degree, has also been established in Australia, according to a report on "Music in Factories" appearing in a recent issue of the *Australian Worker*. Hundreds of Tasmanian industrial workers time their labour to the strains of music with the results reflected in output figures. A light type of music with soothing effects is considered most helpful, but it is emphasized that it should not be used in factories where there is a great deal of noise, and where a jangle of sound might be created.

In mainland capitals, the idea has for some time been the subject of investigation by the Welfare Division of the Department of Labour and National Service, and the library of the Department at Hobart contains many references to the subject.

Similar to the program broadcast to the workers of Britain by the B.B.C., is that of the Australian Broadcasting Corporation—"Music While You Work"—perhaps the most popular method of providing industrial music. The federal Controller of Programs of the A.B.C. said recently that "a poll among listeners in the Southern States had revealed that light orchestral music is the most popular among people at work."

Contrary to the opinion expressed by experimenters in the United States, Australian officials state: "For skilled workers, with more interesting jobs, it was found that music was a help if not too obtrusive; but for office or executive staff it has been ruled out as a hindrance."

Good Lighting as a Safeguard

In a memorandum issued to plant executives throughout Ontario, the Industrial Accident Prevention Associations suggest that industrialists who are doubtful about the efficiency of their plant lighting should have a survey made.

The memorandum points out that good lighting is a safeguard of both employees and production. Recent investigation in one of Ontario's large production plants, where employees were seriously bothered by headaches, disclosed that lighting facilities were considerably below standards established. In addition to headache and strain suffered by employees, it was found that plant production had dropped.

Elimination of glare is another important item, the memorandum continues. It is possible that there may be sufficient light for a job but glare may cause a worker to make a false move and be injured.

Women in War Industries in the United States

Surveys of Employment and Working Conditions Made by the Women's Bureau of the Department of Labour

SURVEYS of the employment of women and their working conditions in certain war industries were made during 1942 by the Women's Bureau of the United States Department of Labour as a follow-up to its inquiry of 1941 into the actual and prospective employment of women in war industries. The 1942 surveys covered the cannon and small arms, artillery ammunition and aircraft assembly industries.* While these industries are already employing substantial numbers of women, the opinion was expressed that they could absorb many more.

Employment Policies

All the plants studied were willing to employ women although a few had not done so at the time of the survey. Prejudice against the employment of married women was rare and some preferred them on the ground of stability. The occasional employer regarded the employment of near relatives or husbands and wives in the same department as detrimental to shop discipline. The proportion of married women among female employees in different plants ranged from 35 to 70 per cent. One firm reported that about two-thirds of its women workers were responsible wholly or partially for the support of children. Most of the plants did not hire girls under 18 and a few set upper-age limits of 45 to 55. Girls in their late twenties were preferred.

Pre-employment physical examinations were required in all the plants visited and some used mechanical aptitude and other standardized tests to select their employees. Few companies laid down specific education or experience requirements but most gave preference to persons with such qualifications. All war plants require proof of citizenship, fingerprinting and checking of former employment and references.

Hours and Wages

The majority of the women in the plants under study were working 48 hours a week or less, although two aircraft plants employed them for a 54-hour week. States with laws restricting the employment of women to cer-

tain hours usually granted exemptions to war industries or relaxed their laws. Comparatively few women were employed on night shifts but it was felt that the number would increase. A 30-minute lunch period was the rule in most plants, sometimes granted with pay, sometimes without; but several employers gave only 10 or 20 minutes for lunch and expected the workers to eat at their benches. Relatively few plants provided for definite rest breaks of 10 or 15 minutes.

In the aircraft plants where the employment of both men and women was relatively new, the rate for the job was the general rule. In other plants, however, women paid time-rates were receiving lower rates than men despite the pronouncement of the National War Labour Board that "wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations". The employment of women had made it necessary for employers to raise or lower benches and machines to reduce weight-lifting, break down operations to segregate the light work from the heavy, place automatic stops on machines to reduce the skill required, hire additional movers, and install lifting devices, etc. It was asserted, however, in the bulletin on the cannon and small arms industries:

These innovations may actually increase production and decrease unit costs, and do not serve as warrant for lower wage rates for participating workers. All-over production costs as well as the physical characteristics of the work as performed by women instead of men must be taken into consideration in contemplating rate changes. Only if there are substantial changes in job content and material increase in total labour costs is there a legitimate reason for proportionate wage adjustments, in the opinion of the National War Labour Board.

Working Conditions

Since most of the plants were new, they were usually adequately lighted and ventilated and well equipped with medical facilities and safety devices. In some there were insufficient sanitary facilities for women and not enough seats for those whose jobs permitted sitting.

Some plants required women to wear uniforms and almost all insisted that women wear close-fitting clothes, low-heeled, closed-toe shoes and head coverings of hairnets, caps or

* Bulletins of the Women's Bureau, United States Department of Labour: No. 191-1—"Women's Employment in Aircraft Assembly Plants in 1942"; No. 192-2—"Women's Employment in Artillery Ammunition Plants, 1942"; No. 192-3—"Employment of Women in the Manufacture of Cannon and Small Arms in 1942".

bandanas. Difficulties were reported in enforcing the rules regarding head coverings. Jewellery was forbidden for persons working on machines, and in explosives plants metal hair-pins and buttons were also prohibited. Women as well as men were required to supply their own hand tools. Where necessary, goggles, eye shields and respirators were supplied by the company.

The importance of adequate food service was stressed. Many of the plants had cafeterias and some supplemented them with food trucks and vending machines for fruit, drinks and soup. It was emphasized that unless food facilities were sufficiently convenient to workers, longer lunch periods must be granted. The need for rest rooms where the workers

could relax was urged and the practice of eating at the work-bench condemned by the Women's Bureau.

Training

Although in most areas pre-employment training was available in National Defence Training Schools and public and private vocational schools, few employers required it and some felt that women were being exploited by fee-charging trade schools. On-the-job training was the rule in most plants but the shortage of supervisors created difficulties. The value of short courses to familiarize women with the machine world and of supplementary part-time courses to prepare them for up-grading was stressed.

Welfare and Health Services in Industry

THE Industrial Welfare Society in Great Britain has published bulletins on "Welfare in Industry" and "Health Services in Industry". This Society, whose Council includes many prominent industrialists, helps its members to keep in touch with recent developments in the field of industrial welfare and gives advice to those who wish to establish or extend welfare schemes.

"Welfare in Industry" is a discussion of the main aspects of welfare and personnel work and of the different forms of organization through which basic requirements may be met. No welfare and personnel policy can succeed, it is pointed out, unless the supervisor is a person who has both the ability to win the confidence of employers and workers and a thorough knowledge of relevant legislation and industrial conditions. Moreover, he must have the status of a member of the executive staff with direct access to the senior management.

Employment policy—recruitment, transfer, promotion and dismissal—should be on a scientific basis if waste and discontent are to be avoided. Workers should be carefully selected and fitted to their jobs, and no worker should be allowed to quit his job without being interviewed by someone other than his immediate shop superior.

The maintenance of good working conditions is emphasized, and lighting, warmth and ventilation, the elimination of noise, washing facilities and sanitary accommodation are discussed in detail. It is stated that the minimum

illumination of 6-foot candles at working level, which is prescribed by the Factories (Standards of Lighting) Regulations (L. G., 1942, p. 678), can be exceeded with advantage even for fairly rough work. Fatigue can be reduced if working posture is improved, suitable facilities for sitting are provided, the optimum hours are worked, rest pauses are organized and music is provided. The provision of good and inexpensive meals, as well as refreshments during rest pauses, is considered to be one of the most vital communal services of the factory. It is also pointed out that the factory welfare service can do much to help the worker outside the factory, as for example in securing comfortable lodging.

"Health Services in Industry" is an up-to-date version of two earlier pamphlets on medical and dental services. It is directed to the small as well as the large firm, and the claim is made that no firm with 200 or more workers should be without the services of a part-time medical officer, though full-time doctors are not normally required in firms of less than 3,000 employees. Various plant medical schemes are outlined applying to firms of different sizes. The following problems are discussed in detail: the inauguration of a works health service, the position and duties of a works medical officer, the relations with outside health services (the panel doctor, local authorities, hospital and convalescent treatment, etc.), health and accident records, ancillary health services such as dental and eye services, and general health and working conditions.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased.* In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Industrial disputes which concern wage demands are now administered by the National War Labour Board.

Recent Proceedings under the Industrial Disputes Investigation Act

DURING the month of February, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Taylor Electric Manufacturing Company, London, Ont., and its employees, members of Local 517, United Electrical, Radio and Machine Workers of America. The text of the unanimous report of the board will be found at the conclusion of this statement.

Applications Received

Seventeen applications* for the establishment of Boards of Conciliation and Investigation

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1941 appeared in the *LABOUR GAZETTE* for May, 1942.

The latest available information as to strikes and lockouts in Great Britain and other countries appear from month to month.

under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour during the month of February. These were:

1. From employees of the Steel Company of Canada, Hamilton, Ont., members of Local 1005, United Steelworkers of America. The dispute, which was said by the applicants to directly affect 4,000 employees, concerns the recognition of the union as sole bargaining agent of the employees of the company's Hamilton works. On February 22, Mr. J. P. Nicol, Industrial Relations Officer, Dominion

* By P.C. 5963, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

2. From employees of the Massey-Harris Company, Limited, Weston, Ont., members of the United Automobile Workers of America. The dispute, which was said by the applicants to directly affect 2,300 workers, concerned union recognition and the negotiation of a collective labour agreement. On February 12, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

3. From employees of the Burgess Battery Company, Niagara Falls, Ont., members of the United Gas, Coke and Chemical Workers of America. The dispute, which was said by the applicants to affect 381 employees, concerns union recognition. On February 22, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

4. From employees of the Niagara, St. Catharines and Toronto Railway, St. Catharines, Ont., members of System Federation No. 11, Canadian National Railways, and Lodge 340, Brotherhood of Railway Carmen of America. The dispute, which was said by the applicants to affect 74 employees directly and 135 indirectly, concerns the negotiation of a collective labour agreement. On February 27, His Honour Judge Ian M. Macdonell, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

5. From employees of the Canadian Car and Foundry Company, Limited, Brantford, Ont., members of Local 397, United Automobile Workers of America. The dispute which was said by the applicants to affect 425 employees directly and 450 indirectly, concerns the negotiation of a collective labour agreement. On February 25, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner, following his investigation, recommended the establishment of a Board of Conciliation and Investigation.

6. From the employees of the Dominion Glass Company, Limited, Hamilton, Ont., members of Local 3, Canadian Brotherhood of Glass Workers. The dispute, which was said by the applicants to affect 750 workers, concerns union recognition and the negotiation of a collective labour agreement.

7. From the employees of the J. A. M. Taylor Tool Company, Galt, Ont., members of Local 2903, United Steelworkers of America. The dispute, which was said by the applicants to affect 36 employees, concerns the negotiation of a collective labour agreement.

8. From the employees of Babcock-Wilcox and Goldie-McCulloch, Limited, Galt, Ont., members of Local 2859, United Steelworkers of America. The dispute, which was said by the applicants to affect 500 employees, concerns the negotiation of a collective labour agreement. On February 24, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

9. From employees of the R. McDougall Company, Limited, Galt, Ont., members of Local 2890, United Steelworkers of America. The dispute, which was said by the applicants to affect 175 employees, concerns the negotiation of a collective labour agreement.

10. From the employees of the Shurly-Dietrich-Atkins Company, Limited, Galt, Ont., members of Local 2895, United Steelworkers of America. The dispute, which was said by the applicants to affect 275 employees concerns the negotiation of a collective labour agreement.

11. From employees of the Otis-Fensom Elevator Company, Limited, Galt, Ont., members of Local 515, United Electrical, Radio and Machine Workers of America. The dispute, which was said by the applicants to directly affect 4,000 employees and 1,400 indirectly, concerns the negotiation of a collective labour agreement. On February 23, Mr. J. P. Nicol, Labour Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

12. From the employees of the Galt Metal Industries, Limited, Galt, Ont., members of Local 2894, United Steelworkers of America. The dispute, which was said by the applicants to affect 450 employees, concerns the negotiation of a collective labour agreement.

13. From the employees of the Galt Brass Company, Galt, Ont., members of Local 2903, United Steelworkers of America. The dispute, which concerns the negotiation of a collective labour agreement, was said by the applicants to affect 100 employees. On February 18, the application was returned to the employees for revision, and had not been returned at the end of the month.

14. From the employees of the Clark-Ruse Aircraft Company, Limited, Lakeburn, N.B., members of Local 2889, United Steelworkers

of America. The dispute, which was said by the applicants to affect 130 employees directly and approximately 70 indirectly, concerns union recognition and the negotiation of a collective labour agreement.

15. From employees of the Metallic Roofing Company, Limited, Toronto, Ont., members of Local 252, United Automobile Workers of America. The dispute, which was said by the applicants to affect 435 employees, concerns the negotiation of a collective labour agreement.

16. From the employees of the Montreal Cottons, Limited, Valleyfield, P.Q., members of the United Textile Workers of America. The dispute, which was said by the applicants to affect 3,270 employees, concerns the recognition of the union as the sole bargaining agency of employees and the negotiation of a collective labour agreement.

17. From the employees of the Sterling Clothing Company, Limited, Montreal, P.Q., members of the Amalgamated Clothing Workers of America, Montreal Joint Board. The dispute, which was said by the applicants to affect 225 employees directly and 25 indirectly, concerns the alleged violation by the company of its contract with the union.

Boards Established

On February 11, a Board of Conciliation and Investigation was established to deal with a dispute between the Hamilton Bridge Company, Limited, Hamilton, Ont., and its employees, members of Local 2537, United Steelworkers of America (L. G., Jan., 1943, p. 69). Following the receipt of the application for the establishment of a board, Mr. J. S. McCullagh, Industrial Relations Officer, Ottawa, was assigned to investigate the dispute. Efforts to bring about an amicable settlement having failed, the Minister of Labour, on February 11, established a board. At the end of the month, Mr. Lynn B. Spencer, K.C., Welland, Ont., and Mr. Maxwell Sauder, Hamilton, Ont., had been appointed members of the board on the nomination of the employer and employees respectively, and had been requested to confer respecting the selection of a third person on the Board to act as chairman.

On February 13, a Board of Conciliation and Investigation was established to deal with a dispute between Schultz Die Casting Company of Canada, Limited, Wallaceburg, Ont., and its employees, members of Local 251, United Automobile Workers of America. (L. G., Feb., 1943, p. 194.) Following receipt of the application for the establishment of a board, Mr. J. P. Nicol, Industrial Relations Officer, Dom-

inion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to make an investigation. The Commissioner recommended that the circumstances warranted the establishment of a board. The personnel of the Board is as follows: Honourable Mr. Justice J. G. Gilmasters, Supreme Court of Ontario, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employees and Mr. J. A. McNevin, K.C., Chatham, Ont., appointed on the nomination of the employer.

On February 27, a Board of Conciliation and Investigation was established to deal with a dispute between the F. X. Drolet Company, Limited, Quebec, P.Q., and its employees, members of Local 74, International Moulders and Foundry Workers' Union of North America. (L. G., Feb., 1943, p. 195.) Following the receipt of the application for the establishment of a board, Dr. Percy A. Robert, Special Representative, Department of Labour, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner's recommendation that a board be not established was not concurred in and subsequently a Board of Conciliation and Investigation was established on February 27. Mr. Joseph Matte, Quebec, P.Q., was appointed on the recommendation of the employees. At the end of the month the Department was awaiting the Company's nomination.

On February 11, a Board of Conciliation and Investigation was established to deal with a dispute between Welland-Vale Manufacturing Company, Limited, Hamilton, Ont., and its employees, members of Local 2853, United Steelworkers of America. (L. G., Feb., 1943, p. 195). The parties to the dispute both agreed to submit the dispute to the Board established to deal with the dispute between the Hamilton Bridge Company, Limited, and its employees. At the end of the month, Mr. Maxwell Sauder, Hamilton, Ont., had been appointed on the nomination of the employees and Mr. Lynn B. Spencer, K.C., Welland, Ont., had been appointed on the nomination of the company. The two nominees had been requested to confer respecting the nomination of a person to act as chairman.

Boards Fully Constituted

The constitution of the Board of Conciliation and Investigation established on January 13, to deal with a dispute between Hull Iron and Steel Foundries, Limited, Hull, P.Q., and its employees, members of Local 318, International Moulders and Foundry Workers' Union of North America (L. G., Feb., 1943,

p. 195), was completed during the month of February. The personnel of the board is as follows: His Honour Judge Honore Achim, Hull, P.Q., appointed by the Minister of Labour in the absence of joint recommendation of the other two members of the board; Mr. Drummond Wren, Toronto, Ont., appointed on the recommendation of the employees; and Mr. François Caron, K.C., Hull, P.Q., appointed on the recommendation of the employer.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

An application for the establishment of a Board of Conciliation and Investigation was received in January from employees of Yarrows Limited, Victoria, B.C. (L. G., Feb., 1943, p. 194). On February 1, Mr. G. R. Currie, Industrial Relations Officer, Dominion Department of Labour, Vancouver, was appointed as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

On February 15, Mr. Louis Fine, Chief Conciliation Officer, Ontario Department of Labour, Toronto, Ont., was authorized, as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute between the Ford Motor Company of Canada, Limited, Windsor, Ont., and its employees, members of Local 240, United Automobile Workers of America. (L. G., Feb., 1943, p. 195.)

Mr. Louis Fine, Chief Conciliation Officer, Ontario Department of Labour, Toronto, Ont., on February 15 was also authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between the Ford Motor Company of Canada, Limited, and its employees, members of the Ford of Canada Employees Association (L. G., Feb., 1943, p. 195).

Mr. Bernard Rose, K.C., Montreal, was authorized on February 10, as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute between the Davie Shipbuilding and Repairing Company, Limited, Lauzon, P.Q., and its employees, members of Local No. 3, Canadian Union of Boilermakers and Iron Shipbuilders, Canadian Congress of Labour. (L. G., Feb., 1943, p. 195.)

Other Reports of Industrial Disputes Inquiry Commissioners

On December 8, 1942, Mr. Bernard Rose, K.C., was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the Johnston Woollen Mills, Limited, Waterville, P.Q., and certain of its employees. (L. G., Jan., 1943, p. 70.) A strike involving

75 employees of the company occurred on February 6, and terminated on February 15. Inasmuch as the main issue of the dispute was the remuneration of the employees, a Board of Conciliation and Investigation could not be established; therefore the Commissioner recommended that the application for a board be refused. Accordingly on February 15, the parties to the dispute were advised that a board could not be established.

A report was received during the month from Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., who had been appointed an Industrial Disputes Inquiry Commissioner, to investigate a dispute between the Dominion Glass Company, Limited, Wallaceburg, Ont., and its employees, members of the United Automobile Workers of America. (L. G., Jan., 1943, p. 68.) The Commissioner found that the Company's volume of war work only represented a negligible percentage of its total production and recommended that a board be not established. Accordingly, the parties to the dispute were advised that a board would not be established under the Industrial Disputes Investigation Act.

On December 15, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was appointed an Industrial Disputes Inquiry Commissioner, to investigate a dispute between the Aluminum Company of Canada, Limited, Kingston, Ont., and its employees, members of the United Electrical, Radio and Machine Workers of America. (L. G., Jan., 1943, p. 68.) From an examination of union records, the Commissioner found that the applicant union did not represent a majority of the employees of the company, and therefore recommended against the establishment of a Board of Conciliation and Investigation. The Minister of Labour accepted the Commissioner's recommendation and the parties were advised that a board would not be established.

Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, who was appointed an Industrial Disputes Inquiry Commissioner on February 3, to investigate a dispute between the Aluminum Company of Canada, Limited, Kingston, Ontario, and its employees, members of various unions represented by the Joint Committee of A.F. of L. Unions (L. G., Feb., 1943, p. 195) made his report. The Commissioner found on examining the records submitted by these organizations that they did not represent a majority of the employees of the company, and therefore recommended against the establishment of a Board of Conciliation and

Investigation. The Minister of Labour accepted the Commissioner's recommendation and the parties were advised that a board would not be established.

In the dispute between the A. R. Clarke and Company, Toronto, Ont., and its employees, members of Local 280, International Fur and Leather Workers' Union, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed on January 18, 1943, an Industrial Disputes Inquiry Commissioner to make an investigation. (L. G., Feb., 1943, p. 194.) A representation vote conducted on February 4 indicated that the applicant union did not represent a majority of the employees and consequently the Commissioner recommended against the establishment of a Board of Conciliation and Investigation. Subsequently the parties to the dispute were advised that a board would not be established.

On January 26, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute between the Davis Leather Company, Limited, Newmarket, Ont., and its employees, members of Local 290, International Fur and Leather Workers Union. (L. G., Feb., 1943, p. 194.) Subsequently a representation vote was taken which indicated that the applicant union did not represent a majority of the employees concerned and as a result the Commissioner recommended against the establishment of the board. The applicants were advised that a board would not be established.

Dr. Percy A. Robert, Montreal, was appointed an Industrial Disputes Inquiry Commissioner on January 29, to investigate a dispute between James Hazel and Son, Quebec, P.Q., and its employees, members of Local 74, International Moulders and Foundry Workers' Union. (L. G., Feb., 1943, p. 194.) The Commissioner recommended that as the employees and the company had agreed to make a joint application to the Quebec Regional War Labour Board for a decision on wage rates and cost of living bonus, a Board of Conciliation and Investigation be refused. At the end of the month the applicant union had been requested to withdraw the application for a board, as remuneration and matters pertaining thereto have been removed from the scope of the Industrial Disputes Investigation Act by P.C. 5963, the Wartime Wages Control Order and come within the jurisdiction of the National and Regional War Labour Boards.

Settlements Reached

On March 1, on the request of the applicant union, the application for the establishment of a Board of Conciliation and Investigation (L. G., June, 1942, p. 660) to deal with a dispute between the Dominion Wire, Rope and Cable Company, Limited, Lachine, P.Q., and its employees, members of Lodge 1288, International Association of Machinists, was withdrawn.

The application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Anglo-Canadian Wire Rope Company, Limited, Lachine, P. Q., and its employees, members of Lodge 1288, International Association of Machinists (L. G., July, 1942, p. 761) was withdrawn by applicant union on March 1.

On February 6, the Department was advised that an agreement had been signed between the Progressive Engineering Works Company, Limited, Vancouver, and its employees, members of Local 1; Moulders and Foundry Workers' Union, Canadian Congress of Labour, and that the application for a Board of Conciliation and Investigation (L. G., Feb., 1943, p. 194) was accordingly withdrawn, an agreement having been reached between the parties. A summary of the agreement will be found in the section of this issue of the *LABOUR GAZETTE* entitled "Recent Collective Agreements".

The Department was advised on February 12 that the application for the establishment of a Board of Conciliation and Investigation, to deal with the dispute between the Wilson Motor Bodies, Limited, Long Branch, Ont., and its employees, members of Local 253, United Automobile Workers of America (L. G., Feb., 1943, p. 194) was withdrawn, the parties to the dispute having concluded a collective labour agreement.

A summary of the agreement will be found in the section of this issue of the *LABOUR GAZETTE* entitled "Recent Collective Agreements".

Application Withdrawn

On February 16, the Department was advised by the applicant union that it had been established that the employees concerned in a dispute with the Corporation of the City of North Vancouver (L.G., December, 1942, p. 1374) came within the jurisdiction of the Industrial Conciliation and Arbitration Act of the Province of British Columbia and consequently the request for a Board was withdrawn.

Report of Board in Dispute between Taylor Electric Manufacturing Company, London, Ont., and its Employees

On February 5, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Taylor Electric Manufacturing Company, London, Ont., and its employees, members of Local 517, United Electrical Radio and Machine Workers of America. (LABOUR GAZETTE, October 1942, page 1122).

The personnel of the board was as follows: His Honour Judge I. M. Macdonell, Toronto, Chairman, appointed on the joint recommendation of the other two members; Prof. Christian Severtz and Mr. J. A. E. Braden, K.C., both of London and appointed on the nomination of the employees and employer respectively.

The unanimous report of the Board follows.

Report of Board

To:

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

Re: Industrial Disputes Investigation Act and re dispute between Taylor Electric Manufacturing Company, and its employees, members of Local 517 United Electrical Radio and Machine Workers of America.

Sir:

The Board of Conciliation established by you to deal with the above dispute, having completed the work assigned to it, begs to submit its report. The Board is pleased to be able to report that an agreement has been reached between the parties upon all matters in dispute.

Subsequent to the interim report submitted by the Board on November 9, 1942, the members of the Board were appointed an Industrial Disputes Inquiry Commission to investigate certain notices of separation given by the employer to twenty employees who were members of the union. Pursuant to this appointment, the Board reassembled in London on November 16, 1942, and sitting both as a Board of Conciliation and Industrial Disputes Inquiry Commission, heard a brief on behalf of the employees, submitted through counsel, Mr. J. L. Cohen, K.C. On November 27, 1942, a brief in reply was submitted by

Mr. A. H. Murphy, K.C., Counsel for the company. At subsequent sittings, commencing on the 8th December, 1942, evidence in support of the briefs was heard, as well as argument of counsel.

At the conclusion of the hearings, the Board was of opinion that there were still possibilities of a settlement of the dispute. Accordingly, the parties were informed that no report would be submitted for fourteen days. Before the expiration of this period, an offer of settlement was made on behalf of the employer. Subsequently, direct negotiations took place between the parties, and meetings of the board were held to assist in the settlement which finally resulted.

The original memorandum of settlement, signed by Mr. C. R. Sullivan representing the union, and Mr. A. T. Taylor, representing the employer, is forwarded herewith. The board has pleasure in recommending the approval of this settlement.

It will be noted that the parties have agreed to the holding of a vote by the Department of Labour to determine whether the employees desire to be represented by Local 517 United Electrical Radio and Machine Workers of America, or by the Taylor Electric Employees Association. The form of ballot agreed upon by the parties is also submitted herewith. Both parties agree that the date of the vote shall be determined by the Department of Labour, the Board of Conciliation to make such recommendations as to the date of taking the vote as it sees fit. The chairman of the board and Dr. Sivertz are of opinion that the vote should not be taken until thirty days from the date of settlement, namely January 25, 1943. Mr. Braden, however, is of opinion that the vote should be taken forthwith.

All of which is respectfully submitted.

Dated this 3rd day of February, 1943.

(Sgd.) I. M. MACDONELL,
Chairman.

(Sgd.) C. SIVERTZ,
Employees' Nominee.

(Sgd.) J. A. E. BRADEN,
Company's Nominee.

Conciliation Work of the Department of Labour during February, 1943

ABOUT 65 disputes came to the attention of the Industrial Relations Branch of the Department during February and were dealt with by Industrial Relations Officers and, in Ontario, by the additional services of the Conciliation Officers of the province working in co-operation with the Federal Department. In nearly every instance an amicable adjustment of the matters in dispute was secured by the investigating officer. The disputes of peculiar interest or importance are summarized in the statement below which represents a partial review of the activities of the Branch during the month.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of Quebec and one officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

COAL MINERS, AERIAL, ALTA.—On February 1, some 163 employees of Star Mine operated by Rosedale Collieries, Limited, went on strike in an attempt to enforce a demand for the supply of free carbide to the "company men" claiming that the management of Rosedale Mines, operated by the same company, followed this practice in respect to its day-wage employees. The matter was immediately taken up by Departmental officials with the officers of District 18, United Mine Workers of America, and Mr. F. E. Harrison, Western representative, Department of Labour, Vancouver, proceeded to Drumheller in an effort to secure a resumption of work. Efforts at mediation failed and the strikers ignored instructions from the union's District officer to resume work. When on March 10 the employees rejected by a vote of 53 to 44 a proposal from District Headquarters for termination of the strike, Mr. Robert Livett, president of District 18, U.M.W.A. secured from International President John L. Lewis, authority to revoke the charter of the Aerial Local No. 4685. This action was taken and

every employee was then obliged to make application for re-employment and those who were accepted by the Company were restored to membership in the union. Because the union holds a closed shop contract with the Western Canada Bituminous Coal Operators Association, this step meant that those employees who were not reinstated would likely be unable to obtain employment at any mine in Western Canada which was party to an agreement with the U.M.W.A. The local executive was removed from office and the affairs of the Union placed in charge of the District Board member for the area. Work was resumed on February 15, by all employees with the exception of seven men whom the Company refused to re-engage pending full consideration of their case. At the end of the month the Company had reinstated all except the former secretary of the Union and three other men. The Union dropped its demand for free carbide and an agreement was reached to submit certain other matters in dispute to an Independent Chairman.

COAL MINERS, FERNIE, B.C.—Upon joint request from officers of District 18, United Mine Workers of America and the Western Canada Bituminous Coal Operators Association, the Minister of Labour late in January appointed Mr. John Russell of Calgary to act as Independent Chairman to adjudicate a dispute between the Crow's Nest Pass Coal Company, Limited, Fernie, B.C., and its employees. At hearings which commenced on February 18, Mr. Russell was called upon to determine the merits of a claim by the Union that yardage rates should be paid at a place known as No. 4 Left Room driven from a point on the Main Tunnel 7,600 feet from the Portal of the mine. His findings were that the room was driven for the purpose of extracting pillar coal and was not intended to be a Main Haulage Road. Therefore, under the terms of the contract the miners were not entitled to yardage as claimed. The decision was accepted by both parties.

TOOL WORKERS, WESTMOUNT, P.Q.—Following receipt of a joint request, the Minister of Labour nominated Mr. Bernard Rose, K.C., Montreal, to act as Chairman of an Arbitration Committee to deal with a dispute between Defence Industries, Limited, Westmount Tool Works, Westmount, P.Q., and its employees, members of Lodge 1594, International Association of Machinists. The Committee unanimously approved the action of the Company

in transferring an employee from one Department to another and held that a transfer had not caused any prejudice to the man in question or the organization to which he belonged.

AIRCRAFT PARTS WORKERS, BRANTFORD, ONT.—On February 4, a representative of the United Automobile Workers of America brought to the attention of the Department a strike by 66 employees in the metal fittings department of the Verity Plant of Massey Harris Company Limited, Brantford, Ontario. Some of the strikers were members of the U.A.W.A., but that organization had not sanctioned the stoppage. Following the strike, which lasted for a day and a half, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was assigned to investigate the grievances of the workers. On February 15, Mr. Nicol brought together representatives of the management, a committee of seven from the metal fittings department and a sub-committee of five from the Plant Council. Following a frank discussion, a mutually satisfactory agreement on the matters at issue was reached. Three members of the committee from the metal fittings department were given permission to sit in with three from the Plant Council Committee to study classifications within the Department and to recommend any changes needed to remove injustices. The meeting approved of the production workers classification chart, a copy of which was given to each committee member. The Company agreed to give consideration to improving washroom facilities and the adjustment of other minor matters.

FOUNDRY WORKERS, SACKVILLE, N.B.—On January 30 a group of 43 workers employed by Enterprise Foundry, Limited, Sackville, N.B., went on strike because of unsatisfactory ventilation. The matter had been the subject of discussion on previous occasions but the Company had not implemented an undertaking to install additional ventilators. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., secured from the Company a promise that this work would be proceeded with at once and the men returned to work on February 2.

METAL WORKERS, OWEN SOUND, ONT.—A strike of 37 men and 20 girls in the employ of the Northern Bolt, Screw and Wire Company, Limited, Owen Sound, Ontario, occurred on February 4. It was caused by the Company's dismissal of the Chairman of the Grievance Committee of the Local Union of the United Steelworkers of America, allegedly for insufficient reasons. Mr. H. Perkins, Industrial Relations Officer, Toronto, visited the plant and held conferences on February 10 and 11.

The Company maintained that the dismissed employee had insulted and assaulted the plant superintendent and that he had caused unrest among the employees by reporting incorrectly to them in regard to negotiations between the Company and the Grievance Committee. The Company had requested the Union to appoint another Chairman of the Grievance Committee but this procedure had been unacceptable. The Union asked for the resignation of the plant superintendent but later withdrew its demand. Finally the Company agreed to reinstate the dismissed employee and work was resumed when the plant reopened on February 15.

METAL WORKERS, HAMILTON, ONT.—On February 8, a field representative of the United Steelworkers of America notified the Department of a strike on that date by employees of the Greening Wire Company, Limited, Hamilton, Ontario, called as a consequence of a reduction in morning and afternoon rest periods by five minutes. It involved about 60 male and 80 female employees. Mr. George Fenwick, Provincial Conciliation Officer, Toronto, arrived on the scene February 9, but was not able to arrange attendance by the managing officers of the Company at a joint conference with employees until the afternoon of February 10. Mr. Fenwick induced the Company tentatively to restore the 15-minute rest period which had been in effect for a year, and arranged that a Committee of employees would be selected to discuss their differences with the management at an early date. Work was resumed by the night shift at 6 p.m., February 10. On February 16 Mr. Fenwick met the elected Committee and representatives of the management. It was settled that the 15-minute rest period would be continued, and a number of grievances were satisfactorily adjusted. The Company asked that the workers form some type of Committee to meet the management from time to time in regard to grievances. The employees agreed to advise the management as to how they intended to select such a Committee and, if any differences of opinion should arise it was intimated that a Department of Labour representative would be prepared to supervise a vote to determine if the workers want to be represented by a Trade Union or by an Employees' Committee.

FOUNDRY WORKERS, WELLAND, ONT.—An allegation that Canadian Foundries and Forgings, Limited, Welland Ontario, was interfering with the organization of its employees into a trade union was received by the Department on February 8, along with a request that an Industrial Disputes Inquiry Commissioner be

appointed to investigate the dismissal of a worker on account of union activity. An investigation by Mr. J. Hutcheon, Provincial Conciliation Officer, Toronto, revealed that union activity did not have any bearing on the Company's action. Later the Company and the U.A.W.-C.I.O. jointly requested that a vote be taken to determine the bargaining agency desired by the employees. The results of the ballot are reported below under "Union Representation Votes".

SHIPYARD WORKERS, LAUZON, P.Q.—A strike of employees of the Davie Shipbuilding and Repairing Company, Limited, Lauzon, P.Q., seemed imminent early in February as a result of resentment towards a proposed schedule of staggered hours worked out by the Associate Transit Controller to relieve serious traffic congestion which was held to be partly responsible for considerable absenteeism and interference with production. On request of the Department Mr. Bernard Rose, K.C., Industrial Disputes Inquiry Commissioner, Montreal, called a conference of Company and Union Officials, the Associate Transit Controller and a representative of Wartime Merchant Shipping, Limited. The employees' representatives maintained that, while the proposals would work to the advantage of shipyard workers residing in Quebec City, St.-Romuald and Levis, they would detrimentally affect the majority of workers who lived in Lauzon. Separate meetings of the workers from Lauzon and the other three points were then arranged at which attempts were made by the Associate Transit Controller and an official of the Canadian Congress of Labour to persuade the employees to accept the changes in hours as essential in order to relieve congestion. The men refused, however, to consent to any change in existing conditions. It was finally agreed not to press the proposed scheme until the conclusion of negotiations for a collective agreement presently being carried on between the Company and the Canadian Union of Boilermakers and Iron Shipbuilders, Local No. 3 (C.C.L.). During the month an extensive investigation into wage rates and employment classifications of the Company was undertaken by Mr. F. LaFortune, Industrial Relations Officer, Ottawa, Ontario.

COAL MINERS, MIDLANDVALE, ALTA.—A threatened strike by 220 employees of the Midland Coal Mining Company, Midlandvale, Alberta, on February 4, was averted by prompt intervention on the part of Mr. F. E. Harrison, Western Representative of the Department of Labour, Vancouver, B.C. The employees gave the Company 24 hours in which to comply with their demands that contract conditions be

observed in connection with wage rates payable where miners "drive through pillar". Mr. Harrison presided at two conferences of Company and Union representatives at which it was agreed that the Company would pay the rates specified in the contract as from February 1, 1943.

ROLLING MILL WORKERS, CALGARY, ALTA.—A dispute arose during February between employees of Calgary Rolling Mill and the Company over the negotiation of an agreement involving recognition of the Rolling Mill Employees' Federal Union, No. 23180 (A.F. of L.) and was satisfactorily settled through mediation by Mr. F. E. Harrison, Western Representative, Department of Labour, Vancouver. There were 110 employees involved. Joint conferences between the parties were arranged by Mr. Harrison and resulted in the signing of a contract on February 24.

COAL MINERS, COALBURN, N.S.—On February 9, the total working force of the Greenwood Mining Company, New Glasgow, N.S., numbering 96, ceased work. The employees are members of the independent Coalburn Miners Union. The strike was precipitated by demands of the miners that the Company agree to alternate the night and day shifts of two employees engaged as haulage engineers. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., communicated with both parties to the dispute and secured a resumption of work on February 11 pending an investigation. On February 15, Mr. Pettigrove arranged a joint conference at which it was ascertained that the dispute arose after a chain runner joined the army and the Company found it necessary to transfer a haulage engineer to fill his place. Another man became haulage engineer by day, and a 17-year-old chain runner became night haulage engineer. After a month this night man demanded that he be permitted to alternate on the day shift, but the Company refused on the grounds that the day work was much more arduous and required the experience of an older employee. It was finally agreed that the new night haulage engineer would continue night shift work for a period of two months, during which the Company would make other arrangements and then place him on a more suitable job.

COAL MINERS, ALBERTA AND EASTERN BRITISH COLUMBIA.—During the month of February a special survey of labour conditions in the coal mining areas of Alberta and Eastern B.C. was conducted over a period of several weeks by Mr. F. E. Harrison, Western Representative, Department of Labour. His inquiries were directed particularly to conditions obtaining in those mining properties which have signed agreements with District 18, United Mine

Workers of America. The information secured was placed in the hands of the Coal Controller of the Industries Control Board as well as the Minister of Labour and the Director of National Selective Service.

CARPENTERS, PORT ALBERNI, B.C.—On February 15 a group of 139 carpenters employed by Carter-Halls-Aldinger Company, Limited, on a construction project at Port Alberni, B.C., went on strike in an effort to compel one employee who was a member of the Amalgamated Building Workers of Canada to pay dues to the United Brotherhood of Carpenters and Joiners of America. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, communicated with a representative of the United Brotherhood pointing out that the union did not have an agreement covering the Port Alberni project, and that its agreement with the Company through the General Contractors Association of Vancouver did not contain closed shop conditions nor prohibit the employment of members of other unions. Through the Union representative Mr. Currie requested that the striking employees return to work immediately. The Company decided to transfer the employee in question to other employment in order to avoid a controversy, and the carpenters returned to work after a stoppage of a few hours.

SHIPYARD WORKERS, LIVERPOOL, N.S.—Differences between 450 employees, members of five Unions and their employer, Thompson Brothers Machinery Company, Limited, Liverpool, N.S., involving the threat of a strike were amicably adjusted when Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., directed joint conferences with representatives of all parties on February 9 and 10. The Union had been working under unsigned tentative agreements, and demands for Union shop contracts constituted a common factor in each of the disputes. Agreements providing for recognition in each instance of the Union as sole bargaining agent for the employees concerned were consummated between the Company and Local No. 370, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America and Local No. 392, United Brotherhood of Carpenters and Joiners of America. The Company also undertook to enter into a similar agreement with Local No. 1573 of the International Association of Machinists, but the signing of the contract was delayed pending the approval of an International representative of the Association. With respect to negotiations with Local No. 879, International Brotherhood of Electrical Workers and Local No. 226, United Association of Plumbers and Steamfitters, the Company

contended that these Local unions had not yet reached a degree of organization which would justify it in signing union shop agreements. Further conferences in regard to formal recognition of these local unions were deferred for the time being. The dispute with the Electrical Workers was complicated by objections to a change from eight to nine hours per day proposed by the Company, with time and one-half for overtime beyond eight hours. Mr. Pettigrove arranged that a vote should be taken and that the majority decision would be binding on all employees concerned. The majority of 80 in a total vote of 360 favoured the extension of hours. Classification of certain employees in accordance with a Finding and Direction of the National War Labour Board was a factor in connection with the grievances of the Boilermakers and Carpenters Unions. This matter was adjusted to the satisfaction of all parties.

CONSTRUCTION WORKERS, WINDSOR, N.S.—A dispute between the Fundy Construction Company, Windsor, Nova Scotia, and its employees, dating back to November 24, 1942, and having to do with the refusal of the Company to adjust certain wage rates and agree to recognition of Local No. 1348, United Brotherhood of Carpenters and Joiners of America, came to a head on February 11 when 126 employees threatened to strike four days later unless the Company acceded to their demands. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., called a joint conference of the parties which averted strike action and resulted in the signing of an agreement on February 17. The agreement provided for recognition of the Union as sole bargaining agent for the employees which it covered, preferential consideration of Union members and, subject to approval by the National War Labour Board, wage rates of 70 cents per hour for carpenters and 80 cents per hour for leading hands.

COAL MINERS, DRUMHELLER, ALTA.—A one-day strike by 175 employees of the Hy-Grade Coal Company, Limited, Drumheller, Alberta, occurred on February 24 when the workers demanded the dismissal of a driver-boss who was alleged to have struck one of the drivers in the course of an altercation. Following intervention by Mr. F. E. Harrison, Western Representative, Department of Labour, the Company transferred the driver-boss to another position and work was resumed.

COAL MINERS, MINTO, N.B.—A strike on February 8 of 12 miners employed by the Minto Coal Company was occasioned by the alleged failure of the Company to furnish a sufficient number of wheelers to keep the

machines in the mine clear. The matter was taken up by the Director of Industrial Relations directly with the Sub-District Board member of the United Mine Workers of America. Negotiations ensued between the Company and Union representatives, as a result of which a rearrangement of the duties of the firm's 12 wheelers, acceptable to the workers, was effected. Work was resumed on February 9. The action of the strikers resulted in the enforced idleness of some 140 other employees.

Union Representation Votes

MUNITIONS INSPECTORS, QUEBEC, P.Q.—By joint consent of the parties, a representation vote was conducted under the supervision of Mr. L. Pepin and Mr. F. LaFortune, Industrial Relations Officers of Montreal and Ottawa respectively, on February 9 and 10, among the employees of the Inspection Board of the United Kingdom and Canada engaged at the Dominion Arsenals in St. Malo and Valcartier, P.Q. The ballot read: "Do you wish to be represented by the International Union of Inspectors of War Supplies of the United Kingdom and Canada, an affiliate of the A.F. of L.?" There were 2,192 employees eligible to vote and the results were as follows: Number of votes cast, 1,767; number voting "Yes", 786; number voting "No", 886; spoiled ballots, 95.

ELECTRICIANS, PICKERING, ONT.—By joint consent, a representation vote was conducted under the supervision of Mr. J. P. Nicol, Industrial Relations Officer, Toronto, on February 17, among employees of the Ajax Plant of Defence Industries, Limited, Pickering, Ontario. The ballot read: "Do you desire Local 874 of the International Brotherhood of Electrical Workers to represent you in dealing with the management of Defence Industries, Limited?" There were 44 eligible to vote and the 40 employees who cast ballots voted unanimously in favour of the Union.

DAIRY WORKERS, WINDSOR, ONT.—Following a request by the Company, a ballot was conducted on February 18, by joint consent of the parties, among employees of the Borden Company, Limited, Walkerside Division, Windsor, Ontario. Out of 94 participating, 64 voted in favour of bargaining collectively with their employer through the Employees-Management Co-operative Plan as against 30 voting in favour of bargaining through the Windsor Milk Drivers and Dairy Workers Union, chartered by the Canadian Congress of Labour.

FOUNDRY WORKERS, WELLAND, ONT.—By joint request made during February, a ballot was conducted on March 1 among employees in two plants of Canadian Foundries and Forgings, Limited, Welland, Ontario. The consolidation of the results of the votes in the two plants was as follows: The number voting in favour of bargaining collectively with the employer through the UAW-CIO was 375 as against 78 in favour of an Independent Shop Committee and 45 voting against any Union or Committee. There were 7 spoiled ballots.

PACKINGHOUSE WORKERS, PETERBORO, ONT.—Following receipt of a joint request, arrangements were made on February 24 and a ballot conducted on March 2 among employees of Canada Packers, Limited, Peterboro, Ontario, by Mr. H. Perkins, Industrial Relations Officer, Toronto. The ballot read as follows: "In your dealings with the management of Canada Packers, Limited, Peterboro, do you prefer to be represented by a Plant Relations Committee or Local 210, United Packinghouse Workers of America?" 45 employees voted for the Plant Relations Committee as against 97 for the Union.

TEXTILE WORKERS, ST. JEROME, P.Q.—On February 23, Mr. L. Pepin, Industrial Relations Officer, Montreal, supervised by joint consent a secret ballot to determine whether the employees of Regent Knitting Mills, Limited, St. Jerome, P.Q., wished to be represented by a negotiating committee of employees or by the United Textile Workers of Canada (T.L.C.C.). Out of a total of 618 eligible, 522 voted in favour of the United Textile Workers of Canada and 49 in favour of an employees' negotiating committee. There were 17 spoiled ballots.

EXPLOSIVES WORKERS, TRANSCONA, MAN.—A vote among employees of Defence Industries, Limited, Transcona Works, was conducted by joint request of the Company and the union, February 16 to 18 under the supervision of Mr. R. H. Hooper, Industrial Relations Officer, Winnipeg, to ascertain whether or not the workers were in favour of having the Winnipeg Powder and High Explosives Workers' Federal Union No. 150 (A.F. of L.) represent them as sole bargaining agency in matters concerning their employment. A total of 2,354 voted out of a total eligible group number 2,546. The result favoured the Union by 1,839 to 486, with 29 spoiled ballots.

AUTOMOTIVE PARTS WORKERS, WINDSOR, ONT.—On December 17 a representation vote was conducted by joint request of the parties, under departmental supervision among the

employees in three plants of the Canadian Motor Lamp Company, Windsor, Ontario, to ascertain if the employees wanted to bargain collectively through a Windsor Local of the UAW-CIO. Subsequently a protest was lodged by the Union against the actions of certain alleged agents of the Company prior to the holding of the ballot. On February 26, officers of the Union withdrew their protest and results of the election were officially released. The consolidated tabulation of votes was as follows:—

Lamp Plant: In favour of the UAW-CIO, 38; against UAW-CIO, 112.

Cartridge Plants: In favour of the UAW-CIO, 144; against UAW-CIO, 456; spoiled ballots, 10.

ABRASIVES WORKERS, BRANTFORD, ONT.—On February 16, Mr. H. Perkins, Industrial Relations Officer, Toronto, on the joint application of the parties, supervised a vote among employees of Canadian Durex Abrasives, Limited, Brantford, Ontario, to determine whether or not they desired to be represented by the UAW-CIO. 80 employees participated in the ballot, of whom 64 voted in favour of the Union and 13 against. There were three spoiled ballots.

Strikes and Lockouts in Canada during February, 1943

WHILE the number of strikes and lockouts reported for the month of February, 1943, was only two less than the previous month, the number of workers involved and the time loss in man working days were both substantially lower. The figures show 32 strikes on record, involving 5,243 workers and a time loss of 24,306 man working days, as compared with 34 strikes in January, with 19,857 workers involved and a time loss of 166,707 days. During February, 1942, there were 16 strikes recorded, involving 2,901 workers, with a time loss of 23,997 days. Two strikes carried over from January, namely, tobacco factory workers at Montreal, P.Q., and glass factory workers at Wallaceburg, Ont., caused about 68 per cent of the time loss during the month under review. The exceptionally large time loss in January was caused by the strikes of steel mill workers in Sault Ste. Marie, Ont., and Sydney and Trenton, N.S.

Five strikes, involving 2,634 workers, were carried over from January and 27 commenced during February. Of these 32 disputes 30 were terminated during the month. Eleven resulted in favour of the workers, seven in favour of the employers, four were compromise settlements, one was partially successful and seven were indefinite in result.

At the end of the month two strikes were recorded as unterminated, namely: glass fac-

tory workers at Wallaceburg, Ont., and metal factory workers at Preston, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after removal from the table of current strikes.

The following table gives information for February and January, 1943, and February, 1942:—

Date	Number of strikes	Number of workers involved	Time loss in man working days
*February, 1943.....	32	5,243	24,306
*January, 1943.....	34	19,857	166,707
*February, 1942.....	16	2,901	23,997

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

(a) Strikes and Lockouts in Progress Prior to February, 1943

MANUFACTURING—				
<i>Tobacco and Liquors—</i>				
Tobacco factory workers, Montreal, P.Q.	1	1,685	8,425	Commenced January 27, 1943; for wage adjustments as provided in agreement; terminated February 6; conciliation (federal and provincial); in favour of workers.
<i>Metal Products—</i>				
Copper refinery workers, Montreal, P.Q.	1	250	500	Commenced January 15, 1943; for increased wages; terminated February 4; conciliation (federal and provincial); partially successful.
Moulders, Sackville, N.B.	1	(a) 43	43	Commenced January 30, 1943; <i>re</i> working conditions; terminated February 1; conciliation (federal); in favour of workers.
<i>Non-Metallic Minerals</i>				
Glass factory workers, Wallaceburg, Ont.	1	(b) 650	8,000	Commenced January 30, 1943; for union recognition and agreement with another union; unternminated.
TRADE—				
Coal truckers, Yorkton, Sask.	1	6	6	Commenced January 30, 1943; for increased tonnage rates; terminated February 1; negotiations; in favour of workers.

(b) Strikes and Lockouts Commencing During February, 1943

LOGGING—				
Teamsters and loaders, Beardmore, Ont.	1	(c) 12	72	Commenced February 2; for increased piece rates; terminated February 8; replacement; in favour of employer.
Skidders, Nipigon, Ont.	1	(f) 20	30	Commenced February 9; for increased piece rates; terminated February 10; negotiations in favour of employer.
Bush labourers, Pine Falls, Man.	1	22	11	Commenced February 16; <i>re</i> meals; terminated February 16; negotiations; in favour of employer.
MINING—				
Coal miners, Aerial, Alta.	1	163	1,950	Commenced February 1; for free carbide for pit lamps; terminated February 13; negotiations; in favour of employer.
Coal miners (wheelers), North Minto, N.B.	1	(d) 12	12	Commenced February 8; for employment of extra wheelers; terminated February 8; negotiations; (change in system of mining to be tried) compromise.
Coal miners, Drumheller, Alta.	1	172	688	Commenced February 8; against failure to serve hot drinks to surfacemen during extremely cold weather; terminated February 11; return of workers; in favour of employer.
Coal miners, Coalburn, N.S.	1	96	135	Commenced February 9; for alternating of night and day shifts of haulage engineers; terminated February 10; conciliation (federal); compromise.
Metal miners, Copper Mountain, B.C.	1	86	86	Commenced February 23; against dismissal of employee; terminated February 23; return of workers pending settlement; indefinite.
Coal miners, Drumheller, Alta.	1	175	175	Commenced February 24; for dismissal of a driver boss; terminated February 24; negotiations; (driver boss resigned) in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1943*—*Con.*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts Commencing During February, 1943—Continued				
MANUFACTURING—				
<i>Fur, Leather, etc.—</i>				
Tannery workers, Plessisville, P.Q.	1	44	22	Commenced February 19; for increased wages; terminated February 19; return of workers pending reference to the Regional War Labour Board; indefinite.
Fur factory workers, Montreal, P.Q.	1	18	20	Commenced February 26; for closed shop union agreement with increased wages; terminated February 27; negotiations in; favour of workers.
<i>Textiles, Clothing, etc.—</i>				
Woollen mill workers, Waterville, P.Q.	1	75	525	Commenced February 6; <i>re</i> date of application of wage increases; terminated February 15; conciliation (provincial); return of workers pending settlement; indefinite.
Clothing factory workers, Quebec, P.Q.	1	65	33	Commenced February 19; against dismissal of a foreman; terminated February 19; negotiations; in favour of workers.
Paper mill workers, Lachute Mills, P.Q.	1	100	800	Commenced February 5; for increased wages; terminated February 13; conciliation (provincial); return of workers pending further reference to the Regional War Labour Board; indefinite.
<i>Metal Products—</i>				
Metal factory workers, St. Catharines, Ont.	1	40	40	Commenced February 1; against change in shifts; terminated February 1; return of workers pending settlement; indefinite.
Brass factory workers, Wallaceburg, Ont.	1	143	22	Commenced February 3; in sympathy with strikers at glass factory; terminated February 3; return of workers; in favour of employer.
Aircraft parts factory workers, Brantford, Ont.	1	(e) 66	66	Commenced February 4; for reclassification of wage increases for certain workers; terminated February 5; return of workers pending conciliation; indefinite.
Bolt factory workers, Owen Sound, Ont.	1	57	475	Commenced February 4; against dismissal of a worker; terminated February 13; conciliation (federal); in favour of workers.
Metal factory workers, Preston, Ont.	2	66	1,000	Commenced February 8; against dismissal of a worker; unterminated.
Wire factory workers, Hamilton, Ont.	1	140	350	Commenced February 8; <i>re</i> working conditions; terminated February 10; conciliation (provincial); in favour of workers.
Motor vehicles factory workers, Tilbury, Ont.	1	151	151	Commenced February 18; for a union agreement; terminated February 20; negotiations; in favour of workers.
Motor vehicles factory workers, Brantford, Ont.	1	250	375	Commenced February 17; for union recognition, <i>re</i> piece work rates and against dismissal of worker; terminated February 18; conciliation (federal); return of workers pending settlement; indefinite.
Motors vehicles factory workers, Windsor, Ont.	1	90	10	Commenced February 26; against dismissal of a worker; terminated February 26; arbitration; (worker re-employed in another department); compromise.
<i>Shipbuilding—</i>				
Shipyards workers, Montreal, P.Q.	1	300	150	Commenced February 2; <i>re</i> working conditions; terminated February 2; return of workers; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1943*—*Conc.*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		
(b) Strikes and Lockouts Commencing During February, 1943—Concluded				
CONSTRUCTION— Buildings and Structures— Carpenters, Port Alberni, B.C.	1	139	18	Commenced February 15; against working with a worker from another union; terminated February 15; conciliation (federal); (worker transferred) in favour of workers.
TRANSPORTATION— Steam Railways— Maintenance-of-way lab- ourers, Montreal, P.Q.	1	93	93	Commenced Fenruary 16; against mistake in tax deductions; terminated February 16; negotiations; in favour of workers.
SERVICE— Public Administration— Civic employees, Sum- merside, P.E.I.	1	9	18	Commenced February 12; for increased wages; terminated February 15; negotiations; compromise.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 100 indirectly. (b) 200 indirectly. (c) 30 indirectly. (d) 140 indirectly. (e) 200 indirectly. (f) 50 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the May, 1942, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1941". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in the year 1942 was 1,281, involving 454,800 workers directly and indirectly, with a total time loss of 1,527,000 working days, as compared with

1,079,000 working days in 1941. Over half the time loss in 1942 occurred in the coal mining industry.

The number of disputes beginning in December was 87, and 7 were still in progress from the previous month, making a total of 94 disputes in progress during the month; 25,300 workers were involved in the disputes in progress during the month and the time loss was 90,000 working days.

Of the 87 disputes beginning in December, 25 arose out of demands for increased wages and 31 over other wage questions; 11 over questions as to employment of particular classes or persons; 18 over other questions as to working arrangements; and 2 were sympathetic strikes. Final settlements were reached in 70 disputes, of which 14 were settled in favour of workers, 35 in favour of employers and 21 resulted in compromises; in 17 other disputes, work was resumed pending negotiations.

United States

The number of strikes beginning in January was 195, involving 90,000 workers in these new strikes. The time loss for all disputes in progress during the month was 450,000 man-working days.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Tobacco and Liquors

MONTREAL, QUEBEC.—**W. C. MACDONALD, INCORPORATED, AND THE TOBACCO WORKERS' INTERNATIONAL UNION, LOCAL 235**

Agreement to be in effect from September 29, 1942, to March 31, 1944. (A strike to secure wage adjustments is noted on page 335 of this issue). All employees who are or who later become members of the Union shall remain members for 18 months or until March 31, 1944.

Hours: 10 per day on Tuesday, Wednesday, and Thursday; 9 per day on Monday and Friday, a 48-hour week. Except for watchmen and power plant employees, overtime is payable at time and one-half and all work on Sundays and holidays at double time. Wages: "It is the policy of the Company that its wage scale for similar work under similar conditions shall be at least as high as the wage scale in other tobacco factories in Montreal. . . . The Company agrees to pay and the union agrees to accept the presently existing scale of wage rates during the life of this agreement, including cost-of-living bonus as required by the law from time to time, subject however to such modifications as may be ordered by the Regional War Labour Board upon an application now being made for permission to increase wage rates by five cents per hour."

Provision is also made for one week's vacation to employees with one year's service (subject to the approval of the Regional War Labour Board), seniority rights and for the settlement of disputes.

Manufacturing: Textiles and Clothing

MARYSVILLE, NEW BRUNSWICK.—**CANADIAN COTTONS LIMITED AND THE UNITED TEXTILE WORKERS OF CANADA, LOCAL NO. 16.**

Agreement to be in effect from January 1, 1943, to January 1, 1944, and thereafter from year to year, subject to notice. The Company

recognizes the union as the representative of its membership. All employees who are now members of the union or later become reinstated to good standing in the union shall be expected to maintain such membership during the life of the agreement. New employees must join the union.

Hours (except for tour workers): 9 per day, 5 on Saturdays, a 50-hour week. Overtime is payable at time and one-quarter. Hourly wage rates: for boys and girls, from 18½ cents during first two months to the full rate for the job or a rate in proportion to the work performed after four months. No male employee who is 21 years or over to be paid less than 30 cents per hour. Basic wage rates are to remain as at time the agreement made unless notice of change is given. Provision is also made for seniority rights and for the settlement of disputes.

Manufacturing: Metal Products

LONG BRANCH (TORONTO), ONTARIO.—**WILSON MOTOR BODIES COMPANY LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 252.**

Agreement reached following the strike reported in the **LABOUR GAZETTE**, February, page 212 and conciliation by an officer of the Department of Labour, as noted on page 327 of this issue. Agreement to be in effect from February 1, 1943, to February 1, 1944, and thereafter from year to year, subject to notice. The Company recognizes the union as the exclusive bargaining agency for the hourly rated employees. Employees are free to join or not to join any union or association. Provision is made for seniority rights and the procedure for the settlement of grievances.

LONG BRANCH (TORONTO), ONTARIO.—**SMALL ARMS LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 519.**

Agreement to be in effect from February 5, 1943, to February 4, 1944, and thereafter from year to year, subject to notice. The Company recognizes the union.

Hours: standard hours are 8 per day, a 48-hour week, but actual working hours may be changed from time to time by mutual agreement and a 10-hour day, 60-hour week was being worked when the agreement made. Overtime: all time in excess of 8 hours a day, 48 a week, to be paid at time and a half; time and one-half for work on holidays. Wage rates are not to be changed except with the authorization of the National War Labour Board, and both parties agree to confer before either party makes a submission to this Board. An incentive bonus system is in effect. Provision is made for seniority rights and for the settlement of grievances.

OWEN SOUND, ONTARIO.—NORTHERN BOLT, SCREW AND WIRE COMPANY LIMITED AND THE UNITED STEEL WORKERS OF AMERICA.

Agreement reached following strike reported in the *LABOUR GAZETTE*, August, 1942, page 899 and September, page 1012, and conciliation by the Department of Labour. Agreement to be in effect from July 3, 1942, to June 30, 1943, and thereafter subject to notice. The company agrees that all eligible employees become union members and the union agrees that all new employees shall be given a 60-day trial before becoming union members.

Hours: 9 per day, 5 on Saturday, 50-hour week. Overtime is payable at time and one-half. An increase in wages of 5 cents per hour; and a cost-of-living bonus is paid.

CALGARY, ALBERTA.—DOMINION BRIDGE COMPANY, LIMITED, CALGARY ROLLING MILL DEPARTMENT, AND THEIR HOURLY RATED AND THE TURN AND TONNAGE EMPLOYEES OF THE CALGARY ROLLING MILL DEPARTMENT, MEMBERS OF THE FEDERAL UNION, LOCAL 23180.

Agreement reached through conciliation of the Department of Labour, and is to be in effect from February 24, 1943, for the duration of the war, and thereafter, from year to year, subject to 30 days' notice. No discrimination on account of membership or non-membership in any union.

Hours and overtime: for open hearth, 8 per day, 50 per week, with all time in excess of 50 hours payable at time and one-half; for general labour, 9 per day for 5 days and 5 hours on the 6th day; all hours in excess of 50 hours at time and one-half; in the mills, for turn and tonnage men, the system is to start to roll 7 a.m. and finishing charging at 4.15 p.m. for 5 days a week and 7 a.m. to 1.15 p.m. on the sixth day; turn men to receive a full turn for the 6th day's work; work on holidays at double time. Wage rates may only be changed with the authorization of the Regional War Labour Board. The full cost-of-living bonus to be paid. Provision is made for seniority rights and for settlement of disputes.

VANCOUVER, B.C.—PROGRESSIVE ENGINEERING WORKS LIMITED AND THE MOULDERS AND FOUNDRY WORKERS' UNION, LOCAL NO. 1, CANADIAN CONGRESS OF LABOUR.

Agreement reached with the assistance of an Industrial Disputes Inquiry Commissioner, as noted on page 194 of the February issue. Agreement to be in effect from February 1, 1943, to January 31, 1944, and thereafter from year to year, subject to notice. The terms are similar to other agreements made by this local union, as noted in the *LABOUR GAZETTE*, December, 1942, p. 1482.

VANCOUVER, B.C.—CERTAIN FOUNDRIES AND FORGING PLANTS AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2765 (FORGERS).

Agreement to be in effect from December 4, 1942, in one plant and from January 14, 1943, in the other, both for the duration of the war and wartime contracts. The employers recognize the union as the sole bargaining agency of the employees. (One agreement provides that this recognition be as long as the union holds a majority of the employees.)

Hours: 44 per week; for second shift, a 7½ hour shift with 8 hours' pay; for third shift, 7 hours' work with 8 hours' pay; (8½ hours' pay in one agreement). Overtime is payable at time and one-half for the first four hours and double time thereafter; double time for work on Sundays and holidays.

Hourly wage rates in the first plant: skilled forgers and nut forging machine operators, 25

cents; forging machine operators 80 cents; bolt threaders, forgers' helpers, tapping and burring machine operators, bolt trimmers, pointers, 70 cents; general labourers 65 and 70 cents; head packer 80 cents; packer 70 cents, skilled machinist \$1; machinists' improvers 65 cents; mill-right 80 cents, loaders 75 cents. The cost-of-living bonus at this plant is 60 cents per week with future changes according to regulations of the Dominion Government. The hourly wage rates at the other plant: skilled forgers, 87½ cents; bolt threaders, forgers' helpers, pointers and packer, 60 cents; the cost-of-living bonus is in accordance with the 1941 Order in Council 8253 (amounting to \$4.25 per week when this agreement was made). In the first agreement mentioned, provision is made for seniority rights and the settlement of disputes.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

JAMES ISLAND, B.C.—A CERTAIN EXPLOSIVES AND CHEMICAL PLANT AND THE CANADIAN CHEMICAL AND EXPLOSIVE WORKERS INDUSTRIAL UNION, FEDERAL UNION NO. 128.

Agreement to be in effect from December 1, 1942, to December 1, 1943, and thereafter from year to year, subject to notice. The Company recognizes the union as the sole bargaining agency for the employees.

Hours: 8 per day, 48 per week. Overtime and all work on each employee's weekly day of rest is payable at time and one-half; work on holidays at time and one-half, unless double time is authorized by the Regional War Labour Board. Hourly wage rates: operators, 65 to 92 cents, varying with department and grade of operator, general helpers 63 to 73 cents; labourers, 60 to 68 cents; Chinese labourer, 50 to 56 cents; machinists 85 to 97 cents; pipefitter and electrician, 72 to 97 cents; welder, 75 to 97 cents. A cost-of-living bonus is paid in accordance with the federal government 1942 Order in Council P.C. 5963. Provision is made for seniority rights and for the settlement of grievances.

Construction: Buildings and Structures

WINDSOR, N.S.—FUNDY CONSTRUCTION COMPANY LIMITED AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1348.

Agreement reached through conciliation by an officer of the Department of Labour. Agreement to be in effect from February 17, 1943, to February 16, 1944. The Union is the sole bargaining agency and union members to have preference of work.

Hours: 8 per day, 48 per week. Hourly wage rate for carpenters, 70 cents, lead carpenters, 80 cents, subject to the approval of the National War Labour Board.

Transportation and Public Utilities: Local and Highway Transportation

VANCOUVER, B.C.—A CERTAIN TRANSFER FIRM AND THE CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS (TRUCK DRIVERS).

Agreement to be in effect from January 2, 1943, to January 2, 1944, and thereafter from year to year, subject to notice. This agreement is similar to the terms of agreement previously in effect and summarized in the *LABOUR GAZETTE*, February, 1942, p. 232, with the exception of a reduction in weekly hours from 54 to 50 hours.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under the Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of an agreement for the sheet metal products manufacturing industry at Montreal, the repeal of the agreement for checkers and coopers (ocean navigation) at Montreal, and the amendment or extension of the period of nine other agreements, all of which are noted below. Requests for the extension of new agreements for the work glove manufacturing industry and the fine glove manufacturing industry, throughout the Province was published in the *Quebec Official Gazette*, February 27. A request for the amendment of the agreement for barbers and hair-dressers at Three Rivers was published in the *Quebec Official Gazette*, February 6; for barbers and hairdressers at St. John and Iberville and at Thetford Mines (Quebec agreement) in the issue of February 20; for bakers at Montreal, in the issue of February 27.

In addition, Orders in Council were published in the *Quebec Official Gazette*, during February, approving or amending the constitution and by-laws of certain parity committees, the levy of assessments by certain other parity committees or amendments to previous Orders in Council in this connection.

Manufacturing: Fur and Leather Products

WORK GLOVE CUTTERS, PROVINCE OF QUEBEC

An Order in Council, dated February 17, and gazetted February 27, extends the term of this agreement (*LABOUR GAZETTE*, March, 1940, p. 282; March, 1941, p. 333, Oct., p. 1314; and Jan., 1943, p. 87) to April 1, 1943.

WORK GLOVE OPERATORS AND BLOCKERS PROVINCE OF QUEBEC

An Order in Council, dated February 17, and gazetted February 27, extends the term of this agreement (*LABOUR GAZETTE*, September, 1940, p. 971; March 1941, p. 333; Oct., p. 1314; January, 1942, p. 110) to April 1, 1943.

FINE GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated February 17, and gazetted February 27, extends the term of this agreement (*LABOUR GAZETTE*, April, 1941, p. 472; July, p. 854; Oct., p. 1314; Jan., 1942, p. 110) to April 1, 1943.

Manufacturing: Textiles and Clothing

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated February 5, and gazetted February 13, amends the previous Order in Council for this industry (*LABOUR GAZETTE*, Oct., 1940, p. 1075; Nov., p. 1202; March, 1942, p. 353). Overtime work is not permitted after 8 p.m. in shops on a 48-hour week or a 44-hour week of 5 days, and not after 7 p.m. in shops on a 44-hour week of 5½ days. A cost of living bonus is provided for.

Manufacturing: Metal Products

RAILWAY AND TRAMWAY CAR AND BUS MANUFACTURING, MONTREAL

An Order in Council, dated February 12, and gazetted February 20, extends the term of this agreement (*LABOUR GAZETTE*, March, 1940, p. 282; April, p. 390; Jan., 1941, p. 70; April, p. 473; May, p. 593; March, 1942, p. 353) to March 1, 1945.

SHEET METAL PRODUCTS, MONTREAL

An Order in Council, dated February 12, and gazetted February 20, makes obligatory the terms of an agreement between the Builders' Exchange, Inc., of Montreal, acting for certain sheet metal firms and the Sheet Metal Workers' International Association, Local 116.

This agreement applies to the manufacture of sheet metal products, except railroad or aircraft manufacturing companies and except establishments already regulated by a collective agreement under this Act, agreement to be in effect from February 20, 1943, to January 1, 1944. It applies to the Island of Montreal and within 15 miles of it.

Hours: 9 per day, 4 on Saturdays, a 48-hour week. Overtime is payable at time and one-half; double time for work on Sundays and holi-

days. Hourly wage rates: journeymen—sheet metal mechanic 82 cents; welders 70 cents; machinists 70 cents; toolmakers 85 cents; blacksmiths 80 cents; machine operators 65 cents; assemblers and specialists 70 cents; production workers 50 cents; helpers 45 cents; apprentices and boys under 21 to commence at 30 cents with increase of 5 cents each six months; routine inspectors, truck drivers, storekeepers, shipping and receiving 45 cents; female workers 32 to 40 cents. Employees working on night shifts to be paid 5 cents per hour extra. The Regional War Labour Board approved a wage scale with the following maximum hourly wage rates: toolmakers 95 cents; welders, machinists and blacksmiths 90 cents; machine operators 80 cents; production workers and helpers 60 cents; routine inspectors, truck drivers, storekeepers, shipping and receiving 65 cents. A cost of living bonus is provided for. Apprenticeship to be for four years and one apprentice allowed for each two journeymen. Provision is made for the settlement of disputes.

Construction: Buildings and Structures

BUILDING TRADES, HULL

An Order in Council, dated February 12, and gazetted February 20, corrects one of the Orders in Council summarized in the *LABOUR GAZETTE*, February, p. 220 by stipulating that the cost of living bonus of 5 cents per hour is payable only for the normal work week and not for overtime. (Previous Orders in Council for these trades were noted in the *LABOUR GAZETTE*, Sept., 1942, p. 1097 and previous issues as there noted).

Transportation and Public Utilities:

Water Transportation

CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated February 4, and gazetted February 13, repeals the Order in Council which made this agreement obligatory, and which was summarized in the *LABOUR GAZETTE*, November, 1942, p. 1349.

LONGSHOREMAN (INLAND AND COASTAL NAVIGATION), MONTREAL

An Order in Council, dated February 12, and gazetted February 20, extends the time of this agreement (*LABOUR GAZETTE*, November, 1942, p. 1349, and previous issues as noted therein) to March 31, 1943.

Service: Business and Personal

FUNERAL UNDERTAKERS, MONTREAL

An Order in Council, dated February 17, and gazetted February 20, extends the term of this agreement (*LABOUR GAZETTE*, March, 1942, p. 353, and previous issues as noted therein) to April 22, 1943.

BARBERS AND HAIRDRESSERS, HULL

An Order in Council dated February 19, and gazetted February 27, amends the previous Orders in Council for these trades (*LABOUR GAZETTE*, Oct., 1941, p. 1316; Dec., p. 1573, and Sept., 1942, p. 1098) by shortening by one hour a day (2 hours on Saturday) the hours during which barber shops may be open.

Newfoundland Takes National Registration

THE *Commercial Intelligence Journal*, issued by the Department of Trade and Commerce, in a recent number provided a brief description of the national registration scheme announced by the Commission of the Government in Newfoundland.

Under this registration all persons, male or female, between the ages of 16 and 65 years, except members of the armed forces, were required to register. Persons who were in Newfoundland but were absent from their settlements were registered at their homes by a member of their household.

Unlike the procedure adopted in Canada, Newfoundlanders were not expected to present themselves before a registrar at central points. Instead, deputy registrars secured registration by calling at all the homes in the Island. All persons registering during the registration period waited until a deputy registrar called at their homes, as all cards had to be signed in the presence of the deputy registrar.

Persons not ordinarily resident in Newfoundland, who enter the country during or after the registration period, must within three days attend before a constable or ranger and register. After the registration period, the following persons must attend before a constable or ranger within ten days and

register: (a) persons who attain their sixteenth birthday; (b) persons resident in Newfoundland who return after absence during the registration period, and (c) all persons required to register who have not been registered by December 31, 1942.

After December 31, 1942, persons wishing to leave Newfoundland or to obtain or retain employment must have certificates of registration. Such certificates are issued by deputy registrars upon completion and signing of cards.

The questions asked during the registration were, in general, similar to those used in the Canadian registration. For example, the type of work a person was doing or had done in the past, had to be set forth accurately. Information will be provided as to the extent of manpower available in the country and its distribution throughout the various industries considered essential to the efficient prosecution of the war or the general economic welfare of the country. It was estimated that approximately 200,000 persons in Newfoundland and Labrador would be registered.

It was recognized, also, that the information obtained would be of great value when work of a defence character tapers off and employment must be found for individuals formerly engaged on work of this kind.

War Emergency Training

Statistical Summary for February, 1943, and Review of Progress in 1942

THE total enrolment in all types of projects under the War Emergency Training Program as of February 28 was 20,519 as compared with the previous high point of enrolment of 20,723 on December 1.

A continually smaller number is being enrolled in full-time pre-employment classes. The enrolment in this type of training at the end of February (3,449) is the lowest enrolment shown since the beginning of the program. A peak enrolment of 7,163 was reached in March, 1941. The reduction is due to two causes: (1) a great many companies have reached their peak labour forces and now require only a small number of replacements; (2) there is a greatly reduced number of female applicants for training in spite of the greater opportunities afforded to women trainees.

The number of placements in employment in February (1,558) is the smallest reported since April of 1941. On the other hand, the enrolment of trainees in R.C.A.F. classes is the highest reached by War Emergency Training up to the present, and the same applies to the enrolment of discharged members of the forces undergoing rehabilitation training.

The enrolment in all types of projects for the eleven month period from April 1, 1942, to February 28, 1943, was 103,339 as compared with an enrolment of 57,095 for the corresponding eleven month period in the previous fiscal year.

Training in Industry

The operation of the plant schools continues with successful results. Seventy-six schools have been approved up to the present. Thirteen of these have suspended operations owing to the completion of their training objective, and seven owing to their failure to comply with the conditions required.

The training of supervisors and foremen is still being carried on throughout the country and over 16,000 have completed training in the units of Job Instructor and Job Relations Training. The initial institute of the third unit, Job Methods Training, was held in Toronto on March 29 under the leadership of Mr. Clifton Cox of the Training within Industry Branch, War Manpower Commission, Washington, whose services were loaned by the United States authorities.

Twelve representatives from across the country were trained as institute conductors and they are now instituting similar programs in war industries to train foremen and supervisors in methods of job simplification.

Vocational Training in 1942

The following figures illustrate the growth in 1942 of Canada's War Emergency Training under the Dominion-Provincial Program.

Total enrolment in 1942 was 119,478, of which 23,871 were women. The number of men in training almost doubled, while the number of women was seven times greater than in 1941.

Of the 1942 total, 23,774 were in courses to provide basic training for enlisted R.C.A.F. personnel, either to qualify them as tradesmen or to qualify for entrance to aircrew schools. Of these, 15,316 completed their courses, as compared with 6,334, in 1941.

Full-time industrial classes were attended by 40,353, a gain of 25 per cent over 1941; 30,452 completed their courses and were placed in employment; in 1941 the number was 18,378. More than 40 per cent of the pupils were women, as against 11 per cent in the previous year.

Part-time classes last year served 16,884—eight times the number for the year before.

Two important new developments in the War Emergency Training Program were made during 1942. One was the establishment of plant schools, to give trade instruction within industrial plants; 64 schools of this type were set up, and of the total enrolment of 7,036, students to the number of 4,787 had completed their courses and were engaged at production work by December 31.

The second development involved the setting up of supervision training courses for the instruction of foremen and junior plant supervisors.

Outstanding results were secured by this Supervision Training Division, which aims to help foremen and key employees in war industry. Last year 12,941 were thus helped in classroom lectures and demonstrations to impart their knowledge during working hours to other plant employees.

Soldiers honourably discharged from His Majesty's Forces were enrolled in the Vocational Schools to the number of 875.

Promising boys, sixteen years old and older, and men up to forty-five, who are not qualified to join the Armed Forces are being accepted in the training schools and their transportation and subsistence, as well as tuition, are provided free. Similar opportunity is afforded girls and women within the same age categories.

WAR EMERGENCY TRAINING PROGRAM
TABLE I—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF FEBRUARY, 1943 WITH TOTALS FROM APRIL 1, 1942 TO FEBRUARY 28, 1943.—*Continued*

PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES									
NUMBERS IN TRAINING					(2) Placed in Employment				
	From April 1/42 to Feb. 28/43	At First of February	Enrolled in February	At end of February	Enlisted		Completed Training but not Reported Placed		Left before Training Completed
					From April 1/42 to Feb. 28/43	In February	From April 1/42 to Feb. 28/43	In February	
ONTARIO									
Pre-Employment Classes (men.....)	9,368	1,018	460	1,007	6,832	417	122	7	16
Part-time Classes (men.....)	10,003	777	373	568	8,536	492	5	1	43
Rehabilitation Classes—men.....	2,011	580	124	596	123	22	3		
Total.....	27,910	4,789	1,432	4,553	15,491	931	127	8	59
MANITOBA									
Pre-Employment Classes (men.....)	798	127	46	131	474	29	4		12
Part-time Classes (men.....)	54	2		2	29	2	2		9
Rehabilitation Classes—men.....	175	37	14	37	87	7	4		3
Total.....	1,030	166	60	168	590	38	10		15
SASKATCHEWAN									
Pre-Employment Classes (men.....)	437	61	16	31	323	36	13	2	4
Part-time Classes (men.....)	843	114	47	68	634	79	13	5	3
Rehabilitation Classes—men.....	143	34	15	38	89	7	2	1	1
Total.....	1,436	209	78	137	1,046	122	28	8	8
ALBERTA									
Pre-Employment Classes (men.....)	699	46	22	57	353	14	37	1	4
Part-time Classes (men.....)	594	126	44	125	289	25	10		132
Rehabilitation Classes—men.....	169	45	13	46	72	11	3		3
Total.....	1,462	217	79	228	714	50	50	1	5
BRITISH COLUMBIA									
Pre-Employment Classes (men.....)	1,109	64	37	57	885	35	4	2	5
Part-time Classes (men.....)	2,516	123	86	111	1,890	89	6		26
Rehabilitation Classes—men.....	301	116	8	104	60	5			4
Total.....	1,176	1,442	344	1,446	2,835	129	10	2	36

(1) Trainees in the part-time classes consist largely of Employed Persons who are being given training at the request of Employers in War Production who wish to up-grade their employees.
(2) Includes those graduates who, though actually placed prior to February 1, 1943, were not so reported until after February 1, 1943.
(3) The numbers shown as completed but not reported placed in the province of Quebec (146) includes all unplaced trainees who have completed their courses since the commencement of the War Emergency Training Program in that province.

TABLE 2.—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES
DURING THE MONTH OF FEBRUARY, 1943, WITH TOTALS FROM APRIL 1, 1942, TO
FEBRUARY 28, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/42 to Feb. 28/43	At First of Feb.	Enrolled in Feb.	At End of Feb.	From April 1/42 to Feb. 28/43	In February
DOMINION SUMMARY						
R.C.A.F. Classes.....	23,483	6,991	1,745	7,114	14,909	1,528
Army Classes.....	12,472	2,700	1,195	2,667	8,623	1,139
Navy Classes.....	3,571	942	358	924	2,528	370
Totals.....	39,526	10,633	3,298	10,705	26,060	3,037
NOVA SCOTIA						
R.C.A.F. Classes.....	331	71	27	73	230	23
Army Classes.....	824	166	52	168	590	50
Navy Classes.....	0		6	6		
Totals.....	1,161	237	85	247	820	73
NEW BRUNSWICK						
R.C.A.F. Classes.....	1,044	308	43	301	546	28
Army Classes.....	1,056	220	82	195	828	107
Navy Classes.....	1				1	
Totals.....	2,101	528	125	496	1,375	135
QUEBEC						
R.C.A.F. Classes.....	2,773	738	190	754	1,789	163
Army Classes.....	1,893	401	291	473	1,327	208
Navy Classes.....	137	25	15	31	78	6
Totals.....	4,803	1,164	496	1,258	3,194	377
ONTARIO						
R.C.A.F. Classes.....	8,312	2,541	517	2,566	5,393	473
Army Classes.....	3,644	730	388	821	2,404	283
Navy Classes.....	2,999	776	201	621	2,321	353
Totals.....	14,955	4,047	1,106	4,008	10,118	1,109
MANITOBA						
R.C.A.F. Classes.....	2,216	712	201	760	1,373	146
Army Classes.....	662	163	50	134	513	79
Totals.....	2,878	875	251	894	1,886	225
SASKATCHEWAN						
R.C.A.F. Classes.....	3,147	925	300	920	2,071	293
Army Classes.....	955	256	103	197	758	102
Totals.....	4,102	1,181	403	1,117	2,829	455
ALBERTA						
R.C.A.F. Classes.....	2,726	842	200	852	1,651	187
Army Classes.....	1,060	249	81	250	680	76
Navy Classes.....	338	133	54	187	117	
Totals.....	4,124	1,224	335	1,289	2,448	263
BRITISH COLUMBIA						
R.C.A.F. Classes.....	2,934	854	267	888	1,856	215
Army Classes.....	2,378	515	148	429	1,523	174
Navy Classes.....	90	8	82	79	11	11
Totals.....	5,402	1,377	497	1,396	3,390	400

TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF FEBRUARY, 1943, WITH TOTALS FROM APRIL 1, 1942, TO FEBRUARY 28, 1943 (Subject to revision)

NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED										NUMBERS IN TRAINING										Completed Training				Transferred to Production before Training finished		Enlisted		Quit or Released from Company before Training finished	
										From April 1/42 to Feb. 28/43	At First of February	Enrolled in February	At End of February	From April 1/42 to Feb. 28/43	In February	From April 1/42 to Feb. 28/43	In February	From April 1/42 to Feb. 28/43	In February	From April 1/42 to Feb. 28/43	In February	From April 1/42 to Feb. 28/43	In February	From April 1/42 to Feb. 28/43	In February				
DOMINION SUMMARY																													
Plant Schools.....	{Men Women	4,864 4,408	716 579	414 511	704 683	3,130 2,925	310 244	271 230	63 72	81 4	7	681 566	46 91																
Part-time Classes.....	{Men Women	2,691 587	310 90	209 33	233 47	2,367 551	283 70	2	.....	9	.....	211 17	3 0														
Total.....		12,550	1,695	1,167	1,667	8,913	907	503	135	94	7	1,475	146																
NOVA SCOTIA																													
Plant Schools.....	{Men Women	91 13	66 9	.....	62 5	.....	.....	.....	.....	3	2	26 8	2 4											
Part-time Classes.....	{Men Women	208	.....	.....	.....	170	.....	.....	.....	8	.....	28	.....															
Total.....		312	75	.....	67	170	.....	.....	.....	11	2	62	6												
NEW BRUNSWICK																													
Plant Schools.....	{Men Women	148	31	3	24	112	10	9	.....	.....	.....	3	.....															
Total.....		148	31	3	24	112	10	9	.....	.....	.....	3	.....															
QUEBEC																													
Plant Schools.....	{Men Women	319 466	129 72	10 63	97 123	161 330	39 12	1 5	.....	2	.....	54 8	3 3														
Part-time Classes.....	{Men Women	199 30	12 24	7	16 18	102 2	.....	.....	.....	1	.....	86 10	6												
Total.....		1,014	237	80	254	595	51	6	.....	3	.....	158	12														
ONTARIO																													
Plant Schools.....	{Men Women	4,189 3,474	476 432	301 374	509 483	2,749 2,461	161 211	259 137	61 56	76 4	5	596 389	41 56																
Part-time Classes.....	{Men Women	1,770 526	196 44	189 33	130 29	1,599 496	255 48	2	.....	.....	.....	39 1	.....															
Total.....		9,959	1,148	897	1,151	7,305	675	398	117	80	5	1,025	97																
MANITOBA																													
Plant Schools.....	{Men Women	6 448	..... 66	6 74	6 72	.....	.....	.....	.....	.....	.....	.....	.....								
Total.....		454	66	80	78	127	21	88	16	.....	.....	161	31														
BRITISH COLUMBIA																													
Plant Schools.....	{Men Women	111 7	14	94	6	108 7	100	2	2	.....	.....	2	.....															
Part-time Classes.....	{Men Women	514 31	102 22	13	87	436 53	28 22	.....	.....	.....	.....	58 6	.....															
Total.....		663	138	107	93	604	150	2	2	.....	.....	66	.....															

TABLE 4.—TRAINING IN SCHOOLS—AGE AND SEX CLASSIFICATION OF NEW TRAINEES IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO FEBRUARY 28, 1943

(Subject to Revision)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals		Grand Totals New Trainees
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Nova Scotia.....	54	32	132	31	116	9	20	1	7	.....	329	73	402
New Brunswick.....	139	41	82	62	46	8	27	.....	5	.....	299	112	411
Quebec.....	2,955	272	1,040	413	712	173	366	57	72	2	5,145	917	6,062
Ontario.....	3,725	3,072	1,187	3,544	1,174	1,549	808	659	580	86	7,474	8,910	16,384
Manitoba.....	359	6	139	27	95	18	59	3	23	.....	675	54	729
Saskatchewan.....	110	324	169	421	77	61	40	22	29	1	425	829	1,254
Alberta.....	62	101	111	376	91	63	52	7	43	1	359	548	907
British Columbia....	223	823	178	1,287	195	195	166	6	89	.....	851	2,311	3,162
Totals.....	7,627	4,671	3,038	6,161	2,506	2,076	1,538	755	848	91	15,557	13,754	29,311

Meeting of Vocational Training Advisory Council

THE Vocational Training Advisory Council, recently appointed to advise the Minister of Labour upon the operation of trade training and vocational courses throughout Canada, and also upon their assistance to Selective Service and upon rehabilitation of persons discharged from the armed forces held its first meeting in Ottawa on February 22, 23 and 24. (The functions of this Committee, together with its personnel, selected to represent employers, trade unions, war veterans, agriculture, vocational education authorities, and women's organizations, were reviewed in the January issue of the *LABOUR GAZETTE*, page 110).

At the opening session the Minister of Labour, Hon. Humphrey Mitchell, stressed the important part which the Government's trade training plans are playing in building up Canada's rapidly developing wartime economy. The Minister stated that about 200,000 workers have been trained under Government supervision since the beginning of the War Emergency Training Program, and predicted that the emergency vocational training given for immediate war purposes would also be highly serviceable to the workers after the war, by better fitting them to accept skilled employment. The Minister expressed appreciation for the co-operation extended by the Provincial Governments in the Emergency Training Program. "Without their assistance," he said, "it would have been extremely difficult, if not impossible, to have organized the training machinery within such a brief period."

The Chairman of the Council, Dr. G. F. McNally, indicated that the main purpose of the meeting was to take a broad survey and make to the Minister whatever recommendations the Council felt would be helpful in

the administration of the Vocational Training Co-ordination Act.

The Supervisor of Training, Mr. R. F. Thompson, outlined the various types of training at present being carried on, including: (a) training of tradesmen for the armed forces; (b) pre-employment training for war industry in full-time and part-time classes; (c) training in industry through plant schools or part-time classes; (d) training of foremen and supervisors in industry; (e) assistance to certain types of university students; (f) vocational training for members discharged from the armed forces.

No applicants for industrial training are taken into pre-employment schools if they are under 16 years of age or if they come within the age groups liable to be called for compulsory military services, Mr. Thompson said. The expenditures of the training program for the present fiscal year were estimated at \$7,350,000. The average cost (less allowances and equipment) per trainee per day was 99 cents. It was stated that adequate facilities had always been available to meet the demands made on the training program; to supplement the existing vocational schools, special training centres had been opened in many localities.

Appointment of Sub-Committees

The Council appointed four sub-committees which will be regarded as standing committees of the Council, as follows:

Agricultural and Rural Training—E. A. Corbett (Chairman), Miss B. Oxner, Dr. W. V. Longley, N. C. MacKay.

Training for Discharged Persons—F. S. Rutherford (Chairman), Messrs. J. C. Herwig, J. T. E. Gagnon, D. S. Lyons, F. T. Fairey, Mrs. E. D. Hardy.

Apprenticeship and Industrial Training—Dr. Sexton (Chairman), Messrs. A. Begin, E. R. Complin, H. Crombie, N. S. Dowd, D. S. Lyons, J. Pigott.

Assistance to Vocational Schools—Dr. McNally (Chairman), Messrs. Dowd, F. T. Fairey, J. Pigott, F. S. Rutherford, F. H. Sexton.

These four sub-committees, after meeting on the evening of February 23 and the morning of February 24, reported back to the Council. Their reports, which follow, were approved, and the sub-committees were requested to continue their inquiries.

Sub-committee on Assistance to Vocational Schools

In its report this sub-committee made certain recommendations with respect to the sharing of expense of various phases of training between Dominion and Provincial authorities.

Sub-committee on Apprenticeship and Industrial Training

This sub-committee made the following recommendations regarding apprenticeship:—

1. That an attempt be made to secure the passage of apprenticeship acts in those provinces where they do not exist and to secure full activity in the provisions for apprenticeship under existing acts which are not now in full operation. It was the opinion of the Committee that the full benefits of an apprenticeship act would not be secured unless a full-time Director or Supervisor of Apprenticeship is appointed by each Provincial Government to supervise the carrying out of its provisions;

2. That a thorough study be made of apprenticeship programs that are now being carried out in the Dominion and that a further study be made of occupations in general in which apprenticeship is not now practiced with a view to the extension of the number of trades in which apprenticeship programs could be developed for the benefit of both workers and industry;

3. That all efforts should be made to induce young people to enter and continue courses of apprenticeship or vocational training during the period immediately following the cessation of hostilities.

As regards industrial training, the sub-committee recommended the continuance in the post-war period "of industrial training of the same scope and nature as the courses in the War Emergency Training Program and other forms of industrial training."

Sub-committee on Training for Discharged Persons

In approving the procedure to be followed by the Department of Pensions and National

Health and the Department of Labour in providing training for discharged members of the forces, the sub-committee made the following recommendations:

1. The adoption of the proposed procedure for interdepartmental administration.

2. That in co-operation with the provinces the Minister of Labour arrange for the necessary training facilities, using publicly owned centres where such are available and adequate.

3. That definite preference be given members of the forces discharged from the present war in admission to any training centre.

4. That the Minister of Labour approach the Minister of National Defence and the Minister of Munitions and Supply to arrange for the transfer to the Department of Labour after the war of military trade schools and training centres, barracks, parts of industrial plants suitable for use as training centres.

Sub-committee on Agricultural and Rural Trainees

The major recommendations of this sub-committee were:

That short courses, including allowances under the Youth Training Program be organized for the training in farm activities of young women anxious to help in the war effort and at present unemployed, and for older boys and girls in the intermediate and high schools during the summer vacation to fit them for farm work during the harvest season;

That young people from towns and villages be eligible for such courses and that training in rural occupations as well as in agriculture be included;

That, in the post-war period, the setting up of any program of vocational training should make ample provision for training in agriculture and homemaking;

That adequate provision be made for the training of suitable teaching personnel for carrying on the various training programs.

Resolutions of Council

The Council adopted a number of resolutions as follows:

Use of Training Facilities—That use should continue to be made of publicly owned and controlled schools where their facilities are adequate and available, but where such conditions do not exist, use may be made of privately owned schools which are certificated by the Provincial Department of Education.

Student Aid—The Advisory Council approve the procedure under which assistance has been granted to students of proven ability to continue their education at Canadian universities. It recommends that the scheme be continued and it suggests that careful study be given by the council to plans for this form of student assistance on a national scale after the war.

Home Service Training Schools—That Home Service Training Centres be re-established following the cessation of hostilities.

Rehabilitation—Because the effectiveness of post-war training program depends largely upon the efficiency of the instruc-

tional staff, it was recommended that the many skilled teachers, instructors and counsellors from technical, vocational and other schools who are now members of the armed forces be given high priority in the matter of demobilization.

War Emergency Training Conference

FOLLOWING the meeting of the Vocational Training Advisory Council, there was a conference on February 25-26 on War Emergency Training at which were present the Regional Directors of the various provinces together with representatives of National Selective Service, the training sections of the R.C.A.F. and Army, the Department of Pensions and National Health, and the Priorities Branch of the Department of Munitions and Supply.

Dr. G. Fred McNally was appointed Chairman of the Conference. The Minister of Labour addressed the members of the Conference pointing out the growth and development of the program during the past year. He expressed his thanks to the Provincial Governments, the municipalities, the staffs of the Technical Schools, and the Regional Directors, for the co-operation given the Department of Labour in carrying on the program.

Review of the Year

In reviewing the year the Dominion Supervisor pointed out the following main trends:

1. Marked decrease in enrolment in full-time pre-employment classes.
2. Very sharp increase in the number of women enrolled in training.

3. Development of training in industry by means of plant schools, part-time classes and foremanship training.
4. Increased recognition of the program by the R.C.A.F. with the enrolmen in their classes almost double.
5. Greater use of the program by the Navy.
6. Further shrinkage in the enrolment for the Army Tradesmen's Classes and much irregularity in their continuity.
7. The drawing up of a new administrative procedure between National Selective Service and War Emergency Training.
8. Much better working arrangements with the Priorities Branch for obtaining materials and supplies.
9. Continuance of discussions with Department of Pensions and National Health to arrive at procedure to govern relationship between that department and War Emergency Training.

Among the matters discussed by the members of the conference were the following: training allowances; business courses; training in industry; procedure between War Emergency Training and National Selective Service; statistics; labour priorities; R.C.A.F. classes; Army classes; and rehabilitation of discharged persons.

Council for Educational Advance Formed in Britain

The Council for Educational Advance, which is representative of the Trades Union Congress, the Co-operative Union Education Committee, the National Union of Teachers and the Workers' Education Association, was recently established in Great Britain in order that the organizations represented might work together for immediate legislation to provide equality of educational opportunity for all children regardless of their social or economic condition. The chairman is Professor R. H. Tawney. The London Times Educational Supplement states that "the formation of the Council, representing millions of organized workers and co-operators, the teaching pro-

fession and the wide range of bodies affiliated to the W.E.A., is . . . striking evidence of the extent of public interest in educational reform".

The Council's program includes the following points: the raising of the school-leaving age to 15 without exemption by the end of the war, and to 16 not more than three years later; day continuation classes for youths between 16 and 18; prohibition of employment below the school-leaving age, and its control by the education authorities up to the age of 18; free medical services and school meals; and maintenance allowances for children in all post-primary schools.

Activities of the Unemployment Insurance Commission

PROVISION has been made to credit men and women discharged from any of the armed forces of Canada with contributions to the Unemployment Insurance Fund for the period that they were on active service subsequent to July 1, 1941. It is necessary, however, that the discharged person should have completed fifteen weeks in insurable employment within any period of twelve months following discharge. Authority for this action was given in P.C. 7633, October 1, 1941, better known as the "Post Discharge Re-Establishment Order."

This Order in Council was supplemented by P.C. 2602 of April 1, 1942, so as to include: "(1) the Canadian Women's Army Corps, (2) the Royal Canadian Air Force (Women's Division), (3) the Naval, Military or Air Forces of His Majesty other than His Majesty's Canadian forces, provided that with respect to this class that such persons were domiciled in Canada at the time of their enlistment therein in the present war."

Order in Council P.C. 56/6755 of July 1, 1942, authorized the formation of the Women's Royal Canadian Naval Service and provided among other things for the application of the terms of P.C. 2602 to that service.

Local employment offices have been instructed to submit to their respective regional and district offices of the Unemployment Insurance Commission the relevant information respecting ex-service men and women. The latter offices will compute the amount of credit due in all cases of discharged persons who have become established in insurable employment after leaving the forces. The funds necessary for the creation of these credits will be provided by the Department of Pensions and National Health. The additional contributions thus made on behalf of ex-members of the armed forces will place them in the same position as if they had remained in insurable employment and not enlisted at all.

Insurance Coverage for Miners Amended

Section 30 of the contribution regulations under the Unemployment Insurance Act, 1940 (passed by Order in Council P.C. 656 and effective from February 16, 1943), provides that

all persons employed in a mine are insurable, regardless of earnings, unless they are paid a fixed salary which exceeds \$2,000 a year. The regulation applies to persons engaged in actual mining operations, whether underground or surface.

The experience gained during the first fifteen months of collecting contributions indicated that an anomalous situation existed regarding the coverage of miners. Many of them earn approximately \$2,000 a year, but earnings fluctuate considerably, resulting in some miners being not insurable for a period and then insurable. This movement in and out of insurable employment was unsatisfactory from the men's viewpoint as they were building up a record of contributions covering only part of their period of employment, with consequent reduction in the duration of potential benefit.

After consultation with mining associations throughout the country the Commission passed a regulation under Section 14 of the Act. This section gives the Commission power to take remedial action where an anomalous situation exists in that one class of persons is insurable, whereas another performing similar work under the same terms and conditions is excepted.

Insurance Registration

Reports from local offices of the Unemployment Insurance Commission showed that at March 1, 1943, 166,674 employers establishments and 3,643,361 persons were registered. Of the persons registered, 2,890,679 were insurable and 752,682 were uninsurable.

The insurable group consisted of insurable employees of registered firms and unemployed persons whose last employment was insurable. The other group of persons registered included employees of registered firms not coming within the coverage of the Act, and partners and proprietors of these firms. Also forming a part of this group were persons unemployed at date of registration whose last employment was uninsurable and women between the ages of twenty and twenty-four not engaged in insurable employment at the time of the recent registration.

PROGRESS OF REGISTRATION AT MARCH 1, 1943

Region	Employers' Establishments Registered	Insured Persons Registered	Other Persons Registered	Total Persons Registered
MARITIMES.....	11,957	218,590	64,741	283,331
QUEBEC.....	43,242	852,490	197,303	1,049,793
ONTARIO.....	66,044	1,164,301	266,462	1,430,763
PRAIRIE.....	32,490	404,537	154,167	558,704
PACIFIC.....	12,941	250,761	70,009	320,770
Total for Canada.....	166,674	2,890,679	752,682	3,643,361

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from February 1, 1942, to January 31, 1943, was \$419,507.76. In this period 28,280 claims were received for adjudication at the nine offices of the Commission, of which 21,015 claims were allowed, 5,677 claims were not allowed, with 1,588 claims pending.

An analysis of the 5,677 claims not allowed by insurance officers reveals the following reasons for non-allowance: 2,016 claims under Section 28 (i) with insufficient contributions; 177 claims under Section 28 (ii) in which 119 applications were not made in the prescribed manner, and 58 of the claimants were not

unemployed; 116 claims under Section 28 (iii) in which 76 claimants were not capable of work and 40 were not available for work; 53 claims under Section 43 (a) for loss of work due to labour dispute; 42 claims under Section 43 (b) (i) for refusal of an offer of work; 42 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 3,192 claims under Section 43 (c) in which 635 were discharged due to their own misconduct and 2,557 were disqualified for voluntarily leaving without just cause; 6 under Section 43 (d) for being under 16 years of age; 2 under Section 43 (e) for being inmates of prisons, etc.; 30 under Section 43 (f) for being in class "O" contributions.

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD FEBRUARY 1, 1942, TO JANUARY 31, 1943

Insurance Offices	Claims received at Local Offices	Claims received at Insurance Offices for Adjudication	Disposal of Claims		
			Allowed	Not Allowed	Pending
Moncton.....	4,996	4,736	4,066	503	167
Montreal.....	10,728	9,683	6,407	2,600	676
Toronto.....	4,869	4,441	3,020	1,222	199
London.....	977	802	645	125	32
North Bay.....	823	787	665	107	15
Winnipeg.....	3,724	3,231	2,470	552	209
Saskatoon.....	1,374	1,226	956	171	99
Edmonton.....	1,989	1,708	1,452	201	55
Vancouver.....	2,071	1,666	1,334	196	136
Total.....	31,551	28,280	21,015	5,677	1,588

Appeals and References

During the period from February 1, 1942, to January 31, 1943, there were 468 references and 37 appeals made by claimants, to Courts of Referees. In addition, there were 20 refer-

ences by insurance officers to Courts of Referees. Of the 525 references and appeals, 419 were heard, 59 have not yet been heard, and 47 were withdrawn. The Courts of Referees disallowed 331 claims and allowed 88.

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD FEBRUARY 1, 1942, TO JANUARY 31, 1943

Districts	REQUESTS FROM CLAIMANTS		Refer-ences by Insurance Officers	Total Refer-ences and Appeals	Not yet Heard	With-drawn	Heard	COURT'S DECISIONS	
	Refer-ences	Appeals						Allowed	Dis-allowed
Moncton.....	2	1	3	6	1	1	4	.....	4
Montreal.....	195	16	10	221	31	9	181	44	137
Toronto.....	129	12	3	144	7	31	116	27	89
London.....	11	.....	2	13	.....	5	8	2	6
North Bay.....	12	.....	.....	12	.....	1	11	2	9
Winnipeg.....	76	2	1	79	16	6	57	7	50
Saskatoon.....	9	3	.....	12	1	.....	11	.....	11
Edmonton.....	8	3	1	12	1	1	10	5	5
Vancouver.....	26	.....	.....	26	2	3	21	1	20
Total.....	468	37	20	525	59	47	419	88	331

Appeals to Umpire

Six claimants have sought permission from the Chairman of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii). Four requests to appeal were refused

and 1 was granted. In addition, one other appeal was made by a claimant or association on behalf of the claimant. Of the two appeals reaching the Umpire, 1 has been heard and disallowed and the other has not yet been heard.

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE NINETEEN MONTHS ENDED JANUARY 31, 1943

EXPENDITURES

REVENUE

Month	CONTRIBUTIONS (Gross, less refunds)						Interest	Monthly Total Revenue	BENEFITS		Balance
	Stamps	Meter	Bulk	Misc.	Total	Government			Monthly Total	Cumulative Total	
Total from July to December 31, 1941.....	14,958,205 22	4,240,365 34	4,388,192 15	44 17	23,586,804 88	4,717 360 97	\$	\$	\$	\$	28,481,885 85
1942											
January.....	2,448,375 99	960,430 45	744,351 03	34 20	4,153,191 97	880,638 33		4,983,830 00			33,465,715 85
February.....	2,190,122 75	864,815 30	779,327 55	70 05	3,834,335 05	766,867 13	55,980 00	4,567,182 78	983 09	983 09	38,121,915 54
March.....	2,838,891 10	1,143,449 39	878,355 74	580 62	4,861,276 85	972,255 37	41,810 00	5,875,342 22	26,769 83	27,752 92	43,970,487 83
April.....	2,447,695 56	1,095,909 60	933,515 18	2,126 96	4,479,247 30	895,849 46	135,980 00	5,511,076 76	41,554 26	69,307 18	49,440,010 43
May.....	2,242,987 49	1,026,031 54	965,957 74	2,938 54	4,237,915 31	947,583 06	15,350 00	5,100,848 37	52,190 36	121,497 74	54,488,668 24
June.....	2,405,184 25	1,098,489 24	993,631 89	7,462 61	4,504,767 99	900,953 60	161,220 00	5,566,941 59	39,524 81	161,022 55	60,016,085 02
July.....	2,550,545 70	1,143,940 78	1,074,712 97	7,536 33	4,776,735 78	955,347 16		5,732,082 94	33,529 00	196,551 55	65,712,638 96
August.....	2,519,547 02	1,110,106 43	1,122,596 87	13,269 61	4,765,489 93	953,067 99	74,145 00	5,789,732 92	39,248 98	235,800 58	71,463,122 90
September.....	2,539,125 52	1,139,598 19	1,109,175 15	10,968 83	4,798,867 66	959,773 54	205,210 00	5,963,851 23	26,374 25	262,174 78	77,400,599 88
October.....	2,699,692 10	1,210,507 74	1,166,549 91	22,354 98	5,099,104 73	1,019,820 94	315,887 50	6,434,813 17	25,308 67	287,483 45	83,810,104 38
November.....	2,465,948 30	1,179,119 93	1,205,032 96	16,573 38	4,859,674 57	971,934 92	79,050 00	5,911,259 49	25,093 35	313,478 80	89,695,370 52
December.....	2,413,222 58	1,100,040 94	1,186,416 41	26,821 25	4,726,501 18	945,300 24	327,564 89	5,990,366 31	36,179 14	349,655 94	95,658,557 69
Total for 1942.....	29,761,338 36	13,065,439 53	12,159,623 40	110,707 36	55,097,108 65	11,019,421 74	1,409,797 30	67,526,327 78	349,655 94		95,658,557 69
1943											
January.....	2,459,279 23	1,174,517 53	1,237,778 61	11,738 33	4,883,311 70	976,662 34	22,778 38	5,882,752 42	69,851 82	419,507 76	101,471,458 29
GRAND TOTAL.....	47,178,822 81	18,480,320 40	17,785,592 15	122,489 86	83,567,225 23	16,713,445 05	1,610,295 77	101,890,905 05	419,507 76	419,507 76	101,471,458 29

The interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to January 31st.

Employment and Unemployment

Summary

IN the Employment and Unemployment section of the *LABOUR GAZETTE*, information regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of January, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

This month's article shows a decrease in employment at the beginning of January, 1943. This decrease was in conformity with the downward movement which invariably occurs at the opening of the year. Although it involved the release of a considerable number of workers, the losses in general were smaller than at that date in any earlier winter in the record of 23 years. The 13,415 establishments furnishing information to the Dominion Bureau of Statistics reported a personnel of 1,839,754. As compared with their staff of 1,867,843 at December 1, there was a reduction of 28,089 employees, or 1.5 per cent. The crude index number of employment (based on the 1926 average as 100), declined from its all-time high of 186.5 in the last report, to 183.7 at the date under review. This compared with 165.8 at January 1, 1942. At the outbreak of war, the index stood at 119.6.

The same employers also submit each month information regarding payrolls, which is incorporated in this article.

The per capita average wage in the Canadian industries submitting returns fell from \$30.06 a week in the last report to \$27.91 at January 1, 1943, a result of shorter working weeks due to the two holidays at Christmas and New Year's. The figure for January 1, 1942, had been \$26.13.

Employment conditions at the end of February as reported by Employment and

Selective Service Offices.—Reports from the Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situation at the end of February. These reports describe employment conditions in the Maritimes, Quebec, Ontario, the Prairie Provinces, and British Columbia. This article, and the one following, were formerly included in the article, *Activities of the Unemployment Insurance Commission*.

Applications for employment, vacancies and placements, January.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

During the four-week period, January 1 to 28, reports from the Employment and Selective Service Offices showed increases from December, 1942, and also from January a year ago in the average number of placements recorded daily. All industrial groups, except trade and logging indicated additions over the previous month's total, the largest being in manufacturing and services. As compared with January a year ago, all divisions showed gains, the most exceptional being in manufacturing, with outstanding advances in services, construction, trade and transportation. The marked increase over last year was due to National Selective Service Regulations under which employers seeking workers, and persons desiring employment, must notify Employment and Selective Service Offices. Vacancies during the first four weeks in January, 1943, numbered 200,122. There were 212,849 applications for employment, and 138,351 placements were effected in regular and casual employment.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of February, 1943, the percentage of unemployment among trade union members stood at 1.5 in comparison with 1.2 per cent in January and 4.3 per

cent in February a year ago. The February percentage was based on returns compiled from 2,276 labour organizations with a total membership of 403,331 persons.

It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

Unemployment Insurance Registration.—The registration figures of the Unemployment Insurance Commission provide further data in regard to the employment situation in Canada.

During the 1942 registration conducted by the Commission, employers with insured persons in their employ registered their insured and non-insured employees. This nation-wide manpower inventory covered a large portion

of Canadian wage-earners, but it did not for the most part include employees engaged in employment in agriculture, horticulture, forestry, logging, lumbering, hunting and trapping and a number of other excepted occupations.

The number of persons registered during the period April 1, 1942, to March 1, 1943, was 3,643,361 (see page 350). However, the total of persons registered during this period is greater than the number of persons in registered employment at any one date. For instance, some of the registered persons may subsequently have joined the armed forces, or left their registered employment for other reasons.

Nevertheless, taking into consideration the occupations not covered in the registration, it may be assumed that the figure represents at least a minimum approximation of the number of persons employed in Canada.

The Employment Situation at the Beginning of January, 1943, as Reported by Employers

IN conformity with the invariably downward movement at the opening of the year, industrial employment showed a contraction at January 1, 1943; although this involved the release of a considerable number of workers, the losses in general were smaller than at that date in any earlier winter in the record of 23 years. The 13,415 establishments furnishing information to the Dominion Bureau of Statistics reported a personnel of 1,839,754. As compared with their staff of 1,867,843 at December 1, there was a reduction of 28,089 employees, or 1.5 per cent. The crude index number of employment (1926=100), declined from its all-time high of 186.5 in the last report, to 183.7 at the date under review, as compared with 165.8 at January 1, 1942. Since the curtailment was below normal in extent, the seasonally-adjusted index showed a gain, rising from the previous maximum of 182.1 at December 1, to 190.9 at the beginning of January.

This winter's celebration of the Christmas and New Year's holidays on a Friday resulted in the closing of many businesses for a lengthier period than is usually the case when the anniversaries fall earlier in the week. This prolongation of the holiday season was reflected in a considerable decline in the reported weekly payrolls. These aggregated \$51,349,119, as compared with \$56,147,178 paid on or about December 1. The reduction amounted to 8.6 per cent; that indicated at January 1, 1942, was 6.1 per cent. The per capita weekly average fell from \$30.06 in the last report, to \$27.91 at the beginning of

January. The average at the same date of last year had been \$26.13.

In the 12 months' comparison, the index of employment has shown a gain of 10.8 per cent; despite the substantial decline in salaries and wages at January 1, 1943, the payroll index has risen by 17.5 per cent since the beginning of January, 1942.

Mining, logging and trade afforded more employment at the date under review; the improvement in trade was seasonal, while that in the other two groups was contrary to the usual trend at the time of year. The remaining industrial divisions—manufacturing, communications, transportation, construction and maintenance and services—showed seasonal curtailment, which in most cases was below average in extent. The largest decline took place in construction, from which 24,225 persons were released by the co-operating employers.

The reporting manufacturing establishments laid off 11,333 men and women, a loss of one per cent, which was the smallest percentage reduction at January 1 in the period since 1920. Tobacco, iron and steel, non-ferrous metal and miscellaneous manufactured products afforded more employment, but other divisions showed reduced activity. The greatest contractions in employment were in textile, food, lumber, pulp and paper and chemical plants. In general, the declines in the various industries were less-than-usual for the time of year, and employment in many cases was above its level at January 1, 1942.

Payrolls

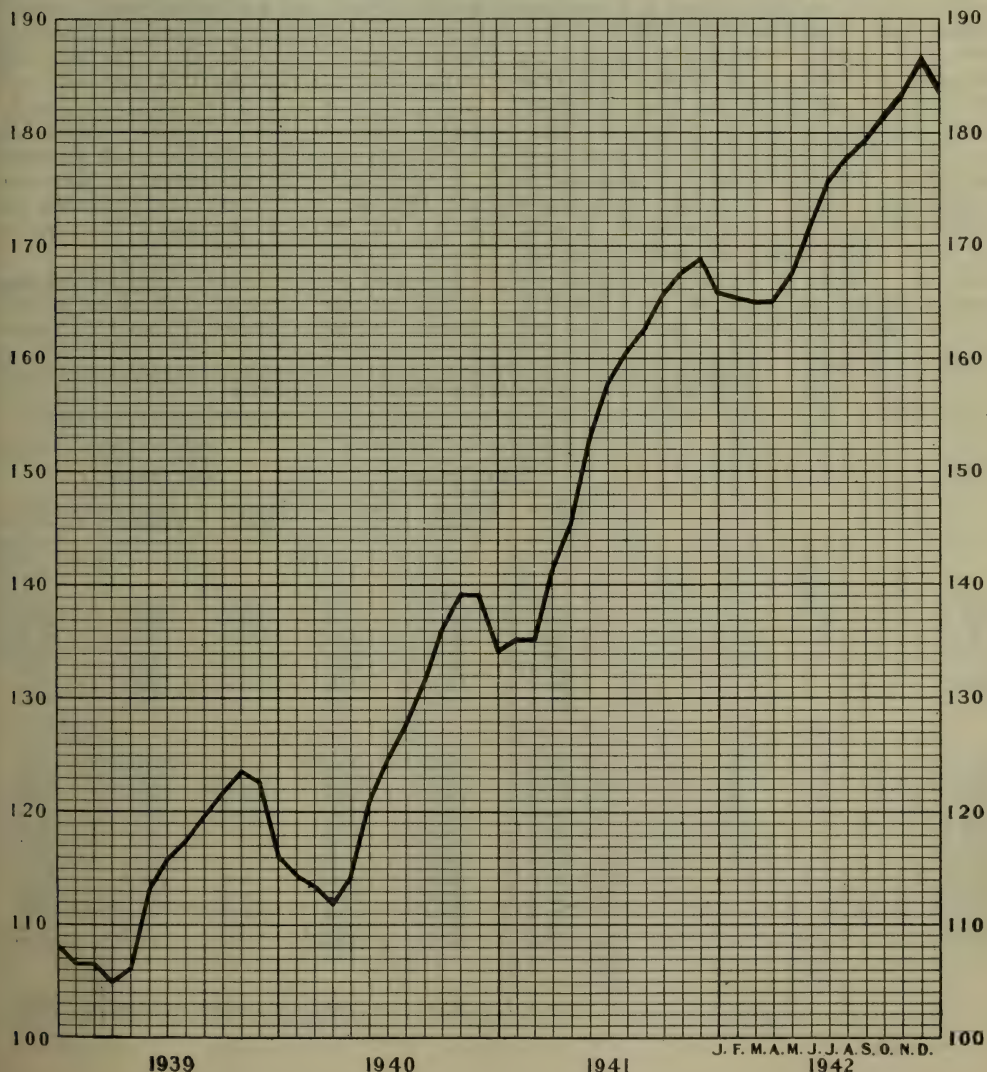
Including the data received from financial institutions, the latest survey shows that the number of persons in recorded employment was 1,903,419, as compared with 1,931,819 at the beginning of December. The amounts received as weekly payrolls by these persons were stated as \$53,303,054 paid on or about January 1, and \$58,122,936 paid on or about December 1. The per capita average for the nine main industries, including finance, was \$28.00, as compared with \$30.08 at the beginning of December, and \$26.27 at January 1, 1942.

Table I summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas and the eight leading industrial cities, and gives comparisons as at December 1 and January 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report shows that in the period for which data are

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



available, there has been an increase of 20 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these persons are higher by 32 per cent. Including finance, the gain in employment from June 1, 1941, to January 1, 1943, amounted to 19.5 per cent, and that in payrolls, to 31.2 per cent.

Between January 1, 1942, and January 1, 1943, there has been an increase in employment in the eight industries, amounting to 10.8 per cent, accompanied by that of 17.5 per cent in the weekly payrolls. The explanation previously given for the much greater rise in the latter than in employment may again be stated: (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work; (2) the extension of the system of paying a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been enlarged on more than one occasion since its institution; (3) the progressive upgrading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been awarded. In spite of these main factors reacting favourably upon the earnings of the typical worker, the average weekly pay envelope, as a result of the continued dilution of labour, has not

shown advances commensurate with those in the index of aggregate payrolls. Where the latter has risen to 32 per cent from June 1, 1941, the index of per capita earnings, despite the falling-off resulting from the shut-down over the holidays, has increased by 10.5 per cent since June 1, 1941.

For obvious reasons, the growth in employment and payrolls in manufacturing in the period of observation has greatly exceeded that in the non-manufacturing industries; where the index of employment in the former has risen by 30.7 per cent from June 1, 1941, that of payrolls has advanced by 42.9 per cent. The factors given above as influencing the all-industries' trends operate with greater force in the case of the manufacturing group.

Even more noteworthy than the expansion in the number of workers and the payrolls in manufacturing as a whole in recent months, is that which has taken place in plants producing durable goods, in which the index of employment has risen by 47.4 per cent, and that of payrolls by 59.3 per cent from June 1, 1941, to January 1, 1943. Despite considerable curtailment in the non-durable goods division, the index number of employment in this group was 16.2 per cent above that indicated at June 1, 1941, while the increases in the payrolls amounted to 23.3 per cent.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100.
TOGETHER WITH PER CAPITA WEEKLY EARNINGS

—	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
1941			\$			\$
June 1.....	100.0	100.0	25.25	100.0	100.0	25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
1942						
Jan. 1.....	108.4	112.3	26.13	111.4	114.6	26.32
Feb. 1.....	108.2	118.5	27.65	113.8	126.3	28.39
Mar. 1.....	108.0	119.4	27.92	116.5	130.2	28.58
April 1.....	108.0	121.6	28.41	118.7	134.3	28.94
May 1.....	109.5	124.0	28.59	120.4	137.3	29.19
June 1.....	112.3	125.5	28.20	122.6	137.6	28.73
July 1.....	114.9	129.7	28.49	124.7	142.0	29.16
Aug. 1.....	116.3	131.8	28.62	126.4	143.5	29.08
Sept. 1.....	117.3	135.5	29.29	128.3	148.9	29.72
Oct. 1.....	118.6	138.0	29.51	129.9	152.8	30.15
Nov. 1.....	119.9	140.8	29.81	130.1	155.6	30.70
Dec. 1.....	122.0	144.3	30.06 ¹	132.0	160.1	31.17 ¹
1943						
Jan. 1.....	120.1	132.0	27.91	130.7	142.9	28.09

¹ Revised.

in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages.

Employment and Payrolls by Industries

Manufacturing.—In accordance with the invariable custom at the beginning of January in this record of 23 years, there was a slackening of activity in manufacturing

establishments at the date under review; the loss was rather larger than that which took place at January 1, 1942, but was otherwise the smallest ever indicated at that date. The 7,510 factories co-operating in the latest survey reported a staff of 1,144,351 men and women, whose weekly salaries and wages, paid at January 1 for services rendered in the last week in December, amounted to \$32,148,395; at December 1, these employers reported a personnel of 1,155,684, and disbursed the sum of \$36,026,395 in weekly payrolls. The per capita average declined from \$31.17 paid on or about December 1, 1942, to \$28.09 at the date under review. At January 1, 1942, the earnings had averaged \$26.32. The falling-off in the wage-payments at Jan-

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at January 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at January 1, 1943, December 1, 1942, and January 1, 1942, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees Reported at Jan. 1, 1943	Aggregate Weekly Payrolls at Jan. 1, 1943	PerCapita Weekly Earnings at Jan. 1, 1943	INDEX NUMBERS OF					
				Employment			Aggregate Weekly Payrolls		
				Jan. 1, 1943	Dec. 1, 1942	Jan. 1, 1942	Jan. 1, 1943	Dec. 1, 1942	Jan. 1, 1942
(a) PROVINCES		\$	\$						
Maritime Provinces	134,831	3,344,460	24.80	118.3	128.2	120.7	135.7	154.9†	127.1
Prince Edward Island	2,175	48,856	22.46	104.6	101.4	111.0	110.6	111.2	104.5
Nova Scotia	78,573	2,033,298	25.88	115.8	131.3	121.8	134.6	160.1	124.8
New Brunswick	54,083	1,262,306	23.34	123.1	125.7†	120.2	138.8	148.5	132.0
Quebec	581,415	15,176,716	26.10	126.3	128.5	111.3	140.8	155.3	115.3
Ontario	761,309	21,865,736	28.72	115.8	116.2	106.7	123.5	135.7	109.1
Prairie Provinces	190,375	5,536,838	29.08	109.7	110.6	102.4	122.5	126.6	111.3
Manitoba	90,249	2,589,136	28.69	110.3	111.5	102.0	120.0	125.0	109.1
Saskatchewan	36,479	1,032,371	28.03	103.4	106.9	93.9	116.4	120.4	103.3
Alberta	63,647	1,925,341	30.25	112.5	111.4	108.3	129.7	132.9	119.4
British Columbia	171,824	5,425,369	31.58	137.4	138.9	105.7	157.5	169.6*	110.0
Canada	1,839,754	51,349,119	27.91	120.1	122.0	108.4	132.0	144.3	112.3
(b) CITIES									
Montreal	274,234	7,411,312	27.03	127.9	128.8	110.8	139.6	156.9	112.5
Quebec City	35,762	788,815	22.06	152.5	155.2	119.2	165.0	192.4	118.0
Toronto	249,735	7,061,422	28.28	126.7	127.4	110.1	134.7	148.6	111.7
Ottawa	21,770	526,142	24.17	109.5	108.4	112.8	115.6	125.3	115.5
Hamilton	62,904	1,874,972	29.81	119.0	120.3	112.0	129.1	144.9	115.3
Windsor	42,505	1,553,968	36.56	136.1	135.5	108.4	131.1	145.7	99.2
Winnipeg	58,371	1,557,064	26.68	114.6	114.0	106.7	121.2	126.3	109.8
Vancouver	86,310	2,585,337	29.95	170.8	170.8	117.4	198.6	215.9†	119.9
(c) INDUSTRIES									
Manufacturing	1,144,351	32,148,395	28.09	130.7	132.0	111.4	142.9	160.1	114.6
Durable Goods¹	624,482	19,090,628	30.57	147.4	147.4	114.1	161.8	182.7	119.1
Non-Durable Goods	502,497	12,448,797	24.77	116.2	118.7	109.4	123.4	137.2	110.3
Electric Light and Power	17,372	608,970	35.05	91.1	93.1	94.8	99.2	103.9	114.6
Logging	74,416	1,590,090	21.37	158.4	149.2	163.4	181.1	168.1	155.3
Mining	75,928	2,505,198	32.99	91.6	91.8	100.3	96.8	105.0	104.2
Communications	27,575	820,331	29.75	106.2	107.0	103.7	116.6	115.8	107.4
Transportation	135,886	4,904,617	36.09	108.7	110.3	101.9	123.9	12.3	114.3
Construction and Maintenance	166,652	4,480,270	26.88	94.7	108.5	89.4	111.9	134.6†	95.7
Services	40,217	727,676	18.09	105.6	106.5	98.3	114.4	121.4	103.0
Trade	174,729	4,172,542	23.88	108.4	104.9	109.9	113.9	112.0	111.4
Eight Leading Industries	1,839,754	51,349,119	27.91	120.1	122.0	108.4	132.0	144.3	112.3
Finance	63,665	1,953,935	30.69	106.2	106.7	104.5	113.2	114.4	108.3
Total—Nine Leading Industries	1,903,419	53,303,054	28.00	119.5	121.3	108.2	131.2	143.0	112.1

uary 1, 1943, was greater than at the same date in the year preceding; this was largely due to the fact that, with the Christmas and New Year holidays falling on Friday, many establishments suspended operations from Wednesday or Thursday until Monday, rather than closing only over the holiday.

Reflecting the reduction of 11,333 employees, or one per cent, at January 1, 1943, the index of employment in manufacturing declined from 221.7 in the preceding report, to 219.6 at the date under review; this was the maximum for January. The latest figure was 17.4 per cent higher than that of 187.1 at January 1, 1942; the increase in the payrolls in the year was 24.7 per cent. The greater growth in the wages distributed by the co-operating establishments in the twelve months is dealt with briefly in a subsequent paragraph.

Increased employment was indicated at the beginning of January in iron and steel, tobacco, non-ferrous metal, miscellaneous non-metallic mineral and miscellaneous manufactured products. The trend in the remaining manufacturing divisions was seasonally downward. The greatest curtailment was in tex-

tile, food, lumber, chemical and leather plants, while there were smaller losses in rubber, beverage, electrical apparatus and clay, glass and stone factories. In most cases, the reductions were rather less than average at the opening of January in the experience of the years since 1920.

Based on the weekly salaries and wages disbursed by the reporting employers at June 1, 1941, as 100, the index number of payrolls at January 1, 1943, was 142.9, as compared with 160.1 at the beginning of December, and 114.6 at January 1, 1942. There was thus an increase of 24.7 per cent in the reported payrolls during the 12 months, which accompanied that of 17.4 per cent in the index number of employment. The difference between these two percentages is less than in any recently preceding period of observation; this is explained by the fact that the decline in employment at January 1, 1943, was smaller than that recorded at the same date in 1942, whereas the reduction in the payrolls was greater. The latter, in turn, was due to a considerable extent to the lengthier suspension of operations in many plants over this winter's holiday season, in which Christ-

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,
(AVERAGE CALENDAR YEAR 1926=100).

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Jan. 1, 1928.....	100.7	97.1				99.6	101.9	107.5				91.4
Jan. 1, 1929.....	109.1	103.3				103.3	113.8	116.6				100.4
Jan. 1, 1930.....	111.2	113.6				107.4	116.1	111.0				99.1
Jan. 1, 1931.....	101.7	119.3				99.3	100.1	106.4				94.1
Jan. 1, 1932.....	91.6	111.1				86.3	93.8	92.8				80.6
Jan. 1, 1933.....	78.5	80.1				77.8	78.8	84.4				69.7
Jan. 1, 1934.....	88.6	97.0				86.3	91.2	86.4				80.4
Jan. 1, 1935.....	94.4	99.0				91.3	98.0	91.2				88.8
Jan. 1, 1936.....	99.1	108.1				95.5	102.7	95.1				92.4
Jan. 1, 1937.....	103.8	109.5				104.0	107.5	94.2				95.4
Jan. 1, 1938.....	113.4	115.8	73.2	118.3	115.3	119.7	117.5	96.2	92.4	97.8	100.8	97.8
Jan. 1, 1939.....	108.1	109.2	92.2	121.0	95.8	114.9	108.8	97.1	91.8	99.2	103.8	98.0
Jan. 1, 1940.....	116.2	118.9	84.3	126.6	111.6	120.7	120.9	103.3	96.9	103.3	113.2	97.6
Jan. 1, 1941.....	134.2	130.0	112.7	137.5	121.9	139.6	141.1	113.2	113.0	113.4	123.1	116.0
Jan. 1, 1942.....	165.8	183.9	118.9	204.5	162.2	175.0	172.7	131.4	127.2	119.6	145.7	142.6
Feb. 1.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	128.8	123.3	109.9	143.2	140.5
Mar. 1.....	165.1	159.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
April 1.....	165.2	155.6	92.0	175.8	135.3	176.8	174.8	127.2	125.5	112.9	139.4	149.6
May 1.....	167.4	156.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.9	158.8
June 1.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.9
July 1.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
Aug. 1.....	177.8	170.4	111.8	193.3	145.6	181.4	181.5	143.5	138.0	137.5	156.0	175.3
Sept. 1.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	142.1	137.8	138.8	154.0	179.4
Oct. 1.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Nov. 1.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	135.6	146.6	187.2
Dec. 1.....	186.5	195.4	108.6	220.4	169.6	202.2	188.2	141.9	139.1	136.2	149.9	187.4
Jan. 1.....	183.7	180.3	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Relative weight of Employment by Provinces and Economic Areas as at Jan. 1, 1943.	100.0	7.3	0.1	4.3	2.9	31.6	41.4	10.4	4.9	2.0	3.5	9.3

NOTE.—The relative weight, as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

mas and New Year's day fell on Friday, rather than on Thursday, as in last winter. The explanation previously given for the disparity in the rates of increase in employment and payrolls may again be stated:—(1) the growing concentration of workers in the more highly-paid heavy industries, together with important amounts of overtime work in these

classes, and (2) the general practice of paying a bonus to meet the increase in the cost of living, under the terms of P.C. 8253 of October 24, 1941. The cost-of-living bonus has shown increases since its institution. The upgrading of workers has also contributed to the greater expansion in the reported payrolls, a factor of increasing importance, which

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	¹ Relative Weight	Jan. 1 1943	Dec. 1 1942	Jan. 1 1942
Manufacturing	62.2	219.6	221.7	187.1
Animal products—edible.....	1.9	178.5	182.4	167.4
Fur and products.....	0.2	121.7	123.9	118.6
Leather and products.....	1.5	137.5	140.3	140.0
Boots and shoes.....	0.9	123.5	126.9	131.5
Lumber and products.....	3.2	108.3	112.5	107.3
Rough and dressed lumber.....	1.7	90.2	98.3	93.6
Furniture.....	0.5	108.0	109.0	116.0
Other lumber products.....	0.9	176.6	169.0	150.8
Musical instruments.....	0.1	43.4	44.2	87.0
Plant products—edible.....	2.4	140.4	151.8	146.3
Pulp and paper products.....	4.3	126.0	128.0	132.7
Pulp and paper.....	1.9	114.5	117.2	121.8
Paper products.....	0.8	184.8	187.0	187.9
Printing and publishing.....	1.6	120.5	121.8	128.1
Rubber products.....	0.9	128.2	129.8	138.9
Textile products.....	7.7	161.6	166.1	161.8
Thread, yarn and cloth.....	2.8	170.4	174.3	174.6
Cotton yarn and cloth.....	1.4	125.1	126.5	127.5
Woollen yarn and cloth.....	0.7	196.9	198.2	198.4
Artificial silk and silk goods.....	0.6	553.7	593.3	580.3
Hosiery and knit goods.....	1.2	134.3	136.8	144.3
Garments and personal furnishings.....	2.7	164.3	172.1	157.1
Other textile products.....	1.0	171.5	169.8	165.4
Tobacco.....	0.8	173.2	161.7	163.4
Beverages.....	0.7	235.1	241.9	231.0
Chemical and allied products.....	5.2	764.3	775.1	447.5
Clay, glass and stone products.....	0.8	134.7	135.5	130.6
Electric light and power.....	0.9	136.5	139.6	142.1
Electrical apparatus.....	2.2	281.1	282.5	227.9
Iron and steel products.....	24.5	331.1	330.0	252.1
Crude, rolled and forged products.....	1.8	258.8	258.6	240.3
Machinery (other than vehicles).....	1.5	255.7	255.5	244.6
Agricultural implements.....	0.6	129.8	128.6	110.9
Land vehicles.....	9.4	272.4	267.2	213.5
Automobiles and parts.....	2.5	310.1	308.8	263.7
Steel shipbuilding and repairing.....	3.5	1,430.2	1,456.2	586.7
Heating appliances.....	0.3	160.3	159.5	155.1
Iron and steel fabrication (n.e.s.).....	1.2	329.1	328.8	261.9
Foundry and machine shop products.....	0.9	321.2	321.4	266.5
Other iron and steel products.....	5.3	465.9	469.5	370.8
Non-ferrous metal products.....	3.3	395.1	388.7	312.0
Non-metallic mineral products.....	0.8	198.8	197.2	183.8
Miscellaneous.....	0.9	380.8	374.1	253.6
Logging	4.0	250.8	236.2	258.6
Mining	4.1	162.4	162.0†	177.8
Coal.....	1.4	93.6	92.5	101.1
Metallic ores.....	2.1	319.2	317.5†	356.2
Non-metallic minerals (except coal).....	0.6	152.1	157.3	160.2
Communications	1.5	103.2	104.0	100.8
Telegraphs.....	0.4	128.6	129.3	116.8
Telephones.....	1.1	96.3	97.0	96.4
Transportation	7.4	107.8	109.4	101.1
Steel railways and cartage.....	2.2	162.7	162.1	147.0
Steam railways.....	4.2	97.6	97.4	92.5
Shipping and stevedoring.....	1.0	84.4	95.6	82.1
Construction and maintenance	9.1	132.1	151.3	124.7
Building.....	4.5	190.9	205.6	146.8
Highway.....	2.6	117.5	161.6	157.9
Railway.....	2.0	85.9	86.9	72.0
Services	2.2	180.5	182.0	168.0
Hotels and restaurants.....	1.3	174.7	174.7	162.1
Personal (chiefly laundries).....	0.9	190.6	194.6	178.1
Trade	9.5	169.9	164.5	172.4
Retail.....	7.5	185.1	176.9	185.8
Wholesale.....	2.0	129.6	131.4	136.7
All Industries	100.0	183.7	186.5	165.8

¹The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

†Revised.

is tending to counteract the effect of the large-scale dilution of labour resulting from the existing stringency.

The extent to which the changing industrial distribution of factory workers has contributed to the relatively larger growth in payrolls than in employment is emphasized by a comparison of the figures for the durable and the non-durable goods groups. Thus, the payroll index in the former at January 1 was 35.9 per cent higher than at January 1, 1942, while that in the non-durable goods division was 11.9 per cent higher; over the same period, the index of employment in the durable goods has risen by 29.2 per cent, while that in the non-durable classes has gained by only 6.2 per cent.

In the period in which statistics of payrolls have been collected, there have been particularly great increases in the amounts disbursed in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and beverage industries. The advances in these industries have been associated with important though relatively smaller gains in employment. In practically every case, and notably in the industries just mentioned, the per capita averages in the various branches of manufacturing were substantially higher at January 1, 1943, than at the same date of 1942.

In comparing the figures of per capita averages in the various industries, it must be borne in mind that many factors contribute to the existing differences. Important among these is the sex distribution of workers in the various industries; with this factor is associated that of age, the women workers, in general, tending to belong in the younger age groups, where earnings normally are less than among more experienced employees. The presence or absence of overtime work also affects substantially the per capita average earnings.

Logging.—There were further important additions to the working forces of logging camps. This gain was at variance with the downward movement usually indicated at January 1. Statistics were tabulated from 483 employers with a staff of 74,416, as compared with 70,067 at December 1. The index of employment, at 250.8, was lower than at January 1 in 1941 or 1942, but was otherwise the highest for that date in the record. As compared with 258.6 at January 1, 1942, there was a decline of three per cent in the index of employment; this was accompanied by a rise of 16.6 per cent in the index of payrolls over the 12 months. The salaries and wages reported at the latest date amounted to \$1,590,090, as compared with \$1,476,110 in the preceding report.

The per capita average earnings advanced from \$21.07 at December 1, 1942, to \$21.37 at the date under review; the increase largely results from greater regularity of employment. The January 1, 1942, average had been \$17.76. It must be noted that the figures of aggregate and per capita earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings.

Mining.—Improvement was recorded in the extraction of coal and metallic ores, but there was a seasonal decline in quarrying and in other non-metallic mineral mining at January 1. Returns were received from 433 operators with a combined working force of 75,928 persons; this exceeded their December 1 staffs by 157. The latest index in the mining group stood at 162.4, as compared with the revised figure of 162.0 in the month before, and 177.8 at January 1, 1942. The falling-off in the latter comparison was accompanied by a decrease of 7.7 per cent in the index of payrolls. The salaries and wages disbursed at the date under review amounted to \$2,505,198; this was \$209,675 less than the sums distributed by the same employers in the preceding period of observation. Suspension of work over the holidays was chiefly responsible for the lowered earnings. The per capita figure declined from \$35.83 at December 1 to \$32.99 at January 1, as compared with \$32.16 at January 1, 1942.

Communications.—Employment in communications was moderately reduced at the beginning of January, when a staff of 27,575 was reported by the co-operating employers, whose employees at December 1 had numbered 27,775. The loss was rather below normal for the season. The salaries and wages paid at the date under review aggregated \$820,331, as compared with \$815,242 in the preceding report. The per capita average advanced from \$29.35 at December 1, to \$29.75 at the first of January, as compared with \$28.08 at January 1, 1942. The index of employment at the date under review stood at 103.2, slightly higher than that of 100.8 at the beginning of January of last year. The rise in the payroll index over the 12 months was 8.6 per cent.

Transportation.—Seasonal curtailment was noted in transportation at the beginning of January, the 568 co-operating firms and branches having a staff of 135,886, as compared with 137,992 in their last report. Steam railway and local transportation were rather busier, but there was a decline in shipping

and stevedoring. The general loss was less-than-average in the experience of past years. The index was 107.8; this was slightly lower than that of 109.4 in the preceding month, but was 6.6 per cent higher than the January 1, 1942, figure of 101.1.

The payrolls aggregated \$4,904,617, averaging \$36.09 per employee. At December 1, 1942, the sum of \$4,881,158 was disbursed by the same employers, a per capita average of \$35.37. The average at January 1, 1942, had been \$35.52. The index of payrolls at the latest date was 8.4 per cent higher than that at the same date of last year.

Construction and Maintenance.—There were important losses in construction at the first of January, but the percentage decline was below normal. The greatest reduction was in work on the highways, although building and railway construction and maintenance were also slacker. The 1,533 contractors furnishing information reported a personnel of 166,552, 24,225 fewer than at December 1. The weekly salaries and wages paid by these employers totalled \$4,480,270, as compared with \$5,391,881 in the last report. The per capita average declined from \$28.25 at December 1, 1942, to \$26.88 at the beginning of January. The January 1, 1942, figure had been \$23.67.

The latest index of employment in construction was 132.1; this was 5.9 per cent higher than that of 124.7 indicated at the same date of 1942. The accompanying gain in the payroll index was 16.9 per cent.

Services.—The trend in services continued seasonally downward, according to data received from 613 establishments, whose working forces totalled 40,217, as compared with 40,548 at the beginning of December. Most of the loss took place in laundries and dry-cleaning plants. The contraction was of about average proportions for the time of year. The payrolls reported at January 1 aggregated \$727,676, compared with \$739,744 in the preceding period of observation.

During the last 12 months, employment has shown an increase of 7.4 per cent, while the

index of payrolls has risen by 15.9 per cent. The per capita averages were \$18.09 at January 1 and \$18.24 at December 1, 1942, as compared with the January 1, 1942, figure of \$16.73. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 61 per cent of the total reported in the service division as a whole at the beginning of December.

Trade.—Seasonal activity on a large scale was indicated in trade at January 1, when the general expansion exceeded the average, based on the experience of past years. Statistics were tabulated from 2,214 retailers and wholesalers employing a personnel of 174,729 men and women, as compared with 169,129 at the beginning of December. The salaries and wages distributed by these firms amounted to \$4,172,542, as compared with \$4,101,775 at December 1. This percentage gain was not equal to that in the number of employees, with the result that the per capita average slightly declined, standing at \$23.88, as compared with \$24.25 in the preceding report; the January 1, 1942, figure had been \$22.96.

The latest index number of employment in trade was 169.9, slightly lower than that of 172.4 at the opening of 1942. The decline of 1.5 per cent in this comparison, however, was accompanied by a gain of 2.2 per cent in the index of payrolls.

Financial Institutions.—Statistics were received from 753 financial institutions, with a combined staff of 63,665, as against 63,976 at December 1. The weekly payrolls reported at the date under review amounted to \$1,953,935, as compared with \$1,975,758 paid on or about December 1. The per capita average was \$30.69, as compared with \$30.88 in the last report, and \$29.86 at January 1, 1942. The index of employment in financial institutions, at 123.3, was higher by 1.6 per cent than at January 1, 1942, while the index number of payrolls was higher by 4.5 per cent.

Employment Conditions at the End of February as Reported by Employment and Selective Service Offices

REPORTS from Employment and Selective Service Offices of the Unemployment Insurance Commission indicate that employment conditions in Canada at the end of February were as follows:

MARITIME PROVINCES

Considerable concern was in evidence in Prince Edward Island with respect to the farm

labour problem. A three-day conference of the Island Branch of the Canadian Federation of Farmers was held late in February, but no solution was offered for meeting the prospective acute shortage of farm workers. In the other Maritime Provinces the problem did not appear to be so urgent and in a few instances farmers and fishermen were being granted

permits to work in the woods. At other points, dairy farm workers were wanted and were difficult to find.

The fishing industry was quiet. Better weather permitted greater activity, at some points, and fish handlers and cutters were in some demand. Preparations were under way for the lobster season.

Work in the woods was well advanced in many portions of the Maritimes, and in such areas some men were being laid off, many of them to return to farms. At other places there was a decided shortage of workers, especially choppers, loaders, and pulpwood cutters. Mild weather was holding up operations at a few centres.

Although production was improving there was a dearth of experienced miners in both the coal and salt mines, and absenteeism was reported to be reducing production in a few mines. Consideration was being given to obtaining skilled miners on leave from the Armed Forces and experienced datal men were being employed in some instances. Operations in one large mine were greatly curtailed owing to the difficulty of getting repairs for machinery.

Most Maritime industries were active. Dehydration of vegetables and potatoes was getting under way at a number of places. Some of the pulp and paper mills were handicapped by lack of water. Saw mills were having a good season, although more labourers were wanted in a number of places. One important wood-working plant was closed temporarily because of lack of material. Aircraft repair plants were busy, but required detail fitters. Textile mills were busy on war orders, a few plants operating 24 hours a day. Some cotton mills required female workers. Foundries and munition plants were working full time. Rolling mills were being held up somewhat by lack of materials and were transferring their workers to other portions of their plants. There was a steady demand for skilled workers in the iron and steel industries. For the most part, however, sufficient semi-skilled workers and labourers were available as required.

Very little construction work was being undertaken on Prince Edward Island, and construction workers there were being sent to Nova Scotia and New Brunswick. Scarcity of building materials was retarding construction operations at some points. Work on defence projects was proceeding fairly well according to schedule. On the whole there was a surplus of carpenters, many of whom were unwilling to be transferred to centres where there were shortages. Railway, boat and bus companies were very busy. There

was a steady demand for all types of railway workers and freight handlers at Halifax and truck drivers were required at a number of centres. Wholesale and retail trade was reported to be fair and sufficient help was available. Female clerks, typists and stenographers were wanted and the demand for domestic help for institutions and private homes exceeds the supply.

QUEBEC

Agricultural operations were showing signs of increasing activity in several communities in Quebec. Although the number of inquiries for farm workers was comparatively small, there were indications that there would be a shortage as the spring season approached. Many of the farm workers who had been employed in the bush during the winter were commencing to return to the farms. Some farmers were reported to be reducing their herds because of lack of experienced help.

In spite of the lateness of the season, there was a continued demand for men to work in the woods, the most acute being in the Gaspé area, where several hundred workers were urgently needed. Heavy snow in the woods was continuing to retard operations and some bush camps were winding up their seasons operations.

Many workers were needed for the asbestos mines in the Eastern Townships, and miners were needed at Lachute and in the gold areas. To meet a shortage of labour in the textile and leather goods industries, some employers were using men part time on shifts. Labour requirements of manufacturers of aircraft were being fairly well supplied but skilled men in practically all trades were needed in a few of the larger centres. Plants engaged in the manufacture of war materials were employing any available surpluses of machinists, tool setters, and allied craftsmen. Foundry moulders were in demand and were difficult to obtain. Shipyards needed marine engine fitters but few were available. Clearance was being used freely to correct any inequalities in the industrial labour market.

Building construction was relatively quiet throughout Quebec. There was some local demand for spray painters, electricians, carpenters and labourers, but for the most part there were plenty of workers in the building trades and some labourers were being transferred out of the Province. However, many men and women were insisting on remaining in their home communities. Road construction was being held up because of bad weather. Traffic on railways was quite heavy.

Draughtsmen and junior chemists were required in one or two of the larger centres.

The demand for stenographers, especially bilingual, greatly exceeded the available supply. Cooks, porters, waitresses, and other hotel and restaurant help were being sought after in several centres and the supply of experienced domestics was quite inadequate.

ONTARIO

Farmers in widely separated portions of Old Ontario were showing increasing concern with regard to the labour supply for the spring and summer months. The number of inquiries for workers was increasing considerably and the supply was already inadequate. Some relief was expected when farm workers were released from temporary employment in industry. Conferences of officials and farmers were being held in some districts to formulate plans to meet the situation. A few farmers claimed that they would have to dispose of some of their livestock if help was not supplied them within a few weeks.

Several lumbering camps had closed for the season and others expected to complete their operations during March. There was still some demand, however, for loggers, teamsters, loaders, and pulpwood cutters, but few workers were interested so late in the season. Army calls and transfers to farming were depleting a number of bush camps.

Men to work in quarries were urgently needed in Western Ontario. There were no local applicants for this work. Underground miners were wanted in the nickel-copper areas, and underground beginners were in demand at the gold mines, but there were not many available.

With but few exceptions, the industries of Ontario were working at or near capacity. There was a slight shortage of workers in the meat-packing, flour milling, and biscuit-making establishments, and bakers' helpers were being sought in some of the larger cities. Preparations were under way for the maple syrup season in Eastern Ontario. Tannery workers and glove makers were wanted and were difficult to obtain. Firms manufacturing army boots were working at capacity. Other boot and shoe factories were enlarging their plants and planning to take on many additional workers. Shoe cutters and operators were already in demand. Aircraft plants and ship-building yards at the head of the Great Lakes were in need of skilled workers. Women were also in demand for aircraft work. The pulp and paper mills were active, but some of them reported having trouble with absenteeism among their workers. They were in need of unskilled labourers. Aircraft plants were stepping up production and skilled and semi-skilled

workers were wanted. Cabinet makers, carpenters, planers, and shapers were in demand by the furniture and other woodworking industries. Textile mills were nearly all busy. One important firm working on army blankets was operating night and day. In some instances, local supplies of labour were sufficient but in others, weavers, menders, knitters, loopers, power sewing-machine operators and other skilled workers, both male and female, were needed and were difficult to secure. At one important centre, the demand for women textile workers was reported to be "desperate".

Moulders, core makers, machinists, tool and die makers, steam hoist operators, stationary engineers, lathe hands, and grinders were needed for the iron and steel industries and for certain plants turning out war materials. Automobile mechanics were wanted in several centres and were difficult to find. In a few areas production was on a slightly reduced scale and some workers, both men and women, were being laid off. In practically every instance these workers were being promptly placed elsewhere. There was a very urgent need for both men and women in the chemical and abrasives industries. Many workers in these plants were being returned to farms. Platers, electricians and pipe-fitters were wanted for shipbuilding and repairs.

With a view to learning the possible ill-effects of long hours and night shifts on the health of workers, the health officers in a leading Western Ontario city were planning to provide X-ray examinations for industrial workers in that community.

With the exception of defence projects, war-time housing and a few important power and industrial undertakings, there was little construction activity. In a few instances, work was being held up because of shortages of materials. The distribution of skilled construction tradesmen needed correction which would probably be provided through clearance orders.

Retail trade appeared to be normal, with a slight trend upwards in some centres. The labour requirements of the transportation companies were restricted mainly to section labourers, maintenance men, and truck drivers. There was a widespread demand for experienced office help, stenographers, typists and laundry workers, waitresses, and sales clerks. Domestics for institutions, hotels, restaurants and private homes were very scarce in practically every urban centre. In many instances the demand for such help was urgent. Comparatively few girls were willing to accept this type of employment.

PRAIRIES

There was little activity on farms in the Prairie Region, although there were signs of an awakening interest in the problem of farm labour for the spring and summer season. Men were being sought for cleaning seed grain and other pre-spring operations. At a few points, dairymen and choremen were needed, but in very few instances was the demand at all urgent. In general, there was a shortage of farm workers which was expected to be relieved somewhat by the return of farm workers engaged in other occupations during the winter. Some inquiries had been made as to the use of Japanese and prisoners of war for farm work.

Very large shipments of fish were arriving at railheads from lakes in Northern Manitoba. The season promised to be a record one in the matter of tonnage.

The logging season was well advanced and in a few instances woodworkers were being laid off, either because operations were nearing completion, or because of deep snow and other unfavourable conditions in the woods. On the other hand, the demand for bush workers continued in most lumbering areas and the supply of workers was inadequate at such points.

The acute coal situation of January and February had been relieved. In two or three cases, strong, physically fit men for underground work were being asked for by coal mine operators but surface labour appeared to be adequate. Certified coal miners were being promptly placed. Some farmers who had been employed in mines for the winter months were returning to farms. There was a steady demand for hardrock miners in Manitoba and Alberta which was being met gradually.

In the main, industries in the Prairie Region were active. Flour mills were working three shifts. Packing and baking establishments were also busy and were taking on workers supplied from local sources. Pulp and paper mills were busy but had sufficient labour. A small number of workers were being transferred from Prairie points to shipbuilding yards on the Pacific Coast and to war industries and textile plants in Ontario. Men called to the Armed Forces were being replaced by girls in the woollens industry. There were vacancies for core makers, moulders, electric welders and motor mechanics in the iron and steel industries of the Calgary area.

With the exception of wartime construction, the building trades were comparatively quiet at most points on the Prairies. Workers were being transferred out from several places to other Prairie points and to the West Coast. Labourers and cooks were needed for high-

way construction in Northern Alberta. Transportation companies required trainmen and were using casual labour for snow removal. The latter was supplied locally where needed.

Teachers were needed in Saskatchewan and there was a fairly general demand for girls to work in hotels, restaurants and private homes. In most instances, the local supplies of such workers were insufficient.

BRITISH COLUMBIA

Spring work on the farms of British Columbia was getting under way. The demand for farm labour was on the increase, but owing to calls for the military services and the extent of off-season employment, it was difficult to measure requirements adequately. In spite of the activities of farm organizations, farmers were slow in reporting their needs for workers.

Logging camps were re-opening following the severe weather of January and February, and many men were returning to work in the woods. Additional experienced woodsmen, especially fallers, buckers and loggers were required. Openings for skilled woodsmen were being filled to some extent by transferring workers from the Prairies. At a few points, work was still held up by bad roads and heavy snow in the woods.

Although the demand for coal miners was being gradually met in some areas, there still remained a shortage. However, possibly the most urgent demand for miners came from mercury, tungsten, gold and hard rock mines, and the supply of workers for both underground and surface work was in most instances quite inadequate.

One cannery in the Okanagan district was operating steadily. Others were closed, as the supply of fruit was exhausted. Shipments of fruits were delayed because of the lack of refrigeration cars.

Sawmills on the lower mainland were operating on a reduced scale because of a shortage of logs, whereas on Vancouver Island there was a shortage of sawmill workers. The mills were gradually recovering from the slowdown caused by severe weather in recent weeks.

Men with mechanical experience and also women in various classifications were needed for work on aircraft and women trainees were being sought for the emergency wartime training plan. There was a serious shortage in the iron and steel industries of skilled machinists, mechanics, moulders and steam engineers holding British Columbia certificates. The demand for men in the smelting industry was urgent. Shipyards required drydock workers, both skilled and semi-skilled, as well as arc welders and ship platers. Upgrading of workers was helping to some extent and female

labour was being used for hull cleaning in Vancouver yards.

Construction work was largely restricted to National Defence projects and highways. Improvement in the weather and the arrival of building materials were overcoming the setbacks of recent weeks. There was a surplus of carpenters but a shortage of builders' labourers on Vancouver Island, whereas the demand for such workers on the mainland was being met by transferring them in from outside points. Labour turnover was increasing since the seven-day notice regulation was rescinded, and also because of men being called for military service. Some skilled men were being taken into the armed forces. Construction work on airports in the Yukon

was being resumed and the demand for carpenters, labourers, truck and tractor drivers and mechanics was increasing. Labour for water transportation was needed on Vancouver Island and mechanics and boat crews were required to prepare for river transportation in the Yukon. Extra gang labourers for the railways were difficult to obtain because of the low wages offered.

Several experienced stenographers, recently married to men on active service, were available for employment on Vancouver Island, but there was a shortage in the supply at several points on the mainland. Cooks and bakers were scarce, and female help for hotels, restaurants and private homes was required for most centres in the Region.

Applications for Employment, Vacancies and Placements, January, 1943

REPORTS received from the Employment and Selective Service Offices during the four-week period January 1st to 28th, 1943, showed a gain in business transacted, both when compared with the preceding month and with the month of January a year ago. Changes from December, 1942, were not outstanding; although except for declines in trade and logging, all industrial groups reported gains, the most noteworthy being in manufacturing and services. In comparison with January, 1942, all divisions showed expansions, the most pronounced being in manufacturing, services, construction and trade.

The accompanying chart shows a trend of employment since January, 1941, as represented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications took downward courses although the levels were much higher than those shown at the end of January last year. The ratio of vacancies to each one hundred applications was 94.0 during the first four weeks of January, 1943, in contrast to 101.2 during December, 1942, and 53.4 during January of the previous year, and the ratio of placements to each one hundred applications was 64.9 for the period under review as compared with 74.2 in December, 1942, and 43.4 for January, 1942.

The average number of vacancies reported daily by employers to the offices throughout Canada during the four weeks January 1st to 28th inclusive was 8,701 as compared with 7,797 during the preceding month and 1,033 during January a year ago. The average number of applications for employment re-

ceived daily by the offices during the period under review was 9,255 in contrast with 7,706 in December, 1942, and with 1,933 during January last year. The average number of placements made daily by the offices during the first four weeks of January, 1943, was 6,016, of which 5,699 were in regular employment and 317 in work of one week's duration or less, as compared with a total daily average of 5,722 during the preceding month. Placements in January a year ago averaged 839 daily, consisting of 548 placements in regular and 291 in casual employment.

During the four weeks January 1st to January 28th the offices referred 200,002 persons to vacancies and effected a total of 138,351 placements. Of these the placements in regular employment were 131,069 of which 90,638 were of males and 40,431 of females, while placements in casual work totalled 7,282. The number of vacancies reported by employers was 135,729 for men and 64,393 for women, a total of 200,122, and applications for work numbered 212,849, of which 142,921 were from men and 69,928 from women.

The following table gives the placements effected by employment offices each year, from January, 1933, to date:—

Year	Placements		
	Regular	Casual	Totals
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,245	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943 (4 weeks).....	131,069	7,282	138,351

NOVA SCOTIA AND PRINCE EDWARD ISLAND

During the four weeks ending January 28, 1943, the daily average of positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island was 390, compared with 364 during the month of December, 1942, and 108 in January, 1942. There was also an advance in placements during the four weeks under review, the daily average being 263 in comparison with 238 in December, 1942, and with 104 in January of last year. When comparing placements by industrial divisions with January, 1942, the most important gains were in manufacturing and construction, while improvement of more moderate proportions was recorded in trade, transportation and mining. The only reduction was a moderate decline in services. Placements by industrial divisions during the four weeks ending January 28, were: manufacturing 1,832; construction 1,494; services 1,164; trade 454; transportation 387; logging 292 and mining 237. Placements in regular employment numbered 4,410 of men and 1,500 of women.

NEW BRUNSWICK

Orders received at Employment Offices in New Brunswick during January, 1943, called for an average of 280 workers daily compared with 224 in the preceding month, and with 27 during January, 1942. Placements showed a higher average during the period under review,

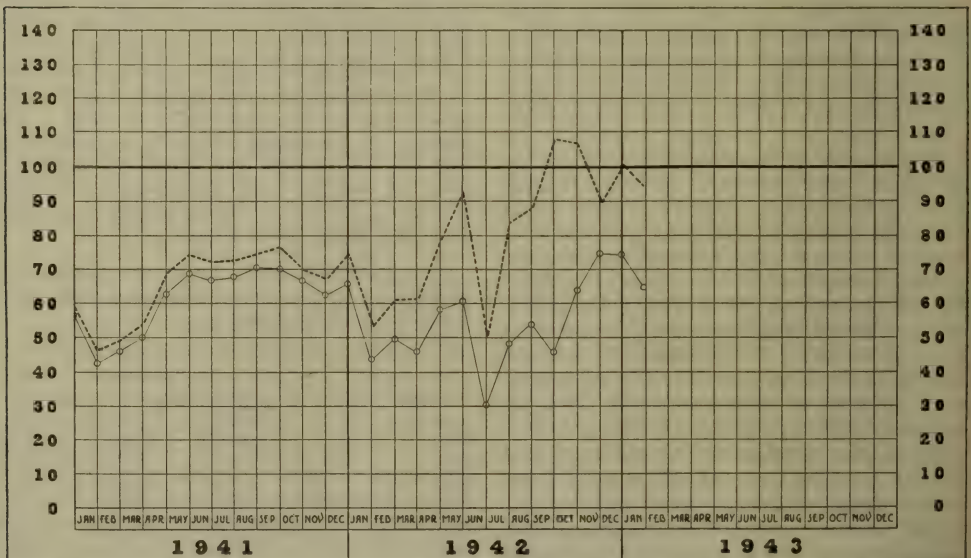
198 daily in comparison with 168 in December, and with 21 during January, 1942. Large increases in manufacturing and construction and moderate gains in services, logging, trade and transportation accounted for the advance in placements over January, 1942. Industrial divisions in which the majority of placements were effected included: manufacturing 1,217; construction 1,104; services 905; logging 465 and trade 375. During the four weeks ending January, 28, there were 3,402 men and 972 women placed in regular employment.

QUEBEC

There was an increase in the average number of positions available daily at Employment Offices in the Province of Quebec during January, 1943, their being 2,717, compared with 2,533 in the previous month, and with 110 in the corresponding month of last year. During the period under review, the average number of placements recorded daily was 1,327 in comparison with 1,503 in December, and 38 in January, 1942. The substantial gain in placements over January of last year, was almost entirely due to increases in manufacturing, although construction, services, logging, trade and transportation recorded noteworthy advances. A more moderate improvement was reported in mining and finance. Industries in which employment was found for more than 100 workers included: manufacturing 15,802; construction 4,608; services 3,837; logging

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications——— Vacancies - - - - - Placements—o—o—o—o—o—o



2,001; trade 1,752; transportation 1,562; and mining 473. There were 22,028 men and 7,960 women placed in regular employment.

ONTARIO

The demand for workers on a daily average, as indicated by the orders listed at Employment Offices during the four weeks ending January 28, was 3,303, as compared with 2,965 during the month of December, 1942, and with 431 in January of last year. An increase was reported in placements during the period under review, the daily average being 2,550, compared with 2,289 in the preceding month, and with 375 in January, 1942. The outstanding gain in placements from January, 1942, was due to a marked increase in manufacturing, although services, trade, construction, transportation and logging were considerably higher with somewhat smaller gains in finance and mining. Industries in which most of the placements were effected included: manufacturing 30,289; services 10,592; trade 4,879; construction 4,736; transportation 3,225; logging 3,064; finance 784 and mining 695. Regular placements numbered 37,689 of men and 18,933 of women.

MANITOBA

Employment opportunities, as indicated by orders received at offices in Manitoba during January, 1943, showed a slight decrease when compared with the preceding month but an increase over January, 1942. The daily average was 352 during the four weeks under review, 368 in December and 124 in January, 1942. The average number of placements effected daily was 275 during the period under review, compared with 302 in December, 1942, and 96 during January, 1942. Fairly large increases in manufacturing and services, and smaller advances in trade and transportation accounted for the improvement in placements over January, 1942, while a moderate loss was recorded in logging with a minor decline in agriculture. Placements by industrial divisions included: services 1,898; manufacturing 1,532; trade 840; logging 754; transportation 534 and construction 418. Placements in regular employment numbered 3,481 of men and 2,334 of women.

SASKATCHEWAN

Opportunities for employment at Employment Offices in Saskatchewan during the four weeks ending January 28, numbered 183 daily compared with 180 in December, 1942, and with 49 in January of last year. There was a daily average of 160 placements compared with 198 in December, and 47 in Janu-

ary, 1942. The improvement in placements over the corresponding month of last year, was due to fairly large gains in services, manufacturing and trade, with a more moderate increase in transportation. The only losses occurred in logging and agriculture and were unimportant. Placements by industrial divisions included: services 1,387; manufacturing 791; trade 648; transportation 301; logging 198 and construction 142. There were 2,084 men and 1,333 women in regular employment.

ALBERTA

Positions offered through Employment Offices in Alberta during January, 1943, averaged 396 daily compared with 344 in the previous month, and with 76 during January of last year. Placements, likewise, showed an increase during the four weeks ending January 28, the daily average being 332, as compared with 308 in December, 1942, and with 65 in the corresponding month of last year. Substantial increases in construction and services were mainly responsible for the gain in placements over January, 1942, although fairly large gains occurred in manufacturing, trade and transportation, and there was a moderate advance in mining. Industrial divisions in which the majority of placements were effected included: services 1,892; construction 1,728; manufacturing 986; trade 882; transportation 693; logging 689; mining 398 and agriculture 235. Placements in regular employment numbered 5,177 of men and 2,032 of women.

BRITISH COLUMBIA

Orders listed at Employment Offices in British Columbia during the four weeks ending January 28, called for a daily average of 1,081 workers compared with 819 in December, 1942, and with 106 in January, 1942. There was an improvement in placements during the period under review, the daily average being 911 compared with 717 in the previous month, and with 92 during January of last year. With the exception of agriculture in which a minor loss occurred, all industrial groups participated in the increase in placements over January, 1942, the most pronounced advance being in manufacturing and services, with smaller gains in construction, logging, trade and transportation. In addition, mining and finance recorded moderate increases, while the changes in other groups were small. Placements by industrial groups included: manufacturing 6,129; services 5,668; construction 3,049; logging 1,794; trade 1,746; transportation 1,452 and mining 591. Placements in regular employment numbered 12,367 of men and 5,367 of women.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR 4 WEEKS, JAN. 1 TO
JAN. 28, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	245	76	819	474	403		743
Charlottetown.....	120	66	516	234	151		570
Summerside.....	125	10	303	240	252		173
Nova Scotia	8,716	6,722	7,541	7,389	5,507	150	2,866
Amherst.....	289	54	260	244	244		152
Bridgewater.....	275	369	46	48	40		17
Digby.....	817	85	193	189	189		11
Halifax.....	4,256	3,584	3,194	3,400	2,539		1,242
Inverness.....	13	8	29	16	8	5	61
Kentville.....	204	397	150	112	87	6	75
Liverpool.....	43	240	134	12	12		37
New Glasgow.....	951	601	1,197	1,240	878	117	422
Springhill.....	156	0	189	157	157		0
Sydney.....	1,101	1,108	1,563	1,438	966	22	659
Truro.....	342	208	339	325	181		160
Yarmouth.....	269	68	247	208	206		30
New Brunswick	6,438	3,450	6,630	5,418	4,374	172	2,391
Bathurst.....	324	179	418	428	333		182
Campbellton.....	1,060	565	605	224	234	30	217
Edmundston.....	208	366	192	115	109		51
Fredericton.....	229	271	297	318	217	2	89
Minto.....	115	276	116	114	114		13
Moncton.....	1,288	760	1,789	1,702	1,235	81	1,047
Newcastle.....	802	236	202	163	163		34
Saint John.....	2,013	444	2,731	2,113	1,723	54	609
St. Stephen.....	283	171	177	179	154		111
Woodstock.....	156	182	103	62	92	5	38
Quebec	62,489	78,294	58,876	55,487	29,988	526	28,457
Acton Vale.....	63	14	86	100	63		38
Asbestos.....	70	23	131	56	42	14	136
Baie St. Paul.....	77	328	105	121	114		84
Beauharnois.....	544	203	385	553	297		90
Buckingham.....	63	19	192	93	93		207
Campbell's Bay.....	47	644	173	173	173		0
Causapscal.....	549	1,297	774	776	604		352
Chandler.....	1,330	1,686	448	257	257		598
Chicoutimi.....	2,146	6,400	1,448	1,451	1,087	1	343
Coaticook.....	202	17	238	220	202		84
Cowansville.....	73	13	112	73	71		34
Dolbeau.....	393	1,083	220	347	203		7
Drummondville.....	131	5	308	195	134		886
East Angus.....	16	117	67	49	49		33
Granby.....	201	106	288	322	195		161
Hull.....	524	728	1,325	413	411		555
Joliette.....	209	64	231	187	177		32
Jonquiere.....	222	20	877	836	554		257
Lachine.....	1,197	475	1,313	1,203	874	30	482
Lachute.....	319	219	622	550	396		334
La Tuque.....	401	842	395	395	301		101
Levis.....	402	83	597	418	313		208
Longueuil.....	1,027	473	782	755	524	12	473
Louiseville.....	23	8	97	41	35		70
Magog.....	26	3	190	27	27		120
Maniwaki.....	1	359	0	24	0		0
Matane.....	47	285	164	147	147		25
Megantic.....	263	0	147	139	138		0
Mont Laurier.....	26	527	81	34	34		19
Montmagny.....	177	78	170	311	82	46	43
Montmorency.....	46	0	163	46	46		74
Montreal.....	39,240	48,699	26,682	30,820	12,140	277	11,497
Nicolet.....	4	25	12	12	12		0
Plessisville.....	28	23	134	77	46		69
Pointe Aux Trembles.....	353	171	282	162	162		134
Port Alfred.....	156	458	368	366	249		83
Quebec.....	2,787	5,187	5,880	3,985	2,159	71	2,429
Richmond.....	88	31	98	78	65		39
Rimouski.....	102	1,059	165	157	167	1	30
Riviere du Loup.....	463	12	800	636	636		36
Rouyn.....	661	299	843	541	540	1	452
Ste. Agathe.....	0	61	0	2	0		61
Ste. Anne de Bellevue.....	188	11	204	204	204		0
St. Hyacinthe.....	503	244	597	728	383	10	186
St. Jean.....	293	54	657	401	292		189
St. Jerome.....	279	47	466	225	223	4	177
St. Joseph d'Alma.....	11	7	424	362	258		130
Ste. Therese.....	392	220	509	446	270		183
Shawinigan Falls.....	1,097	52	1,275	1,754	900		247
Sherbrooke.....	613	94	972	662	460	53	437
Sorel.....	591	94	1,151	533	533		1,687
Thetford Mines.....	387	264	509	272	213		160
Three Rivers.....	333	210	1,519	698	521		1,277
Val d'Or.....	1,007	2,621	203	194	177		53
Valleyfield.....	604	238	838	730	534		332
Verdon.....	1,375	1,856	1,802	978	1,114		2,481
Victoriaville.....	119	138	348	142	78	2	233

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR 4 WEEKS, JAN. 1 TO
JAN. 28, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario	75,979	57,142	83,003	83,458	56,622	2,032	30,419
Arnprior.....	112	69	153	192	146		31
Barrie.....	322	82	433	597	338		337
Belleville.....	574	316	604	534	430	14	239
Bracebridge.....	154	322	273	212	206		133
Brampton.....	219	226	314	460	286		86
Brantford.....	1,386	968	1,662	1,748	1,147	6	302
Brockville.....	398	198	287	438	276		171
Carleton Place.....	49	23	108	112	74		35
Chatham.....	579	246	999	707	517	6	838
Cobourg.....	83	31	141	127	91		47
Collingwood.....	383	293	152	301	147		22
Cornwall.....	930	150	1,158	1,167	800	121	206
Dunnville.....	70	10	121	99	62		7
Fergus.....	91	68	88	44	66		17
Fort Erie.....	41	893	251	303	234		103
Fort Frances.....	157	474	263	164	163	1	195
Fort William.....	1,114	3,225	984	1,074	882	49	686
Galt.....	617	589	573	673	479		126
Gananoque.....	83	2	98	130	93		68
Goderich.....	67	20	130	70	13	64	80
Guelph.....	775	409	571	553	414		109
Hamilton.....	5,711	2,846	4,761	4,265	4,262	3	196
Hawkesbury.....	61	162	301	301	206	13	69
Ingersoll.....	159	82	213	236	150	1	62
Kapuskasing.....	126	738	534	534	490		130
Kenora.....	77	757	136	87	87		85
Kingston.....	1,430	791	1,190	1,575	822	40	611
Kirkland Lake.....	646	470	1,007	804	747	8	205
Kitchener-Waterloo.....	1,155	274	1,155	1,686	1,038	59	136
Leamington.....	360	247	587	508	402		452
Lindsay.....	215	64	294	197	161	20	183
Listowel.....	88	28	127	125	106	1	12
London.....	2,341	1,155	2,750	3,085	1,631	185	565
Midland.....	362	188	574	487	305	11	218
Napanee.....	128	43	214	278	179	5	36
Newmarket.....	62	55	165	43	43		32
New Toronto.....	1,133	692	1,196	1,372	851		578
Niagara Falls.....	919	367	1,058	1,142	745	23	369
North Bay.....	853	783	1,206	969	863	46	574
Orangeville.....	79	18	132	194	139		12
Orillia.....	442	289	473	415	274	6	106
Oshawa.....	1,078	711	1,782	1,121	741	66	844
Ottawa.....	5,156	2,997	5,150	5,190	3,327	473	791
Owen Sound.....	344	101	635	473	317	11	362
Paris.....	48	43	58	77	44		30
Parry Sound.....	161	4	416	411	294		348
Pembroke.....	404	38	725	466	491	10	335
Perth.....	105	42	155	150	126	3	60
Peterborough.....	793	827	942	1,010	767		427
Pictou.....	71	36	129	128	105	4	116
Port Arthur.....	1,865	5,916	1,232	2,056	1,020	48	345
Port Colborne.....	307	126	392	278	234		17
Port Hope.....	160	72	166	199	98		39
Prescott.....	121	31	178	213	132		62
Renfrew.....	226	399	320	272	276		298
St. Catharines.....	1,357	399	1,564	1,607	1,175	7	855
St. Thomas.....	510	105	663	625	428	38	184
Sarnia.....	1,406	591	1,434	1,256	1,102	2	667
Sault St. Marie.....	871	2,247	696	464	433	8	156
Simcoe.....	359	56	490	592	392	4	111
Smiths Falls.....	150	28	271	217	186	2	107
Stratford.....	438	309	558	577	334	79	113
Sturgeon Falls.....	44	56	216	361	197		173
Sudbury.....	1,214	653	2,081	1,591	1,102	18	747
Timmins.....	1,088	2,626	1,304	981	672	26	1,135
Toronto.....	27,205	17,062	27,117	28,351	17,960	437	10,442
Trenton.....	208	72	328	343	239		124
Walkerton.....	118	99	312	195	146		53
Wallaceburg.....	177	25	346	270	137		302
Welland.....	790	828	1,063	1,215	639		605
Weston.....	1,112	531	623	619	437		598
Windsor.....	3,160	1,319	3,816	3,650	2,417	110	1,845
Woodstock.....	352	130	405	492	289	4	59
Manitoba	8,086	3,514	13,123	11,193	5,515	499	9,328
Brandon.....	415	152	422	359	308		369
Dauphin.....	353	161	689	472	477		328
Flin Flon.....	281	226	178	161	133	13	78
Portage la Prairie.....	138	82	201	128	104		103
Selkirk.....	80	30	105	116	78	1	72
The Pas.....	181	243	197	172	152		72
Winnipeg.....	6,638	2,620	11,331	9,785	4,563	485	8,324

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR 4 WEEKS, JAN. 1 TO
JAN. 23, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Saskatchewan	4,218	1,912	7,069	5,069	3,417	260	4,048
Estevan.....	54	56	85	69	51	.....	50
Moose Jaw.....	456	182	763	650	387	16	490
North Battleford.....	137	51	231	173	109	.....	89
Prince Albert.....	417	486	606	439	297	10	361
Regina.....	1,614	435	2,314	1,791	1,281	151	1,483
Saskatoon.....	992	342	2,450	1,553	902	83	1,205
Swift Current.....	86	33	114	93	93	.....	8
Weyburn.....	90	38	139	107	107	.....	48
Yorkton.....	372	289	367	194	190	.....	305
Alberta	9,097	3,697	12,259	9,040	7,209	426	3,489
Blairmore.....	72	129	97	94	94	.....	30
Calgary.....	2,226	341	3,725	2,672	1,858	187	1,446
Drumheller.....	98	31	123	101	85	1	50
Edmonton.....	5,452	2,412	7,044	5,011	4,204	226	1,653
Edson.....	239	211	70	67	67	.....	.....
Lethbridge.....	475	133	660	610	468	.....	198
Medicine Hat.....	452	247	453	406	351	.....	88
Red Deer.....	83	193	87	79	72	.....	21
British Columbia	24,854	8,021	23,529	22,474	17,734	3,217	14,058
Courtney.....	181	9	240	164	160	4	73
Cranbrook.....	136	218	191	132	138	.....	148
Dawson Creek.....	773	248	533	533	533	.....	0
Duncan.....	78	30	68	49	49	.....	35
Kamloops.....	150	102	215	171	170	1	69
Kelowna.....	86	45	133	141	73	.....	100
Nanaimo.....	171	323	340	331	164	16	221
Nelson.....	253	136	340	269	269	.....	208
New Westminster.....	1,141	150	1,651	1,250	987	141	887
Penticton.....	81	28	110	87	84	.....	53
Port Alberni.....	200	81	228	189	188	1	72
Prince George.....	514	324	451	469	409	.....	50
Prince Rupert.....	1,710	603	1,007	1,097	914	.....	105
Princeton.....	146	57	106	96	95	1	10
Trail.....	424	296	413	348	235	2	580
Vancouver.....	17,092	4,693	15,037	15,628	11,905	2,929	10,784
Vernon.....	206	91	232	203	193	13	31
Victoria.....	1,470	571	1,991	1,239	1,133	106	622
White Horse.....	42	11	43	78	35	.....	10
Canada	200,122	162,828	212,849	200,002	131,069	7,282	95,799
Men.....	135,729	112,314	142,921	130,030	90,638	4,200	57,505
Women.....	64,393	50,514	69,928	69,972	40,431	3,082	38,294

Unemployment in Trade Unions at the close of January, 1943

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are engaged at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only, to the organizations reporting.

At the close of January reports were tabulated from 2,276 labour organizations, having a total membership of 403,331 persons. Of these 5,898, or a percentage of 1.5 were without work, in comparison with percentages of 1.2 in December and 4.3 in January a year

ago. The percentage of unemployed members in trade unions advanced slightly over that of December, thus reflecting a minor employment recession. This slightly adverse trend was due in a large measure to a further moderate seasonal decline in work for union members in the building and construction trades, and to the slightly lower employment level for union members in the manufacturing industries. As will be seen in Table II, the percentage of unemployment for building and construction members was up from 5.1 to 6.2, while in the manufacturing group the corresponding percentages were 0.5 and 0.9. These decreases in available work were offset to some extent by the slightly better conditions, prevailing among the members in the transportation industries, in which the percentage of members without

work declined from 1.9 to 1.3. Employment conditions in trade unions in January were better than in any corresponding month since this report first appeared on a monthly basis, for the month of January 1919. From December, 1915 to the close of 1918, the return was made at the close of each quarter, only.

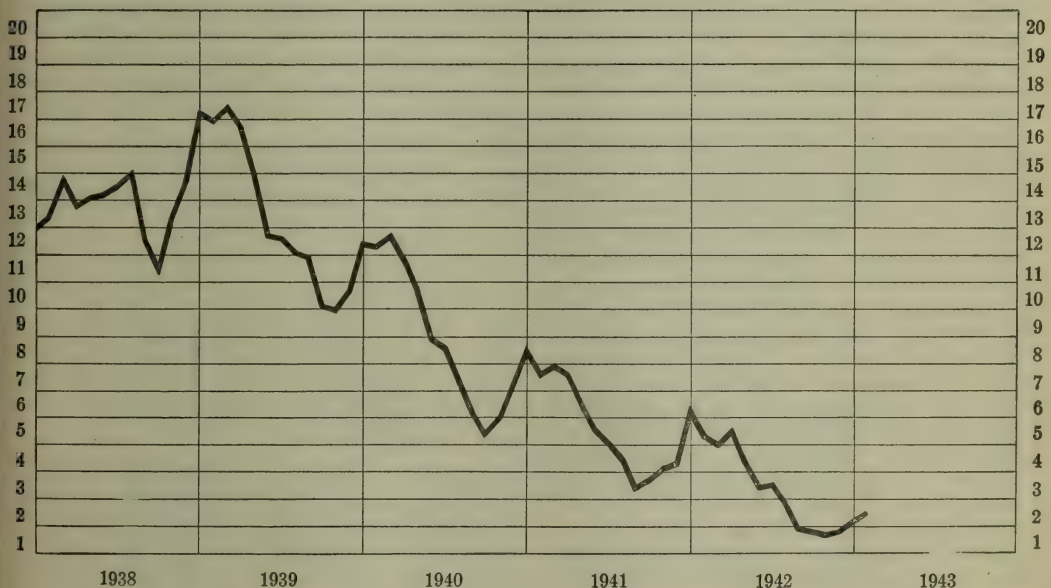
In Table I the unemployment percentage is shown for each province. In January, these percentages ranged from 0.4 in Nova Scotia to 2.7 in Manitoba. Slightly higher employment levels than those of December were manifested in Ontario, Alberta, Saskatchewan and New Brunswick. In Nova Scotia and Manitoba there were very slight declines in work while in Quebec and British Columbia there were mod-

and Edmonton. In Montreal the percentage of members shown as without work remained unchanged at 1.1. On the other hand, Halifax, Toronto, Winnipeg and Vancouver union members indicated slight employment recessions. In comparison with the situation in January, 1942, marked employment increases were reflected in Toronto and Edmonton. Substantial expansion was observed, likewise, in Halifax, Montreal, Winnipeg, Regina and Vancouver, while in Saint John there was a slight improvement, only.

The accompanying chart shows the trend of unemployment from January, 1937, to date. The point of the curve in January, 1943, rested at a slightly higher level than at the close of the previous month, thus reflecting a minor

Per
cent.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS

Per
cent

erately lower employment levels. As compared with conditions at the end of January, 1942, pronounced employment expansion was apparent in every province with the exception of New Brunswick, where there was a slight decline only, in available work.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. The percentages of unemployed members ranged from 0.8 in both Regina and Edmonton to 3.0 in Winnipeg. Cities in which less than one per cent were without work were Halifax, Toronto, Regina and Edmonton. In comparison with the previous month, very slight employment advances were apparent in Saint John, Regina

and contraction in activity. The level of the curve was a substantially lower point than in January a year ago, however, which was indicative of a much higher employment level for the period under review.

In the manufacturing industries 777 returns were tabulated, having a total membership of 222,525 persons, of whom, 2,094, or a percentage of 0.9 were without work, in comparison with percentages of 0.5 in December, 1942, and 3.1 in January, a year ago. In comparison with December, much better conditions prevailed for leather workers, as the unemployment percentage declined from 7.1 to 3.9. Among butchers, meat and fish packers also there was some improvement; the percentage of members without work in this trade was down from 3.2

to 1.8. Slight expansion only, was in evidence among hat, cap and glove, and clay, glass and stone workers; there was little or no unemployment among these members. Unions in which all of the members were reported as employed at both dates were soft drink workers, cigar and tobacco workers, electric current employees, textile and carpet, rubber, jewellery, aluminum and mineral products workers, etc. Although very little unemployment was manifested among bakers and confectioners and fur workers, there were, however, in both cases, very slight employment contractions. Among the larger organizations such as the printing and publishing groups, the garment workers group, which includes both men's and women's clothing workers and the iron and steel group, the percentages of unemployment were 1.6, 0.6 and 0.2, respectively; each of these reflected a slightly lower employment level. The percentage of unemployed members among paper makers increased from 0.5 to 2.0, while for unclassified manufacturing workers there was a substantial decline in activity; the percentage of these workers, who were reported unemployed stood at 11.5, in comparison with 6.9 in December. Among woodworkers there was a pronounced employment contraction; the unemployment percentage standing at 6.2, while among metal polishers, etc., although there were not many members involved as the membership is not large, the percentage of unemployment increased from 14.2 to 27.7. In contrast with the situation in January, 1942, as will be seen in Table II, employment for union members in both the garment and iron and steel trades was at a considerably higher level. The percentages of unemployment among the smaller organizations of leather and fur workers, were 3.9 and 0.8 respectively. These percentages were very much lower, thus, reflecting pronounced employment expansion. Union members who were employed at both dates included cigar and tobacco workers, electric current employees, etc., textile and carpet, and mineral products workers.

Reports were tabulated from 57 unions of coal miners having a combined membership of 20,390 persons, all of whom were employed, as compared with percentages of unemployment of 0.1 in December and 1.0 in January, a year ago. Union members in Nova Scotia, New Brunswick and British Columbia did not report any unemployment in either December or January, while in Alberta all members were employed in January, in comparison with an unemployment percentage of 0.3 in the preceding month. In comparison with conditions in January, 1942, union members in British Columbia indicated an appreciable improvement, as the entire membership was employed,

while in January, a year ago, the unemployment percentage was 3.9. In Nova Scotia, also, there was no unemployment as compared with 0.9 per cent. A very slight employment increase was observed in Alberta, while in New Brunswick there was no unemployment indicated at either date.

Returns were received from 8 unions of non metallic mineral workers. The total membership was 4,144, of whom, 210, or a percentage of 5.1 were without work, in comparison with percentages of 4.7 in December and 8.5 in January a year ago.

Unions in the building and construction trades returned 219 reports having a total membership of 35,003 persons, of whom, 2,185, or a percentage of 6.2 were without work in comparison with 5.1 per cent in December and 14.2 per cent in January, 1942. As compared with the previous month, steam shovel men, plumbers and steamfitters and electrical workers' reflected very slight betterment; little or no unemployment was reflected in these reports. Bridge and structural iron workers did not indicate any unemployment at either date.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.3
Average 1935	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942	1.1	2.0	2.9	2.2	2.5	1.7	2.8	1.0	2.2
Jan. 1932	15.1	15.9	29.4	21.5	19.0	18.0	19.3	21.8	22.0
Jan. 1933	22.7	15.6	26.9	28.7	23.6	22.7	22.7	21.6	25.5
Jan. 1934	10.7	9.4	23.6	24.2	21.2	17.9	16.4	25.0	21.2
Jan. 1935	7.0	7.7	12.5	20.2	15.5	12.3	11.2	22.6	18.1
Jan. 1936	7.4	6.7	19.3	14.0	13.4	13.8	13.3	16.0	14.8
Jan. 1937	8.2	6.3	22.9	11.9	8.4	11.4	9.1	16.4	14.5
Jan. 1938	3.5	5.3	16.5	11.5	11.3	10.8	7.3	17.9	12.4
Jan. 1939	9.2	12.8	19.9	14.4	16.0	13.2	11.9	18.1	15.9
Jan. 1940	4.8	4.2	15.6	10.1	11.8	9.7	7.7	11.1	11.3
Jan. 1941	3.3	3.3	9.2	6.0	4.5	6.0	6.2	6.5	6.6
Jan. 1942	1.3	1.9	5.4	4.4	6.3	3.8	3.3	3.6	4.3
Feb. 1942	1.6	2.0	4.4	4.6	4.1	4.6	4.1	2.7	4.0
March 1942	2.1	2.2	4.5	5.4	4.0	3.8	7.0	2.5	4.5
April 1942	1.9	1.6	3.0	4.7	4.0	2.1	6.1	1.4	3.3
May 1942	1.6	1.6	2.8	2.5	2.7	1.2	4.5	1.1	2.4
June 1942	1.3	4.7	4.6	1.6	1.1	0.9	2.6	0.9	2.6
July 1942	0.8	1.0	3.8	0.9	2.2	0.8	1.3	0.3	1.8
Aug. 1942	0.4	2.3	1.4	0.7	1.6	0.8	0.9	0.2	0.9
Sept. 1942	0.6	1.1	1.3	0.5	0.5	0.9	0.9	0.3	0.8
Oct. 1942	0.7	1.2	1.2	0.5	0.4	0.5	0.9	0.2	0.7
Nov. 1942	0.7	1.5	1.1	0.5	1.0	0.6	1.3	0.4	0.8
Dec. 1942	0.3	2.4	1.6	1.0	2.6	1.1	1.7	0.6	1.2
Jan. 1943	0.4	2.3	2.1	0.8	2.7	0.9	1.4	1.6	1.6

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental	Miscellaneous	All occupations		
1932, January,	31.6	24.0	26.2	24.6	11.5	11.7	13.3	11.0	...	59.2	26.1	8.9	45.3	29.2	20.8	...	15.5	14.5	333.8	...	...	63.8	43.2	43.4	14.9	1.0	11.3	11.5	0	4.5	9.2	2.1	19.5	22.0	
1933, January,	33.7	22.9	28.6	29.6	15.5	18.2	21.8	16.8	...	40.9	28.3	28.9	28.2	29.0	...	...	35.4	...	335.3	...	...	42.1	69.4	15.6	22.4	18.5	1.2	15.6	15.9	0	5.5	12.4	9.0	19.5	22.0
1934, January,	27.0	21.8	7.8	21.9	13.4	13.3	13.7	13.2	...	19.3	13.0	9.1	8.9	48.7	34.9	...	24.5	43.3	45.4	...	...	70.7	69.2	13.8	59.3	13.3	1.1	13.6	13.7	3	0	8.2	2.1	18.6	21.2
1935, January,	91.8	47.6	7.3	17.1	6.9	10.5	11.6	9.7	...	36.7	23.0	12.7	20.9	31.8	10.6	...	18.5	20.0	17.3	...	...	53.4	61.6	10.6	53.3	11.0	7.7	12.4	12.7	0	4.4	6.3	1.6	15.6	18.1
1936, January,	49.3	11.6	8.5	15.4	10.2	8.0	4.3	11.4	...	27.8	22.1	20.4	19.8	33.6	23.3	...	13.3	14.2	17.5	...	...	39.6	41.5	9.2	51.3	9.9	1.3	10.6	10.9	0	3.7	5.7	2.1	11.5	14.8
1937, January,	57.3	2.4	11.1	15.5	7.2	7.5	2.3	7.5	...	12.0	25.8	...	12.6	44.3	27.2	...	11.7	4.1	103.2	...	...	59.5	43.7	8.2	67.6	9.0	5	9.9	10.1	0	4.8	6.3	3.5	10.2	14.8
1938, January,	37.6	4.9	4.3	13.1	8.0	8.0	9.5	6.1	...	4.5	3.13	5.8	14.3	44.5	27.2	...	10.2	3.9	5.7	...	...	38.4	37.0	8.1	26.4	8.9	5	8.4	8.6	0	0	5.3	2.2	8.3	12.4
1939, January,	14.7	0.0	3.7	13.1	9.0	8.5	9.9	6.5	...	5.0	24.5	16.0	3.7	8.4	28.9	22.9	23.8	7.9	1.7	18.3	27.6	43.8	12.9	68.6	13.8	1.6	6.4	6.6	0	2.4	6.4	1.1	11.5	15.9	
1940, January,	10.0	19.7	5.8	9.1	4.6	5.2	3.7	7.7	...	10.7	13.3	9.9	4.1	17.5	22.0	13.6	1.2	15.4	2.5	48.0	31.5	35.6	9.2	38.8	9.2	4	7.6	7.8	0	0	4.8	5.2	4.5	11.3	
1941, January,	21.0	9.4	6.7	4.8	2.7	3.1	2.2	4.7	...	0.18	3.9	4.1	2.0	14.7	17.8	24.7	3.3	1.3	...	...	...	19.0	17.4	5.3	18.2	6.1	2	5.3	5.4	0	1	1.8	1.9	3.0	6.7
1942, January,	13.6	11.1	2.2	3.1	4.1	1.2	7.2	2.1	...	0.13	2.7	0.1	3.1	5.6	25.8	4	9	1.7	...	...	...	20.2	15.5	2.5	10.1	3.3	1	3.3	3.4	0	0	1.7	2.0	1.5	4.0
February,	8.4	5.6	2.2	2.3	3.1	1.1	8.2	2.6	...	0.19	...	0.1	0.9	0.12	7	0	2.1	4	20.0	15.5	2.5	10.1	3.3	0	5.0	5.1	0	0	0.6	1.8	1.4	1.2	4.3	
March,	21.6	7.4	2.3	3.1	1.1	1.4	8.2	2.6	...	0.19	...	0.1	0.9	0.12	7	0	2.1	4	23.6	16.3	2.7	13.9	3.0	5	3.6	3.7	0	0	0.6	1.8	1.4	1.2	4.3	
April,	12.5	3.7	5.2	2.4	1.1	9.9	5.1	1.8	2.1	1.1	0.16	0	6.9	0	3.0	23.6	16.3	2.7	13.9	3.0	5	3.6	3.7	0	0	0.6	1.8	1.4	1.2	4.3	
May,	6.0	3.9	2.9	1.9	1.1	9.9	5.1	1.8	2.1	1.1	0.16	0	6.9	0	3.0	19.4	16.2	5.8	1.4	4.5	1.6	2.7	2.7	0	0	0.6	1.8	1.4	1.2	4.3	
June,	6.2	3.7	2.4	2.8	0	1.2	8.1	1.9	4.9	0	4.9	0.13	0	4.1	1.1	1.5	19.4	16.2	5.8	1.4	4.5	1.6	2.7	2.7	0	0	0.6	1.8	1.4	1.2	4.3
July,	4.4	0	2.4	2.8	0	1.2	8.1	1.9	4.9	0	4.9	0.13	0	4.1	1.1	1.5	19.4	16.2	5.8	1.4	4.5	1.6	2.7	2.7	0	0	0.6	1.8	1.4	1.2	4.3
August,	4.0	0	2.4	2.8	0	1.2	8.1	1.9	4.9	0	4.9	0.13	0	4.1	1.1	1.5	19.4	16.2	5.8	1.4	4.5	1.6	2.7	2.7	0	0	0.6	1.8	1.4	1.2	4.3
September,	4.0	0	2.4	2.8	0	1.2	8.1	1.9	4.9	0	4.9	0.13	0	4.1	1.1	1.5	19.4	16.2	5.8	1.4	4.5	1.6	2.7	2.7	0	0	0.6	1.8	1.4	1.2	4.3
October,	1.0	0	2.4	2.8	0	1.2	8.1	1.9	4.9	0	4.9	0.13	0	4.1	1.1	1.5	19.4	16.2	5.8	1.4	4.5	1.6	2.7	2.7	0	0	0.6	1.8	1.4	1.2	4.3
November,	4.0	0	2.4	2.8	0	1.2	8.1	1.9	4.9	0	4.9	0.13	0	4.1	1.1	1.5	19.4	16.2	5.8	1.4	4.5	1.6	2.7	2.7	0	0	0.6	1.8	1.4	1.2	4.3
December,	5.0	0	2.4	2.8	0	1.2	8.1	1.9	4.9	0	4.9	0.13	0	4.1	1.1	1.6	23.6	16.3	2.7	13.9	3.0	5	3.6	3.7	0	0	0.6	1.8	1.4	1.2	4.3
1943, January,	4.0	0	2.4	2.8	0	1.2	8.1	1.9	4.9	0	4.9	0.13	0	4.1	1.1	1.6	23.6	16.3	2.7	13.9	3.0	5	3.6	3.7	0	0	0.6	1.8	1.4	1.2	4.3

The unemployment percentages for bricklayers, masons and plasterers, unclassified building workers, granite and stonecutters and painters, decorators and paperhangers were 15.8, 8.1, 7.5 and 3.9 respectively; these percentages were slightly higher, thus reflecting minor employment contractions. Seasonal conditions were reflected, likewise, by unions of carpenters and joiners. The percentage of those without work in this group was 6.3; this was a fair employment recession. The percentage of unemployed members among lathers was 6.4, as compared with no unemployment in the previous month, but as the membership is very small the change involved but few workers. In comparison with conditions in January, a year ago, carpenters and joiners recorded a marked employment expansion, as the percentage of those without work dropped from 14.6 to 6.3. Much higher employment levels were attained, likewise, by some of the organizations with smaller memberships; among these were bricklayers, masons and plasterers, granite and stonecutters and painters, decorators and paperhangers. Union members of steam shovel men and bridge and structural iron workers did not report any unemployment, as compared with percentages of 18.1 and 20.0 respectively, in January, a year ago. These latter two groups are small, however, and consequently comparatively few members were involved in these changes.

In the transportation industries there were 895 returns tabulated. The combined membership was 80,279 persons, of whom, 1,081, or a percentage of 1.3 were unemployed, in comparison with percentages of 1.9 in December and 3.2 in January, 1942. Over 79 per cent of the entire group membership reporting, were in the steam railway division. The percentage of unemployed members in this group, as will be seen in Table II, declined from 2.3 to 1.5; this reflected a fairly higher employment level. The unemployment percentage for street and electric railway employees remained unchanged, while for teamsters and chauffeurs, likewise, very few members were without work, although the percentage inclined slightly to 0.5. A moderate contraction in work was in evidence among navigation workers, as in this group the percentage increased from 2.9 to 4.5. As compared with the situation in January, a year ago, a considerably higher employment level was observed for steam railway employees; the percentage of those without work declined from 3.4 to 1.5. Among the groups with smaller memberships, navigation workers indicated noteworthy improvement; the unemployment percentage for these workers dropped from 13.6 to 4.5. Very slight betterment was apparent for street and electric railway employees, while on the other hand, among

teamsters and chauffeurs the percentage of those without work was 0.5, as compared with no unemployment in January, 1942.

From unions in the retail and wholesale trade 9 reports were received, embracing a membership of 2,360 persons; as in December all of these were reported as employed, in January, 1942, the percentage of unemployment in this group was 0.1.

From unions of civic employees 108 reports were tabulated. These comprised a membership of 10,943 persons, of whom 5 or a percentage of .0 were unemployed. This percentage was identical with that of December; in January a year ago the unemployment percentage for these workers was 1.9.

In the miscellaneous group of occupations reports were tabulated covering 143 unions with a combined membership of 12,235 persons, of these, 101, or a percentage of 0.8 were unemployed, in comparison with percentages of 0.5 in December and 1.7 in January, 1942. As compared with conditions in December, slightly lower employment levels were in evidence in all the occupations. When compared with the situation in January, a year ago, a pronounced increase in work available was in evidence among theatre and stage employees, while unclassified workers also, indicated heightened activity, although to a lesser degree; very little unemployment was indicated in this latter group. Among stationary engineers and firemen the percentage of those without work was 0.7, as compared with 0.8 per cent in January, a year ago. On the other hand, the percentage of unemployment for hotel and restaurant employees increased from 1.0 to 1.5, and for barbers from 0.3 to 0.5.

Returns were tabulated from 3 unions of fishermen, whose combined membership was 2,512 persons, of whom, 100, or a percentage of 4.0 were unemployed in comparison with 5.0 per cent in the preceding month and 13.6 per cent in January, a year ago.

Reports were tabulated from 2 unions of lumber workers and loggers. The aggregate memberships reported was 3,130 persons. As in December all of these members were reported as working. In January, 1942, the unemployment percentage for this group was 11.1.

Table I shows by provinces the average percentage of union members, who were unemployed each year from 1932 to 1942, inclusive, and also, the percentage of unemployment for January, of each year from 1932 to 1941, inclusive and from January, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

Employment and Unemployment in Great Britain

THE British *Ministry of Labour Gazette*, January, 1943, summarizes the November-December employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at December 14 (exclusive of 22,592 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 53,206; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 1,148; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 2,699. As compared with November 16, the numbers

wholly unemployed showed a decrease of 5,945, those temporarily suspended from work showed a decrease of 211, but unemployed casual workers showed an increase of 107.

The corresponding figures for women and girls at December 14 were 28,737 wholly unemployed (exclusive of those, numbering 895, who had been classified by interviewing panels as unsuitable for normal full-time employment), 875 temporarily stopped, and 159 unemployed casual workers. Of the 28,737 wholly unemployed, 925 had been classified as unable for good cause to transfer to another area. As compared with November 16, the numbers wholly unemployed showed a decrease of 2,774, those temporarily stopped showed an increase of 194, and unemployed casual workers showed an increase of 11.

Trends in Employment in United States, 1899-1939

Trends in employment in the United States since 1899, and their relation to corresponding changes in production and unit labour requirements, are described in a report by Solomon Fabricant published in book form by the National Bureau of Economic Research, New York, entitled *Employment in Manufacturing, 1899-1939*.

The report shows how improved organization, more and better equipment per worker, superior technical methods, greater individual skills, and increased use of mechanical power have all helped to increase greatly the volume of goods produced by a given number of workers. The report attempts to show that increases in productivity have not usually resulted in fewer jobs in individual industries.

Spectacular Rise in Labour's Output

Manufacturing workers in 1939 numbered almost ten million in the United States, as compared with five million in 1899. Yet while factory jobs doubled, the output of these manufacturing industries increased four-fold. Thus during the forty years the number of factory workers required to produce a given volume of goods was cut in half.

This decline in unit labour requirements is the more notable in that the length of the work week was being steadily shortened over this period. Weekly hours of labour dropped from an average of about 60 hours per person in 1899 to about 40 hours in 1939. Thus only about one third as many man-hours

of factory work went into the fabrication of a given quantity of goods as forty years earlier.

In one fifth of the many individual industries analyzed in detail in the report, the number of workers per unit of product was cut by 70 per cent or more over the forty year period. Heading the list is automobile manufacture (with an 88 per cent decline), followed by industries as diverse as beet sugar, silk and rayon goods, industrial chemicals, and blast-furnace products.

"In young industries," Dr. Fabricant declares, "whose output characteristically shoots up quickly, the enormous gains in production usually more than counterbalance the declining trend in the labour-output ratio; as a consequence, employment too expands, usually rather rapidly.

"During the mature phase of an industry's development, output expands slowly, if at all; now the gain in volume of product is not great enough to offset the declining trend in the labour-output ratio, and as a result jobs decrease unless the working week is cut sufficiently to compensate for the lessening need for labour per unit.

"In old and waning industries, falling output offers no counterpoise to diminishing unit labour requirements, so that even substantial cuts in the hours of work per week fail to halt reduction in the number of workers employed."

Legislative Proposals of Labour Organizations

DURING February and March, proposals for legislation were submitted to the Dominion Government by the major Canadian trade union organizations. The nature of the proposals indicated the effects of the war both as regards increased production and the special problems created by present conditions.

Delegations were received by Government representatives in Ottawa from the following

labour bodies: Trades and Labour Congress of Canada; Canadian Congress of Labour; Canadian and Catholic Confederation of Workers; and the Railway Transportation Brotherhoods.

The following section gives accounts of the respective representations of these organizations.

Trades and Labour Congress of Canada

THE Trades and Labour Congress of Canada made its annual submission of legislative requests to the Dominion Government in the Railway Committee Room of the House of Commons on Monday, February 22.

Headed by the Congress executive—Percy R. Bengough, acting president; J. A. D'Aoust, secretary-treasurer; J. A. Sullivan, vice-president; and John Noble, general organizer, American Federation of Labour—there was a good representation of international unions supporting the recommendations.

The delegation was received by the Prime Minister, Rt. Hon. W. L. Mackenzie King, the Minister of Labour, Hon. Humphrey Mitchell, and the following other members of the Cabinet: Hon. Norman A. McLarty, Secretary of State for Canada; Hon. C. D. Howe, Minister of Munitions and Supply; Hon. J. L. Ralston, Minister of National Defence; Hon. J. A. MacKinnon, Minister of Trade and Commerce; Hon. L. R. Lafleche, Minister of National War Services; Hon. Alphonse Fournier, Minister of Public Works.

Prefacing his reading of the memorandum, Mr. Bengough expressed regret at the absence of the Congress president, Mr. Tom Moore, who is still ill in bed. Expressing appreciation of the courtesy of the hearing, Mr. Bengough assured the Prime Minister of the desire of the Congress to co-operate with the Government in the prosecution of the war.

Labour Representation

In the memorandum, this offer of co-operation was again emphasized and recognition of the difficulties of governments in having to interfere with the liberties of the individual citizen was expressed. But the memorandum observed: "It is deplorable that we have to

state at this time that our offer of co-operation has not been accepted."

The Congress was convinced that if "more attention had been paid by your Government to the repeated requests of this Congress for equal representation with employers on all Government War Boards, instead of receiving their offers with misgivings and mistrust, far more confidence in the Government would now exist in the minds of the workers."

It reiterated its request "for labour representation on all war boards, both administrative and advisory. We again emphatically state that many misunderstandings and mistakes which have arisen could have been avoided had Government and Labour been working together for the common good as Labour desired. It is a deplorable fact that little or no recognition has been given to Labour on the many Directorates administering the war-time production industries financed, controlled or operated by the Government, or on the many other bodies established to initiate and enforce policies vitally affecting the every day life and well-being of the workers as wage earners and consumers."

The Government was urged to consider the advisability of setting up a Board similar to the War Production Board in the United States, for the purpose of stimulating and developing Joint Production Committees in the major industries on which labour and management have representation.

Enforcement of Collective Bargaining

Drawing attention to what was termed "the hostile policies being enforced in Crown Companies prohibiting the recognition and proper functioning of trade unions in direct contravention to the provisions of Order in

Council P.C. 2685," the Congress regretted that the National Harbours Board and the Canadian Broadcasting Corporation had not been brought under the provisions of Order in Council P.C. 10802. The memorandum then added:

"There is no question but that the frustrations and interference of the employees' right to organize and bargain collectively through their chosen representatives is a state of affairs that should not be permitted in a democratic country at any time and when such practices are permitted to occur during a war period they become an actual menace. When hostile employers use such tactics it is in effect a representation of the very things we are waging a war to destroy.

"The results of such interference to-day are weakening the morale, enthusiasm and confidence in the Government that the workers of this country should and must have to give the utmost in productive efficiency. . ."

Control of Wages and Prices

The Congress did not agree with the position taken that reasonable increases in wages automatically result in inflation of prices, "and," the memorandum observed, "were that partially true it would provide no justification for the drastic regulations incorporated in Order in Council P.C. 5963." It was considered that this Order should be amended, allowing the National and Regional War Labour Boards to render more liberal interpretations; and particularly "where workers are earning less than \$25 per week or 50 cents per hour they should not be restricted by legislation from negotiating and securing an increase in their wages to this rate as stated and which the Government has accepted as a minimum necessary to maintain a decent standard of living."

The Congress also felt that in seasonal and irregular employment, cost-of-living bonuses should apply on overtime, and that there should be enforcement of the principle of equal pay for equal work. It advocated special consideration in investigating wage rates and living standards in non-essential industries, and that in transferring such workers, care should be taken to safeguard wage rates comparable to those received in their regular occupations.

As a further means of bringing more unity and stability in key war industries, it was urged that conferences be called of the representatives of organized labour and management in these industries with a view to stabilizing wages on a national basis.

(Some of the criticism directed in the memorandum at the National War Labour

Board was obviated by the reconstruction of that body into a three-man tribunal. Appreciation of this change was expressed by Mr. Bengough in so far as the National Board was concerned, and a change was requested in respect to the Quebec Regional Board.)

Fair Wages and Union Conditions

The Congress advocated as a matter of Government policy in placing contracts "that preference should at all times be given to those employers who have labour agreements with their employees, employ union workers and observe union conditions," and that "to check violations of fair wage regulations on Government contracts, the inspector appointed by the Government to supervise these jobs should be assigned the duty of inspecting all wages paid and hours worked and reporting all violations of the fair wages regulations to the Department of Labour."

Unemployment Insurance

The Congress recorded its strong opposition "to changes being made in the Unemployment Insurance Act without full consultation with the other two contributing parties." It also advocated the elimination of the provisions exempting those earning over any fixed amount.

Industrial Disputes Investigation Act

As submitted in its presentation last year, the Congress again requested clarification of the status of the Industrial Disputes Investigation Act. It noted, with approval, the recent addition of Section 8 relative to the appointment of Industrial Disputes Inquiry Commissions to investigate potential disputes.

National Health

In a section on national health, the memorandum stated "that maximum production cannot be maintained where excessively long hours are worked." It also recommended early consideration to the enactment of a national health insurance scheme on a contributory basis, and the co-ordination of agencies "to increase the fitness of our youth."

Shipping

In regard to shipping, the Congress requested action as follows:

"That the Draft Conventions and Recommendations of the International Labour Organization as passed at Geneva 1936—dealing with shipping matters be ratified by the Government of Canada.

"That it be made compulsory for all ships sailing on what may be classed as salt-water runs, to adopt the three-watch system; that all Canadian ships, regardless of tonnage, should carry ship-to-shore communication for the purpose of safeguarding the lives of the crews; that shipping legislation be amended to incorporate the conventions and recommendations of the International Labour Organization covering coastal and inland-water boats."

Speaking on this section, Mr. Bengough stated that the Congress also requested that Order in Council P.C. 2511 be reviewed since it placed certain restrictions on working conditions of longshoremen.

Other Recommendations

Other recommendations contained in the memorandum included:

Paying of a subsistence allowance to the wives and families of men in the Reserve Army during camp training.

Adjustment in old age pensions to meet the increased cost of living.

Payment of income tax in year within which such is earned and cancellation of the eight months' arrears.

Commending the Beveridge plan of social security and urging planning of a post-war program.

Enabling civil servants to transfer to the Civil Service Superannuation Act.

Commending the action of the Government in not being "stampeded" into the enactment of prohibition legislation.

Minister of Labour's Reply

In replying to some of the questions raised in the memorandum, Honourable Humphrey Mitchell pointed out that he had only received a copy of it just prior to the meeting and that "it covered a lot of territory".

As regards the longshoremen, the assistant deputy minister was in constant consultation with them, but, the Minister emphasized, "the ships just have to be turned around".

The Minister noted the criticism directed against the National War Labour Board and considered that criticism was inevitable. However, the Minister indicated that the controls in operation in the national economy were working successfully in the fight against inflation. At a comparable period in the last war the cost of living index increased 39.3 points whereas in the present struggle the rise was 17.7 points, leaving a margin of 21.6 per cent more purchasing power for the workers.

He recalled that at the Trades Congress convention of 1919 there was criticism that no government action had been taken to protect

the living standard of the workers. However, the present administration had faced up to that problem. In so facing up to it, the Minister observed that "we are in goodly company" and pointed to the policies adopted in New Zealand, Australia, and the United States.

Referring to the industrial and labour front, the Minister declared that there was not at that moment a strike in Canada over which the Federal Government had jurisdiction. During the last war there had been five times as much interference in war production in 1917 as in the past year. He regarded this favourable comparison as reflecting credit not only on the government but on the labour organizations of the country.

In connection with conferences on social security he felt that the Trades Congress would take a constructive part in post-war planning.

The Minister commented on the rapid expansion of the Department and that its personnel now totalled over 6,000. This great development in the work of the Department, particularly in the emphasis on manpower, had brought pressing problems, but these were being solved.

With reference to labour representation on Government Boards, the Minister declared: "As far as the Labour Department is concerned I know of no section taken more into consultation by the Department than Labour, and as far as I am personally concerned Labour will be consulted and given recognition on Boards under my jurisdiction."

Prime Minister's Remarks

Following the Minister of Labour, the Prime Minister, Rt. Hon. W. L. Mackenzie King, addressed the delegation. He first regretted the absence of Mr. Tom Moore, the president, who is ill. He recalled that when he started the Department of Labour "there were just six of us", and that in those early days "there were no two men more helpful than Mr. Moore and Mr. Draper," and added: "I think the history of this country will record the services they rendered as among the best in our land."

The Prime Minister then congratulated Mr. Bengough on "the very fair manner" of the presentation, and regretted that there had not been more accomplishment in some of the recommendations. Continuing, the Prime Minister said: "I want to sincerely thank Labour for the co-operation it has given the Government in these trying times. I am sorry if you feel we have not co-operated to the same extent, but it is the magnitude of the problems confronting us that has caused any failure to reach the goal on our part. We

will try to improve where we have fallen short. I am anxious to see as complete a Labour representation as possible on Government Boards, and will emphasize this matter to the Cabinet."

Referring to social security, the Prime Minister stated that this was an important matter for consideration, and "your representations will be helpful to the Government and members of parliament generally."

In concluding his remarks, the Prime Minister warned against the growing impression that the war is nearing a close. He pointed to the factors precluding such an assumption—the fact that Germany has control over a large section of Europe, "converting free citizens into industrial slaves"; and the strong position of Germany as a bastion with vast supplies.

"In the invasion of Europe, British, American, and our own forces will first have to cross water. There will be the tremendous difficulty of landing and then the equally difficult task of keeping them supplied with all the essentials of war."

He considered that the problem of supply for the United Nations "depends on how far our transportation facilities can be made effective."

"There you see the importance of the industrial effort, and I was never more concerned than when I saw the steel industry in danger of lowered production," he said.

"This year the need for the co-operation of all classes is greater than at any stage. This year we face ordeals greater than ever before because of the more intensive problems involved."

Canadian Congress of Labour

THE Canadian Congress of Labour submitted its memorandum of labour recommendations to the Dominion Government on March 8 in the Railway Committee Room of the House of Commons. Heading the delegation, was Mr. A. R. Mosher, president of the Canadian Congress of Labour, and the memorandum was read by Mr. Pat Conroy, secretary of the Congress.

Receiving the delegation were the Prime Minister Rt. Hon. W. L. Mackenzie King, and the following members of the Cabinet: Hon. Humphrey Mitchell, Minister of Labour; Hon. Norman McLarty, Secretary of State; Hon. J. L. Ralston, Minister of Defence; Hon. Ian Mackenzie, Minister of Pensions and National Health; Hon. Colin Gibson, Minister of National Revenue; Hon. W. P. Mulock, Postmaster-General; Hon. J. L. MacKinnon, Minister of Trade and Commerce; Hon. Major General L. R. Laflèche, Minister of National War Services; Hon. Louis Fournier, Minister of Public Works.

Mr. Mosher, in introducing the delegation, stated that the organization represented workers in the mass production industries of the country and that the delegation was smaller than usual because of the fact that many present in other years were doing important war work and it was considered advisable that they stay on their jobs.

The memorandum expressed appreciation of the opportunity granted the Congress to present to the Government the views of its members.

Stating that Canada's war effort had reached "levels of achievement which have attracted widespread admiration, and of which every Canadian may properly be proud," the memorandum

yet expressed "profound regret that the failure of the Government to accept the co-operation offered by organized Labour, and to adopt adequate labour and wage-policies, has prevented the attainment of a still more effective war-effort, and a higher morale among the workers and the people of Canada."

Reference was made to the Congress' presentation of the previous year when the Government had been urged to take action "to provide adequate representation of Labour on Government bodies, including the establishment of industrial councils for the attainment of maximum war-production; to establish a comprehensive labour policy, under which the right to organize and bargain collectively through the union of the workers' choice would be fully protected by the provision of penalties for infringement of that right, and of machinery for the imposition of such penalties; and to establish a wage-policy under which wages and working conditions would be determined by negotiation between representatives of employers and organized workers, subject to such control as might be necessary by industrial councils." It was stated that because of failure to take action on these proposals made by the Congress, setbacks to the war effort had occurred. The Minister of Labour was criticized for "advocating a seven-day continuous production plan for the Vancouver shipyards, without proper consultation with the shipyard workers, and without adequate study of the industrial conditions involved. This created a great deal of unrest among the shipyard workers, and the difficulties which it caused have not yet been overcome. The wage-situation in several shipyards in Eastern Canada has also been very unsatis-

factory, as a result of the failure of the National War Labour Board to deal adequately with it."

It was stated that the administration of the National War Labour Board and the Regional War Labour Board had, with some exceptions, "been a continuous source of irritation to many workers and their organizations." Specific reference was made to the disputes occurring in the steel industry. The recent reorganization of the National Board was, however, commended.

Disapproval was voiced that "the only independent body on which Labour was represented, the Unemployment Insurance Commission, was virtually abolished in October last, thus leaving the Labour movement with no voice whatever on any administrative body."

Labour Representation

In requesting "adequate representation on government bodies," labour representation was especially asked in the administration of National Selective Service, and on the Wartime Prices and Trade Board, particularly in connection with rationing. It was stated that because no distinction was made between sedentary workers and those engaged in heavy physical labour so far as the amount of rationed commodities were concerned, the productivity of workers in certain industries was being affected.

The Government was asked to establish for each basic industry an industrial council on which labour and employers would be represented, following the precedent established in the building industry.

Stress was laid on the desirability of encouraging the establishment of labour-management production committees. "The initiative would have to come from the Government in view of the consistent attitude of opposition toward Labour unions adopted by many Canadian employers.

Government's Labour Policy

The memorandum repeated the declaration made by the Congress the previous year that the Government was failing to enforce the labour policy enunciated in Order in Council P.C. 2635. It was asked that P.C. 10802, authorizing collective bargaining in crown companies be extended to include employees of the National Harbours Board and the Canadian Broadcasting Corporation.

The Congress urged "that the Government ensure by legislation the right of workers generally to organize in the union of their choice, and to negotiate agreements with employers by collective bargaining through that union,

and that penalties be provided for infringement of that right." This, it was stated, "would permit Labour to make a maximum contribution to the war-effort, hasten victory, and provide greater security and freedom in the post-war world."

Government's Wage Policy

The Congress registered its "strong objection" to the wage policy of the Government as established by Order in Council P.C. 8253, of October 24, 1941, and extended by Order in Council P.C. 5963, of July 10, 1942.

In effect, the contention of Congress was while assurances were given that it was not the intention to freeze unfair wage rates and "while some wage levels in isolated cases have been adjusted, the attitude adopted by the Government in connection with the request for a basic rate of 55 cents per hour in the steel industry indicated that the Government was unwilling to establish this rate, in spite of its low level, on the ground that this would make price-control impossible and lead to inflation."

The Congress memorandum then continued:

The Congress does not believe that the increase in purchasing power which would result from the establishment of proper standards of wages in Canadian industry would have a serious effect upon prices. It would involve nothing more than a slight redistribution of the national income in favour of low-paid workers, to enable them to improve to some extent their standard of living, without being detrimental to other classes of the community. The practice of rationing commodities is being extended, and the income tax and compulsory savings are absorbing any excess of income above moderate levels. In the circumstances, the Congress believes that the requests made by organized workers for the raising of wage-levels which are admittedly low, and which employers have agreed to in wage-negotiations, should be approved by the National and Regional War Labour Boards.

One of the most serious objections to the present legislation is that it permits employers to refuse to negotiate with their workers regarding improvements in wages and working conditions, on the ground that this will increase their costs, and, in the absence of an adequate labour policy, the workers find that the Government's wage policy actually strengthens the hands of employers who are opposed to labour organization. The Congress would therefore strongly recommend that a wage policy be adopted which will be more satisfactory to the workers of Canada.

Unemployment Insurance

The Congress reiterated its recommendation for amendments to the Unemployment Insurance Act as follows: (1) to include all employees of the Government; (2) to include all workers regardless of income; (3) to provide for sickness and hospitalization; (4) to prevent discrimination against workers because of

strike activities; (5) to increase the benefits as required to meet standards of health and decency; (6) to increase the contribution made by employers, where necessary, to meet increased costs; (7) to provide benefits for all unemployed persons regardless of their contribution; (8) to provide payment of benefits for the full period of unemployment, and (9) to provide payment of benefits to part-time workers.

Other Recommendations

Other recommendations of the Congress included:

Endorsing social insurance, with Labour representation on any body which would administer it.

Increasing old age pensions to \$60 per month plus cost of living bonus, and reducing the qualifying age to 60 years.

Exemption of cost-of-living bonus from income tax and inclusion of payments on pre-war debts as compulsory savings.

Appointment of a national fuel council.

Increased pay and free transportation for members of the armed forces with protection under the Unemployment Insurance Act on their return to civilian life.

Representation for Civil Service organizations on the Committee dealing with civil service conditions.

Enunciation of post-war reconstruction program with adoption of policies ensuring the four freedoms of the Atlantic Charter.

Reply of Minister of Labour

The Minister of Labour, Hon. Humphrey Mitchell, observed that it was difficult to appraise such a lengthy memorandum when it is only received a few minutes prior to the meeting. He declared that the government "has a positive labour policy," and that "in the advancement of those things that vitally affect the workers, Labour has been and will be consulted."

Referring to the operation of the controls, he said that their acceptance required a measure of self discipline, but that these controls have effected an increase in purchasing power of about 30 per cent. The Minister pointed out that unless there was a stabilized currency and price structure, it would be most difficult to establish a social security policy akin to the Beveridge report.

"The Canadian people," stated the Minister, "have rallied to the Government in support of its anti-inflationary policy, and in its price structure the Government is laying the foundation for stability in the post-war period."

The Minister informed the delegation that Labour-Management Production Committees were being established.

As regards P.C. 4020, the Minister considered that it has had a great deal to do with industrial stabilization. Some policies, he noted, which at first appeared not to be in the best interests of the workers had operated to the benefit of Labour, and he instanced the Industrial Disputes Investigation Act, "which was well ahead of its time" and which the present Prime Minister had instituted.

The Minister assured the delegation that as far as the Labour Department is concerned "you will get that co-operation you have received in the past, and in matters of policy your leaders will be consulted before the policy is set in motion."

Secretary of State

In referring to the request for broadening the scope of unemployment insurance, Hon. Norman L. McLarty, Secretary of State, who was Minister of Labour during the enactment of the measure, pointed out that it was agreed to keep unemployment insurance on a sound actuarial basis. "For that reason," said Mr. McLarty, "it was decided not to take in too much territory, and Labour had agreed that the section of the Act pertaining to strikes was fair and reasonable."

Minister of National War Services

Major General L. R. LaFleche, Minister of National War Services told the delegation that soon there would be a labour representative on the Board of Governors of the Canadian Broadcasting Corporation.

Prime Minister

The Prime Minister, Rt. Hon. W. L. Mackenzie King expressed his pleasure at meeting with representatives of the Canadian Congress. Emphasizing the long view in the approach to problems, the Prime Minister pointed out that the Government had taken a broad attitude in the recent steel strike. "Notwithstanding that it was an illegal strike, I took the longer view that there were circumstances which had to be considered in the national interest in the settlement of the strike," he said.

On the question of labour representation on Boards, the Prime Minister stated that he had impressed that matter upon his colleagues, but was met with the reply that "if we can get the different organizations to agree it would be an easy matter to make such appointments." He pointed out that when "a choice is made in one direction it does not meet with approval in another."

Referring to the National War Labour Board, he hoped that the changes made in

that body would prove beneficial, and added: "Justice McTague has in mind certain improvements which are being carefully considered, and developments in the National War Labour Board may prove very far-reaching in the development of industrial relations on a sound basis."

In conclusion, the Prime Minister referred to the developments which led up to the adoption of the Industrial Disputes Investigation Act, and his own part in the formulation of that legislation.

President of the Canadian Congress of Labour

At the conclusion of the Prime Minister's remarks, Mr. A. R. Mosher, President of the Canadian Congress of Labour declared that the two major labour organizations in Canada—the Trades and Labour Congress and the Canadian Congress of Labour—were now co-operating very closely and that there would be no difficulty in agreeing on Labour nominees.

Canadian and Catholic Confederation of Labour

A DETAILED memorandum was presented to members of the Cabinet by the Canadian and Catholic Confederation of Labour at Ottawa on February 10. The memorandum dealt with a number of questions, some of specific interest to the Confederation and others related to workers generally.

The memorandum was read by Mr. Albert Charpentier, President of the Confederation, who prefaced his remarks with an expression of satisfaction on the part of his organization with the way in which the Minister of Labour was carrying out his tasks, and of confidence in the Minister's sense of justice in respect to granting fair treatment to unions affiliated with the Confederation.

The memorandum opened with an expression of the Confederation's desire to co-operate with the Government in its program for 1943, as outlined in the Speech from the Throne, working towards an Allied victory and elaborating a Canadian post-war charter of social security. The Confederation would appreciate being represented on a commission to study social insurance.

Conciliation and Arbitration

The Government's wartime measures extending federal jurisdiction over investigations of industrial disputes to all war industries, and providing for preliminary inquiries through commissioners, were declared to be satisfactory in principle to the Confederation. However, it was suggested that preliminary inquiries should be confined to provincial Departments of Labour, except in cases of enterprises directly under federal jurisdiction. The provincial departments would be free to recommend, if necessary, the creation of a federal commission. It was claimed that provincial inquirers would be more familiar with provincial legislation and with local complexities of labour unions, etc.

Strikes

The Confederation had voiced its opposition to strikes in wartime as early as the fall of 1939, and was maintaining its stand. It advocated, however, that "some organism be set up to make social injustices disappear and to give additional protection to responsible labour unions."

The holding of a federal-provincial conference was suggested to study the obligatory incorporation of labour unions under federal and provincial laws. "These laws, which should concur as much as possible, could determine the rights and obligations of labour unions, a procedure of conciliation and arbitration for disputes, and the formalities to be followed in the case of strikes."

The Confederation was opposed, however, to Government intervention in the internal administration of unions.

Strike Votes

In regard to the strike vote provided for in the Industrial Disputes Investigation Act preliminary to the establishment of a board of conciliation and investigation, the Confederation considered that this system was obsolete and suggested that the vote be abolished.

Representation Votes

The Confederation was opposed to the holding of representation votes in any plant unless all interested parties had previously consented thereto. It was declared that such votes gave no exact details on the strength of labour unions, and that they came into opposition to certain provincial laws.

Wages and Cost of Living Bonus

The Confederation asked that article 25 of the Wartime Wages Control Order, P.C. 5963,

be amended "to give more powers to the War Labour Boards and to abolish the comparison bases in cases of salaries too low to enable a workman and his family to live decently." It was suggested that the cost of living bonus "should be made obligatory in all cases from the date of the last general increase in salaries, and, if there has been none, since September, 1939." The Confederation also considered that the order should provide for the institution of family allowances.

With regard to P.C. 7679, the order in council relating to minimum wages for men and women working in war industries, the Confederation asked that the same rates be applied to women workers as to men; and that provincial governments be authorized to increase existing rates determined by the minimum wage laws to the rates provided for by P.C. 7679 without necessity of application to War Labour Boards.

It was urged that night work be prohibited for women workers.

Collective Bargaining

The Confederation declared that employers should be obliged by law to recognize regularly constituted unions and to negotiate collective labour agreements. The Confederation favoured the closed shop in plants where only one representative syndicate of employees existed, provided that the union would be responsible before the law and that its members would have legal recourse against it if their rights were violated.

Where employees belonged to different unions, the law should either contain provisions to enable the formation of a cartel which could negotiate with the employer or provide some other procedure for the settling of disputes after consultation with the interested parties.

Company unions should not be allowed by law, the Confederation believed.

Unemployment Insurance and Selective Service

The memorandum submitted that the Unemployment Insurance Commission should operate free of National Selective Service; that both unemployment insurance and employment service should be under the jurisdiction of the Unemployment Insurance Commission instead of, as by virtue of Order in Council P.C. 7994, under the control of a director-administrator "who is, in reality, a representative of the employers."

It was suggested also that the title and powers of Unemployment Insurance Officers

be extended to local officers, in order to expedite procedures regarding payments; that a union should be able to designate its own representative to a court of referees from among the arbitration officers eligible; that all wage earners getting up to \$2,500 a year be subject to the unemployment insurance law; that payments be increased for workers with family burdens; and that women workers should have a representative on the Commission.

The Confederation thought that some simplification of procedure was needed in the registration of workers in local Selective Service Offices, and that more exact information about the occupations of workers should be obtained.

Taxes

The Confederation believed that taxes should be collected on regular wages and not on the cost of living bonus or payments for overtime. It was declared that a bonus sometimes raised the worker's income into a higher classification where he was subject to heavier taxes. Since the bonus was paid to workers to help them meet the higher cost of living and "not merely to be paid right back to the Government in the form of taxes," the object of the bonus was being completely missed. Moreover, a worker might hesitate to work overtime under present conditions, because in addition to increasing his physical fatigue he ran the chance of becoming subject to much heavier taxes.

(In this connection, the Hon. Louis S. St. Laurent, Minister of Justice, replied that a tax on the bonus or on overtime pay could not reduce the workers' income; and that in certain cases a rebate could be obtained at the end of the year.)

The Confederation suggested that sickness insurance and unemployment insurance premiums and labour union contributions be deductible from compulsory savings in the same manner as life insurance premiums. Further it was suggested that each employee periodically be given an official receipt indicating what he had actually paid in as compulsory savings.

Cost of Living and Price Control

The memorandum stated that the Confederation had no objection against the calculation methods used by the Federal Bureau of Statistics in determining the cost of living; however, it suggested that federal authorities verify carefully all information supplied to them which was to constitute the basis of official statistics. The Confederation asked

that a Royal Commission inquire into the whole matter of living costs.

Other Proposals

The Confederation asked that there be a French-Canadian in the post of either Deputy Minister or Assistant Deputy Minister of Labour; and that bilingualism and the representation of French-Canadians be fully taken into account whenever other functionaries were named by the federal Minister of Labour.

Representation was asked on the Unemployment Insurance Advisory Committee, on the National Employment Committee and on the National Conference for the Construction Industry.

The Government was asked to encourage the building of adequate lodgings in centres where workmen and their families could no longer find suitable living accommodation.

The Confederation favoured the adoption of a national flag for Canada.

Discussion of Memorandum

Considerable discussion took place over various points in the memorandum as they arose, as individual Ministers explained the Government's policy towards certain of the requests. Some of the matters were announced to be already under active consideration by the Government.

At the conclusion of the presentation, Hon. Humphrey Mitchell complimented the mem-

bers of the Confederation on their drafting of the brief, and on their fair and able manner of presenting the points to the Government.

In commenting on the friendly and reasonable spirit in which the discussion had taken place, he said: "We are fighting for continuance of the right to meet as free men, and to criticize the Government if necessary, including the Minister of Labour." In the enemy countries, he reminded the group, persecution had been substituted for reason.

He referred to the Government's deep desire to protect and advance the welfare of the working man of every colour, race and creed.

The Ministers who received the representatives of the Confederation included: Hon. Humphrey Mitchell, Minister of Labour; Hon. Louis S. St. Laurent, Minister of Justice; Hon. J. E. Michaud, Minister of Transport; Hon. C. D. Howe, Minister of Munitions and Supply; Hon. L. R. LaFleche, Minister of National War Services; Hon. Alphonse Fournier, Minister of Public Works; and Hon. Colin Gibson, Minister of National Revenue.

The delegation from the Confederation of Canadian and Catholic Workers included: Mr. Alfred Charpentier, General President of the Confederation; Mr. G. Picard, General Secretary; Mr. G. A. Bourdon, General Treasurer; Mr. O. Filion, 2nd Vice-President, Montreal; Mr. Alphonse Roberge, 2nd Vice-President, Quebec; Mr. S. A. Gagnon, Mr. R. Bellemar, and Mr. Irénée Rousseau; Mr. Lucien Gagnon; Mr. Maxime Lavigne; Mr. R. Groulx; Mr. E. St. Amand; and Rev. Léon Courchesne.

Railway Transportation Brotherhoods

A MEMORANDUM of proposed legislation was submitted to the Government by the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods on February 20. The Committee was received by Hon. Humphrey Mitchell, Minister of Labour; Hon. Norman A. McLarty, Secretary of State; Hon. Colin Gibson, Minister of National Revenue; Hon. James A. McKinnon, Minister of Trade and Commerce; Hon. J. E. Michaud, Minister of Transport; Hon. T. A. Crerar, Minister of Mines and Resources; Hon. James G. Gardiner, Minister of Agriculture; and Hon. C. D. Howe, Minister of Munitions and Supply.

Present on behalf of the Railway Transportation Brotherhoods were: Mr. A. J. Kelly, Chairman of Committee, Brotherhood of Railroad Trainmen; Mr. Wm. L. Best, Secretary of Committee, Brotherhood of Locomotive Firemen and Enginemen; Mr. W. H. Phillips,

Vice-Chairman of Committee, Order of Railroad Telegraphers; Mr. H. B. Chase, Brotherhood of Locomotive Engineers; Mr. J. L. D. Ives, Order of Railroad Conductors; and Mr. J. J. O'Grady, Brotherhood of Maintenance of Way Employees.

The memorandum was read by Mr. A. J. Kelly, Chairman of the Committee; and contained the following requests and items:

(1) That a contributory pension plan be established to cover workers employed by the National Harbours Board.

(2) That a national transportation policy be adopted, designed to bring all forms of transportation under one jurisdiction. It was stated that unregulated competition from other forms of transport for hire had a destructive effect upon steam railways. In view of the constitutional difficulties involved in such a policy, appropriate amendments to the British North America Act had been suggested in previous

submissions. It was urged that consideration be given to planning for the equitable regulation of all forms of transport for hire by "some central body on which Federal and Provincial Governments, railway labour and other interests concerned shall have representation."

(3) That amendments be made to the Railway Act "at the appropriate time" to ensure continuance in peacetime of the practice allowed under P.C. 8663, September 25, 1942, making it "unnecessary to station a person on back of tender when engine is moving reversely over level crossings."

(4) That the annual appropriation of \$200,000 to the Railway Grade Crossing Fund be continued without interruption, until the national revenue will warrant an increase to at least \$500,000 annually.

(5) That persons who are paid on an hourly, daily, or monthly basis be allowed the same exemption from taxation on away-from-home expenses as is allowed to those paid on a mileage basis;

That those whose income is composed of payments from a superannuation or pension fund be exempt from taxation under the Income War Tax Act; it being pointed out that such persons receive no cost-of-living bonus.

(6) That the luxury tax of 25 per cent on standard watches be repealed in the case of employees required to carry such watches in the performance of their duties.

(7) That a health insurance scheme be adopted to ensure adequate medical, dental and hospital services. It was stated that such a scheme should ensure preventive as well as curative measures. While recognizing that there might be constitutional considerations involved, it was believed that health security was of national importance and merited Federal financial assistance and co-operation, even if existing provincial health services and facilities were continued.

(8) Interest was expressed in the appointment of a Parliamentary Committee on social insurance.

(9) Co-operation was offered in the forming of a comprehensive plan to cope with post-war conditions, especially in regard to railway transportation.

(10) It was requested that men in engine and train service be allowed an additional ration book to meet conditions caused by irregular hours in the handling of wartime peak traffic.

(11) That labour be given representation on all public boards and commissions, and in the Senate.

The various items and proposals were discussed as they were presented by the members of the Cabinet and of the delegation, the discussion aiding in the clarification of some of the points under consideration.

The Minister of Labour, in replying to the presentation, referred to the unavoidable absence of the Prime Minister due to pressure of duties. He congratulated the delegates on the logical and well-drafted document which had been presented, and praised the contribution which had been made by the railroad organizations in the war period. In declaring that he was particularly interested in the reference made in the memorandum to health insurance and social security, the Minister expressed his hope that when the Parliamentary Committees met to deal with these matters and with post-war reconstruction they would have the benefit of the railroad organizations' experience and opinions.

Some of the items, he stated, were already under consideration by the Government. He would forward copies of the memorandum to the Prime Minister and to other interested Ministers.

Strikes in Wartime in U.S.A.

For the year 1942, man-days lost to war production in the United States from strikes and lockouts amounted to 6/100ths of one per cent of the man-days worked according to the U.S. National War Labour Board. Six days were lost out of every 10,000 days worked.

In 1941 all industries lost an average of 1,753,963 man-days per month. For the first

eleven months of 1942 the monthly average was only 376,725 man-days lost. Thus in 1942 the average monthly loss of man-days was cut more than 75 per cent below the monthly averages of the preceding year. In the same period average monthly employment was up by more than two million.

Labour Organization in Canada

THE thirty-first Annual Report on Labour Organization in Canada, covering the year 1941, has just been published. Owing to the unavoidable delay in publication and to the need for economy, the report is much briefer than usual, running only to 55 pages. It may be obtained for 25 cents from the Department of Labour.

The great increase in trade union membership from 365,544 at the end of 1940 to 461,681 at the end of 1941 brings the number of the members in Canada to the highest point yet recorded, exceeding the peak year of 1919 by 83,634. As returns for December 31, 1942 are not yet available no definite statement as to the gain in membership in 1942 can be made but it is probable that it is at least equal to that in 1941.

All industrial groups show increases but the number of new local unions in the building and metal trades and proportionately heavy gains in membership in mining and metal-working reflect the greatly expanded activity in these industries as a result of the war.

The tables below show the distribution of membership by industrial groups in 1940 and 1941; and, by provinces, the number of local branches of unions and the membership reported.

The Report contains a brief historical statement and shows the number of members, the names of the officers and the unions affiliated to the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Confederation of Catholic Workers of Canada and the Canadian Federation of Labour.

In a list of national and international unions are shown the number and location of their branches and the name and address of the secretary or in the case of an international union, the names and addresses of the Canadian officers. The number of members of each national and international union is also given and the location and affiliation of local unions.

In addition there are lists of federations, district councils, trades councils and railroad brotherhood committees with the names and addresses of their presidents and secretaries.

Benefits paid by Canadian trade unions in 1941 aggregated \$54,867. To this amount may be added the \$208,504 paid by local branches in Canada of the international unions and \$61,188 paid by local branches of national unions, making a total of \$324,559 paid from the Canadian offices of unions in Canada. Paid

MEMBERSHIP BY INDUSTRIAL GROUPS

Group	Membership	
	1940	1941
Mining and quarrying.....	28,641	38,678
Building	40,479	41,106
Metals	39,800	73,836
Printing and paper making.....	25,835	29,758
Clothing, boots and shoes.....	29,348	30,400
Railroad transport.....	83,142	89,727
Other transport	29,712	38,831
Public employees, personal service and amusement.....	39,807	36,640
All other trades and general labour.....	48,780	82,705
Total	365,544	461,681

MEMBERSHIP BY PROVINCES

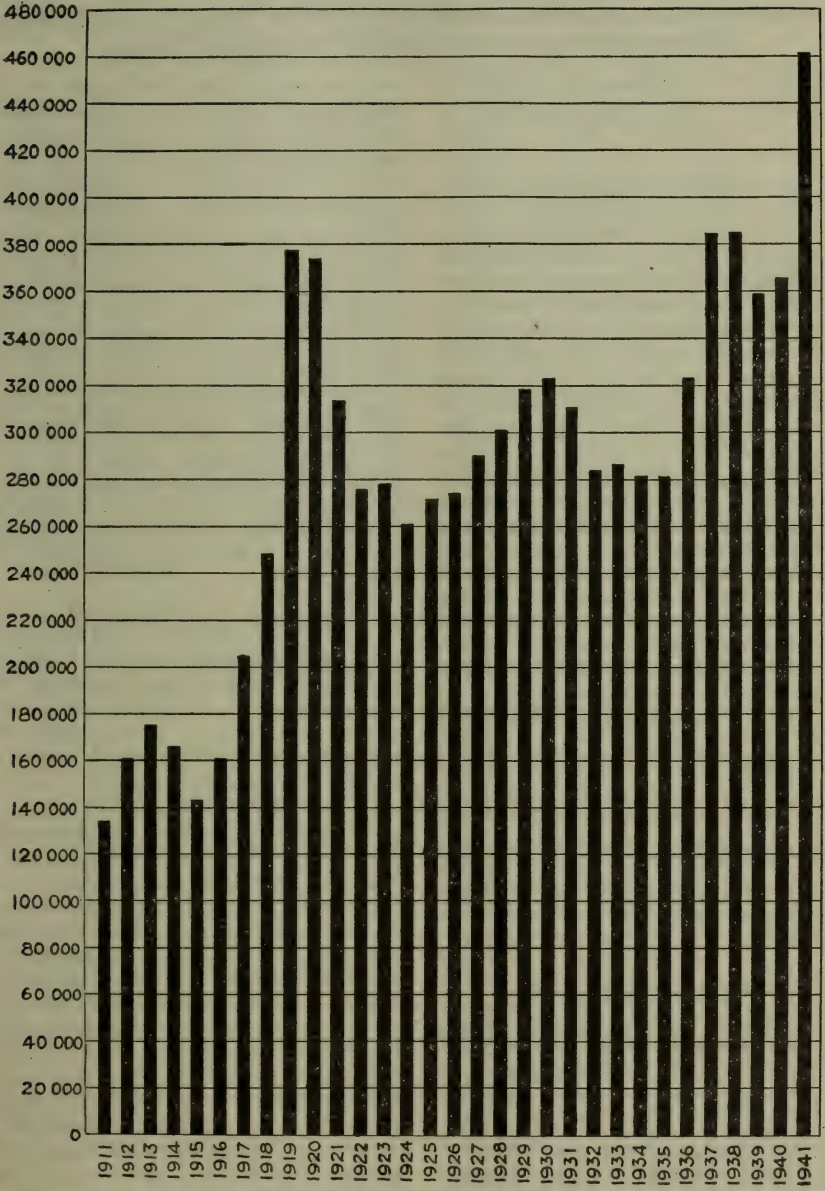
Province	Number	
	Number of reporting branches	Membership reported
Nova Scotia	169	141 25,274
New Brunswick	171	139 15,305
Prince Edward Island.....	10	7 279
Quebec	671	516 121,280
Ontario	1,255	1,053 132,556
Manitoba	214	169 18,557
Saskatchewan	207	180 9,116
Alberta	279	251 23,047
British Columbia.....	342	316 47,598
Locality not specified.....	.....	10 8,013
	3,318	2,782 401,025

from the American headquarters of international unions to their members in 1941 was \$26,383,609 but no information is available as to what proportion of this sum was paid to the Canadian members of these unions.

Finally, the Report gives some information concerning teachers' associations and organizations of other public employees, including those employed by the Dominion, provincial and municipal governments.

THIRTY - ONE YEARS OF TRADE UNIONISM IN CANADA

MEMBERS



Labour Law

Recent Regulations under Dominion and Provincial Legislation

National War Labour Board—Selective Service—Mobilization—Women in Steel Industry—Employment Agents—Japanese—Workmen's Compensation—Longshoremen—Unemployment Insurance—Alberta Hours of Work Act—Quebec Minimum Wages

THE National War Labour Board and the National Selective Service Advisory Board have been reconstituted. Minor amendments have been made in the National Selective Service Mobilization Regulations and two orders relating to fire-fighters and nurses were issued under the National Selective Service Civilian Regulations. Labour shortages in the steel and timber industries have been met by Orders in Council authorizing the Algoma Steel Corporation, Ltd. to employ women in certain occupations and lifting restrictions on the employment of Asiatics on Crown Lands in British Columbia. Income tax adjustments have been authorized for essential war workers from abroad. The charging of fees for procuring employment except by persons representing bona fide employment agencies has been forbidden. The regulations for the control of Japanese persons in Canada have been revised and the British Columbia Security Commission abolished. New regulations governing the payment of workmen's compensation to Canadian Government employees in Newfoundland have been issued. An amendment in the regulations for the protection against accident of longshoremen brings these regulations into conformity with a Convention of the International Labour Conference. All miners in Canada except those receiving a fixed salary have been brought under the Unemployment Insurance Act. Alberta has exempted certain classes of workers in the lumbering industry from the Hours of Work Act and Quebec has renewed Minimum Wage Order 4.

National War Labour Board

Certain provisions of the Wartime Wages Control Order, P.C. 5963 (L.G., 1941, p. 1368; 1942, p. 778), relating to the National War Labour Board have been revised by an Order in Council passed February 11 (P.C. 1141) under the War Measures Act. The Order provides for a three-man Board to replace the former Board of nine or more members and for a National War Labour Committee of

eight or more members equally representing employers and workers to advise the Board. Worker and employer representatives on the former Board have been named to this Committee. In addition, members of the Executive Council of the former Board, other than the Chairman and Vice-Chairman, have been appointed technical advisers to the new Board.

The new Board's functions, like those of the old, include the administration of the Wartime Wages Control Order, the Fair Wages and Hours of Labour Act and the Order in Council relating to fair wages on Government contracts (P.C. 7679, L.G., 1941, p. 1226), the supervision of the Regional War Labour Boards and any other duties assigned to it by the Governor in Council or the Minister of Labour. In addition, the new Board has been authorized to enquire and report to the Minister of Labour on any matters under its jurisdiction.

Until repealed or altered by the new Board, all by-laws of the former Board remain in force except certain enumerated ones relating to meetings of the Board, duties of the Executive Committee, etc. The names of persons appointed to the new Board and Committee were given in the February LABOUR GAZETTE, p. 166.

National Selective Service

National Selective Service Advisory Board.—This Board which was established in March, 1942, by P.C. 2254 (L.G., 1942, p. 415) to advise the Director of National Selective Service on matters of man-power policy has been reconstituted by an amendment in the National Selective Service Civilian Regulations (L.G., Jan., 1943, p. 19) which was passed March 5 (P.C. 1788) under the War Measures Act. By the same Order the Interdepartmental Committee on Labour Co-ordination (L.G., 1940, p. 1101) has been abolished as the centralization of man-power administration in the Department of Labour eliminated the need for such a committee. The original National Selective Service Advisory Board consisted of the members of the Interdepartmental

Committee on Labour Co-ordination, the National War Labour Board and such other persons as the Minister of Labour might designate, with the Minister as chairman. The new Board has the Director of National Selective Service as chairman and consists of persons representing employers, trade unions and agriculture, the Government departments of Finance, National Defence, Agriculture and Munitions and Supply, the Wartime Prices and Trade Board and the Canadian Legion. In addition Associate Directors of National Selective Service and such other persons as the Minister may appoint are members. All members of the Board other than full-time Government employees receive \$15 for each day devoted to the work of the Board and expenses when necessarily absent from their places of residence.

Selective Service Orders.—Two Orders have been issued by the Minister of Labour under the National Selective Service Civilian Regulations. Order 1, dated February 10, exempts the temporary employment of persons engaged in fighting forest fires from the provisions of the Regulations relating to notices of separation, permits to seek employment, agricultural employment and advertisements. Order 2, dated February 22, requires all female graduate nurses under 66 years of age to register on March 17, 18 or 19 at an Employment and Selective Service office if they live in or within five miles of a city or town containing one, or at a Post Office or such other place as the Minister may designate.

Mobilization Regulations

Exemptions and Appeals.—The National Selective Service Mobilization Regulations (L.G., Jan., 1943, p. 153) have been amended in three respects by an Order in Council passed March 4 (P.C. 1713) under the War Measures Act. One change exempts from the Regulations all persons in Canada who are nationals of foreign countries or residents of countries other than Canada belonging to the British Commonwealth of Nations if such persons are employed full-time in Canada by their respective Governments. The provision authorizing Mobilization Boards to hear appeals brought under the National Selective Service Regulations, 1942, has been revoked as the new National Selective Service Civilian Regulations provide for the hearing of appeals by courts of referees set up by a procedure outlined in the Unemployment Insurance Act. One slight alteration has been made in Schedule A of the Regulations.

Registration of Men.—The Mobilization Regulations were further amended by an Order in Council dated March 8 (P.C. 1836) extend-

ing from March 1 to March 15 the date by which men who are at present liable for military service and who have not received medical examination notices must register (L.G., Feb., 1934, p. 266.)

Enforcement.—Arrangements made by the Dominion Department of Labour and the Ontario Attorney-General's Department for the Ontario Provincial Police to assist the Mobilization Section of Selective Service and the Royal Canadian Mounted Police in the enforcement of the Mobilization Regulations were authorized by an Order in Council of February 17 (P.C. 28/1280) under the War Measures Act. Ontario is to be reimbursed for out-of-pocket expenses incurred in this work.

Steel Company to Employ Women

To overcome a shortage of labour, the employment of women by the Algoma Steel Corporation, Ltd. in certain occupations in the blast furnace department has been authorized by an Order in Council passed March 1 (P.C. 1665) under the War Measures Act. The Ontario Mining Act forbids the employment of women except in a technical, clerical or domestic capacity in or about a mine which is defined to include mills, smelting furnaces, roast-yards and all places connected with the crushing, reducing, smelting, refining or treating of minerals. The Order stipulates that the Company must provide such facilities for safeguarding the health and welfare of women employees as are prescribed by the Dominion Minister of Labour in consultation with the Ontario Minister of Mines, and may employ women only in such occupations as the Minister of Labour determines are suitable for women workers. The International Nickel Company received a similar authorization last fall to employ women at its Sudbury and Port Colborne plants (L.G., 1942, pp. 1044, 1171).

Fees for Procuring Employment Prohibited

An Order in Council of February 12 (P.C. 1139) under the War Measures Act prohibits persons who are not acting on behalf of bona fide employment agencies or services established or registered under a Dominion or Provincial law from soliciting or collecting fees as compensation for procuring or offering to procure employment for other persons.

Income Tax Adjustments

Income tax adjustments for persons from abroad engaged in essential war work in Canada were authorized for 1942 and 1943 by an Order in Council of February 5 (P.C. 1/945)

under the War Measures Act. Such persons may be assessed at income tax rates comparable to those prevailing in the country from which they came if their employer furnishes reasonable proof that he may lose their services due to the fact that Canadian tax rates are substantially higher than the rates in the worker's former place of residence. The employer, however, must pay the difference between the amount payable under Canadian rates and the amount which the worker actually pays.

Timber Workers

To provide additional labour for timber production, restrictions on the employment of persons of Asiatic racial origin on Crown Lands in British Columbia, whether imposed by provincial statute or order in council, or by such instruments as contracts, leases, licences or concessions, have been suspended for the duration of the war emergency by an Order in Council of February 23 (P.C. 1422) under the War Measures Act. The Order is not to restrict the powers granted to the Minister of Labour for the control and placement of Japanese in Canada (*see below*) nor is it to affect the provisions of the Defence of Canada Regulations or orders issued them.

Control of Japanese in Canada

The regulations for the control and placement of persons of the Japanese race evacuated from the protected areas in British Columbia (P.C. 1665, L.G., 1942, pp. 254, 1368) have been revised and consolidated by an Order in Council of February 5 (P.C. 946) under the War Measures Act. Administration of the regulations has been transferred from the British Columbia Security Commission to a Commissioner of Japanese Placement who will work under the supervision of the Minister and Deputy Minister of Labour. The Security Commission which was established in March, 1942, by P.C. 1665 and 1666 (L.G., 1942, p. 254) served without remuneration and has now completed the initial placement of evacuated Japanese persons.

The new regulations empower the Minister of Labour to

plan, supervise and direct the evacuation from the protected areas of British Columbia of all persons of the Japanese race and the placement and control of such persons elsewhere in Canada and to take such measures as he deems necessary to provide or to arrange for the transportation, housing, feeding, care, protection, employment and welfare of such persons.

In addition the Minister's powers are enumerated specifically and include among other

things authority "to employ persons of the Japanese race for such purposes at such rates of wages and on such terms and conditions as he deems advisable," and to make rules and regulations respecting the conduct, activities or discipline of Japanese in Canada. He may also enter into agreements with any Provincial Government regarding the placement of Japanese persons in a province.

The Minister is to be assisted by an Advisory Board consisting of the Deputy Minister, the Commissioner of Japanese Placement, the former chairman of the British Columbia Security Commission, officials of the Royal Canadian Mounted Police and the British Columbia Provincial Police and such other persons as the Minister may nominate.

All orders and regulations issued under P.C. 1665 remain in force until revoked by the Minister. The new regulations went into effect on January 25, 1943.

Workmen's Compensation in Newfoundland

The Government Employees' Compensation Regulations, 1942 (Newfoundland) authorized by an Order in Council of February 8 (P.C. 1004) under the War Measures Act and the War Appropriations Act, No. 2, 1942, replace regulations on this subject issued a year ago (P.C. 992, February 9, 1942). The original Order in Council extended the provisions of the Government Employees' Compensation Act to employees of the Canadian Government who were injured or killed after July 1, 1941, in Newfoundland or while travelling between Canada and Newfoundland. Compensation was to be paid at the rates established by the Workmen's Compensation Act of the province in which the worker ordinarily resided or at Newfoundland Workmen's Compensation Act rates for residents of Newfoundland.

The new regulations clarify the meaning of such terms as "compensation", "employee" and "Newfoundland". The provisions relating to persons ordinarily resident in Canada are unchanged and provincial Workmen's Compensation Boards will deal with such cases. Compensation for all persons not ordinarily resident in Canada is to be paid according to the terms of the Newfoundland Workmen's Compensation Act, but the amount of compensation to which each worker is entitled under the Act is to be determined by the Minister or Deputy Minister of Transport.

There have been a number of other Orders in Council under the War Measures Act extending the provisions of the Government Employees' Compensation Act to various other groups of persons employed by the Canadian Government such as workers in Government-

owned plants, persons enrolled in the War Emergency Training Program and Employees of the Inspection Board of the United Kingdom and Canada.

Canada Shipping Act

The regulations for the protection against accident of workers employed in loading or unloading ships (L.G., 1939, p. 154) have been amended by an Order in Council passed February 19 (P.C. 1342) under the *Canada Shipping Act* to bring them into conformity with the provisions of the Convention adopted by the International Labour Conference in 1932 concerning the safety of this class of worker. The amendment stipulates that copies or summaries of the regulations must be posted up in a prominent position at all docks.

Unemployment Insurance Act

All persons employed in mines whose earnings exceed \$2,000 a year but who are not paid a fixed salary have become insurable under the *Unemployment Insurance Act* by an amendment passed February 26 (P.C. 656) in the regulations relating to contributions.

Seamen's Safety in Wartime

The International Labour Office has recently published a bulletin entitled "Life-Saving Measures for Merchant Seamen in Time of War" (Studies and Reports, Series P (Seamen), No. 4). It was prepared in accordance with a resolution of the conference of the Joint Maritime Commission held in London in June, 1942, which requested the I.L.O. "to communicate to the Governments as soon as possible, on the basis of existing practice in the countries having the widest experience in this matter and of the suggestions for further improvements—which have been approved by the Commission, a summary statement of the life-saving measures best calculated to protect merchant seamen in time of war . . ."

First Aid in Industry

In regard to the training of employees to administer first aid in cases of industrial accidents, the following points have been brought out in discussions with employers by Dr. W. J. Bell, Acting Commissioner of the Workmen's Compensation Board of Ontario:—

- "(a) Trained first aiders are auxiliary to, and do not replace, professional personnel.
- "(b) Owing to their larger numbers, they may be close to the scene of an accident so that necessary transportation is facilitated and the injury is not aggravated by unskilful handling pending the arrival of doctor or nurse.

Formerly only those miners whose annual earnings were below the \$2,000 limit on insurability under the Act and those whose earnings exceeded \$2,000, by virtue of war increments of various types (L.G., 1942, p. 69) were insurable under the Act.

Alberta Hours of Work Act

The annual Orders (L.G., 1942, p. 59) exempting cooks, cookees, bull cooks, night watchmen and barn bosses in the lumbering, logging and railway tie industries from the provisions of the Hours of Work Act requiring a weekly rest day and limiting hours to 9 a day and 54 a week were gazetted February 15 and 27. The Orders apply only to operations more than 10 miles from a city or in towns or villages of less than 1,000 population, and will expire October 31, 1943.

Quebec Minimum Wage Act

Order 4, which applies to all workers not covered by special Orders under this Act, (L.G., 1942, p. 586) was renewed to April 1, 1944 by a notice gazetted March 6.

Part I of the Bulletin contains the text of the resolutions adopted at the London Conference (L. G., 1942, p. 882). Part II is a summary statement of life-saving measures prepared by the I.L.O. in accordance with the request quoted above. This statement is based on the British practice, because the wartime rules applicable to the British merchant navy represent the practice of the country having the widest experience, and they were, as revised in the middle of 1942, the latest rules available to the Joint Maritime Commission. The Commission did not have an opportunity at its Conference to consider fire-fighting appliances, but the I.L.O. Bulletin outlines the British rules on this subject in Part III.

- "(c) The trained first aider becomes accident conscious and through this, accident prevention conscious.

"In any consideration of industrial accidents, the human factor is the one element against which no mechanical safeguard, however perfect, can protect. For this group we require trained first aid. The elementary course and certificate is the portal through which all enter the first aid field but the trained first aider, who can be depended upon, in emergency, to know what to do and what not to do, is the result of years of study and practice."

Prices and Price Control

Price Control in Canada During February, 1943

Activities of Wartime Prices and Trade Board in Regard to Prices, Rationing, and Conservation—New Interdepartmental Relationships

AMONG the more important orders issued during the month were those affecting the prices of certain foods—oranges, potatoes, beef cuts sold at retail in Toronto and Winnipeg, and meals and certain beverages. Other pricing orders were concerned with miscellaneous items such as fertilizer sold in Ontario and the other eastern provinces, lumber sold at retail in the interior regions of British Columbia, and several used goods. In the field of pricing policy, the Board announced a new order setting forth the principles and procedure to be followed regarding applications for price adjustments and in the determination of prices for new or modified goods (B-214, Jan. 12; effective Feb. 15, 1943.)

Several simplification and conservation orders were introduced affecting chiefly certain textile and metal products. Also during the month certain changes were announced regarding the relationships between the Board and other government departments, viz., the Department of Munitions and Supply and the Department of Agriculture.

Relationships with Department of Munitions and Supply and Department of Agriculture

As announced by the Minister of Finance on February 9, certain changes in jurisdiction affecting relationships between the Wartime Prices and Trade Board (responsible to the Minister of Finance) and the Wartime Industries Control Board (responsible to the Minister of Munitions and Supply) have been arranged, and lines of responsibility between the Wartime Prices and Trade Board and the Department of Agriculture have been clarified. In announcing the changes and new definition of functions, the Minister pointed out that they presented "no substantially new alignment of authority", but that the rapid development of controls in different government departments resulted in some overlapping and some uncertainty of jurisdiction which required clarification.

A number of civilian end products which had originally been brought under the jurisdiction of the Wartime Industries Control Board because of their critical material content were transferred to the appropriate administrators of the Wartime Prices and Trade Board. Among the products were stoves, vacuum cleaners, washing machines, radios and radio parts, refrigerators, etc. The general principle underlying the transfer is "that jurisdiction over basic materials or end products, the principal use of which is for war purposes, should rest with the Wartime Industries Control Board, while those which are primarily of a civilian nature should be with the Wartime Prices and Trade Board". The transfer necessitated the rewriting of a number of controller's orders affecting these products as administrators' orders.

In order to bring all fuels under a single jurisdiction, the Coal Administration (including fuelwood) was transferred to the Wartime Industries Control Board which already had control over oil, natural gas and electric power.

In clarifying relationships between the Board and the Department of Agriculture, overlapping has been eliminated as far as possible and clear-cut responsibilities established. The Minister of Finance summed up the working principles as follows: "The Department of Agriculture is responsible for production by primary producers, for export arrangements under contract to meet the needs of Great Britain and the United Nations and, where its field organization is already functioning, for inter-area distribution and transfer of supplies as required. The Wartime Prices and Trade Board is responsible for imports, and for wholesale and retail distribution. The Board also has final responsibility in all matters of price and rationing. Wherever there are mutual interests, there will be the fullest consultation, interchange of information, and co-operation and mutual use of office and staff".

Food Price Orders

Beef.—During the month the Board passed an order specifying maximum retail prices for beef cuts in the Toronto and Winnipeg areas, effective during the period March 1 to March 24, 1943. This is the first order to be issued by the Board publishing specified maximum retail prices for a food commodity, and Toronto and Winnipeg were selected as representative eastern and western cities for its application. The order sets out in schedule form for each area the maximum retail price for the primary cuts, secondary cuts or miscellaneous cuts into which a side of beef is divided, and the retailer is required to keep this schedule posted in his shop, along with an illustrated cutting Chart showing the location of each primary cut on the side of beef. (B-232, Feb. 2).

In line with the Board's policy announced last October of allowing seasonal variations in beef prices, maximum wholesale prices for carcasses, sides and quarters of beef were advanced 50 cents per cwt. for the period Feb. 11 to March 25. (A-587, Feb. 8).

In order to facilitate the movement of beef from areas of surplus production in the West to those of heavier consumption in Eastern Canada, the Board approved a temporary policy of subsidizing part of the transportation costs involved. Beginning with shipments of February 8 moving at carload freight rates from Western Canada to the East, the Board, through the Commodity Prices Stabilization Corporation, Limited, will reimburse shippers to the extent that transportation charges per pound exceed the difference between the maximum price in the zone of destination and the maximum price in the zone of shipment. The zone of shipment comprises the three prairie provinces, while the zone of destination takes in the Maritimes, Quebec, and all of Ontario except the northern belt. The Board will cancel, modify or reinstate this arrangement as the beef supply position and market conditions warrant.

Veal.—Maximum wholesale prices for carcasses, sides and quarters of bone-in veal were fixed in an order, effective February 8. Prices are fixed for each of the 15 zones into which Canada has been divided for the purposes of the earlier orders regulating beef and lamb prices. The maximum prices are to serve as a year-round ceiling and seasonal variations may take place below that level. Maximum retail prices are to be so regulated as not to exceed the retailer's delivered price for the carcass, side or quarter plus a mark-up not exceeding 9 cents per pound. (B-233, Feb. 6).

Potatoes.—During the month the Board established maximum prices on potatoes in carload lots. Maximum wholesale selling prices in smaller quantities, however, remain as provided in a previous Board Order (No. 219). Under the previous order it was expected that normal market negotiations between shippers in the producing areas and wholesalers in the consuming areas would produce a sufficient differential between shippers' carload prices and wholesalers' maximum selling prices to allow normal and reasonable handling charges to the wholesaler. Climatic and other unusual conditions during the weeks following the passing of the Order served to produce a strong sellers' market, with the result that wholesalers were unable to obtain supplies at other than maximum prices. Since the Board was not prepared to force back prevailing prices to the shipper or grower, nor to permit an increase in consumer prices, it established a minimum and maximum spread between carload lots which the wholesaler buys and the smaller lots which he sells. This spread will be attained by permitting the wholesalers' maximum selling prices for potatoes sold in less than carload lots to follow seasonal increases as provided in a previous order (Board Order No. 219), and by retarding the price increase on carload lots until a reasonable spread is reached. The spread should allow the wholesaler to recover at least his handling and unloading costs. (B-236, Feb. 16).

Oranges.—The maximum mark-ups used in pricing oranges were revised in an order, effective February 22. The retailer's mark-up is limited to 25 per cent of his selling price. Previously the maximum retail mark-up was 20 per cent. In handling Florida oranges, retailers are allowed an additional 5 per cent of their laid-down cost to cover spoilage charges. The wholesaler's mark-up is similarly limited to 15 per cent of his selling price. Under the new regulations, retailers are to show the size with the price of all oranges offered for sale when not sold by weight and the price per pound when sold on a weight basis.

Milk.—The retail price of milk in the Vancouver area has been brought into line with other large areas throughout Canada. Under a new order, an increase of one cent per quart has been authorized, effective March 1. The new retail price to Vancouver consumers will be 10 cents per quart, after allowance has been made for the consumer subsidy of two cents per quart now in effect. The increase in price, which is passed on to the producer, allows an additional return of 35 cents per 100 lbs. of standard milk. The

Board's action was taken following a special survey of the Vancouver milk situation which had shown that total milk production had declined while a sharp increase in fluid milk sales had occurred at the expense of the production of concentrated milk products and butter. The survey further demonstrated that the reduction in milk output was due mainly to the farm labour problem and the dissatisfaction of producers with prevailing milk prices.

Other Price Adjustments

Meals.—Restaurant and various other public caterers were authorized, after having filed certain forms with the Board, to discontinue serving any beverage normally included with a meal without reducing the price of the meal or, alternatively, to charge 5 cents for any such beverage if served with the meal at the customer's request. Also, restaurants that had been serving tea or coffee without meals at less than 10 cents per serving were allowed to raise the price to not more than 10 cents. The purpose of the order is to afford some measure of relief to public caterers for increased costs brought about by higher prices, principally for fresh fruits and vegetables and certain other foods. It is also aimed at restricting the use of tea and coffee for which ration coupons are not required in public eating places.

Fertilizer.—In an order setting maximum prices per ton for fertilizer materials, mixed or complete fertilizers or approved tobacco fertilizers, the price of fertilizer to the farmer in Eastern Canada has been reduced by about \$2.00 a ton. The reduction has been made possible by adoption of simplified practice, elimination of extra transportation and selling costs, and through other economies in the trade affected by a zoning plan introduced recently. (A-601, Feb. 23).

Newsprint, etc.—The maximum price of newsprint in Canada has been raised by \$4 per ton, effective March 1, 1943, to conform with an increase of the same amount concurrently announced in the United States. In a joint statement released in the United States by the Office of Price Administration and the Wartime Prices and Trade Board, it was pointed out that newsprint is one of the few commodities which had not increased in price since the outbreak of war. During the past year the Board had been conducting a careful examination of the costs and operations of the newsprint industry for the purpose of discussing with the United States authorities the increase necessary to meet higher costs of wood operations, transportation and other

wartime factors. It was recognized that price increases in raw materials impose a considerable burden upon the publishing industry, but a study of conditions in the newsprint industry made it clear that relief was essential in order to prevent a serious impairment of production. (A-628, Feb. 27).

In another order issued during February, maximum retail prices were specified for lumber sold in the interior region of British Columbia. The new schedule replaces the ceiling established for this region under a previous order (A-585, Feb. 5, amending A-412).

Used Goods.—Regulations affecting used wine and distillers' bottles, used food jars and bottles, and used pharmaceutical, toilet goods and proprietary medicine bottles, set out maximum prices at which dealers may sell bottles of certain listed types. They provide a price differential for washed bottles, and rules are prescribed for washing of bottles which have contained pharmaceutical or food products. (A-605, A-623, A-624, Feb. 23).

Under two separate orders, covering used metal pipes and used steel shafting, the basis for determining maximum prices has been established. In addition, sales have been brought under control by making sales for civilian purposes subject to a permit from the administrator. (A-625 and A-626, Feb. 23).

Rentals

Under an amending order, landlords who formerly were required to wait as long as 17 months and 29 days for housing property purchased after December 10, 1942, may now occupy the property at the end of 12 months. The amendment refers only to "term certain" leases in effect in Ontario and Western Canada. Under the original order the purchaser of property occupied by a tenant having a "term certain" lease was required to give notice to vacate of at least 12 months expiring at the end of April or September, whichever day came first after receipt of the notice. Now the notice may be effective at the end of any lease month which ends the 12-month period. In Quebec and the Maritimes, where leases customarily expire on these days and where tenants would experience greater difficulty in finding accommodation at other times, the previous provision is still in effect. (A-600, Feb. 16).

With regard to rooming accommodation, householders renting rooms for the first time to boarders and lodgers are no longer required, except in certain areas, to apply to the Rentals Committee to have the rates fixed, provided

that the rooms are furnished and are equipped with bedding and linen for each occupant of the room. The landlord renting accommodation so equipped for the first time, must not, however, fix the charge at a rate higher than those which were charged on October 11, 1941, for similar rooms in the same locality. (A-598, Feb. 16). The areas excepted are those in which landlords must register all rented rooms and housekeeping rooms stating the rates they are charging, after which they are issued with maximum rate cards by the local rental authorities. There is a general order (A-488) which may be applied to any area which sets out the procedure for registration and control of rates of rooming accommodation. Landlords in any area designated as coming under the terms of this general order and also in Halifax to which a similar separate order applies (A-421) must continue to have rates for first rentings approved.

During February, the town of Trenton, Ontario, and a two mile radius around it were brought under the provisions of A-488 and forms for application for maximum rate cards were described. (A-590, Feb. 6.) Landlords in Dauphin, Manitoba, are required to register any rooming accommodation which they now rent or which they rented during the preceding month. (A-599, Feb. 16).

Consumer Rationing

Butter.—By arranging for the first butter coupon on the new ration book to become valid on March 10, to be followed by the second coupon on March 20, and the third on March 27, two pounds of butter for every person will be distributed during the month of March. In making this announcement it was pointed out that production normally reaches its lowest point during February and March, but that supplies were being moved as rapidly as they became available from surplus producing areas to the urban centres where there is a deficiency. The first three purple butter coupons in the new ration book are valid until April 30.

Dairy Butter.—Under a new order, effective March 1, wholesalers and retailers have been authorized to take any amount of dairy butter offered to them at prescribed prices. The order puts into effect a uniform price ceiling in each province, thus aiding farmers who had been operating under low ceiling prices. In buying dairy butter the storekeeper or wholesaler will surrender the usual ration coupons which are secured from the customers unless the farmer offers more dairy butter than can be sold in the normal course of trade. If this is the case, the farmer will be given a receipt, instead of coupons, and the stocks of butter will be turned over, through local agents, to the Commodity Prices Stabilization Corporation,

Limited. The corporation in turn will dispose of the stocks of butter for use in manufacturing and through other available outlets. In selling butter direct to the consumer, the farmer must still collect ration coupons for the amount of butter sold.

Ration Book No. 2.—Twelve million copies of Ration Book No. 2 were issued and distributed for use on March 1. Each book contains one green sheet of tea-coffee coupons, one pink sheet of sugar coupons, two purple sheets of butter coupons, several sets of spare coupons, one sheet of instructions regarding sugar for canning purposes, and one application for sugar for canning. Tea-coffee and sugar coupons have the dates they become due printed on the back. Butter coupons are dateless as are the spare coupons.

Ration Coupon Banking.—Beginning March 1, many distributors will be able to deposit the ration documents they receive on sales of sugar, butter, tea and coffee with their banks, thus relieving them of many of the difficulties of handling ration documents. Dealers in food, such as importers, wholesalers, creamery and cheese factories as well as retailers whose normal monthly gross sales in foods exceed \$5,000 were required to open ration bank accounts, and those who do not operate accounts may take their documents to their own banks and exchange them for a bank transfer voucher in favour of the supplier. Later, the system was extended to quota users such as public caterers and institutions.

Conservation and Simplification

Clothing.—The manufacture of work clothing, leather garments and cotton sportswear is to be further simplified as the result of an order amending the schedule of restrictions and eliminations affecting these garments and providing more specific and in some cases more rigid specifications. In addition, styles of these garments—leather garments, parkas, cotton windbreakers, ski slacks, etc.—are cut by 50 per cent and the remaining 50 per cent of the styles are frozen. (A-593, Feb. 11.) Another simplification order affects the manufacture of men's and boys' dressing gowns. (A-606, Feb. 23).

Contracts to be let by the Department of Munitions and Supply for a large number of leather jerkins for the Armed Forces, necessitated an order to control supplies of glove and garment leather now in tanners' hands in order that raw materials might be diverted from ordinary processing to meet the requirements of the Armed Forces. The order prohibited tanners and processors from selling or putting into process hides or leather suitable for such manufacture except on Government orders and

required them to send in reports on all hides and leather in their possession noting quantity, quality, etc. (A-609, Feb. 23). In order to conserve existing supplies and ensure a satisfactory distribution of shirts manufactured to meet the standards for officers' shirts, an order was passed requiring manufacturers and wholesalers selling such shirts to retailers to obtain the retailer's signed promise not to re-sell the shirts except to or for the use of commissioned officers of the Armed Forces. (A-608, Feb. 23).

Metals.—As mentioned above, certain Controller's orders respecting goods transferred to the jurisdiction of W.P.T.B. have been re-written as Administrator's orders. Further restrictions on production of these goods are contained in some sections of the new orders, Nos. A-610 to A-620, but in the main they carry through the former regulations issued by the Controller of Supplies. In general the manufacture of these products for civilian use is prohibited except with permission, and in some cases the sale or installation for civilian purposes also requires permission. In some of the orders, A-613, A-614 and A-619, the restriction concerns the use of metal in these products, and in A-620 the restriction concerns the use of film for certain purposes. These orders, listed below, were passed on February 23 to become effective March 1.

- No. A-610—Respecting electrical appliances for domestic use.
- No. A-611—Respecting radios, radio phonograph combinations, phonographs and replacement parts for radios.
- No. A-612—Respecting domestic washing machines, ironers and domestic and commercial vacuum cleaners.
- No. A-613—Respecting the use of metal in the manufacture of certain goods.
- No. A-614—Respecting metal furniture, upholstered furniture, bedding and parts.
- No. A-615—Respecting domestic refrigerators.
- No. A-616—Respecting refrigerating and air-conditioning equipment.
- No. A-617—Respecting commercial laundry and dry cleaning equipment.
- No. A-618—Respecting stoves and ranges.
- No. A-619—Respecting trunks.
- No. A-620—Respecting transparent film.

In order to conserve materials and reduce inventories, an order has been passed simplify-

ing the manufacture of incandescent, fluorescent and other electric discharge lamps in reference to the number of types, shapes, sizes and voltages. The order eliminates lamps for purely decorative purposes and reduces the number of sizes and shades of coloured lamps. A special schedule of certain types is allowed for the Departments of Munitions and Supply, National Defence, Pensions and National Health, Allied Governments or for ships' stores. (A-607, Feb. 23.) Amendments were made in the orders regarding the metal to be used in the manufacture of surface heating coils, and the use of metal in certain parts of coal stokers. (A-583, Feb. 2, and A-586, Feb. 6.) The order halting the sale of all new shotguns in Canada has been relaxed to permit the movement of all except 18 makes and types of 12 gauge guns, since the inventory required last fall has been completed and a considerable percentage of the guns required for the Department of Munitions and Supply have been ordered. (A-603, Feb. 20).

Paper.—The manufacture of paper boxes has been simplified by an order eliminating extension edges or flanges on set-up boxes except where the bottom ledge is necessary as a cover rest. The order also does away with lace and padded tops and the use of any textile in paper boxes for packaging or displaying jewellery other than rings and watches (A-592, Feb. 11).

Oils and Fats.—In order to maintain the supply of glycerine, the use of cocoanut and other high lauric acid oils now in short supply has been restricted to products in which at least 90 per cent of the available glycerine content of the oil is recovered. Finished products must not contain more than 1.5 per cent glycerine on an anhydrous basis. In addition 25 per cent of all stocks amounting to 60,000 pounds or over must be held in reserve, consisting where possible of crude whole oils, and may not be sold or used without the Administrator's permission (A-602, Feb. 19). The importance of fats in the manufacture of explosives and other vital war material is the reason for an order requiring persons who slaughter cattle for sale as beef to remove at the time of slaughter, from carcasses, sides or quarters, the kidneys and certain internal fats. Large quantities of beef fats will in this way be collected at the source before there is a chance of wastage or deterioration and be salvaged for essential war uses. (Board Order No. 231, Feb. 2).

Prices, Retail and Wholesale, in Canada, February, 1943

Cost of Living, Prices of Staple Articles and Index Numbers

THE official index number of the cost of living in Canada has declined during each of the last two months, the level at the beginning of February being one fifth of one point lower than at the beginning of January and 1.9 points lower than at the beginning of December, 1942. This index calculated by the Dominion Bureau of Statistics on the base of average prices during the period 1935 to 1939 as 100 was 116.9 at February 1, 117.1 at January 2, 118.8 at December 1, 1942 and 100.8 at August 1, 1939, the last pre-war month. The decline at the beginning of February was due mainly to lower prices for certain foods particularly eggs and oranges but minor decreases were recorded also in the fuel and clothing groups. Moderate increases were recorded in the prices of potatoes and meats.

The increase in the index since the outbreak of war was 16 per cent as compared with an increase of 41.3 per cent between July, 1914, and January, 1918, the comparable period during the last war. Between October, 1941, and February, 1943, the period covered since

the establishment of price control, the advance in the index was 1.2 per cent. For the comparable period during the last war, that is between October, 1916, and February, 1918, the advance was 23.4 per cent.

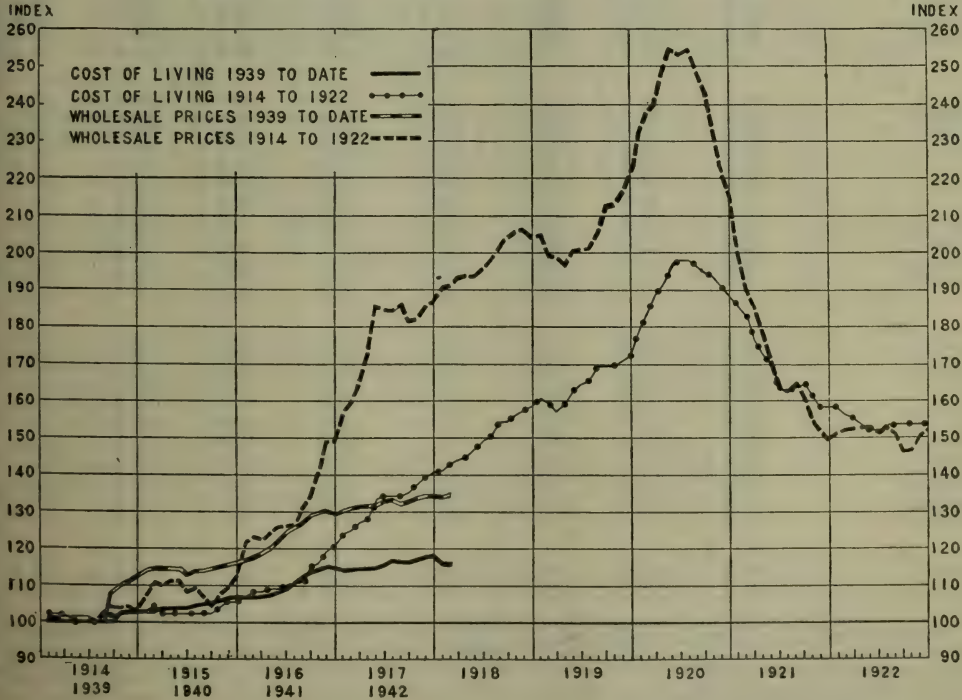
Foods advanced 27.6 per cent between August, 1939, and February, 1943; clothing 20.0 per cent; home furnishings and services 16.7 per cent; fuel and light 13.8 per cent; rent 7.2 per cent; and the miscellaneous group 6.1 per cent.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the LABOUR GAZETTE

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1942

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100-0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscel- laneous
1913.		79.7	88.3	74.3	76.9	88.0		70.3
1914.		80.0	91.9	72.1	75.4	88.9		70.3
1915.		81.6	92.7	69.9	73.8	96.8		70.9
1916.		88.3	103.3	70.6	75.4	110.8		74.5
1917.		104.5	133.3	75.8	83.8	130.3		81.5
1918.		118.3	152.8	80.2	92.2	152.3		91.4
1919.		130.0	163.3	87.6	100.7	175.1		101.2
1920.		150.5	188.1	100.2	119.9	213.1		110.3
1921.		132.5	143.9	109.2	127.6	123.4		112.5
1922.		121.3	121.9	113.7	122.2	147.0		112.5
1926.		121.8	133.3	115.9	116.8	139.1		106.1
1927.		119.9	130.8	114.5	114.4	135.6		105.1
1928.		120.5	131.5	117.3	113.2	135.5		104.8
1929.		121.7	134.7	119.7	112.6	134.8		105.0
1934.		95.6	92.7	93.2	102.1	97.1		97.8
1935.		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936.		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937.		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938.		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1.	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1.	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2.	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
February 1.	103.0	103.8	104.5	104.4	105.8	103.3	104.3	101.9
March 1.	103.8	104.6	104.8	104.4	105.7	107.8	105.9	101.9
April 1.	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
May 1.	104.1	104.9	104.4	106.9	106.1	107.8	106.2	101.8
June 1.	104.1	104.9	103.8	106.9	106.0	109.1	106.5	101.8
July 2.	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
August 1.	105.1	105.9	105.4	106.9	108.4	109.1	106.9	103.0
September 2.	105.6	106.4	105.4	106.9	108.5	112.4	108.9	102.8
October 1.	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
November 1.	106.9	107.8	108.7	107.7	108.5	113.5	110.0	102.8
December 2.	107.1	108.0	109.1	107.7	108.5	113.5	110.7	102.8
Year.		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2.	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May 1.	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year.		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942								
January 2.	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1.	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1.	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2.	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1
December 1.	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2
1943								
January 2.	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5
February 1.	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wages rate of less than twenty-five dollars per week.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES
IN CANADA AT THE BEGINNING OF FEBRUARY, 1943

Base August, 1939=100

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
HALIFAX.....	114.7	130.8	104.8	104.4	116.9	114.7	106.0
SAINT JOHN.....	115.9	124.6	107.3	109.5	121.5	116.0	109.9
MONTREAL.....	118.8	132.0	108.3	116.3	123.2	117.6	105.7
TORONTO.....	115.3	126.1	108.5	117.7	117.4	113.9	107.4
WINNIPEG.....	114.1	126.8	104.4	107.1	117.1	115.8	105.7
SASKATOON.....	116.7	127.8	113.1	107.0	119.4	119.7	105.7
EDMONTON.....	113.5	126.2	100.0	99.4	123.3	117.1	106.7
VANCOUVER.....	114.7	129.4	99.4	111.5	117.9	113.0	107.2

AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND
FUEL AT CERTAIN DATES, 1914 TO 1943

Commodities	Unit	Feb. 1914	Feb. 1915	Feb. 1916	Feb. 1917	Feb. 1918	Feb. 1920	Feb. 1922	Feb. 1929	Feb. 1933	Feb. 1939	Feb. 1941	Feb. 1942	Jan. 1943	Feb. 1943
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	24.0	23.5	23.8	27.0	32.6	36.6	27.7	34.9	20.5	26.5	31.1	33.9	38.3	38.4
Beef, round steak.....	lb.	.....	20.5	21.1	24.1	29.7	32.8	23.1	29.9	16.4	22.3	26.9	30.1	34.7	34.9
Beef, rib roast.....	lb.	.....	18.9	19.3	21.5	27.0	29.5	21.3	27.5	15.5	19.8	26.3a	29.4a	33.2a	33.6a
Beef, shoulder.....	lb.	16.3	16.2	16.5	17.9	23.2	23.8	15.7	21.7	11.0	15.2	18.5b	21.2b	25.3b	25.6b
Beef, stewing.....	lb.	.....	.....	.....	.....	.....	19.9	12.3	17.3	9.0	12.5	15.2	17.7	21.4	21.7
Veal, forequarter.....	lb.	17.0	17.6	18.2	20.9	26.7	25.9	18.8	24.3	12.2	16.8	20.6	21.3	24.4	25.2
Mutton, hindquarter.....	lb.	20.8	20.3	21.7	25.9	31.9	33.1	26.2	30.5	17.3	23.5	29.7c	31.8c	35.9c	37.6c
Pork, fresh from ham.....	lb.	21.9	18.7	20.4	26.1	34.1	37.0	27.5	27.5	12.2	23.6	22.7	29.4	31.2	31.4
Pork, salt mess.....	lb.	17.3	17.6	18.3	22.6	31.6	35.3	25.8	26.5	13.5	21.2	20.0	24.0	24.6	24.7
Bacon, not sliced.....	lb.	26.0	24.5	26.8	32.6	45.6	52.2	39.3	37.8	17.4	30.3	.....	39.1	40.0	40.6
Bacon, sliced.....	lb.	.....	.....	.....	.....	.....	55.9	43.8	42.4	20.5	33.8	32.3	43.1	44.9	45.1
Fish, salt cod.....	lb.	.....	.....	.....	.....	.....	24.6	21.4	21.3	17.9	18.5	19.7	24.3	28.3	27.9
Fish, finnan haddie.....	lb.	.....	.....	.....	.....	.....	.....	20.2	20.5	16.7	17.5	19.4	22.6	26.6	26.8
Lard.....	lb.	18.7	17.7	18.5	25.1	33.7	39.2	20.8	22.5	11.8	13.3	10.5	16.0	17.5	18.0
Eggs, fresh.....	doz.	42.6	40.8	42.2	54.9	63.8	.....	56.2	49.7	28.8	29.6d	29.7d	39.1d	51.4d	44.4d
Eggs, cooking.....	doz.	35.4	32.9	34.7	44.5	49.0	.....	47.7	41.4	22.5	24.7f	26.1f	34.6f	45.3f	39.2f
Milk.....	qt.	9.2	9.2	8.7	10.1	11.9	14.0	13.0	12.5	9.4	10.9	11.2	11.8	10.1	10.2
Butter, dairy.....	lb.	30.7	30.7	32.9	43.2	47.7	65.9	39.4	44.0	22.3	24.0	.....	35.0	37.1	36.3
Butter, creamery.....	lb.	35.3	35.3	38.5	48.0	52.8	73.9	44.7	48.3	25.7	27.1	38.1	38.4	40.0	40.0
Cheese, Canadian mild.....	lb.	21.8	23.0	22.6	29.5	30.4	38.0	28.7	33.8h	19.4h	22.6h	24.0	36.5	34.0	34.0
Bread, white.....	lb.	4.2	4.7	4.5	6.1	7.5	9.1	7.0	7.7	5.6	6.6	6.7	6.8	6.8	6.8
Flour.....	lb.	3.2	4.3	3.8	5.2	6.5	7.6	4.7	4.9	2.6	3.1	3.6	3.6	3.6	4.2
Rollod oats, bulk.....	lb.	4.2	5.1	4.8	5.3	7.5	8.1	5.5	6.3	4.6	5.1	5.2	5.7	5.8	5.6
Rice.....	lb.	5.8	5.9	6.2	6.8	10.1	15.8	9.6	10.5	8.0	8.1	9.1	10.5	12.0	12.2
Tomatoes, canned, 2½'s.....	tin	.....	11.3	11.9	20.5	24.8	21.4	19.1	15.7	11.7	10.7	13.6	13.8	14.0	14.0
Peas, canned, 2's.....	tin	.....	10.2	10.6	14.3	19.8	20.5	19.0	15.9	11.6	10.6	11.9	12.5	12.8	.....
Corn, canned, 2's.....	tin	.....	10.1	10.6	15.7	23.2	21.6	17.2	15.9	11.6	10.7	12.0	13.3	13.7	.....
Beans, dry.....	lb.	5.9	6.9	8.8	12.6	16.9	11.6	8.5	11.1	3.8	5.1	6.5	6.5	6.5	6.4
Onions.....	lb.	.....	.....	.....	.....	.....	10.0	9.8	7.5	3.5	4.1	4.2	6.5	5.0	5.4
Potatoes.....	75 lb.	100.0	83.3	141.3	195.8	184.2	325.8	133.2	109.7	79.1	110.2	107.5	169.5	.....	.....
Potatoes.....	15 lb.	.....	.....	.....	.....	69.8	31.6	26.5	19.2	26.1	26.0	37.6	40.9	42.7	.....
Apples, evaporated.....	lb.	12.6	11.8	12.9	14.0	20.5	27.9	21.7	20.8	15.1	15.4	14.8	15.6	15.7	16.3
Prunes, medium.....	lb.	12.0	12.9	12.9	13.8	17.2	26.0	18.5	13.6	10.6	10.9	11.5	12.6	13.4	14.1
Raisins, seedless, 16 oz.....	pkg.	.....	.....	.....	.....	.....	.....	28.0	16.0	17.2	16.8	16.7	17.2	16.0	14.7j
Currants, bulk.....	lb.	.....	.....	.....	.....	.....	.....	23.4	19.6	16.2	14.7	14.8	15.1	15.3	15.4
Peaches, canned, 2's.....	tin	.....	.....	.....	.....	.....	.....	36.3	26.8	20.9	16.8	15.6	16.0	15.8	.....
Corn syrup, 5 lb.....	tin	.....	.....	.....	.....	.....	.....	52.1	42.5	39.3	43.0	45.3	59.3	60.3	61.1
Sugar, granulated.....	lb.	5.6	7.9	7.9	9.1	10.5	16.1	8.8	7.6	5.7	6.4	7.4	8.6	8.6	8.6
Sugar, yellow.....	lb.	5.3	7.2	7.3	8.5	9.9	15.2	8.3	7.1	5.6	6.2	7.4	8.4	8.4	8.5
Tea, black.....	lb.	35.8	36.8	39.1	41.5	50.9	64.2	55.4	70.8	42.2	58.9	68.8	83.5	.....	.....
Coffee.....	lb.	37.7	38.5	39.8	42.0	40.7	59.9	54.0	60.8	40.5	34.3	45.6	48.0	44.4	44.2
Cocoa, ½ lb.....	tin	.....	.....	.....	.....	.....	.....	30.1	27.6	24.6	19.2	19.6	19.0	18.9	19.0
Coal, anthracite, U.S.....	ton	8.61	8.58	8.58	10.99	11.86	14.27	17.44	16.34	15.39	14.64	15.83	16.60	16.60	16.58
Coal, bituminous.....	ton	6.24	5.95	5.99	8.06	9.32	10.68	11.27	10.09	9.42	9.44	10.02	10.57	10.65	.....
Coke.....	ton	.....	.....	.....	.....	.....	.....	11.84	12.02	12.74	13.59	13.39	13.39	13.39	13.39
Wood, hard, long.....	cord	6.70	6.61	6.64	7.66	10.36	11.99	12.73	12.13	9.97	9.56	9.99	11.27	11.36	11.64
Wood, hard, stove.....	cord	.....	.....	.....	.....	.....	13.82	14.72	14.63	11.99	11.61	12.14	13.52	13.86	14.20
Wood, soft, long.....	cord	5.06	4.95	4.86	5.39	7.91	9.44	9.26	8.83	7.52	7.14	7.42	8.14	.....	.....
Wood, soft, stove.....	cord	.....	.....	.....	.....	.....	10.89	11.29	10.99	9.11	8.54	8.87	9.56	.....	.....

a Rolled. b Blade. c Lamb. d Grade A. f Grade B. h Kind most sold. j Bulk.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Beef					Veal		Pork					Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast per lb.	Lamb, leg roast per lb.	Fresh loin, per lb.	Fresh leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular meas, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
Dominion (average)	38.4	34.9	33.6	25.6	21.7	27.5	25.2	37.6	34.5	31.4	26.9	24.7	40.6	45.1
Nova Scotia (average)	41.8	35.4	32.8	25.9	21.4		15.0	36.5	34.2	35.0	27.3		24.3	42.0
1—Sydney.....	46.5												25.0	42
2—New Glasgow.....	41.6	36.7	34.1	27.7	23.7		15	36.3	35.5	35	29.4		24.7	44.0
3—Amherst.....				24.8	19.3				32.3				24.0	46.0
4—Halifax.....	40.8	34.4	30.8	25.6	22.5			36.7	33.7		27.4		23.8	42.9
5—Windsor.....	38.7		33.3	26.0	21.5				34.3		26.0		24.3	44.4
6—Truro.....	41.4	35.0	33.0	25.6	19.8				35.2		26.4		24.1	44.8
7—P.E.I.—Charlottetown.....	37.8	33.2	32.2	25.1	21.9		20		35.0	29.0	26.4		24.2	44.7
New Brunswick—(average)	41.0	34.6	32.3	24.5	20.2	24.4	23.5	38.0	33.2	34.5	26.3	24.2	38.5	44.1
8—Moncton.....	39.3	33.7	32.0	24.4	19.2		25	37.0	34.7	35	28.2	24.0	38	46.5
9—Saint John.....	42.4	34.6	32.5	24.6	20.4	23.7	22	36.0	34.3	34	27.3	24.0	39	42.6
10—Fredericton.....	41.4	35.2	32.5	23.8	21.1	25		41.0	29.7		23.4	24.6		45.4
11—Bathurst.....		35.0		25.0					35.0					41.7
Quebec (average)	36.6	35.3	29.8	24.3	17.5	23.2	24.3	34.4	29.4	28.5	24.6	24.6	34.0	42.6
12—Quebec.....	38.2	36.4	26.4	26.0	16.4	28	23	34.7	24.7	23	23.6	24.6		38.8
13—Three Rivers.....	38.3	35.1	29.0	23.8	18.7			32.4	27.0		24.0	22.9		46.0
14—Sherbrooke.....	39.2	36.3	32.0	27.4	18.7		25	35.5	31.9	32	24.5	24.8	38	37.6
15—Sorel.....	36.5	37.1	30.7	22.5	16.8	26.3		34.0	29.9		23.1	23.1		44.0
16—St. Hyacinthe.....	31.4	31.7	28.9	22.1	19.1			32.0	27.8		24.3	21.8		45.5
17—St. Johns.....	40.6	36.7	30.5	25.0	16.0	32.7		41.3	35.2		26.7	24.7		44.6
18—Theftford Mines.....	30.1	33.7	23.0	25.1	16.4		25	30.8	24.6	24	23.9	24.0	30	37.3
19—Montreal.....	38.2	35.7	35	22.5	17.8	25.9	24	34.7	31.3	35	24.5	27.2		44.2
20—Hull.....	37.3	35.1	33	24.4	17.4			34.5	32.1		26.8	28.5		45.7
Ontario (average)	35.5	35.6	34.9	26.7	22.4	25.2	27.2	38.4	36.6	33.2	28.4	25.6	41.5	44.9
21—Ottawa.....	40.7	37.1	37.2	28.1	23.2			37.8	33.9		27.2	27.3		47.1
22—Brockville.....	36.7	35.5	33.3	26.6	22.5			38	33.5		26.2			46.3
23—Kingston.....	38.2	34.1	32.6	25.7	17.9		30	39.6	36.3	30	27.1	26		44.4
24—Belleville.....	35.7	33.5	34.5	25.2	21.5		32	37.5	34.8	30	28.4		45	46.1
25—Peterborough.....	38.5	35.3	36.2	26.6	22.3		29	38.6	37.2	32	29.3			45.1
26—Oshawa.....	37	35	37.9	27.1	23.7		27	39.3	37.5	30	28.7		42	45.5
27—Orillia.....	39.5	35.2	35	26.7	25.7			39.2	38.6		30			47.7
28—Toronto.....	40.3	36.2	39.4	28.3	24.7	29.7	23	39.3	37.7	37	25.7	24.3	40	47.4
29—Niagara Falls.....	37.6	35.7	34.1	26.4	20.1		41	37.5			27.7			44.3
30—St. Catharines.....	41.8	36.7	38.2	28.5	21.4		27	38.6	38.4	30	28.5		40	45
31—Hamilton.....	40.7	37.5	36.3	27.7	25.4	30.2	25	38.8	37.4	30	30		42	44.6
32—Brantford.....	38.6	36.2	35.2	27.5	20.5	27.7		38.6	37		29.3		43	46.5
33—Galt.....	38.7	36	36.3	27.9	24.4	29.3	29.5	39.5	37.8		28.3		43	46.2
34—Guelph.....	36.3	33.3	32.5	24.6	23.4	28		40.8	36.6		28.8			45.4
35—Kitchener.....	37.6	36.3	33.9	26.8	23.4	28.1		38.5	37.5		27.5			45.1
36—Woodstock.....	38.7	35		26.3				38	37.7		27.5			42.7
37—Stratford.....	36	35.5	36.3	27.3	21.7			36.3	36.7		29.2			45.7
38—London.....	39.2	36.1	35.8	27	22.7	28.6	25	37.9	37	35	27.8		40	44.3
39—St. Thomas.....	39.7	36.4	36	26.8	24.1	28.8		36.7	37.4	34	29.1		43	44.2
40—Chatham.....	39.2	36.3	36.3	28.1	20.4	29.3		41	37.5		32.2	26		45.5
41—Windsor.....	39	35.5	35.1	26.4	23.9		24	35.8	35.9	35	29.3	26.9	38	43.6
42—Sarnia.....	38.2	34.5	34.2	26.2	22.7	29.3		37.3	35.7		28.3	28.1		45.4
43—Owen Sound.....	37.6	34.9	34	25.6	21.1			38	35.1		26.6			44.5
44—North Bay.....	40.3	37.4	36.7	28.4	26.3				38.3		30.1			46.1
45—Sudbury.....	38.3	36	34	26.3	21.4		30	36.2	36.4		28.7	24.2	40	42.1
46—Cobalt.....	37.7	34.7		29.3	20.7		28		34.3	38	28.3	25.7		42.4
47—Timmins.....	35.7	34	32.3	24.7	22.6	26	25	37.3	36.4	32	27.6	25.6	37	41.3
48—Sault Ste. Marie.....	40	36.7	30.7	26.3	20.8	25	27	37	34.8	35	27.7	24.1	40	42.3
49—Port Arthur.....	39.3	35.2	32.6	24.2	21.7	26	27	38.6	35.4	35	27.6	24.4		46.6
50—Fort William.....	38.3	36.3	31.7	23.7	20.1		28	40	36.4	35	28.7	24.3		44
Manitoba (average)	36.3	31.4	32.7	23.7	21.3	25.6	21.0	36.3	35.8	25.0	27.7	23.2	37.0	45.5
51—Winnipeg.....	37.3	32.3	31.1	24.3	22.8	25.6	22	37.6	36.5		30.1	23.2	39	44.9
52—Brandon.....	35.2	30.5	34.2	23	19.8		20	35	35	25	25.3		35	46.1
Saskatchewan (average)	33.7	30.2	30.4	22.6	19.2	22.8	21.0	33.4	31.4	27.7	22.5	22.1	39.7	42.3
53—Regina.....	36.7	32.8	31	22.9	20.5	23	22	32.5	31.3	28	21.7		43	43.6
54—Prince Albert.....	28.3	26.4	27.3	20.3	18.3		22	31.7	31		20.3	22.7		36.1
55—Saskatoon.....	35.2	29.9	30.6	22.7	17.4	22.6	20	32.6	31.4	28	23.3	21.5	36	44.5
56—Moose Jaw.....	36.6	31.7	32.8	24.3	20.5		20	36.8	31.8	27	24.7		40	45.1
Alberta (average)	36.4	32.5	31.5	23.7	20.5	23.7	24.3	36.9	33.8	27.5	25.0	23.6	36.5	45.7
57—Medicine Hat.....	35.8	32.2	31.8	23.8	23.6		24	35.7	34.3		24	23.3		45.1
58—Drumheller.....	35.2	32.5	27.5	23	18		25	35.7	34.5	28	26	23.3	35	44
59—Edmonton.....	35.3	30.3	31.9	22.2	19.2	23		35.7	35		26.4			44.8
60—Calgary.....	38	32.8	35.5	23.9	22.4	24.2	25	39.3		29	24.5	35		47.4
61—Lethbridge.....	37.7	34.5	31	25.7	19.4		23	37	31.3	25.5	23.7		39.5	47
British Columbia (average)	41.3	37.1	37.4	26.6	26.9	30.6	28.4	41.5	35.4	33.0	27.6	25.9	46.0	50.9
62—Fernie.....	38.3	36	38.7	26.7	25	28.7		40			23.4			47.1
63—Nelson.....	39	36.3	39.7	28.5	28		28	41.7		37			44	46.8
64—Trail.....	42.2	38	37.4	29	27.3		28	45	37.7		35	25.7	42	47.3
65—New Westminster.....	40.7	38	37.4	24.8	26.1	28.5	28	39.5	33.9	29	25.2	44	51	
66—Vancouver.....	41.9	36.6	35.7	24.9	27.1	28.9	28	41	33.8	29	27	26.4		52.7
67—Victoria.....	44.1	38.7	39.5	27.1	28.3	32.1		41.7	36.6		28.3	26.6		52.6
68—Nanaimo.....	44.6	39.4	37.3	28	29.3	33.7		41.8	35.2	35	27.5		50	56.2
69—Prince Rupert.....	39.7	35	35	24	24	31.7	30	41				28.1	50	53.6

a. Price per single quart higher.

b. Grocers' quotations.

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable per lb. package	Eggs		Milk in bottles, per quart	Butter	
	Cod steak, fresh, per lb.	Halibut, fresh and frozen per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finman haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
65.4	24.1	37.1	25.7	27.9	26.8	22.2	18.0	19.6	41.4	39.2	10.2	36.3	40.0
66.0	18.6	39.5		29.4	21.7	22.8	18.8	19.8	49.2	46.5	10.2	39.0	43.2
68.9	17	35		29.0	21.7	22.5	18.1	19.5	52.6	46.5	11-12	38	43.2
68.0	21.5	35		29.6			18.9	19.8	49.2		10	40	43.1
62.0				29.1			18.8	19.9	48.5		9b		42.9
67.0	19	40		29.4		21.2	18.1	19.7	50.4		10-5a		44.0
		45		29.2			18.7	19.5	47.3		10		43.0
64.2	17	42.5		30.0		22.5	19.9	20.4	47.1		10		43.1
66.2		42.0		27.6		23.7	18.0	19.6	42.9	38.0	8-9	36	40.8
65.7	18.6	38.4		28.4	21.4	23.7	18.2	19.5	45.9		10.3		42.8
64.4	15	38		29.5		24.1	18.4	20.1	46.5		10		43.5
66.6	18	39.3		29.4	21.4	23.8	17.5	19.5	46.4		11		42.3
66.1	23.3	41.3		28.8		23.1	18.7	19.6	47.2		10		43.4
	18	35		25.7			18.0	18.8	43.3				41.9
67.0	18.7	35.5	26.0	15.8	26.2	22.3	18.0	19.2	44.2	41.1	9-2	38.5	39.0
59.3	16.5	37.5	26	15.8	24.3	21.7	18.5	19.3	43.3	38.3	10	38	39.8
68.2	19	39.3		15.7	27.0	22.1	17.7	19.6	40.7	38.0		40.7	38.5
67.8	18.7	40				21.8	18.6	19.5	45.1		9-1	35	38.4
67.3		37				22.8	18.1	19.4	41.5		9		39.9
64.6	20	40				22.7	17.5	19.2	44.2	41.7	8		38.9
70.4						22.9	18.3	19.0	45.9				38.4
66.0						21.3	18.0	19.3	43.3	42.7	8	39	38.9
70.7	19.1	38.6				22.3	18.2	19.1	47.2	42.4	10-5a	40	39.1
69		37				25.2	23.2	18.7	46.7	43.7	10		38.8
65.2	23.3	37.5	28.0	29.4	26.6	22.2	18.0	19.2	44.2	39.8	10.4	38.7	39.6
67.8		36.5	25	33.1	23.5	21.8	17.8	19.1	47.6		10		39.2
64.9	28	37.5		30.6			18.3	19.3	42.4		10		38.3
63.7	19	38.1	25.3	31		23.7	17.7	19.2	44.7	41	10-0	38	39.2
64.9		39	23		27.5		17.9	19.1	43.9	39.3	10-0	40	39.1
63.7	29	27					17.9	19.1	42.3	40.4	10	38	39.6
65.5							18.5	19.5	45.5		10		39.9
62			26.5				18.2	19.2	41.7	39.3	10		39.6
68.4	22.1	42.4	32.8		28.7	20.2	17.7	19.1	46.3		11	40	40.1
64.9						21.5	18.3	19.6	44.8		10-5a		40.6
66.5							17.9	19	45.3		10-5a	37.5	39.9
66	26.3	41.3	34			22.7	17.7	19.1	45.5	43.3	10-5a	40	40.3
65.6	24	37.5	28				18.1	19.2	41.9		10		39.6
67						23	18	19.1	42.5	40.1	10	38.5	39.3
66.1							18.3	19.2	41.3		10		40
65.2		41	28.5			22.3	18.2	19.2	41.1	38.6	10		39.7
64.6							18.4	18.9	40.2	36.2	10		39.5
64.4		35	29				18.4	20.3	41.7	38.5	10		39.7
66.3	18	35	28	31			18	19.1	42.9	40	10	39	39.2
65.6		38	27.5	30			18.6	19.3	43.1		10		40.1
66.9							18.1	19.3	40.6		10		38.5
65.3	19	36.5	35			20.2	18	19	44.5		11		39.4
66	27	35					18.1	19.4	45.5	40.5	10		40.1
62.2						23	17.1	19.1	40.9		10		39.8
64.4							18.4	19.4	48.3		11		39.8
64.8		35	25	27.5		22	17.9	19.2	47.4		11		39.4
63.3						23.2	17.8	19.3	47.5		11	37	38.3
65.2	21	36.8	26.5			23.2	18.9	19.5	48.3		12-0		40
63		37.5	27.5			20.3	17.8	19.3	47.6		11		40.2
66.8		38	25.7			22.7	17.2	18.8	44.7		11		39
66.5		35	27.7	25.5		22.6	17.8	18.9	45.5		11		39.3
66.1	32.0	37.4	27.5	30.0	28.9	20.9	17.4	20.3	42.5	36.8	9-8	33.0	37.5
66		36.6	27.5	30	29	20.9	17.1	19.4	44.4	37.5	10		37.4
66.1	32	38.2			28.7		17.6	21.2	40.6	36	9-10	33	37.5
62.8	27.2	34.8	16.1		26.7	20.8	16.7	20.4	40.9	36.2	10.0	32.3	38.6
62.5	30	34.6			27	22	16.5	21.6	39.7	37.7	10		38.4
61.9	25	34	13.3		27.7	19	17.2	19.5	41.3	35.7	10	32	39.7
61.3	26.3	34.3	17.1		25.4	20.7	17	19.9	43.2	36.4	10	32	38.2
65.4	27.5	36.3	18		21.5		16	20.5	39.8	35	10	33	38.1
62.8	28.9	35.5	21.8		29.5	21.3	16.9	20.1	41.6	36.3	10.0	29.8	38.0
60.8	29	35.7			29.5		16.8	19.9	41	35	10		37.5
63.1	27.5	36.7	20			22.3	17.1	20.1	41.4		10	30	38.9
61.6	28.4	34.4	24.9		29		17.1	19.8	42.4	37	10	29.5	37.5
63.9	30.9	35.8	20.6		30.7	21.8	16.5	19.8	42.3	36.8	10	30	38.1
64.7	28.5	35				19.7	17.2	21	40.8		10	29.5	38
66.5	29.0	34.1		27.5	28.3	22.4	17.8	20.5	45.3	40.0	10.7	39.0	41.5
64.3	27.7	36		27.5	28.3		17.5	20.6	47.6	40			39.7
66	28	35.5					18	22	50.3		10.5	39	41.4
67.3	34.5	39.7				24.3	18.3	22.3	50.8		11.5		39.8
65.7	27.2	31.7				21.6	18.4	19.5	41.9		9		41.3
67.9	25.9	31.9				21.3	17.5	18.9	41		9		41.1
67.1	27.5	34.6					18.4	19.8	42.2		11		41.5
69.6	32	35					18.9	20.2	41.4		11		43
64		28.4					19.3	20.3	47.4		13		44.1

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb. in 7 lb. bag	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, baked, per 16 oz. tin			
Dominion (average)	34.0	6.8a	19.3	4.2*	5.6	9.3	12.2	14.0	14.4*	14.9*	11.1	6.4	5.4	
Nova Scotia (average)	34.0	7.5	20.0	4.6	5.9	9.9	11.1	14.9	14.3	14.9		6.5	5.8	
1—Sydney	34.1	6.7-8.8	20	4.3	5.7	9.9	9.8	14.7	15	14.9		6.2	6.3	
2—New Glasgow	34.3	6.7-7.3	20	4.7	6.1	10	11.2	14.8	14.3	14.6		6.2	5.4	
3—Amherst	33.5	7.3c	20.1		5.8	10	10.5	15	13.2	14.7		6.2	5.9	
4—Halifax	33.8	6.7-8	20.1	4.4	6	9.7	11.7	15	14.7	15.2		7.1	6	
5—Windsor	33.7	8.8c	19.5	4.8	6	9.5	10.5	14.7	14.3	15		6.9	5.5	
6—Truro	34.8	6.7	20	4.7	5.9	10	12.8	14.9		15		6.6	5.4	
7—P.E.I.—Charlottetown	31.7	7.3	19.9	4.6	6.0	10.0	10.8	14.6	14.7	14.8		6.5	6.2	
New Brunswick (average)	33.3	7.4	19.9	4.6	5.9	9.7	10.9	14.8	14.5	14.9	11.6	6.4	5.8	
8—Moncton	33.9	8	20.3	4.6	5.8	10	11	14.7	14.6	14.8	12.3	6.6	6.3	
9—Saint John	32.9	6.7-7.3	19.3	4.3	5.8	9.7	11.4	14.7	14.1	14.9	11.3	6.8	6.2	
10—Fredericton	33.1	6.7	20	4.8	6.3	9.5	11.8	14.6	14.8	14.9	11.3	6.4	5.6	
11—Bathurst	33.3	8c	19.8		5.6	9.5	9.3	15				5.6	5	
Quebec (average)	32.5	5.4	16.0	3.9	5.6	9.7	11.8	12.7	14.4	15.4	11.4	6.0	6.3	
12—Quebec	33.5	5.7-5.5	18.3	3.7	5.8	9.7	12.4	13.1	14.2	15	12.6	6.3	6.6	
13—Three Rivers	31.8	5.3-6	14.8	4	5.5	9.6	11.9	13.1	14.4	15.1	10.9	5.5	6.6	
14—Sherbrooke	33.1	5.3	15.1	4.1	5.9	9.7	11.9	12.8	15.3	15.7		5.7	5.9	
15—Sorel	31.3	4.7-5.3c	14.7	4	5.3	10	11.8	12.5	14.2	17.2		6.3	7.8	
16—St. Hyacinthe	31.7	4	16.3	4.1	6	9.9	12.1	12.4	14.7	15.1	11.5	5.7	5.8	
17—St. Johns	33.1	5.3c	17.2	4	5.5	9.7	12.6	12.4	15.1	15.4	12	5.7	6.7	
18—Theftford Mines	31.5	5.3	14.9	4	5.1	9.7	10.3	12.7	14.2	14.9	12	5.4	5.7	
19—Montreal	33.9	5.3-6.7	17.5	3.8	5.4	9.5	11.5	12.3	13.2	14.6	10.6	5.9	6	
20—Hull	32.9	5.3-6c	15	3.8	5.5	9.5	11.9	12.9	14.3	15.4	10	7.3	5.7	
Ontario (average)	34.1	6.3	17.7	4.1	5.6	9.1	12.4	13.5	13.9	14.5	10.8	6.1	5.4	
21—Ottawa	33.7	6.7	16.6	3.8	5.6	9	12.6	13.3	14	15.4		6.5	6.1	
22—Brockville	31.7	6.3	14.1	4	5.5	9	12.1	13.7	14.3	14		6.3	6.1	
23—Kingston	32.9	5.3-6.7	15.7	4.3	5.3	9.1	11.9	13.1	14.1	14.9	10.8	6.4	5.8	
24—Belleville	32.6	5.3-6.7	16.6	4.3	5.1	9	11.6	13	14.3	14.2	11.7	5.6	5.1	
25—Peterborough	32.8	5.3-6.7	17.8	4.2	5.4	8.7	12.4	13.1	13.7	14.5		5.8	5	
26—Oshawa	34.9	5.3-6.7	13.3	3.9	5.6	9	12.1	13.5	14.6	14.5	10	6.7	5.5	
27—Orillia	33.6	6.7	16.9	4.1	5.1	8.9	12.2	13.9	13.7			5.7	4.6	
28—Toronto	36.8	6.7	18.1	4.3	5.3	8.8	12.3	13	13.3	13.8		6.1	5	
29—Niagara Falls	34.3	6	18.3	4.3	5.4	9	11.8	12.8	13.2	14.3		6.9	6.1	
30—St. Catharines	35.3	6.6-7	18	4.2	5.6	9	12.1	12.8	14.3	14.4		6.8	5.5	
31—Hamilton	35.1	6.6-7	17.5	4.2	5.5	8.8	12.3	13	13.5	14		5.9	5.5	
32—Brantford	35.6	6.6-7	18.2	4.1	5.4	9.1	13.3	13.8	13.7	13.8	10	5.8	4.8	
33—Galt	37.1	6.7	17.9	4	5.5	8.7	12.7	13.7	13.8	14		5.7	5.1	
34—Guelph	37.2	6	18.7	4	5.7	9	12.6	13.7	13.8	14.3		5.7	5.3	
35—Kitchener	36.2	6.7	17.2	3.9	5.9	8.9	12.7	13.8	14.1	14.7	10.7	6.3	5.2	
36—Woodstock	33.2	6	16.6	3.7	5.7	8.9	12.7	14	13.7	14.3	9.7	6.1	5.1	
37—Stratford	36.6	5.3	17.2	3.9	5.7	9.2	12.5	13.5	14.7	15	11	6.3	5.7	
38—London	31.6	6.7	18.8	4	5.5	8.9	12	13.3	13.9	14.2	10.3	5.8	5.1	
39—St. Thomas	33.7	5.3-6.7	20.7	4.2	5.8	8.5	12.4	13.6	13.5	14.7	11	5.7	5	
40—Chatham	31.6	5.3	19	3.8	5	8.8	12.7	13.4	13.5	13.9		5	4.5	
41—Windsor	34.3	5.3-6.7	17.3	4.2	5.1	8.9	12.1	12.6	13.5	14.1	10.8	5.5	4.6	
42—Sarnia	35.2	6	18.5	3.9	5.9	9.2	12.8	14	13.9	15.3		6.7	4.9	
43—Owen Sound	33	6c	16.7	3.9	5.4	9.4	11.9	13.4	14.1	15		6	4.7	
44—North Bay	34.3	6.6-7	16.6	4.3	6.2	9.9	13	14.3	14.3	14.8		6.5	6.2	
45—Sudbury	32.6	6.7	16.3	4.2	6.1	9.2	12.4	13.5	14	14.8		6	5.7	
46—Cobalt	32.3	6.7	16.6	4.2	5.8	9.7	14.4	14.9	14.5	15.2		5.8	5.9	
47—Timmins	32.9	6.7	18	4.4	5.9	9.7	13	14.1	14.1	14.7	11.8	6	6.6	
48—Sault Ste. Marie	32.8	6.7	15.7	4.1	6	9.4	12.6	14.1	14.6	15.2	12.6	7.1	5.6	
49—Port Arthur	34.6	6.6-7	24.1	4.1	5.5	9.5	11	13	13.6	14.3	9.9	6.1	5.1	
50—Fort William	33.9	6.6-7	18.6	4	5.4	8.9	11.9	13.2		13.4		6.1	5.2	
Manitoba (average)	33.2	7.0	21.6	3.8	5.7	9.0	12.5	15.1	15.0	15.5		6.9	4.8	
51—Winnipeg	33.6	6.4-8	21.2	3.7	5.6	8.9	12.6	14.7	14.8	15.4		6.8	4.2	
52—Brandon	32.7	6.4-7.1	21.9	3.9	5.8	9.1	12.3	15.4	15.2	15.5		6.9	5.4	
Saskatchewan (average)	33.3	7.0	22.3	4.0	5.8	8.8	12.2	15.3	15.2	14.8	13.3	6.6	5.2	
53—Regina	33.7	7.2	21.1	4	6.3	8.8	12.5	15.0	15.3		13.3	6.4	5.1	
54—Prince Albert	33.2	6.4	22.6	4.3	5.8	8.8	11.9	15.2				7	5.5	
55—Saskatoon	32.8	7.2	22.8	3.7	5.3	8.9	12.8	16.1	15.3	14.8		6.9	5.2	
56—Moose Jaw	33.4	7.2	22.6	3.8	5.7	8.8	11.7	15	15.1			6	5.1	
Alberta (average)	35.0	7.9	22.8	4.1	5.5	8.9	13.0	14.8	14.9	15.4	10.6	6.9	4.8	
57—Medicine Hat	35.8	8	23.5	4	5.3	8.9	13.0	15	14.9			6.6	4.2	
58—Drumheller	35.1	8.0	22.5	4.3	5.8	9.2	12.9	14.9	15.2	16.2	11.1	7	4.8	
59—Edmonton	33.3	7.2-8	22	3.8	5.5	8.7	12.4	14.7	14.9	15.1	10	7.1	5.5	
60—Calgary	34.6	8	22.9	3.9	5.4	8.9	13.2	14.6	14.6	14.9		6.9	4.9	
61—Lethbridge	36	8	23.3	4.4		8.9	13.7	14.7				6.8	4.4	
British Columbia (average)	35.8	9.0	23.8	4.6	6.1	9.3	13.1	14.7	15.2	15.5		7.9	5.0	
62—Fernie	34.3	8c	23.5	4.9		9	12	14.3	14.4	15.6		8.3	4.7	
63—Nelson	35	9	24.5	4.8		9.2	12.6	15				9.1	4.4	
64—Trail	34.7	9	23.8	4.2	6	9.3	13.7	14.7	15.8	16.6		8.5	4.2	
65—New Westminster	34.8	9.9-6	23.4	4.3	6	9.1	13.6	14.2	14.8	15		7	5.1	
66—Vancouver	34.8	9.9-6	22.6	4.1	5.8	9.1	12.2	14.2	14.7	14.9		6.9	4.6	
67—Victoria	36.3	9	23.2	4.3	6.5	9.2	14.5	14.3	14.9	15.1		7.8	5.3	
68—Nanaimo	39.1	9	24.3	4.7	6	9.5		14.9	15.7	14.7		7.7	5.3	
69—Prince Rupert	37.3	9-10	25	5.2		10	12.8	16.2	16.3	16.6		7.6	6.2	

a. Chain stores, etc., sell bread, undelivered, at lower prices in many cities.

c. Grocers quotations.

Potatoes per 15 lbs. (d)	Apples		Prunes, medium size, per lb.	Raisins, seedless per lb. in bulk	Currents, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 5 lb. tin	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
42-7	5-9	16-3	14-1	14-7*	15-4	14-7	38-3	42-4	†	20-6*	†	61-1	
37-2	5-6	16-0	15-7	14-5			42-2	49-4	37-9	21-0	35-3	66-1	1
45-1	7-3	17		14-6			43-4	55		21-3	35		2
36-4	5-9	15	17	14-3			43-7	44-7	38-3	20-5	35-4	66-3	3
30-6	5-9			15			44	50	37-5	20-7	34-7		4
41-9	5-4		14-4	14-2			41-7	46		17-7	36-3	67-3	5
33-4	3-7			13-6			38-7	55		23			6
35-5	5-5			15-3			41-5	45-8	37-8	22-5	35	64-7	7
29-6	4-6			14-1	15-3		47-7	55-3	38	19-8	34-6	65-7	8
36-6	4-7	15-5	14-3	14-9	14-6		43-0	51-0	38-4	21-0	35-8	66-0	9
30-2	5-3	13	14-3	15-2	15		41-8	50-7	40	20-3	36-6		10
40-3	5-1	18	14	14-9	14		40-5	49-4	38	20-7	35-4		11
35	3-7		14-5	14-6	14-7		42-5	51-3	37-7	21-3	36-3	66	12
41			14-2				47-1	52-5	37-7	21-6	35		13
41-1	6-6	17-5	14-7	16-1	15-5	14-3	40-3	41-3	36-7	17-8	34-9	58-4	14
41-9	7-6		14-6	15-7	16		40	47-3	35-5	21-1	34-3		15
40-3	7-4		15	17-1	15-2		42-3	42-1	38-4	19	34		16
41-7	6	18	16-1	16-7	15-6		38-4	40-2	36-9	21-3	37		17
40-4			14-4	18			42	45	37-5	22	36-1	60-1	18
35-7			14-1	14-7	15		44-7	43-1	37	19-3	35-8	59	19
42	6-1		14-6	15-4			39-2	42-5	36-3	19	32-6		20
43	5-9		14-6	16			41-9	38-2	36	20	37-1		21
42-5	7	17	14-7	15-9		14-2	37-3	35-7	34-8	20-2	32-6	56-8	22
42-5	6		14-3	15		14-3	36-9	37-4	38	16-4	34-7	57-7	23
46-6	6-0	15-5	14-0	14-1	15-7	14-2	37-9	41-0	36-6	20-1	32-9	59-5	24
45-9	6-8		15-3	15-2		14	37-5	39	37-3	20-2	33-6	61-3	25
46-6	6-2		13-4	13-4			36-4	46-5		20-8			26
47-5	6-3		14-1	14-5	15-6		37-9	39-2		22-2	34		27
45-7	5-2		13-5	13-3	15-1		38-1	39-8	36-3	21-7	34-3		28
43-9	5-1		12-7	13-6	15-3		39-7	42-2		20-3	33-4		29
43-9	5-3		15-5	13-9	15		36-7	41-7		21-1			30
45-9	7-6		13	14-4	15		37-3	38-9		19-4	32-4		31
47-8	6-3		13-2	14	14-9	14-2	36-2	36-9	34-2	19-5	29-9	56-6	32
48-3	5-9		14-6	14-7	16		37-3	41-3	36-7	17	32-6		33
47-9	6-9		16	13-5	15-5	14-2	37-1	39-1	34-7	18-5	31-3		34
44-3	5-2		15-4	13-7	15	14	39-7	40-8	34-5	19-6	31-2	57-5	35
46-7	5-9		14-6	13-5	15	14-5	38-7	40	34-9	19-8	31-3		36
44-5	6-7		14-8	13-3	15-4	14-3	39	41-5	35-4	20	30-5		37
45-2	5-6			14-2	15-9	14-3	38-3	40		21	31-1		38
43	4-4			13-6	15-6	14	36	40-7	35-1	18-8	31-4		39
45-8	5-2		13-5	13-2	15		41-5	37-7	38-2	21-3	31		40
44-2	5-4		13-5	14-5			38-3	41			33		41
44-3	4-7		14-3	13-3	14-9	14	38-8	39-4	35-4	19-3	31-3	58	42
43-3	4-7		15-4	14-6	15-6		42-1	41	36-5		32-2	58-5	43
46-9	5-3		12-8	12-9	15		36-5	37	35-5	18-2	32-3		44
42-9	4-4		14	13-7	15-5		35-6	36-4		19-2	32		45
45-5			13-9	14-4	15-3		43-2	37-3	38	22-3	33-6		46
48-4	8-1		13	13-9			37-6	41-3	35-8	18			47
46-3	7-4	15	14-5	14-8	18-1		37-6	46-6		21-6	35-7	61-8	48
59-4	7-3	17	12-9	15-3			32-8	43-6	38-3	20-2	34-6	62	49
50-3	7-8	15	13-5	15-8			40-5	44-2	39	21-6	37-3		50
47-8	6-3	18	15-1	18			36-6	43-3	37-7		36-4		51
51-7	6-8	12-5	15	16-8			35-4	42-9	37-5	20-7			52
48-3	8		13	14-7	18		36-7	47-5	40-3	20	36-1	59-9	53
34-7	6-5	15-0	13-1				39	42-5	38-3	20-5	34-7	60	54
40-0	6-5		14-1	14-9	15-9	14-9	36-8	40-6	75-6	22-4	58-7	59-2	55
29-4	6-4	15	13-8	15-2	15-6	14-8	36-1	40-4	75-6	21-4	58-7	58-8	56
29-1	6-3	15-3	14-3	14-5	16-1	15	37-5	40-7		23-4		59-5	57
31-6	6-5		14-2	14-4	15-8	14-0	34-6	41-4		21-2	59-2	63-7	58
25-5	6-5		13-8	14-9	15	14-9	32-9	38-9	72	21-6		64-6	59
29	6-1	18	14-5	14-7	17-3	15	36-2	41-0	73		59-7	64-8	60
30-3	6-2	14-6	14-4	13-8	15-6	14-5	36-3	41-9	71-6	20-7	58-7	64-7	61
35-6	6-4	16-3	14-3	14-3	15-3	15	33-1	43-8	71-3			60-0	62
36-5	6-1		14-8	15-1	15-5	15-5	34-3	40-3	69-9	21-0	56-8		63
34-1	6-9		13-3	14-5		15	34-4	39-5	69-4	20-2	55-7		64
27-4	6-5		14-0	15	15-2	16-9	36-4	44-6	70-8	22-3	58-6		65
43	6-2	15	13-3	15-6	15-1	15	35-2	36-9	69	21	60		66
36-8	6-4	15	13-7	14-7	15-1	14-9	33-2	44-3	70-5	21-9	56		67
53-0	5-3	18-7	14	14	15		32-4	36		19-8			68
38-8	5-8		13-2	16-5	14-6	15-4	36-0	39-9	69-0	21-6	56-1	55-7	69
	5-1		14-6	19-3	15-6	17-4	39-2	40	69-7	22			
53-4	4-5		14-2	15	15		35-6	45	69-7	23-3			
48-1	4		11-8		13-9	14-1	36-4	43-1	70-3	23	59-5		
51-8	4-9	16	12-3		13-9		32-9	37	67-3	20-7	52-7		
55-9	5-3		13-8	15-8	13-9		35-4	37-5		21-7		55-7	
53-8	6-2	15	12-9	15-9	13-8	14-7	33-4	37-8	67-9	21-2			
69-5	5-8	25	12-5	15-9	14-9		37-6	38-7	69	19-8			
				17			37-5	40		20-7			

† Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin. * See text page 407, second column, first paragraph.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Sugar				Cocoa, pure unsweetened, per $\frac{1}{4}$ lb. tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per $\frac{1}{4}$ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per $\frac{1}{4}$ lb.							
	cents	cents	cents	cents	cents	cents	cents	cents	cents	\$	\$
Dominion (average)	8-6	8-5	44-2	38-6	19-0	16-1	4-3	12-9	55-4	16-579a	10-646
Nova Scotia (average)	8-5	8-3	53-6	38-0	19-1	10-0	4-7	13-1	5-9		9-539
1-Sydney.....	8-6	8-4	51-8	37-8	19-5	10	3-9	13	5-8		7-37-7-72s
2-New Glasgow.....	8-2	8-2	54-9	37-9	20-5	10	4-4	13-5	6		7-05-7-30s
3-Amherst.....	8-3	8-1	53-7	38	17-3		5	12-7	5-9		10-50
4-Halifax.....	8-6	8-3	51-6	38	21-2		4-9	13-6	5-7		9-22-11-42
5-Windsor.....	8-3	8-1	54-6	38	17-3		4-5	12-2	5-9		11-22-11-47
6-Truro.....	8-7	8-5	54-7	38	18-6		5-4	13-3	5-8		10-00-10-70
7-P.E.I.-Charlottetown.....	8-7	8-2	55-8	38	18-5	15	4-1	13-3	5-9	17-900	9-90-10-40
New Brunswick (average)	8-6	8-4	52-9	38-1	18-4	10-0	4-2	12-7	5-7	18-500	11-083
8-Moncton.....	9	8-8	55-8	38-2	19-8	10	4-4	13-5	5-0	g	10-47-10-97
9-Saint John.....	8-4	8-2	46-9	38	17-5	10	4-5	12-5	5-5	18-50	12-25-13-25
10-Fredericton.....	8-4	8-3	53-1	38	18		4-1	12-7	5-9		10-72-11-00
11-Bathurst.....	8-6	8-4	55-8	38	18-4		3-7	12-1	5-3		10-00
Quebec (average)	8-1	7-8	43-1	39-7	20-3	15-5	4-3	12-1	5-6	16-444*	9-999
*12-Quebec.....	8-1	7-9	42-8	39-9	20-3	15	4-1	12-9	5-8	16-00	10-50
*13-Three Rivers.....	8-5	8	43-9	40-5	21-5		4-4	12-3	5	16-00	8-50-8-75
*14-Sherbrooke.....	8	8	40-2	39-4	19-9	15	4-7	12-5	5-6	17-00	11-00
*15-Sorel.....	7-9	7-7	45	39-3	18-9		4	11-4	5-3	16-00-16-50	
*16-St. Hyacinthe.....	8	7-8	39-9	40-7	20-6		4-5	11-7	5-3	15-75	9-47-11-75
*17-St. Johns.....	7-9	7-8	39-2	40	19-3		4-8	12-8	5-7	15-50	
*18-Theftord Mines.....	8	7-5	48-5	39-3	20-8	15	4-3	12-5	5-9	18-50	
*19-Montreal.....	7-9	7-7	43-7	39-7	18-7	17	3-9	11-5	5-3	16-25	8-00-8-50
*20-Hull.....	8-3	8	44-9	38-9	22-5		4-1	11-6	5-5	16-75	11-00
Ontario (average)	8-5	8-4	43-2	38-8	18-8	14-4	4-3	12-5	5-5	16-398	12-017
21-Ottawa.....	8-3	8-1	43-3	38-9	18-1		4-3	12	5-7	16-75	10-50-11-00
22-Brockville.....	8-2	8-0	40-7	38-5	20-7		4-2	11-5	5-4	16-00	9-00-9-50
23-Kingston.....	8-1	7-9	43-8	38-6	18-4		4-7	12-6	5-7	16-00	9-50
24-Belleville.....	8-6	8-3	44-6	38-6	17-9	12	4-6	12-2	5-7	16-00	10-00-13-00d
25-Peterborough.....	8-5	8-5	44-3	38-8	18-5	15	4-7	12-3	5-5	16-75	11-50-14-75d
26-Oshawa.....	8-7	8-4	48-9	38-7	19-1	12-5	4-3	12-4	5-9	16-00	9-50-14-00d
27-Orillia.....	8-3	8-2	44-4	39-2	19-7		3-9	11-5	5-4	16-50	
28-Toronto.....	8-2	8	45-4	38-7	18-2	12	4	11-7	5-2	14-75	12-25
29-Niagara Falls.....	8-7	8-7	45-3	39-5	19-5		4-2	12-6	5-4	14-50-14-75	9-00-10-00
30-St. Catharines.....	8-6	8-3	42	38-9	19-5		4-2	12-4	5-4	15-75g	9-50-13-75d
31-Hamilton.....	8-2	8-1	40-7	38-9	18-4	10	4-3	11-8	5-3	15-50	10-00-13-00d
32-Bramford.....	8-4	8-3	46-3	39-4	18-7	13	4-2	11-9	5-5	16-00g	10-50-13-25d
33-Galt.....	8-8	8-6	42-3	39-5	19-4		4-1	12-4	5-4	16-00g	11-50-13-50d
34-Guelph.....	8-5	8-5	42-6	38-5	18-1		4-2	12-7	5-4	16-00	11-00-13-75d
35-Kitchener.....	8-6	8-5	38-7	39-4	18-9		3-8	12-3	5-3	16-00	11-00-13-50d
36-Woodstock.....	8-6	8-5	45-2	39	18-1		4-2	12-2	5-4	16-00	10-50-14-00d
37-Stratford.....	8-7	8-7	44-6	38-6	18-4		4-2	13-3	5-7	16-00	11-50-13-00d
38-London.....	8-5	8-4	44-3	39-1	17		4-1	11-9	5-5	16-50g	10-50-14-50d
39-St. Thomas.....	8-6	8-6	44	39-5	18-3		4-2	12-7	6	16-00g	10-00-13-50d
40-Chatham.....	8-6	8-4	40-4	38-3	16-3		4	12-5	5-1	16-00g	10-00-12-50
41-Windsor.....	8-2	8	38-6	38-4	18-7	15	4-1	11-9	5-4	16-00g	10-50-13-00d
42-Sarnia.....	8-8	8-7	41-7	38-9	18-0		4-5	12-8	6	16-50g	10-75-13-50d
43-Owen Sound.....	8-5	8-4	50-7	38-9	19-4		4-6	12-6	5-7	16-50	10-00-12-00
44-North Bay.....	9	8-9	50-7	38-9	19-6		4-6	14-1	5-7	17-25	12-50-15-00d
45-Sudbury.....	8-8	8-5	42-6	39-2	19-7	15	4	13-9	5-8	17-75	11-50-15-75d
46-Cobalt.....	8-8	8-9	41-6	38-7	19		4-9	13-3	5-9	19-00	13-50
47-Timmins.....	8-8	8-8	39-1	39-1	20-7	18	4-8	13-7	5-5	19-50	14-00-15-50d
48-Sault Ste. Marie.....	8-5	8-5	40-4	38-6	19-1		4-2	13-1	5-3	17-00	10-50-13-00d
49-Port Arthur.....	8-5	8-2	39-2	37-6	18-7	18	4-3	13-1	5-2	16-50	11-75-14-75d
50-Fort William.....	8-6	8-5	39-9	38-3	19-4	18	4-6	12-1	5-2	16-80	11-75-14-75d
Manitoba (average)	9-1	9-0	40-3	37-9	18-8	15-0	4-0	13-0	5-5	20-000	9-188
51-Winnipeg.....	9-1	8-9	37-2	38	18-5	15	4-3	12-2	5-7	20-00	6-25-14-25
52-Brandon.....	9-1	9	43-4	37-8	19-1	15	3-7	13-8	5-3		5-50-10-75
Saskatchewan (average)	9-5	9-5	41-6	38-0	19-6	18-5	3-9	14-0	5-3		8-675
53-Regina.....	9-2	9-6	42-1	37-7	19-3	15	3-3	13-7	5-4		5-50-13-00h
54-Prince Albert.....	9-8	9-5	39-5	37-9	20-5		4-2	14-3	5-5		9-00-10-00h
55-Saskatoon.....	9-5	9-5	43-9	37-7	20-2	20-6	3-9	13-6	5-2		7-25-9-60h
56-Moose Jaw.....	9-3	9-3	41	38-8	18-4	20	4-3	14-5	5		5-40-9-65h
Alberta (average)	9-2	9-2	41-4	37-9	17-6	18-3	4-0	14-2	5-1		5-469
57-Medicine Hat.....	9-3	9-2	37-6	38-3	16-6		3-4	13-8	5-1		g
58-Drumheller.....	9-3	9-1	42-3	38-1	17-5	20	4-5	15	5-2		4-50-5-50h
59-Edmonton.....	9-2	9	42-5	38-1	18-7	15	4-2	13-7	5-2	g	3-50-5-00h
60-Calgary.....	9	9-2	40-5	37-5	17-5	20	4-2	13-5	5-1	g	7-75h
61-Lethbridge.....	9-2	9-3	44	37-5	17-6		3-9	14-8	4-9	g	4-75-5-00h
British Columbia (average)	8-6	8-5	40-7	38-4	19-2	32-3	4-8	13-8	5-6		10-793
62-Fernie.....	9	9-3	42-7	38-7	17-0		4-6	14-4	5-2		
63-Nelson.....	9	9	43-4	38-5	20-3	25	5-2	15	5-5		9-75-11-50
64-Trail.....	8-8	8-8	39-1	38-2	19-4	25	5-8	14-4	5-3		9-25-10-25
65-New Westminster.....	7-9	7-7	36-3	38-4	18-1	23	4-2	12-8	5-3		10-50-12-00
66-Vancouver.....	8	8	37	37-8	19-2	15	4-7	12-1	5-4		10-50-12-00
67-Victoria.....	8-9	8-3	42-6	38-6	19-8		4-1	12-9	5-8		9-75-12-25
68-Nanaimo.....	8-6	8-1	41-6	38-2	19-4	28	4-9	13-6	5-5		9-80
69-Prince Rupert.....	8-7	8-5	42-7	38-5	20		5	15	6-8		10-75-13-00f

(a) For prices of Welsh coal see text. (c) Calculated price per cord from price quoted. (d) Including semi-bituminous. extensively occupied by workmen but some at \$30-\$45. (r) Few six-roomed houses occupied by workmen; rent for 4 houses are mostly of four and five rooms; modern, \$24-\$28, semi-modern, \$20-\$24. * Sales taxes, 4% in Montreal and

AND RENTALS IN CANADA AT THE BEGINNING OF FEBRUARY, 1943

Coke, per ton	Wood					Coal oil, per gallon	Matches, per box (300)	Rent		
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord			Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month	
\$	\$	\$	\$	\$	\$	cents	cents	\$	\$	
13.395	11.636	14.201	8.737	10.143	8.671	28.6	9.8	25.607	18.819	
11.155	6.667	7.833	5.500	6.333	6.167	30.0	10.0	21.417	15.410	
8.50-9.50	6.50	8.00	5.50	7.00	7.00	30	10.2	18.00-26.00	14.00-18.00	1
9.70	5.00	6.00	4.00	4.00	6.00c	30	10.3	15.00-25.00	10.00-15.00	2
12.50	8.00-9.00	9.00-10.00	6.00-8.00	7.00-9.00	5.00-6.00		9.9	15.00-20.00	10.00-17.00	3
13.05-13.55							10.0	20.00-32.00	15.00-22.00	4
11.30							9.8	18.00-25.00	14.00-18.00	5
13.000	9.500	11.000	7.000	8.000	7.500	20	9.8	19.00-25.00	12.00-16.00	6
12.817	9.000	11.750	6.500	7.500	9.000	28.8	9.8	24.125	17.375	7
12.05g	9.00g	10.00-11.00	7.00g	8.00g		31	9.8	20.00-32.00	15.00-20.00	8
13.50	9.00	12.00-14.00	6.00	7.00	8.00-10.00	26.5	9.8	18.00-27.00	16.00-20.00	9
12.80-13.00							9.9	25.00	18.00	10
							9.7	23.00	16.00	11
13.688*	13.560*	15.171*	9.142*	10.336*	10.220*	27.5	9.4	24.714	18.250	
12.00	13.33c	13.33c	12.00c	12.00c	8.25c	26	9.5	23.00-33.00		12
14.25	10.00	16.00c	8.00	12.00c	10.00c		9.6	23.00-31.00	17.00-23.00	13
14.75	14.00	16.00	9.00	10.00	10.00	28	9.6	23.00-30.00	18.00-25.00	14
							9.4			15
13.00-13.50	14.70	16.20	9.35	10.85	10.85		9	18.00-25.00	14.00-20.00	16
13.00							9.5			17
15.50		12.00c		9.00c		29	9.4	16.00-22.00	12.00-15.00	18
12.50-13.00	17.33	18.67c	10.00	11.00	11.00-13.00	27	9.3	24.00-34.00	20.00-23.00	19
14.00	11.00-13.00	12.00-16.00	6.50	7.50			9.3	18.00-26.00	14.00-18.00	20
13.942	12.833	15.477	9.844	11.692	10.523	27.3	9.6	27.306	20.268	
14.00							9.8	20.00-30.00	15.00-20.00	21
14.00							9.8	18.00-26.00	15.00-18.00	22
	12.00	16.00	11.00	12.00c	13.00c	25	9.6	25.00-30.00	18.00-25.00	23
13.00	14.50	16.50	9.00	10.00	11.00	25	9.3	18.00-28.00	14.00-20.00	24
15.50	13.00	16.50	11.00	14.00	9.00	22	9.6	22.00-30.00	16.00-20.00	25
14.50	17.00	18.00	12.00	13.00	9.00	20	9.5	25.00-32.50	15.00-22.50	26
							9.8	20.00-28.00	16.00-22.00	27
13.75	14.00	16.00	10.00	12.00	12.00	25	9.2	30.00-40.00	20.00-30.00	28
13.00g	g	g	g	g	g		9.7	20.00-32.00	16.00-24.00	29
13.50g	g	g	g	g	g	25	9.7	25.00-37.00	20.00-27.00	30
13.00	15.00	18.00			12.75	25	9.4	28.00-36.00	17.00-28.00	31
14.00g	g	13.00-15.00	g	9.00-10.00		28	9.4	23.00-33.00	18.00-25.00	32
13.30g	g	16.00-18.00	g	11.00-13.00	g	25	9.6	20.00-27.00	15.00-20.00	33
14.00							9.3	24.00-30.00	18.00-24.00	34
13.50							9.5	22.00-35.00	18.00-24.00	35
14.00							9.7	20.00-28.00	16.00-20.00	36
13.50-14.00							9.7	21.00-27.00	15.00-21.00	37
12.50-13.50	g	18.00g	g	16.00g	g	35	9.6	27.00-37.00	22.00-27.00	38
14.00-15.00	g	16.00-18.00	g	11.00-14.00	8.00-12.00	27	9.7	24.00-32.00	20.00-24.00	39
14.00g	g	g	g	g	g		9.6	20.00-28.00	15.00-20.00	40
12.75g	g	18.00g	g	14.00g	g	25	9.4	25.00-37.00	20.00-27.00	41
14.50g	g	g	g	g	g		9.7	20.00-30.00	15.00-22.00	42
14.00							9.3	21.00-27.00	15.00-22.00	43
							9.9			44
15.50-16.50		15.75-16.50c		10.50c	10.50c	30	9.9	30.00-40.00	25.00-30.00	45
		10.50c		9.00-9.75c		30	9.9			46
			8.75	11.25	7.50	39	9.5	p	p	47
12.00	9.00	12.75				26	9.5	22.00-32.00	16.00-22.00	48
15.50	10.50	11.75	8.00	9.25		30	9.9	23.00-33.00	17.00-23.00	49
15.50	10.50	11.50	9.00	10.00		30	9.8	23.00-33.00	17.00-23.00	50
13.500			9.125	10.000	8.563	31.5	9.9	26.750	19.500	
14.00-15.00			7.50-11.00	8.50-12.00	9.00-10.25	35	9.9	26.00-37.00	18.00-26.00	51
12.50			9.00	9.75	7.50	28	9.9	18.00-26.00	14.00-20.00	52
			8.925	9.888	11.233	28.5	10.0	27.875	20.000	
			8.50-10.75	9.50-11.75	11.25	27	10	28.00-37.00	20.00-28.00	53
			5.50-6.00	7.00-7.50		30	10	20.00-29.00	15.00-21.00	54
				7.50-12.25	9.25	29	10	22.00-32.00	17.00-22.00	55
			11.40	11.40-13.20	13.20	28	9.9	25.00-30.00	17.00-20.00	56
			10.000	10.750	5.017	27.8	10.2	26.125	18.625	
							10.2	22.00-27.00	15.00-22.00	57
					3.60	30	10.6	r	r	58
g	g	g	10.00g	11.00g		30	10.1	22.00-32.00	15.00-22.00	59
g	g	g	g	10.00-11.00	6.40-8.50	26	10.1	22.00-30.00	18.00-20.00	60
g	g	g	g	g	4.00	25	10.1	22.00-32.00	15.00-22.00	61
10.500			9.750	9.208	6.150	35.0	10.6	23.313	17.688	
							10.6	16.00	14.00	62
10.50			8.00-9.00	9.50-10.25	5.00-5.50	40	10.9	20.00-30.00	18.00-20.00	63
			10.75-11.25	11.75-13.00		40	10.7	27.00-32.00v	22.00-25.00v	64
				6.50	4.00	30	10.1	18.00-25.00	14.00-18.00	65
				6.50	4.00	30	10.2	22.00-27.00	16.00-22.00	66
							10.7	20.00-25.00	15.00-18.00	67
				8.00	5.50		10.5	20.00-25.00	12.00-20.00	68
				12.00	12.00	85	10.9	20.00-30.00	15.00-20.00	69

(f) Higher price is for coal in sacks. (g) Natural gas used extensively. (h) Including lignite. (p) Six roomed houses not and 5 roomed houses, modern \$25-\$35 per month, semi modern, \$10-\$15. (s) Delivered from mines. (v) Workingmen's Quebec, and 2% in the other cities in the province are not included in the fuel prices.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	Feb. 1926	Feb. 1929	Feb. 1933	Feb. 1937	Feb. 1939	Feb. 1940	Feb. 1941	Feb. 1942	Jan. 1943	Feb. 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	102.2	95.0	63.5	82.9	73.2	82.8	85.2	94.6	97.1	97.5
Classified according to chief component material—															
I. Vegetable products.....	135	58.1	127.9	167.0	86.2	102.7	89.8	50.6	88.6	60.5	74.1	72.5	82.4	86.1	86.9
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	102.5	107.8	55.6	75.2	73.4	80.0	84.3	99.1	104.2	105.0
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	103.6	93.2	67.8	73.3	66.3	83.2	84.5	92.2	92.0	92.0
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.7	94.0	63.1	74.2	76.1	86.1	92.4	100.6	104.0	104.0
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	100.8	93.3	85.2	94.1	97.4	102.7	107.5	115.4	115.4	115.4
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	104.9	99.7	58.4	86.2	69.8	76.4	77.7	78.4	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	101.3	92.6	84.8	86.0	85.7	87.6	91.4	99.3	100.9	100.9
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	101.1	94.9	81.7	80.0	78.3	85.7	91.9	104.0	101.0	101.0
Classified according to purpose—															
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	101.9	94.2	68.7	78.6	74.4	82.9	85.7	94.9	96.6	96.9
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	102.3	97.5	58.0	79.7	71.9	79.7	82.5	95.6	100.0	100.7
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	101.7	92.0	75.8	77.8	76.1	85.1	87.9	94.5	94.3	94.3
II. Producers' Goods.....	402	67.7	133.3	164.3	98.8	102.4	95.5	58.1	84.7	68.2	79.2	80.6	87.2	90.8	91.1
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	102.9	94.1	87.0	92.3	95.0	96.6	102.3	108.5	111.1	111.1
Producers' Materials.....	378	69.1	139.0	171.0	98.2	102.3	95.6	54.9	83.8	65.2	77.3	78.2	84.8	88.5	88.9
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	102.4	98.9	74.7	91.8	87.3	93.5	100.1	113.3	118.3	118.3
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	102.3	94.9	51.5	82.5	61.4	74.5	74.5	80.0	83.4	83.9
Classified according to origin—															
I. Farm—															
A. Field.....	186	59.2	134.7	176.4	91.2	103.8	89.2	51.1	82.9	58.6	71.4	71.0	80.0	82.9	83.4
B. Animal.....	105	70.1	129.0	146.0	95.9	103.5	105.5	57.2	77.3	74.0	82.1	85.4	96.5	100.4	100.9
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	102.8	98.1	42.9	87.0	64.6	70.3	68.3	78.4	87.7	88.5
II. Marine.....	16	65.9	111.7	114.1	91.7	96.3	104.4	56.7	69.4	67.4	77.8	83.7	108.5	121.4	121.9
III. Forest.....	57	60.1	89.7	151.3	106.8	100.7	93.8	63.3	74.0	76.0	85.8	92.0	100.2	103.5	103.5
IV. Mineral.....	203	67.9	115.2	134.6	106.4	101.5	92.4	79.9	87.1	85.0	89.2	92.8	98.3	99.3	99.3
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	103.6	96.2	50.6	83.8	64.6	75.7	77.7	87.8	93.0	93.8
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	102.1	93.1	66.8	78.7	73.5	81.7	83.7	91.7	92.7	92.8

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—Monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, farm-made cheese, onions, honey, maple syrup and fish, but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$450 and \$2,500 in 1938. The average expenditure was \$1,453.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100.0; September, 100.0; October, 103.8; November, 104.3; December, 104.3; January, 1940, 104.2; February, 104.3; March, 105.5; April, 105.5; May, 105.3; June, 105.3; July, 106.4; August, 106.8; September, 107.9; October, 108.4; November, 109.7; December, 110.0; January, 1941, 110.4; February, 110.1; March, 110.2; April, 110.7; May, 110.9; June, 112.7; July, 114.9; August, 117.7; September, 119.4; October, 120.1; November, 121.4; December, 120.6; January, 1942, 119.9; February, 120.3; March, 120.6; April, 120.6; May,

120·9; June, 121·8; July, 123·9; August, 123·5; September, 123·0; October, 123·7; November, 125·0; December, 125·2; January, 1943, 122·5; February, 122·2.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Wholesale Prices

In wholesale prices the Dominion Bureau of Statistics index number for February on the base 1926 as 100, was again slightly higher at 97·5 as compared with 97·1 for January and 97·0 for December, 1942. The increase during the month was due to advances in two groups, namely, the vegetable products group and the animal products group. In the former the increase was due to higher prices for oranges, grains, potatoes, onions, rolled oats and hay and in the latter to higher prices for furs, sheepskins, livestock, fresh meat, butter, cheese, animal oils, fats and fish. The advance in the index since February, 1942, was 3·1 per cent and since the outbreak of war was 34·9 per cent. Between July, 1914 and January, 1918, the comparable period during the last was the index advanced 90·5 per cent. The increase in consumers' goods since August, 1939 was 33·3 per cent, in producers' goods 36·6 per cent and in Canadian farm products 51·5 per cent.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of February of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity, and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers. The exceptions are milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the *LABOUR GAZETTE*. The prices of

milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the *LABOUR GAZETTE*.

Commencing with this issue the prices of a number of items in the table on page 402 are not on the same basis as previously. These items together with the Dominion average prices for January 1, on the new basis in each case are: Flour, formerly per pound in 24-lb. bags, now in 7-lb. bag, average price January, 4·2 cents per pound; canned peas, formerly 16-oz. tin, now 20-oz. tin, average price January, 14·3 cents; canned corn, formerly 16-oz. tin, now 20-oz. tin, average price January, 14·9 cents; raisins, formerly 16-oz. package now per pound in bulk, average price January, 14·7 cents; canned peaches, formerly 16-oz. tin, now 20-oz. tin, average price January, 20·6 cents.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965 (L.G., 1941, page 1462), the price ceiling established by P.C. 8527 (L.G., 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003 (L.G., 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the cities in the list on page 104. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect of January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Rupert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Retail prices of beef continued slightly upward at the beginning of February. An advance of 50 cents per cwt. was permitted by the Wartime Prices and Trade Board in the prices of beef carcasses for the period December 24, 1942, to February 10, 1943. Rolled rib roast averaged 33·6 cents at February 1, 33·2 cents at January 2 and 33·0 cents at December 1, 1942. Fractional increases were recorded also in the price of fresh pork and bacon. Eggs were lower in most localities the Dominion average price being down from 51·4 cents per dozen in January to 44·4 cents

in February. Creamery butter was unchanged at 40 cents per pound. Potatoes advanced from 40·9 cents at the beginning of January for 15 pounds to 42·7 cents at the beginning of February. The price in February 1942, was 37·6 cents. Oranges were again lower averaging 38·3 cents per dozen.

The following are the prices reported for Welsh coal "cobblers" and "French nut" at the beginning of February 1943; Halifax \$19.50; Charlottetown, \$17.90; Saint John, \$18.50; Quebec, \$16.50; Three Rivers, \$17.25; Sherbrooke, \$18.75; St. Hyacinthe, \$17.50; Montreal, \$17.75.

Prices in Great Britain and Other Countries

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the January issue of the LABOUR GAZETTE. Since these monthly notes are all compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE.

Since the outbreak of war, control of prices, production and trade has been extended in many countries, resulting in much less movement in prices than occurred in the inflationary period during the last war.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930=100, was 162·1 for January, an increase of 0·4 per cent for the month. Except for an increase of 3·1 per cent in coal prices, of 1·3 per cent in cotton and of 1·1 per cent in the meat, fish and eggs group, changes in all groups were less than one per cent.

The Statist index number, on the base 1867-1877=100, was 152·2 at the end of December, an increase of 0·6 per cent for the month. As compared with the price level at the end of December, 1941, food prices had risen 3·2 per cent and industrial materials 4·3 per cent, and prices generally had increased 3·9 per cent.

COST OF LIVING.—The index number of the Ministry of Labour, on the base July, 1914=100, was 199 at January 1, a decrease of $\frac{1}{2}$ of one per cent from the previous month. Food was one per cent lower and clothing two per

cent lower than the previous month while fuel and light rose about one per cent.

Newfoundland

COST OF LIVING.—The index number of the Department of Health and Welfare for the cost of living at St. John's, on the base October 1, 1938=100, was 148·1 at February 6, a decrease of 1·6 per cent for the month, due to decreases in food prices and in the fuel and lighting group.

New Zealand

WHOLESALE PRICES.—The Census and Statistics Department index number, on the base 1926-1930=1,000, was 1,456 in October, as compared with 1,460 for September. The principal change for the month was a fall of 7·4 per cent in meat prices.

COST OF LIVING.—The official index number of retail prices, on the base 1926-1930=1,000, was 1,132 for October, an increase of 0·6 per cent for the month due to higher prices.

United States

WHOLESALE PRICES.—The index number of the Bureau of Labour Statistics, on the base 1935-1939=100, was 101·9 for January, an increase of 0·9 per cent for the month. The principal change for the month was a rise of 2·8 per cent in farm products, chiefly grains and livestock and poultry.

COST OF LIVING.—The Bureau of Labour Statistics index number, on the base 1935-1939=100, was 120·6 at January 15, an increase of 0·2 per cent for the month. Food was 0·2 per cent higher, the fuel, electricity and ice group 0·9 per cent and miscellaneous items 0·3 per cent higher, while clothing and housefurnishings were unchanged.

Industrial Accidents

Fatal Industrial Accidents in Canada, 1942

Analyzed According to Industries, Causes, Localities and Months

AN analysis of fatal industrial accidents in Canada during the calendar year 1942 by industries, causes, provinces and months is presented in the accompanying tables. The accidents recorded are those occurring to persons gainfully employed during the course of, or arising out of their employment; also included are fatalities from industrial diseases reported chiefly by provincial workmen's compensation boards. Quarterly reviews, each containing an analysis of accidents occurring during the period covered, appeared in the *LABOUR GAZETTE*, for May, August and November, 1942, and February, 1943.

The record is compiled from reports from the following governmental authorities,—The Board of Transport Commissioners of Canada; The Explosives Division of the Federal Department of Mines; The Workmen's Compensation Boards of Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia; the Ontario Chief Factory Inspector; and the British Columbia Department of Mines. In addition, reports were received also from the correspondents of the *LABOUR GAZETTE* resident in the principal industrial centres throughout Canada.

Industrial accidents reported in the press are also included in the record after inquiry has been made to avoid duplication. Most of the accidents in agriculture are recorded from press reports, and while it is not known to what extent the accidents in this industry are covered, it is believed that in this respect the record is fairly complete. To a great extent, however, the information obtained from press reports is used to supplement information received from official sources.

Table I gives an analysis of accidents by industries and causes, Table II by provinces, and Table III by months. The last two tables also include summary figures for 1941, which are a final revision of the figures published in the *LABOUR GAZETTE*, March, 1942, by the inclusion of accidents occurring in 1941 which were reported too late for incorporation into the annual statements. These accidents were included in the supplementary reports in the *LABOUR GAZETTE*, for May, August and November, 1942, and February, 1943. The figures for 1942, being still incomplete, are accordingly

to some extent not comparable with the completed figures for 1941.

In some industries, where considerable changes in figures from year to year appear, these may be attributed to changes in industrial conditions or to particular occurrences. For example, in the mining group there was a decrease in the number of fatalities from 262 in 1941 to 193 in 1942, which may be partly explained by the fact that during 1941 there was a major disaster in coal mining resulting in the loss of 29 lives; and there was also a decrease of 41 fatalities in metalliferous mining in 1942, which may be largely due to a reduction of employment.

In the manufacturing group there was an increase from 263 in 1941 to 293 in 1942; also in the construction group there was an increase from 176 to 219 which may be accounted for by increases in the employment index figures for these industries.

There was one disaster during the year under review, which occurred at Shipshaw, Quebec, on January 11, when 16 construction labourers employed on power development were burned to death in a fire that destroyed a large, wooden camp hut.

A serious accident occurred about December 17, when a tug was lost in a storm on the Lower St. Lawrence River and the crew of ten men were drowned. When a schooner foundered and sank in a storm on the St. Lawrence River, near Isle Verte, Quebec, on October 27, the crew of six men were drowned. On September 21, a first officer and two deck hands were drowned when washed overboard in a storm on Lake Superior. A captain, a mate and an engineer were swept overboard from a schooner in a storm and were drowned, off Lunenburg, N.S., about November 30.

In a collision of two trains, near Chapleau, Ontario, on January 14, two engineers, two firemen, a brakeman and a trainman were killed. In a collision of two freight trains, at Montanben les Mines, Quebec, on November 9, two engineers, two firemen and two brakemen lost their lives; and, in a similar accident at Nipissing Junction, Ontario, on December 28, two engineers, two firemen and a brakeman were killed.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Structural materials	Manufacturing	Vegetable foods, drink and tobacco	Animal foods	Textiles and clothing	Leather, fur and products	Rubber products	Saw and planing mill products	Wood products	Pulp, paper and paper products	Printing and publishing	Iron, steel and products	Non-ferrous metal products	Non-metallic mineral products
A.—Prime Movers:																					
1. Motors, engines, fans, pumps and automatic stokers.....									1								1				
2. Shafting, coupling, collars, set screws and keys.....									7	1					3		1				1
3. Belts, lines, pulleys, chains and sprockets.....	1			4	3			1	18	2	2				3		8	1			2
4. Gears, cogs, cams and friction wheels.....	1			1				1	3						2				1		
Total.....	2			5	3			2	29	3					8	10	1	1			3
B.—Working Machines.....	4	2							9	2					2				3		1
C.—Hoisting Apparatus:																					
1. Elevators.....									6		1	1					1		3		
2. Conveyors and others.....		1		1		1			7	1						1		2			
Total.....		1		1		1			13	1	1	1			1	1		5			
D.—Dangerous substances:																					
1. Steam escapes, boiler explosions, compressed air.....		1		1	1				9	2	1					1			2		1
2. Explosive substances.....	2	3		10	0		1		23									3	3		
3. Electric current.....	1	1		3	2	1			12				1				3		4	3	
4. Hot and inflammable substances and flames.....	1			1	1				17							1			8		1
5. Conflagrations.....	5	1	1	1	1				3		3										
6. Gas fumes, poison, etc.....				3	3				3		1						1		1		
7. Explosions, mine (gas, coal dust, etc.).....					2	2															
Total.....	9	6	1	21	17	3	1		67	2	1	4		1	2	1	5		18	3	2
E.—Striking against or being struck by objects:																					
1. Striking against objects.....		1	1						3								1		1		
2. Being struck by objects.....		2		2	1		1		20		1	1			8	2	1		5		
Total.....		3	1	2	1		1		23		1	1			8	2	2		6		
F.—Falling objects:																					
1. Collapse of structure.....			1	1	1																
2. Breaking or loosening of straps, cables, etc.....	1	3		2		1	1		5										2	1	
3. Objects falling from elevations, loads, piles.....	14								16		1				3	1	1		4	1	1
4. Objects falling in mines and quarries.....				75	40	30	4	1													
5. Falling trees and limbs.....	5	59							2										1		1
6. Others.....																					
Total.....	7	76	1	78	41	31	5	1	23		1				3	1	1		7	2	2
G.—Handling of objects:																					
1. Heavy objects, rolling, carrying, loading, etc.....		9		1	1				1												
2. Sharp objects.....									2			1			1						
Total.....		9		1	1				3			1			1						
H.—Tools.....		3							1										1		
I.—Moving trains, vehicles, etc.:																					
1. Derailments, collisions.....									1										1		
2. Being struck or run over by, or crushed by, or between cars and engines.....	3	1							6		1		1						3	1	
3. Falling from or in cars or engines.....		1							1										1		
4. Mine and quarry cars.....				32	7	24	1														
5. Automobiles and other power vehicles and implements.....	12	7							15			1			3	1			7		1
6. Animal drawn vehicles and implements.....	15	1							3	1					2						
7. Water craft.....		16	23																		
8. Air craft.....									5										5		
Total.....	30	25	23	32	7	24	1		31	1	1		1	1	5	1			17	1	1

CANADA IN 1942, BY INDUSTRIES AND CAUSES

Chemical and allied products	Shipbuilding	Miscellaneous products	Construction	Buildings and structures	Railway	Highway and bridge	Miscellaneous	Electricity, Gas and Water Production and Supply	Transportation and Public Utilities	Steam railways	Street and electric railways	Water transportation	Air transportation	Local & highway transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public administration	Recreational	Laundry, dyeing and cleaning	Custom and repair	Personal, domestic and business	Professional	Unclassified	Total
																															1
1									1	1																					8
			1			1																	1		1						25
			1	1																											6
1		2	1	1		1			1	1													1		1						49
	1	3				1	2		3	2	1																				21
		1	1	1		2	1		1			1			1					1	1		2	1				1			11
	2	6	3			2	1		3			1			2																18
	2	1	7	4		2	1		4			1		3					1	1			2	1				1			29
1			6	1		1	4		3	1		2							1		1		1	1							16
20			10	5	1			12	3	1				1		1							2	2							46
	1																														42
5	1		4	1			3		2	2									1		1		5	1			2		2		31
			17	1			16		1			1		4								5	5	4				1			34
			1	1				2	5													3	2				1				17
																															2
26	2		38	9	1	1	27	15	13	4		3	5	1		1			2	2			16	10			2	2	2		188
	1		1	3			1		2			1		1		1			1	1			1	1							8
1	1		3	3					5			3	1						1	1			1	1							34
	1	2		4	3		1		7			4	1		1	1	1	1	1	1			1	1							42
			12	10		1	1																								14
	2		2				2		2	1		1											1	1							16
	4		4	2		2			5	3		2							3	2	1										42
			1	1		1		1															1	1							75
			11	4		2	5		1	4	2	1				1							2	1				1			68
																															20
	6		30	16		6	8	2	11	6	1	3			1				3	2		1	4	3				1			235
	1		1	1																1	1										12
			1	1																											4
	1		2	2															1	1											16
			1			1																									5
									41	39						1	1														42
			3		1		2		86	78		1	5						5	3	2		4	1		2		1			168
									17	15					1				2	1	1										21
																															32
	1	1	27	4		16	7	3	28	2	1		25						18	5	13		17	14		1	2				127
			2			2			1					1									1	1							23
			5				5	1				40											2	1	1						87
			7	4			3		25				25										4	3	1						41
	1	1	44	8	1	18	17	4	238	134	2	41	25	31	1	3	1		25	9	16		28	20	2	2	1	3			481

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Structural materials	Manufacturing	Vegetable foods, drink and tobacco	Animal foods	Textiles and clothing	Leather, fur and products	Rubber products	Saw and planing mill products	Wood products	Pulp, paper and paper products	Printing and publishing	Iron, steel and products	Non-ferrous metal products	Non-metallic mineral products
J.—Animals:																					
1. Horses, n.e.s.	11	3							3						3						
2. Other animals	5																				
Total	16	3							3						3						
K.—Falls of persons:																					
1. From elevations				2	2				10	1	1	1					2		4	1	1
2. From ladders	8			3	3				15												
3. Into pits, shafts, harbours, rivers, etc.	1	16	3	13	11	2			4		2	2			5	1					
4. Into holds of vessels									3												
5. On the level	2	3		1	1		1		9	1	1						1		3	1	
6. From loads, etc.	12	3		1			1														
7. Collapse of support		7	2	1	1				3										1		
8. On sharp objects	1								1						1						
9. Down stairs and inclines	1	1		2	2				2	1					1						
10. Into tanks, vats, kilns, etc.	4			1	1				2						1				1		
Total	29	27	5	24	18	5	1		58	3	3	5			8	1	3		8	3	1
L.—Other causes:																					
1. Infection, n.e.s.	1								4	1									2		
2. Industrial disease, strain, etc.				27	25	1		1	6	1									21		2
3. Drownings n.e.s.		1	1						21												
4. Shooting and violence	1								2		1										
5. Cave-ins, land slides, ice jams, etc.		2		2			1	1	1						1						
6. Lightning, frost, storms, sunstroke.	7	2	1																		
7. No particulars		1							4	1											1
Total	9	6	2	29	25	1	1	2	38	2	3				1				23		3
Grand Total	106	162	33	193	113	65	10	5	298	14	11	12	3	2	42	6	22		189	9	13

Two civilian pilots, a flight engineer and a radio officer were killed in an Atlantic ferry plane crash, on October 14, while en route from Dorval, Quebec. In a plane crash at Whitehorse, Yukon Territory, on December 4, a pilot and two mechanics lost their lives. On December 20, a plane disappeared near Vancouver, B.C., and a pilot, a co-pilot, and a stewardess were lost.

Three miners died when buried in a cave-in following a premature dynamite blast in a chromite mine, near Richmond, Quebec, on June 12. On August 5, at Cadomin, Alberta, five coal miners were killed when crushed under a mass of wreckage when pent-up waters swelled by heavy rains burst into the mine shaft level causing a collapse of the workings and a flood in the mine.

Three female workers in a munition factory died from burns in an explosion and fire at Thetford Mines, Quebec, on January 26. Three pulp millworkers were killed when crushed between belting and pulleys when a machine started while they were adjusting the belting,

on March 1, at Port Alfred, Quebec. On March 13, three female workers in a cap factory at Montreal, perished when trapped in a fire in the factory. On April 22, six workmen lost their lives following an explosion in a mixing room of a chemical plant for manufacturing pyrotechnic stores, near Waterloo, Quebec. A test pilot, a test engineer and a mechanic, employed by an aircraft factory, were killed in a plane crash, at Halifax, N.S., on December 3.

A carpentry foreman and two labourers lost their lives when buried in an excavation under a cave-in of clay, at Sarnia, Ontario, on April 3. Five construction labourers died following a collapse of a concrete roof, at Welland, Ontario, on November 20.

On March 14, a taxi proprietor, two taxi drivers and a helper died from carbon monoxide poisoning from a snow-choked exhaust pipe while trying to free a car from a snow drift. While fighting a fire that destroyed an apartment block, following a furnace explosion, three firemen lost their lives in Montreal, on

CANADA IN 1942, BY INDUSTRIES AND CAUSES

Chemical and allied products	Shipbuilding	Miscellaneous products	Construction	Buildings and structures	Railway	Highway and bridge	Miscellaneous	Electricity, Gas and Water	Production and Supply	Transportation and Public Utilities	Steam railways	Street and electric railways	Water transportation	Air transportation	Local & highway transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public administration	Recreational	Laundry, dyeing and cleaning	Custom and repair	Personal, domestic and business	Professional	Unclassified	Total
.....	20
.....	6
.....	26
.....	90
.....	17
.....	71
.....	8
.....	14
.....	22
.....	20
.....	2
.....	10
.....	7
.....	261
.....	6
.....	59
.....	4
.....	22
.....	10
.....	5
.....	113
.....	1457

March 1. When a boat capsized on Shipshaw River, Quebec, three loggers were drowned on October 24.

Fatalities by Causes

The classification of accidents according to causes shows that the largest number, 481, came under the category "moving trains, vehicles, etc." This includes all accidents due to cars or engines, including mine and quarry cars, and to automobiles and other power vehicles and horse-drawn vehicles, as well as accidents caused by moving implements (both those impelled by power and those drawn by horses), by moving watercraft and by aircraft (civil aviation). The largest number of accidents in this category, 127, appears under the heading "automobiles and other power vehicles and implements", with 108 classified under the heading "being struck or run over by, or crushed by or between cars and engines", (78 of these being engaged in steam railways); 87 were in connection with watercraft (16 of these being in logging, 23 in fishing and trapping, and 40 in water transportation); 42

were due to derailments and collisions (39 of which were in steam railways); 41 appear under aircraft (25 of which were in air transportation); 32 were caused by mine and quarry cars; 23 by animal drawn vehicles and implements, and 21 were caused by persons "falling from or in cars or engines."

Next in order were "falls of persons", causing 261 fatalities as follows: 90 from elevations, 71 into pits, shafts, harbours, rivers, etc., 22 from loads, etc., 20 due to collapse of support, 17 from ladders, 14 falls on the level, 10 down stairs and inclines, 8 into holds of vessels, 7 into tanks, vats, kilns, etc., and 2 on sharp objects.

"Falling objects" caused 235 fatalities, of which 75 occurred in mines and quarries; 68 were due to trees and limbs; 42 to objects falling from elevations, loads, piles; 16 to breaking or loosening of straps, cables, etc.; 14 to collapse of structure; and 20 to other falling objects.

Fatalities numbering 188 were caused by "dangerous substances", classified as follows: 46 were due to explosive substances, 42 to

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES (a)

Industry	1942											1941 (b)											
	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yu- kon and N.W. T.	Total	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yu- kon and N.W. T.	Total	
Agriculture	5	12	4	30	27	5	4	16	3	.....	106	.....	9	4	38	62	3	14	9	5	.....	144
Logging.....	.....	2	6	43	36	4	7	6	58	.....	162	.....	3	8	34	36	5	2	9	81	.....	178
Fishing and Trapping (a).....	.....	12	1	2	3	2	.....	.....	13	.....	33	1	6	2	2	4	1	1	1	6	.....	24
Mining, non-ferrous smelting and quarrying	1	30	4	34	59	3	2	20	40	.....	193	.....	25	3	40	79	12	2	54	47	.....	262
Metallic mining.....	.....	30	2	24	53	3	.....	.....	28	.....	113	.....	1	.....	29	74	7	.....	1	42	.....	154
Coal mining.....	.....	.....	.....	.....	.....	.....	2	19	12	.....	65	.....	24	1	.....	.....	.....	2	50	4	.....	81
Non-metallic mineral mining and quarrying, n.e.s.....	1	1	6	1	1	10	10	1	8	3	1	3	1	17
Structural materials.....	.....	.....	1	4	.....	.....	.....	.....	.....	.....	5	.....	.....	1	3	2	4	.....	.....	.....	.....	10
Manufacturing	1	22	6	109	105	6	4	4	41	.....	298	1	13	9	67	135	4	2	6	26	.....	263
Vegetable foods, drink and tobacco.....	.....	.....	.....	1	11	2	.....	.....	1	.....	14	.....	1	.....	1	6	.....	.....	4	1	.....	13
Animal foods.....	.....	1	1	2	3	1	1	1	1	.....	11	.....	.....	.....	.....	11	.....	.....	.....	2	.....	22
Textiles and clothing.....	.....	1	.....	9	2	.....	.....	.....	.....	.....	12	.....	.....	.....	.....	7	.....	1	.....	1	.....	9
Leather, fur and products.....	.....	.....	.....	2	2	.....	.....	.....	.....	.....	3	.....	.....	.....	5	1	.....	.....	.....	.....	.....	6
Rubber products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Saw and planing mill products.....	1	4	2	12	8	1	.....	2	12	.....	42	1	2	4	10	15	.....	1	2	12	.....	47
Wood products.....	.....	.....	.....	1	3	.....	.....	.....	2	.....	6	.....	.....	1	2	3	.....	.....	.....	3	.....	9
Pulp, paper and paper products.....	.....	.....	1	12	6	.....	.....	.....	3	.....	22	.....	.....	2	11	6	.....	.....	.....	1	.....	20
Printing and publishing.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Iron, steel and products.....	.....	12	1	23	47	1	3	1	1	.....	89	.....	5	.....	13	47	1	.....	.....	2	.....	68
Non-ferrous metal products.....	.....	.....	.....	.....	4	5	.....	.....	9	.....	9	.....	.....	.....	5	9	.....	.....	.....	.....	.....	14
Non-metallic mineral products.....	.....	.....	.....	8	3	1	.....	.....	1	.....	13	.....	1	.....	3	12	1	.....	.....	1	.....	18
Chemical and allied products.....	.....	1	.....	22	10	.....	.....	.....	.....	.....	33	.....	.....	1	7	19	2	.....	.....	1	.....	30
Shipbuilding.....	.....	3	1	11	2	.....	.....	.....	21	.....	38	.....	4	1	9	9	.....	.....	.....	2	.....	25
Miscellaneous products.....	.....	.....	.....	2	1	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Construction	7	5	96	66	66	8	5	11	21	.....	219	1	5	10	48	77	5	7	9	14	.....	176
Buildings and structures.....	5	3	30	50	50	7	1	4	11	.....	111	1	3	1	25	46	2	5	3	4	.....	90
Railway.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	5
Highway and bridge.....	.....	1	2	9	11	1	2	6	7	.....	39	.....	.....	1	5	23	1	1	1	1	.....	55
Miscellaneous.....	1	55	4	2	1	2	65	1	4	7	8	1	2	3	26	

Electricity, Gas, and Water Production and Supply																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									</
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(a) Includes accidents to seamen, fishermen and airmen on Canadian craft only; any such accidents occurring outside of Canada and assigned to province from which craft were operated. For quarterly reports of accidents see the *LABOUR GAZETTE* for May, August and November, 1942, and February, 1943.

(b) Revised figures for 1941.

TABLE III—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1942 BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1942	Per cent of total	Total fatalities in 1941 (e)	Per cent of total (e)	Number gainfully employed latest Census
Agriculture.....	5	6	4	6	13	9	15	17	11	10	4	7	106	7.28	144	9.27	(a) 1,123,188
Logging.....	23	21	18	11	17	10	17	8	7	14	11	5	162	11.12	178	11.46	(a) 49,960
Fishing and Trapping.....	3	1	2	2	3	...	1	7	1	1	8	4	33	2.26	24	1.55	(d) 63,745
Mining, Non-ferrous Smelting and Quarrying.....	15	16	20	17	22	18	17	16	17	12	14	9	193	13.25	262	16.87	(b) 108,883
Metalliferous mining.....	10	12	12	11	18	11	7	7	8	6	5	6	113	7.76	154	9.92	60,351
Coal mining.....	5	3	8	5	3	6	6	8	8	3	8	2	65	4.46	81	5.22	26,434
Non-metallic mineral mining and quarrying, n.e.s.....	...	...	1	...	...	1	2	1	1	2	1	1	10	.69	17	1.09	10,398
Structural materials.....	...	...	1	1	...	2	...	...	1	...	...	...	5	.34	10	.64	11,700
Manufacturing.....	25	19	31	23	17	29	13	36	28	23	23	28	298	20.45	263	16.94	(b) 762,244
Vegetable foods, drink and tobacco.....	2	...	2	1	...	2	2	2	...	1	1	1	14	.96	13	.84	89,337
Animal foods.....	...	...	3	...	...	1	...	...	1	1	1	4	11	.75	2	.13	40,603
Textiles and clothing.....	2	1	3	...	...	1	...	2	1	1	1	...	12	.82	9	.58	138,973
Leather, fur and products.....	...	...	...	1	1	...	...	...	...	1	...	...	3	.21	6	.39	33,063
Rubber products.....	1	...	1	...	...	...	...	1	...	...	...	...	2	.14	1	.06	14,297
Saw and planing mill products.....	1	6	4	1	2	6	3	3	5	8	3	5	42	2.88	47	3.03	50,425
Wood products.....	2	1	6	1	2	1	1	3	1	1	1	2	22	1.51	20	1.29	47,311
Pulp, paper and paper products.....	1	...	...	...	...	...	...	...	...	...	...	...	1	.07	...	...	37,866
Printing and publishing.....	4	5	9	6	6	12	3	10	10	7	8	9	89	6.11	68	4.38	164,325
Iron, steel and products.....	2	1	...	...	...	1	1	1	3	2	...	2	9	.62	14	.90	54,317
Non-ferrous metal products.....	2	1	...	...	1	1	1	1	3	2	...	1	13	.89	18	1.16	25,415
Non-metallic mineral products.....	5	1	6	7	2	1	1	6	1	3	1	...	33	2.26	30	1.93	27,682
Chemical and allied products.....	3	3	1	4	2	3	2	6	2	4	4	4	38	2.61	25	1.61	...
Shipbuilding.....	1	...	2	...	...	...	...	...	...	...	...	...	3	.21	1	.06	13,364
Miscellaneous products.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Construction.....	33	11	15	20	11	19	20	20	22	22	14	12	219	15.03	176	11.33	(a) 256,282
Buildings and structures.....	10	5	6	9	7	14	8	16	9	11	9	7	111	7.62	90	5.80	164,977
Railway.....	...	1	...	...	...	1	...	...	...	...	...	...	4	.27	5	.32	...
Highway and bridge.....	2	3	5	4	2	2	4	2	3	8	1	3	39	2.68	55	3.54	...
Miscellaneous.....	21	2	4	7	2	2	6	2	10	3	4	2	65	4.46	26	1.67	...
Electricity, Gas, and Water Production and Supply.....	...	1	1	1	2	2	3	...	2	4	3	2	21	1.44	30	1.93	(f) 19,880
Transportation and Public Utilities.....	22	19	20	26	15	27	26	20	27	41	24	36	303	20.80	317	20.41	...
Steam railways.....	17	16	12	10	8	11	12	11	11	18	14	13	153	10.50	128	8.24	(c) 148,746
Street and electric railways.....	...	...	1	1	...	1	...	...	...	1	...	...	4	.27	7	.45	(c) 14,801
Water transportation.....	1	1	1	8	3	11	5	3	11	10	1	11	66	4.53	61	3.93	(a) 37,887
Air transportation.....	2	1	2	...	...	...	3	1	6	3	6	25	1.72	75	4.83	...	...
Local and highway transportation.....	1	1	4	5	2	3	6	2	4	6	4	3	41	2.81	34	2.19	(a) 96,275
Storage.....	1	...	...	...	...	1	...	...	1	1	...	...	4	.28	3	.19	(a) 35,195
Telegraphs and telephones.....	...	...	2	1	...	1	1	...	...	...	2	7	48	3.19	8	.52	(c) 27,375
Express.....	...	...	...	1	...	...	...	...	...	...	1	2	14	.91	1	.06	(c) 5,084
Unclassified.....	...	...	...	...	...	1	...	...	...	...	...	...	1	.07	...	...	...
Trade.....	4	5	4	1	8	6	1	2	3	6	2	...	42	2.88	65	4.19	(a) 387,315
Wholesale.....	1	1	2	...	5	2	...	...	1	2	...	...	18	.96	24	1.55	326,528
Retail.....	3	4	2	1	3	4	1	2	2	4	2	...	24	1.92	41	2.64	60,787
Finance.....	...	...	...	...	...	1	...	...	...	...	...	...	1	.07	1	.06	(a) 92,317
Service.....	5	4	13	8	6	3	6	7	11	7	4	5	79	5.42	93	5.99	(a) 767,705
Public administration.....	2	4	10	6	3	1	3	5	6	5	1	2	48	3.29	60	3.86	116,839
Recreational.....	...	...	...	...	...	...	1	1	...	1	...	...	3	.21	3	.19	16,225
Laundering, dyeing and cleaning.....	1	...	...	...	...	...	...	...	1	...	1	3	...	.21	1	.07	20,468
Custom and repair.....	...	1	...	1	1	1	1	...	...	...	...	4	...	.27	6	.39	61,142
Personal, domestic and business.....	1	...	2	...	2	1	2	1	4	1	2	2	18	1.23	19	1.22	309,365
Professional.....	1	...	2	...	...	...	...	...	...	...	...	...	3	.21	4	.26	243,366
Unclassified.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	(a) 169,263
Total.....	135	103	131	115	113	123	120	133	129	140	107	108	1457	100.00	1,553	100.00	...

(a) Decennial census of 1931.

(b) Annual census of industry 1940.

(c) Annual census of industry 1941.

(d) Fishermen only, annual census of industry 1941.

(e) Revised figures for 1941.

(f) Electricity employees only, annual census of industry 1941.

**INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL IN CANADA, 1936, 1937, 1938, 1939, 1940, 1941 AND 1942
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical aid only (a)	Temporary disability	Permanent disability	Fatal	Total
1936					
Nova Scotia.....	2,846	6,818	529	53	10,246
New Brunswick.....	2,303	6,290	339	25	8,957
Quebec.....	18,294	19,286	1,800	122	39,502
Ontario.....	30,086	22,954	835	272	54,147
Manitoba.....	4,860	4,186	216	37	9,299
Saskatchewan.....	2,183	2,361	84	14	4,642
Alberta.....	4,230	4,834	91	43	9,198
British Columbia.....	.....	13,547	657	168	14,372
Total.....	64,802	80,276	4,551	734	150,363
1937					
Nova Scotia.....	3,168	8,179	546	60	11,953
New Brunswick.....	3,304	7,863	332	22	11,521
Quebec.....	.....	.....	.....	.....	70,081
Ontario.....	34,318	26,427	1,049	248	62,042
Manitoba.....	4,781	4,120	232	20	9,153
Saskatchewan.....	1,840	2,362	81	13	4,296
Alberta.....	6,174	4,993	103	43	11,313
British Columbia.....	14,457	16,431	594	181	31,663
Total.....					212,022
1938					
Nova Scotia.....	3,120	7,586	637	65	11,408
New Brunswick.....	2,573	5,005	240	16	7,834
Quebec.....	.....	.....	.....	.....	58,335
Ontario.....	29,559	21,501	936	276	52,272
Manitoba.....	5,089	4,004	205	33	9,331
Saskatchewan.....	2,077	2,326	88	17	4,508
Alberta.....	5,010	6,255	112	51	11,928
British Columbia.....	12,566	14,028	754	139	27,487
Total.....					183,103
1939					
Nova Scotia.....	3,482	7,715	582	44	1,823
New Brunswick.....	2,577	5,264	263	22	18,126
Quebec.....	.....	.....	.....	.....	53,651
Ontario.....	30,672	21,203	1,020	215	53,110
Manitoba.....	5,128	4,044	196	33	9,401
Saskatchewan.....	2,466	2,670	107	17	5,260
Alberta.....	5,211	6,483	101	37	11,832
British Columbia.....	11,994	14,915	735	132	27,776
Total.....					180,979
1940					
Nova Scotia.....	4,599	8,846	454	49	13,948
New Brunswick.....	3,386	7,257	275	22	10,940
Quebec.....	.....	.....	.....	.....	65,704
Ontario.....	43,345	27,245	1,432	269	72,292
Manitoba.....	5,900	5,055	208	39	11,202
Saskatchewan.....	2,919	3,210	97	23	6,249
Alberta.....	6,132	7,590	211	49	14,982
British Columbia.....	19,732	17,842	748	165	38,487
Total.....					233,804
1941					
Nova Scotia.....	5,894	9,335	511	64	15,804
New Brunswick.....	3,713	7,270	275	37	11,295
Quebec (c).....	.....	.....	.....	.....	82,568
Ontario.....	63,977	35,999	1,951	363	102,290
Manitoba.....	7,294	5,789	249	40	13,378
Saskatchewan.....	3,238	3,459	105	21	6,823
Alberta.....	5,266	11,455	110	87	16,928
British Columbia.....	24,651	20,889	785	171	46,496
Total.....					295,582
1942 (b)					
Nova Scotia.....	7,408	9,817	156	74	17,455
New Brunswick.....	.....	.....	.....	30	12,830
Quebec (c).....	.....	.....	.....	.....	96,888
Ontario.....	73,289	45,201	2,081	367	120,938
Manitoba.....	7,389	5,878	252	47	13,566
Saskatchewan.....	2,917	3,242	70	24	6,253
Alberta.....	8,924	9,590	107	59	18,080
British Columbia.....	35,904	28,476	901	194	65,475
Total.....					352,085

(a) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for this compensation. The period varies in the several provinces; figures not reported by some boards.

(b) Preliminary figures.

(c) Subject to further revision.

electric current, 34 to conflagrations, 31 to hot and inflammable substances and flames, 17 to gas fumes, poison, etc., 16 to steam escapes, boiler explosions, compressed air, and 2 to mine explosions from gas, coal dust, etc.

Striking against or being struck by objects caused 42 fatalities, 40 were caused by prime movers, 29 by hoisting apparatus, 26 by animals (20 of which were due to horses), 21 by working machines, 16 by handling of objects, and 5 by tools.

The category "other causes" includes 113 fatalities of which 59 were due to industrial disease, strain, etc., 22 to cave-ins, land slides, ice jams, etc., 10 to lightning, frost, storms, sunstroke, 7 to shooting and violence, 6 to infection not elsewhere specified, 4 to drownings not elsewhere specified, and 5 concerning which no particulars were available.

Fatalities by Provinces

The classification of accidents according to provinces shows that the largest number, 450 occurred in Ontario. There were 440 in Quebec, 221 in British Columbia, 120 in Nova Scotia, 74 in Alberta, 54 in Manitoba, 44 in New Brunswick, 42 in Saskatchewan, 9 in Prince Edward Island, and 3 in Yukon and Northwest Territories. In Ontario the fatalities occurred by industries as follows: manufacturing, 105; transportation and public utilities, 99; construction, 66; mining, non-ferrous smelting and quarrying, 59; logging, 36; agriculture, 27; service, 25; trade, 22; electricity, gas and water production and supply, 8; and fishing and trapping, 3. In Quebec, the largest number, 109, was also in manufacturing, with 96 in construction, 90 in transportation and public utilities, 43 in logging, 34 in mining, non-ferrous smelting and quarrying, 30 in agriculture, 24 in service, 6 in trade, 5 in electricity, gas and water production and supply, 2 in fishing and trapping, and 1 in finance. In British Columbia there were 58 fatalities in logging, 41 in manufacturing, 40 in mining, non-ferrous smelting and quarrying, 33 in transportation and public utilities, 21 in construc-

tion, 13 in fishing and trapping, 8 in service, 3 in agriculture, 3 in trade, and 1 in electricity, gas and water production and supply. In Nova Scotia and Alberta there were respectively 30 and 20 fatalities in mining, non-ferrous smelting and quarrying, and no other industry experienced as many fatalities as these industries. Transportation and public utilities registered the largest number in Manitoba, New Brunswick and Saskatchewan, there being respectively 18, 14, and 10 in this industry.

Fatalities by Industries

The total number of fatalities recorded for the year was 1,457, being classified under the various groups of industries as follows: transportation and public utilities, 303 or 20·80 per cent of the total; manufacturing, 298 or 20·45 per cent; construction, 219 or 15·03 per cent; mining, non-ferrous smelting and quarrying, 193 or 13·25 per cent; logging, 162 or 11·12 per cent; agriculture, 106 or 7·28 per cent; service, 79 or 5·42 per cent; trade, 42 or 2·88 per cent; fishing and trapping, 33 or 2·26 per cent; electricity, gas and water production and supply, 21 or 1·44 per cent; finance, 1 or ·07 per cent.

The fatalities by months indicate that the greatest number, 140, occurred in October, while the lowest total, 103, was recorded in February. The table gives the total number of persons gainfully employed in most of the industries, the latest census figures available being given in each case. For agriculture, logging, construction, trade, finance, service, etc., the figures were those of the decennial census of 1931, for mining and manufacturing, from the annual census of industry for 1940, for fishing, electricity, steam railways, street and electric railways, telegraphs and telephones, and express, from the annual census of industry for 1941.

While the latest figures available as to numbers employed are not in any instance those for the year under review, they are included, however, for general comparative purposes.

Fatal and Non-Fatal Accidents in Canada Reported by Provincial Workmen's Compensation Boards

THE Labour Department's records of industrial accidents include only fatal accidents and fatalities arising out of employment, including those due to industrial diseases, etc. The only information of a comprehensive nature as to non-fatal accidents is from the Workmen's Compensation Boards in the various provinces, except that in manufacturing, mining, and steam and electric railway opera-

tion, additional information is available from various governmental departments and commissions.

The annual reports of the several Workmen's Compensation Boards are reviewed from time to time in the LABOUR GAZETTE, information being given as to accidents, amounts paid in compensation, etc. The annual reports of the Provincial Workmen's Compensation

Boards for 1941 were summarized in the following issues: New Brunswick and Nova Scotia, June, 1942, pages 699-700; Alberta and British Columbia, August, 1942, page 919; Manitoba and Saskatchewan, September, 1942, page 1098; Quebec, November, 1942, page 1344; and Ontario, elsewhere in this issue.

In none of the provinces does the Board have jurisdiction over accidents in all industries, so that the accidents recorded are those in certain industries only. Most of the Boards deal with accidents in logging, mining, manufacturing, construction, transportation and public utilities, excluding agriculture, trapping, finance, domestic service, etc., but include to some extent fishing, trade and government service.

The accompanying table summarizes the figures as to non-fatal accidents recorded by

the several Workmen's Compensation Boards for 1936, 1937, 1938, 1939, 1940, 1941 and also include some preliminary figures for 1942. It may be observed that the Department of Labour's figures show more fatal industrial accidents as occurring during each year than the total number of fatal accidents which were included by the Provincial Workmen's Compensation Boards for that year. This difference is largely accounted for by the fact that the Provincial Boards do not record accidents in all industries. In addition, however, the Board's records only show accidents to employees, while the records of the Department of Labour register accidents to all persons occupied in industry, including employers and workmen carrying on their own business, of whom there are many, particularly in trucking, trade, etc., as well as in agriculture.

Workmen's Compensation in Ontario

THE Report for 1941 of the Workmen's Compensation Board of Ontario gives an account of accidents occurring in that province during the year, the payment of benefits, and the various activities of the Board.

Accidents.—During 1941 there were reported to the Board 113,822 accidents, as compared with 81,116 during 1940, and 60,520 during 1939. This increase in accidents was attributed for the most part to increased employment.

The number of accidents in which compensation or medical aid was paid during the year was 104,655, as compared with 70,111 during 1940. The 104,655 comprised 438 deaths, 1,616 permanent disability cases, 40,275 temporary disability cases, and 62,326 medical aid only cases.

Benefits.—The total benefits awarded during the year amounted to \$9,898,893, compared with \$7,282,877 during 1940, and \$6,152,407 during 1939.

Of the total benefits awarded during the year, \$8,126,517 was for compensation, and \$1,772,376 was for medical aid.

The total benefits awarded from the commencement of the Act (January 1, 1915) to January 1, 1942, amounted to \$152,135,326, and the total accidents reported during the same period were 1,568,615.

Assessments.—Some of the industries covered by the Act are under the collective liability system (the employer not being individually liable for accidents to his workmen but being assessed to provide a general fund out of which accidents occurring in his class of industry throughout the Province are taken care of), while others are under the individual

liability system (the employer being liable to pay for accidents happening to his own workmen).

For industries in the first category (Schedule I), provisional assessments for 1941, including estimated adjustments, amounted to \$9,034,812, an average rate of \$1.08 for each \$100 of payroll. This compares with a provisional estimate of \$6,409,486 in 1940 and \$6,686,948 actually assessed during that year. The rate of assessment was \$1.02 for 1940 and \$1.06 for 1939. The provisional surplus to the credit of these classes of industry at the end of 1941 was \$1,651,520.

In regard to industries in the second category (Schedule 2), the Dominion Government (including the Defence Industries), the Provincial Government, and the employers pay for accidents in these industries as they arise, on the adjudication of claims by the Board. Hence, these industries do not pay assessments to the Board on a percentage of their payroll.

Finances.—The provisional surplus of \$1,651,520 standing to the credit of the classes comprising Schedule 1, is in addition to a Disaster Reserve of \$236,045, a Reserve for Depreciation of Securities (which belongs to the classes) of \$922,401, and an excess of \$191,970 in the Silicosis Account of cash over liabilities for silicosis in the mining industry. This makes a total of \$3,001,937, as compared with \$3,607,697 at the end of 1940. These assets in excess of liabilities are in addition to accrued interest on investments.

The Disaster Reserve is a fund set aside under the provisions of Section 101 (2) of the Act to meet any unforeseen disaster or other circumstance which might unduly burden the

employers in any class of industry. The fund has been accumulated by a transfer of one per cent of the gross assessments up to the end of 1922, and for the year 1928. These are the only moneys set aside or held by the Board which do not directly cover liabilities actually incurred by reason of accidents which have already happened.

In addition, there was at December 31, \$28,537,870 in the Pension Fund, which is not a reserve but a fund to pay pensions to widows, children, and disabled workmen, which pensions run for life or lesser periods, and which were calculated on an actuarial basis, the liability being equal in amount to the fund. From time to time actuarial revaluations of the liabilities are made to ensure the proper amount being kept in the fund. The last such revaluation was made during 1941.

Safety Associations.—The Board's aid to Safety Associations was increased from \$241,760 in 1940 to \$250,775 in 1941, and for Mine Rescue Work from \$15,777 to \$20,228.

The safety or accident prevention associations are organizations of employers established under the authority of the Act by the employers in 23 out of the 24 classes of industry. They are under the management of the employers but the expenses are paid by the Board out of the Accident Fund.

The Report also contains complete information concerning operations during 1940, including statistics regarding accidents during the year, their causes, nature of injuries involved, number, time loss, total and average cost of the different classes of cases, the age, wage, nationality, sex, and marital condition of injured workmen.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

Survey of absenteeism in Canadian war industry.

war industry is remaining within the limits maintained since September of from 6½ to 8 per cent.

It should be emphasized that the figures in these reports refer to absence from all causes, including sickness and vacations, and absence with and without leave. No breakdown is given as to the various causes of absences, or as to the proportion that is involuntary or justifiable, and the proportion that is preventable.

For January, thirty-three firms submitted returns, and for February the same number, with, however, three changes in constitution so that the comparison from month to month is not exact.

	Jan.	Feb.
Firms submitting returns	33	33
Employees	86,523	82,477
Average absent daily.....	6,617	6,623
Percentage absent daily.	7.6	8.0

The rate of absence varied considerably from plant to plant. One company which reported a 24 per cent rate during January was able to announce a reduction to 17 per cent during February. Some half a dozen firms with rates of 10 per cent or more balanced a larger number with rates of 4 per cent or less.

For certain large plants located in suburbs the transportation problem, which already obliged many workers to spend up to two hours or more each day in travelling, was aggravated by winter conditions. This had its effect on the absence rate.

One such company noted that 20 per cent of its female employees were away from work daily whereas only 9.6 of the men were absentees. The same company noted a somewhat higher absence rate for employees of both sexes on the night shift than on the other two shifts.

Firms with a low absence rate were frequently old established companies with experienced employees whereas the newer war plants, with a high proportion of women workers and with many employees unaccustomed to industrial life, had difficulty in maintaining steady attendance.

Fractional increase in cost of living index.

A slight advance in the official index of the cost of living was recorded at the beginning of March due entirely to increases in the prices of certain foods notably beef, potatoes and oranges. A seasonal decline was recorded in the price of eggs. At the beginning of March the index (on the base of average prices during the period 1935 to 1939 as 100) was 117.2 compared with 116.9 the previous month and 100.8 for August, 1939, the last pre-war month.

The advance in the index since the outbreak of war therefore was 16.3 per cent. For the comparable period during the last war, that is, between July, 1914, and February, 1918, the advance was 43.3 per cent. Since the establishment of the ceiling on prices in the autumn of 1941, the advance in the index was 1.5 per cent, the official index at the beginning of October 1941 being 115.5. For the comparable period during the last war, that is between October, 1916, and March, 1918, the advance was 24.3 per cent.

Employment and industrial statistics.

The latest statistics available reflecting industrial conditions in Canada are given in the table below.

The index of employment at the beginning of February was 1.3 per cent lower than for January but was 9.6 per cent higher than for February 1942. In four of the last five years February has been lower than January but for the period 1921-1942 on the average some advance has

been recorded. Per capita weekly earnings which at the beginning of January had declined owing to reduced operations in many establishments at the holiday season advanced for February to about the level of the beginning of December 1942, and were about 8 per cent higher than in February 1942.

The index of the physical volume of business, reflecting activity in the production and distribution of goods, in February was

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	March	February	January	March	February	January
Employment Index.....(1)		181.2	183.7	165.1	165.4	165.8
Unemployment percentage (trade union members).....(2)	1.5	1.5	1.2	4.0	4.3	5.2
Index numbers, aggregate weekly payrolls.....(3)		139.5	131.9	119.4	118.5	112.3
Per capita weekly earnings.....\$		29.93	27.92	27.92	27.65	26.13
Prices, wholesale index.....(1)	95.5	97.5	97.1	95.1	94.6	94.3
Cost of living index.....(4)	117.2	116.9	117.1	115.9	115.7	115.4
Retail sales unadjusted index.....(4)		130.5	128.7	144.7	120.0	128.1
Retail sales adjusted index.....(4)		169.1	155.8	161.4	154.7	150.8
Wholesale sales.....(4)		145.9	139.9	155.4	136.1	132.2
Common stocks index.....(4)	78.5	78.7	76.3	62.3	64.7	66.8
Preferred stocks index.....(4)			102.7	95.6	96.8	99.6
Bond yields, Dominion index.....(4)	197.7	98.5	98.8	99.6	99.3	99.4
Physical Volume of Business Index.....(4)		227.3	225.8	196.2	192.9	192.3
INDUSTRIAL PRODUCTION.....(4)		267.8	254.6	217.9	216.3	216.5
Mineral production.....(4)		236.1	225.3	234.2	248.2	258.5
Manufacturing.....(4)		290.8	279.0	225.8	226.3	222.7
Construction.....(4)		140.7	95.0	145.0	98.3	119.1
Electric power.....(4)		141.8	142.5	141.7	137.6	142.9
DISTRIBUTION.....(4)		143.3	166.3	151.2	144.4	142.0
Carloadings.....(4)		139.7	130.5	136.2	140.4	149.6
Tons carried, freight.....(4)		175.5	155.1	177.4	169.3	169.3
Bank debits to individual accounts\$		3,711,843,123	3,899,628,358	4,176,830,029	2,892,863,582	3,230,788,844
Bank notes in circulation.....(6)\$		632,800,000	632,800,000	482,454,936	462,508,080	450,168,690
Bank deposits in savings\$		1,795,469,353	1,722,570,861	1,549,628,551	1,270,739,069	1,217,143,619
Bank loans, commercial, etc.\$		978,807,622	1,036,223,858	1,212,990,336	1,055,488,517	1,052,857,980
Railway—						
Car loadings, revenue freight cars.....(7)	253,795	247,407	227,858	252,180	248,549	247,327
Canadian National Railways , revenues.....\$				28,706,000	24,950,000	25,967,000
Operating expenses.....\$			22,085,063	19,498,684	18,696,053	18,051,905
Canadian Pacific Railway , traffic earnings.....\$		20,333,526	18,927,920	20,746,000	18,238,000	18,660,000
Canadian Pacific Railway , operating expenses, all lines.....\$		17,514,158	16,687,265	16,960,522	15,234,101	15,476,210
Steam railways, freight in ton-miles			4,062,902,000	4,580,226,000	4,031,154,000	4,245,573,000
Building permits\$	4,934,580	2,420,466	3,338,329	6,972,081	4,405,775	6,432,687
Contracts awarded.....(8)\$	11,110,600	19,019,000	11,984,000	17,850,400	11,052,200	12,880,000
Mineral production—						
Pig iron.....tons	160,101	157,467	116,327	167,116	143,973	163,156
Steel ingots and castings.....tons	270,962	245,588	207,800	265,903	242,921	259,016
Ferro-alloys.....tons	18,611	16,356	15,331	20,261	17,358	18,004
Gold.....ounces		327,404	334,510	439,203	375,630	405,664
Coal.....tons		1,558,832	1,542,236	1,600,269	1,712,014	1,919,264
Timber scaled in British Columbia.....bd. ft.	163,848,119	122,742,641		283,217,525	208,681,936	154,440,152
Flour production.....bbls.		1,990,732	1,963,042	1,806,854	1,584,978	1,555,850
Footwear production.....pairs		2,825,933	2,612,258	2,921,536	2,626,084	2,463,947
Output of central electric stations.....k.w.h.	3,329,266,000	2,951,397,000	3,217,788,000	3,220,953,000	2,864,438,000	3,226,289,000
Sales of insurance\$		39,801,000	39,945,000	35,375,000	38,938,000	42,660,000
Newsprint production.....tons		221,810	233,540	295,840	278,100	311,900

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended March 25, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base June 1941=100. (4) Base, 1935-1939=100

(5) Adjusted, where necessary for seasonal variation.

(6) Notes in the hands of the public.

(7) Figures for four weeks ended March 27, 1943, and corresponding previous periods.

(8) MacLean's Building Review.

at the highest level on record. Only a slight advance was recorded as compared with the previous month but as compared with February 1942, the increase was about 18 per cent. Manufacturing production, especially in those activities producing for war purposes was materially higher than for the previous month, the index for the group recording an advance of about four per cent. Substantial increase was recorded also in construction contracts awarded indicating greater activity for this industry than in January. Decline was recorded in the production of electric current.

Cumulative figures for the first two months of 1943 show manufacturing production 26.9 per cent higher than for the same period of 1942. Flour production increased 25.9 per cent, in the same comparison creamery butter production 24.3 per cent, numbers of cigarettes released 20.3 per cent, the value of construction contracts awarded 29.5 per cent, and the index of grain marketings 45.4 per cent, while the index of livestock marketings declined 25 per cent, the volume of mineral production 9 per cent, factory cheese production 56.3 per cent, newsprint production 24.5 per cent and steel ingot production 10 per cent.

Strikes and Lockouts during March.

During the month of March the number of strikes recorded was less than the previous month but the number of workers involved showed a decided increase and the time loss in man working days was somewhat higher. The figures show 28 strikes, involving 17,008 workers, with a time loss of 30,683 man working days, as compared with 32 strikes in February, involving 5,243 workers and showing a time loss of 24,306 days. During March, 1942, there were 18 strikes on record, involving 3,770 workers, with a time loss of 23,191 days. During the month under review the strikes which involved a large number of workers were: a strike of 6,000 shipyard workers at Vancouver, B.C., a strike of 3,000 street railway employees at Montreal, P.Q., and eleven strikes in the coal mining industry involving more than 5,000 workers. None of these strikes, accounting for about two-thirds of the total time loss for the month, was of long duration.

Of the 28 disputes during March, 26 were terminated during the month. Eleven resulted in favour of the workers, seven in favour of the employer, four were compromise settlements and four were indefinite in result. Two strikes, involving 204 workers, were reported as unterminated at the end of the month.

Industrial Disputes Investigation Act.

Twenty-four applications for the establishment of Boards of Conciliation and Investigation under the Industrial Disputes Investigation Act were received during the month of March. Five boards submitted their reports; ten boards were established and the constitution of six boards was completed during the month. Fifteen disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from commissioners in ten cases. One dispute was referred to an Industrial Relations Officer. As the result of negotiations arranged by a Board of Conciliation and Investigation, the settlement of one dispute was reported, an agreement having been reached between the parties. Two applications were withdrawn during the month and one application rejected.

Meeting of Committee on Industrial Hygiene.

The fifth meeting of the Technical Advisory Committee on Industrial Hygiene was held in Ottawa on March 29, 1943, under the chairmanship of Dr. C. F. Blackler of the Department of Pensions and National Health.

Discussion centred mainly on progress made towards implementation of Order in Council P.C. 1550 (March 2, 1942) which requires owners of war contract premises to "provide medical, surgical, nursing and preventive services to the satisfaction of the Minister" (of Pensions and National Health).

An account was given of the steps being taken to acquaint employers with the importance of health services in enabling workers to make a better contribution to war production, and with the procedure necessary for the establishment of such services in industrial plants.

(An article on medical services in industry as related to Canada appeared in the November, 1942 issue of the *LABOUR GAZETTE*, page 1274. New York State recommendations on the subject were described on page 227 of the February issue.)

Other matters discussed by the Committee included absenteeism and production in relation to fatigue; night work for women in war industries; pre-employment and placement examinations; the hazard of radium in industry; and tuberculosis control.

Labour representative appointed to C.B.C.

The appointment has been announced of Mr. Howard B. Chase as labour representative on the Board of Governors of the Canadian Broadcasting Corporation.

Mr. Chase is head of the Brotherhood of Locomotive Engineers in Canada, and Assistant Grand Chief Engineer of the international brotherhood.

The appointment of Mr. Chase followed requests made by each of the major trade union organizations in their legislative proposals to the Dominion Government during February and March that labour be accorded further representation on government bodies. The Prime Minister at that time indicated his desire to see "as complete a labour representation as possible on government boards."

Labour leaders from Britain and Dominions meet in conference.

Representatives of trade unions in the British Dominions met in England at a conference beginning April 12. The conference was convened by Sir Walter Citrine, Secretary of the

British Trades Union Congress, and was attended by delegates from labour organizations in Canada, Australia, New Zealand and South Africa, as well as from the British unions.

The Canadian representatives were Mr. Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, and Mr. Alfred Farnilo, President of the Alberta Federation of Labour, representing the Trades and Labour Congress of Canada.

The purpose of the conference was to establish closer communication between the labour movements of the countries represented and to exchange first-hand information on labour conditions in the various countries in wartime. Topics discussed included wartime legislation affecting labour, and the way in which labour unions are meeting the problems of the war effort.

Death of P. J. Jobin, first correspondent of Labour Gazette.

The death occurred on March 3 of Patrick Joseph Jobin, the first correspondent of the LABOUR GAZETTE who had served

the Department in that capacity from the first issue of this periodical in September, 1900.

He was appointed LABOUR GAZETTE correspondent for the Quebec District when the present Prime Minister, Rt. Honourable William Lyon Mackenzie King was establishing this official publication, and serving as its first editor. The letter covering Mr.

Jobin's appointment is still on file, bearing the approving comment of the late Sir Wilfrid Laurier, then Prime Minister.

For more than 42 years Mr. Jobin faithfully covered his assignment in the field of prices and industrial disputes. He was fearless and outspoken in situations that called for plain speaking. Some of his communications are gems of frankness and yet he had the respect of all those with whom he came in contact in his official duties.

Mr. Arthur MacNamara, the Deputy Minister of the Department, paid tribute to the long and faithful service which Mr. Jobin rendered in such full measure to the service of the Department of Labour all through its evolution to one of the most important departments of the Government.

Publication announced of

The publication is announced by the Dominion Bureau of Statistics of the "Canada 1943". 1943 edition of the Official Handbook "Canada".

Canada 1943 covers the present situation in the Dominion from Atlantic to Pacific, the weight of emphasis being placed on those aspects that are currently of most importance. So far as space permits, all phases of the country's economic organization are dealt with and statistics are brought up to the latest possible date. The text is accompanied by a wealth of illustrative matter that adds to the interest of the subjects treated.

The Introduction reviews Canada's war program, covering the development of her armed forces, the financial steps that have been taken, and the governmental organizations that have been created with their principal activities. It also reviews Canada's economic condition at the close of 1942. This Introduction is followed by special articles dealing with "Canada's Industrial War Front, 1942" and "Power in Relation to Canadian War Production". The former article treats of the extensive industrial organization that has been developed under the control of the Department of Munitions and Supply for the rapid production of all forms of war munitions.

The seventeen chapters review in detail economic conditions in the Dominion. All sections of the Handbook are well illustrated by up-to-date half-tone reproductions.

The price of the publication is 25 cents per copy; the special price concession granted, in the past, to teachers, bona fide students and ministers of religion has been discontinued. Application for copies may be made to the King's Printer, Ottawa.

**Training and
resettlement
of disabled
persons in
Britain.**

A scheme intended to guarantee, as far as possible, the return to active life of all disabled persons, whether injured in the armed services or in civil life, is contained in the

final report of the *Interdepartmental Committee on the Rehabilitation and Resettlement of Disabled Persons* in Great Britain. This committee was set up in December, 1941, under the chairmanship of Mr. G. Tomlinson, Parliamentary Secretary to the Ministry of Labour and National Service.

It is suggested that the scheme should be open to all, regardless of the nature or cause of the disablement. Hospital facilities would be provided for the specialized treatment of general and surgical medical cases. It is emphasized, however, that the successful rehabilitation of a person disabled by injury or sickness is not solely a medical problem but calls for the services of the social and industrial expert. There must be the fullest co-operation between the medical and industrial service, and in order to complete the process of rehabilitation the employment in which disabled persons are placed must be suited to individual capacity and make the best use of individual skill. The Committee discuss various aspects of both medical and post-hospital rehabilitation and they make a number of recommendations on these matters, including proposals regarding a reconditioning and vocational training service.

On the subject of resettlement, the Committee emphasize that the only satisfactory form of resettlement for a disabled person is employment which he can take and keep on his merits as a worker in normal competition with his fellows. With careful assessment of individual capacity and selection of employment a large proportion of disabled persons are capable of taking their places in industry on normal terms. In order to secure the resettlement of such persons in employment the Committee consider that some measure of statutory obligation will be required, and they accordingly recommend that provision should be made by legislation for:—

(a) a restriction upon the engagement of non-disabled persons by an employer who is employing less than a prescribed percentage quota of registered disabled persons, the prescribed quota being permitted to be varied for different industries, and to be relaxed for individual employers in special circumstances;

(b) the scheduling of certain occupations for the benefit of disabled persons and the prohibition of the engagement of non-disabled persons in such occupations without a special licence;

(c) the setting up of a register of persons handicapped by disablement, this being confined to those whose disablement is likely to last more than six months and substantially handicaps them in obtaining or keeping employment of a kind generally suited to their age, previous experience, and qualifications.

The scheme established by the proposed legislation should, the Committee consider, be administered by the Ministry of Labour and National Service through local committees set up in association with the employment exchanges. Disabled ex-service men (1914-18) still in receipt of a disability pension should be entitled to registration under the scheme, and the King's Roll Scheme should be terminated.

For the more severely disabled it is proposed that employment under sheltered conditions should be provided through voluntary undertakings, as at present, and through special centres established and administered by a public corporation.

On the subject of the financing of the scheme the Committee are of the opinion that the scheme should be regarded as a social service and that its cost should be met and recognized as a public obligation.

In their concluding remarks the Committee refer to the Report by Sir William Beveridge on the problem of social insurance, and point out that their own proposals do not conflict in aim or principle with those advocated in that Report; acceptance of the Committee's proposals therefore, would not prejudice action on the lines advocated by Sir William Beveridge.

**Control of
employment of
women extended
in Britain.**

An extension of the powers of the Minister of Labour and National Service in Britain to direct women into employment and to channel their employment through employment exchanges or approved agencies was announced recently by Mr. Bevin. In future, women up to 45 who have no children under 14 may be directed into employment which now includes part-time work and occupations not covered by Essential Work Orders, and by the Employment of Women (Control of Engagement) Order passed January 28, 1943, women between the ages of 18 and 40 may not obtain employment except through an employment exchange or approved agency. For both groups the former age limit was 30.

The conditions of employment of the first group are to be safeguarded by a Government Order which is at present under study by the Trades Union Congress and the British Employers' Confederation, and will be issued

before the new policy is put into effect. Over half a million women have already taken up part-time work voluntarily.

The Control of Engagement Order replaces an earlier Order of January 22, 1942. As before, certain types of employment such as agricultural work, nursing, teaching, etc., and certain classes of women such as those with children under 14 are exempted from it, but employers wishing to fill specified positions which require special qualifications may now secure permits to hire persons without reference to the local exchange in the same way as certain individuals could obtain permits to seek employment outside the exchange under the former order.

In addition, men up to 65 and women up to 60 are now compelled to notify the Ministry of Labour and National Service whenever they leave or are discharged from any job covered by an Essential Work Order, so that they may be placed in other essential work immediately.

Employer in Britain fined for permitting women to work excessive overtime.

A cotton-spinning firm in Britain engaged on Government work was recently fined for employing several women for longer hours than were permitted by law. The women had volunteered to work over-

time to overcome a bottleneck in the doubling room which was caused by absenteeism and which affected various processes in the factory. They had begun work at 7.45 a.m. and were not expected to finish until 10 p.m. on the day on which the district factory inspector discovered the case. Their actual work-day was 12½ hours because an hour for tea and three-quarters of an hour for lunch were subtracted from the 14½ hour period of employment. The factory inspector in giving evidence at the prosecution declared: "This is the longest period of work I have ever come across. Even in the engineering industry the maximum which can be granted is 60 hours per week and 11 hours per day, and there is no factory in my area working anything near 60 hours." He said he understood that excessive overtime had been worked the week before in the same establishment.

Under the British Factories Act of 1937 the hours of women are limited to 9 a day and 48 a week and the period of employment may not exceed 11 hours a day. A limited amount of overtime is permitted but in no case may hours exceed 10 a day or the period of employment be more than 12 hours. However an Emergency Order was issued on

February 5, 1942, under the Defence (General) Regulations, 1939, exempting cotton spinning and doubling from these provisions of the Factories Act, but employers could only avail themselves of the exemption by obtaining the written permission of the district factory inspector and complying with conditions laid down in the Order. The Order authorizes the inspector to fix a maximum for women's hours somewhere between 48 and 52 and permits women to work 9½ hours on weekdays and from 5 to 7 hours as the inspector may determine on Saturdays. The period of employment may not exceed 10½ hours a day.

In imposing the fines, the Stipendiary Magistrate said he was disposed to leniency in view of the firm's small degree of responsibility for the offences and was satisfied that there was no exploitation of the women. He added: "I read of people getting the M.B.E. and the O.B.E. and being generally commended for turning in to work at all hours to increase production. When does a commendable act become a criminal one?"

Harvest labour in Australia.

Regulations in Australia relating to labour supply and conditions of work in harvesting were gazetted on October 23, and amended

on November 9, 1942. They are entitled the National Security (Wheat Harvesting Employment) Regulations. The original regulations applied only to wheat but the amendment extended their application to oats, rye and barley.

Under them a Wheat Harvesting Employment Commission has been set up consisting of a chairman and two representatives each of the Australian Wheat Growers' Federation and the Australian Workers' Union. Its functions are to co-operate with manpower authorities in obtaining and allocating manpower for harvesting crops sown during 1942 and to determine wages and conditions for this work. Local Wheat Harvest Employment Committees have also been set up, and they exercise such powers of the Commission as the Commission specifies.

A determination relating to wages and conditions has been issued by the Commission. Basic rates are set for the various classes of labour and these are to be adjusted in a prescribed manner with changes in the cost of living. Normal hours are limited to 48 per week and time and one-half must be paid for overtime. Wages are to be paid weekly in cash or as mutually arranged. Local Committees may sit as Boards of Reference to settle disputes as to matters under the determination and other matters.

**United States
conference on
employment of
women in
war industries.**

Problems connected with the employment of women in war industries in the United States were discussed at a conference of State labour department officials from 11 eastern and central States and the District of Columbia. The conference met on March 10 and 11 at the invitation of the United States Secretary of Labour and was conducted by the Women's Bureau of the Department of Labour. Topics on the agenda included the types of work women can do, working hours in wartime, industrial health and safety standards, and adjustments in home and factory to reduce absenteeism and increase production. States represented were Delaware, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New York, Ohio, Pennsylvania and Rhode Island.

The conference agreed that reasonable hours of work must be maintained in both war and civilian industries and endorsed the 8-hour day, 48-hour week and one day's rest in seven recommended by eight Federal Government agencies last year (L.G., 1942, p. 881). Only in cases of emergency should these standards be relaxed. The conference also advocated the same wage rates for women as for men and proper safeguards for the health and safety of women workers.

In regard to civilian industries, the conference was of the opinion that relaxation of standards should be permitted only to maintain production of essential goods and should be confined to areas with extreme labour shortages.

**Principle of
guaranteed
minimum wage
established in
N.Y. state.**

The principle of a guaranteed minimum-weekly-wage for workers employed for a short work-week was upheld in a recent decision of the highest Court in New York State. Minnesota in

1920 was the first State to adopt the principle of setting a weekly minimum wage for workers who were employed for less than the regular work-week, and since then 25 to 30 minimum wage orders of this nature have been passed in various States. Such orders have a two-fold aim of inducing employers to spread their work more evenly over the week and of providing workers with a basic subsistence wage regardless of whether they are employed full-time or not. Wage adjustments of this type are permissible under the United States wage-stabilization policy which is concerned with eliminating substandards of living as well as checking inflationary wage

increases. The U.S. National War Labour Board declared in General Order No. 7 that since State minimum wage legislation is designed to eliminate substandards of living, the Board approves in advance all wage increases made in pursuance of State minimum wage laws.

The Order under attack in the New York Courts applied to the confectionery industry. It set a minimum wage of \$14 for a 40-hour week and a 35 cent hourly rate, but stipulated that employees who work three days or less in any week during the busy season (September 1-April 1) must be paid a minimum of \$10 a week and those who work two days or less in the slack season must receive \$7 a week. For a third day in the slack season the worker is to receive three-fifths of the full weekly minimum or \$8.40, and four-fifths or \$11.20 for a fourth day in either season.

The employers objected to paying workers for hours not actually worked, but the Court held that all minimum wage legislation was based on the principle of providing workers with a decent standard of living rather than reflecting the market value of the worker's services. It asserted that "the idea of a 'living wage' is the heart and core of such legislation" and declared that when the New York State legislature, in passing the Minimum Wage Act

directed the Wage Board and the Commissioner to take into account the cost of adequate maintenance and health as well as the value of the services and the wages paid in the State for like work, the Legislature of course realized that a wage sufficient to provide a decent standard of living would sometimes exceed the strict bargain-and-sale value of the worker's services.

The Court was of the opinion that if the Wage Board could only fix minimum hourly rates without being able to set a minimum number of hours for which the rates had to be paid, it could not carry out the obvious intent of the Minimum Wage Act which was to provide workers with a living wage.

**Post-war
planning
for textile
industry.**

A committee representing management and labour in the textile industry of the United States and including representatives of the public has been established to

advise the International Labour Office in its current studies of the probable position of the textile industry in the post-war period.

The new committee will be known as the Advisory Textile Committee of the United States, and will be composed of four members representing management, four representing labour and four representing the public.

The function of the committee, it was explained, will be "to assist with constructive criticism and suggestions" in the preliminary work now being carried on by the I.L.O. in exploring the feasibility of a World Textile Office under I.L.O. auspices in the immediate post-war period.

Such a World Textile Office would be based on the tri-partite principle and would be responsible for the international organization of economic and social measures to secure prosperity and social justice in the textile industry.

Social Security in the Americas.

The Permanent Inter-American Committee on Social Security which was established by the first Inter-American Conference on Social Security, held at Santiago de Chile on September 10-16, 1942 (L. G., Nov. 1942, p. 1285), has decided to publish a periodical Bulletin. The Provisional General Secretariat has issued the first number of this Bulletin, which is a provisional issue pending a decision of the Executive body as to the character of the publication. This first issue, which may be obtained from the International Labour Office at Montreal, is an outline of the principal developments during the past two years in the social insurance field in the Americas. A tabular summary of the legislation in effect in this field on January 1, 1943, appears at the end of the Bulletin.

The general conclusion is that "the social security movement in the Americas is progressing at an accelerating pace, and that, inspired by a wide social vision and learning from one another's experience, the insurance schemes are being improved in order to meet the needs of the populations concerned and to play their part fully in economic and social life. . . . One is struck particularly by two facts: the number of new general schemes introduced and the ever-growing importance which is being attached to sickness insurance and to measures for the conservation of health."

In Canada and the United States, it is pointed out, a large proportion of the medical profession has been drawn into the armed forces, and it is suggested that the great strain imposed on the remaining doctors, especially in munitions centres, might have been reduced if there had been compulsory sickness insurance to provide an organization to enable the most economical use of the doctors available. It is noted, however, that in Canada plans are now being drawn up for the establishment of compulsory insurance to provide medical care.

Absenteeism of dissatisfied workers in Italy.

Italian workers absent from their factories without permission for one day are now liable to trial by military courts and may be imprisoned for as much as six months, according to the American Labour Conference on International Affairs.

Absenteeism, the report states, has assumed grave proportions in Italy, where the workers are dissatisfied, underfed and exhausted by long working hours.

Dissatisfaction arises chiefly from widespread shut downs. German coal deliveries have proved insufficient to keep factories going, and power shortages and shortages of raw materials have further contributed to the shutdowns. In December 1942 and January and February 1943, work in all cotton mills was suspended and the unemployed were forced into the army or sent to Germany to work.

Still other factories have been forced to close because of shortages of skilled workers, who have been sent to Germany.

Wages and salaries in Italy have been frozen for the duration of the war. Two years ago the government, worried by persistent grumbling and dangerous discontent, ordered a single wage increase of 4 per cent and a salary increase of 8 per cent. There have been no further increases since.

Long working hours and inadequate food have slowly undermined the health of the Italian workers. At the beginning of the war the government fixed the working day at ten hours. Later it increased it to twelve hours in the metallurgical and machine industries without any overtime pay. Italian railroad employees engaged in loading and unloading freight are now obliged to work seven days a week.

Correction

In a note in the LABOUR GAZETTE for March (p. 303), on the maintenance of membership formula of the U.S. National War Labour Board, there appeared this sentence: "As applied to a typical union contract, the formula provides that after a specified date no existing union members may terminate their employment for the duration of the contract."

In the above sentence, the word "membership" should have been used instead of employment.

Social Security

Report on Social Security for Canada

Plan to Establish a Basic Minimum of Economic Security for Every Citizen Submitted to House of Commons Committee

PROPOSALS that would assure to every Canadian certain standards of economic protection against the hazards of life were submitted to the House of Commons Committee on Social Security by Hon. Ian Mackenzie, Minister of Pensions and National Health, on March 16. The proposals were incorporated in a *Report on Social Security for Canada*¹ prepared by Dr. Leonard C. Marsh of the Dominion Government's Advisory Committee on Reconstruction (of which Dr. F. Cyril James is chairman).

The report, which is concerned with rural as well as urban needs, contains a survey of existing social legislation in Canada. It sets out methods by which this legislation can be improved and extended, and outlines principles for the construction of a comprehensive social security system suited to Canadian conditions. It does not contain specific draft measures, but provides a framework upon which legislation may be based.

Dr. Marsh's report recommends protection against the following contingencies:

- (1) unemployment;
- (2) sickness;
- (3) disability;
- (4) old age and retirement;
- (5) premature death of breadwinner (the risks of widowhood and orphanhood);
- (6) family needs (extra expenses due to births, deaths and the upkeep of children).

The report proposes that these contingencies be met by the following methods:

- (1) extension of Canada's present system of unemployment insurance; an unemployment assistance program for those not covered;
- (2) a national system of health insurance to provide medical and dental care and hospitalization; the provision of cash benefits to compensate for time lost through sickness to be considered as a separate scheme;
- (3) retention of existing workmen's compensation provisions; establishment of benefits for those disabled by non-industrial causes;

(4) revision of present old age pension scheme; to be eventually replaced by retirement pensions on a contributory basis;

(5) pensions for widows and orphans;

(6) children's allowances; cash grants for funeral expenses; maternity benefits for women wage-earners.

National Employment Program

In addition to the above recommendations, the report stresses the essentiality of a national employment program without which, it declares, the social insurance structure would have no solid foundation. Social insurance, the report emphasizes, "merely anchors the basic minimum, the absence of poverty . . . The first positive measure in providing social security is a program which will make work available, or, in other words, which will offer wages rather than subsistence maintenance . . . The only basic answer to unemployment is employment."

Anticipating a period of economic dislocation at the close of the war, varying from six months to two years or more, during which a considerable amount of occupational change-over will be inevitable, the report advocates an expenditure of the order of a billion dollars in the first post-war year on a government program to provide employment. While not going into details of projects, as outside the scope of the report, Dr. Marsh points to the need for a program of major public works, requiring "a co-ordinated effort of mobilization in which provinces, municipalities, utilities and private industry must be invited to join" and refers in this connection to the work of the subcommittee on Post-war Construction Projects, which has already reported on various aspects of the subject.

In such a full-employment program, Dr. Marsh suggests, it will also be imperative to maintain a system of facilities which will help to equip people to find work, or to give them access to new skills if there are no openings for those they already possess. "For many categories of workers," he points out, "the proper requisite in the event of unemployment

¹Published at 50 cents by the King's Printer, Ottawa.

is not maintenance in idleness, or even employment on works projects, but training." The continuance of the present Vocational Training program into the post-war period is recommended; and the better equipment of the Dominion Employment Offices, the importance of whose role, Dr. Marsh says, "it is impossible to over-emphasize."

Basic Standard of Living

The report attempts to estimate the amount of income that a Canadian family must receive as a minimum in order that poverty be eliminated. While pointing to the difficulty of ascertaining exact standards in dollar terms, the report refers to surveys of income needs that have been undertaken by various agencies, and uses as a basis standards prepared by the Toronto Welfare Council. On the basis of these standards, and judging from a table of Canadian family incomes in 1941 prepared by the Dominion Bureau of Statistics, Dr. Marsh concludes that one-third of Canada's urban families received in that year incomes insufficient to provide an "assistance minimum budget," while another one-third received less than a "desirable minimum budget." In rural districts the figure is estimated at 50 per cent of families receiving less than the "assistance minimum budget," with an additional 23 per cent receiving less than the "desirable minimum budget." In practice, whether or not an individual family were below the minimum would depend on the number of children. But for all these families social insurance techniques are particularly appropriate.

In terms of these findings the report evaluates past and present provision for the various categories of social need, and notes certain anomalies, insufficiencies, regional variations in coverage, and, in general, a lack of uniform or adequate standards.

The question of legislating for an adequate minimum standard of wages as a necessary part of a program to eliminate poverty is touched on, but is not pursued, as beyond the scope of the report. However, a topic closely related to this question and deemed to be of importance in the social insurance scheme is the problem of whether a minimum wage standard should be based on the needs of a single individual or of a family.

The report argues that wages are primarily a payment for services or for productivity, and that "fundamentally, insistence on relating a wage rate to family needs is illogical."

Children's Allowances

Accordingly the report advocates the supplementing of income by the nation in the case of wage-earners with children by the provi-

sion of children's allowances. These should be payable in the form of monetary grants at a standard rate and payable without reference to whether the family is employed or unemployed, in receipt of an insurance benefit or not. They are urged as a straightforward recognition of the special claim of children on the family budget, and of the fact that large families may be as much a cause of poverty as the economic hazards of unemployment, sickness and premature death of the breadwinner. The whole structure of social insurance recommended proceeds on the assumption that these allowances will be part of the total system, and its advantages are followed through consistently at all points in the report. Rates of payment would vary with the age of the child; rates varying from \$5 to \$12.50 per child under the age of seventeen being tentatively suggested.

Unemployment Insurance

The report discusses Canada's present unemployment insurance system as a base from which other social security units may be built. In looking towards a comprehensive social security system, and especially in relation to the anticipated period of stress at the close of the war, the report suggests consideration of "gaps" in the existing system as follows:—

- (1) extension of coverage to important groups of workers not at present included in the scheme;
- (2) provision for those who exhaust their benefits, whether at the end of six months or more rapidly;
- (3) provision for persons not eligible for other reasons.

In regard to benefits payable under the Act, the report points to the fact that "there is only a very restricted recognition of the extra dependency obligations of married men." The present scale calls for payment of benefits about 15 per cent higher to married workers than to single. The report recommends that this differential be substantially increased, specifically for a wife or other adult dependent; it is assumed that child dependents will be covered separately by children's allowances as proposed elsewhere in the report. If increased contributions are required to effect the change in benefits, they should not be collected from workers in the lower-paid categories.

Unemployment Assistance

For those not covered by unemployment insurance the report proposes a system of unemployment assistance. Benefits payable under this scheme might be about ten per cent

less than benefits under unemployment insurance. The plan would be administered through the Dominion employment offices, and would be closely bound up with rehabilitation training and with transference programs. The latter aspects of the plan would be of service in relation to establishing in employment some individuals previously considered unemployable.

Health Insurance

The Marsh report emphasizes the need for a health insurance plan in Canada to cover both rural and urban dwellers, and states certain general principles. (A draft bill on health insurance in Canada, submitted to the Social Security Committee by Hon. Ian Mackenzie at the same time as the Marsh report, is summarized elsewhere in this issue.)

Unlike unemployment insurance, "which must be confined not only to the industrial population but to persons actually or potentially of employee status", health insurance should be of universal coverage.

"To approach the problem comprehensively", the report declares, "it is important to recognize that there are actually four major aspects of health and sickness contingencies rather than one":

- (a) public health measures (including positive action to prevent illness from developing);
- (b) medical care;
- (c) sickness benefits (cash payments to cover loss of earning power);
- (d) disability, chronic illness, and other forms of long-term interruption or cessation of earning power.

Workmen's Compensation

Workmen's compensation, the oldest form of collective provision by the insurance or pooling techniques, is well developed in Canada. Mostly, it provides for those whom it covers a substantial range of benefits including medical care, and payments in the event of temporary incapacity, permanent disability and death. The Ontario system, which dates from 1919, is "frequently quoted as a desirable model in literature on the subject".

The report notes certain omissions in some of the provincial systems in respect to coverage of workers in stores, restaurants and other commercial establishments; clerical workers; casual and irregular workers; seamen; and agricultural workers.

The relation of workmen's compensation to a general scheme of social insurance is considered. The provision of benefits for industrial accidents and diseases separately from

provisions for accidents and illness incurred by the general public is noted to be somewhat anomalous. Nevertheless in view of the good record of workmen's compensation and its value as an encouragement to industrial safety work, it is recommended that the system should be retained.

Non-Industrial Disability and Invalidity

The report shows that for disability from non-industrial causes there is at present very little provision. In cases of temporary invalidity the report recommends that, in addition to medical care, cash benefits should be provided to compensate for loss of earning power. These would commence, typically, after a waiting period, and would amount to approximately one-half of the normal wage. For cases of permanent or long-term disability pensions should be provided. Persons who become partially disabled should receive special consideration in regard to rehabilitation and to placement in suitable employment, and receive appropriate compensation.

Cash maternity benefits, the report suggests, would be a normal counterpart to sickness benefits in the general health insurance scheme. For employed women, benefits would be payable six weeks before and six weeks after birth of the child, absence from work being the condition of payment, and might, it is proposed, be at a somewhat higher rate than sickness benefits.

Old Age Pensions

The report links old age with permanent disability as a contingency for which pensions should be provided. Recognizing that some persons lose their capacity for work at an earlier age than others, the report suggests a basic non-compulsory eligible age for old age pensions with premiums for those postponing retirement until later. The basic age suggested is 65 for men and 60 for women.

"In no province", according to Dr. Marsh, "can it be said that the old age pension administration carries out an adequate social treatment of the problem of assistance and service to the aged person". He suggests removal of "many of the unjustifiable restrictions as to eligibility", including residence qualifications, both Dominion and provincial, citizenship provisions, the principle "zealously adhered to in certain provinces of the responsibility of the children to the point of assuming that income is actually forthcoming from children for the support of the applicant even in cases where it is not. . . . Equally it is unsound to assume income from property of the pension applicant when such income is non-existent".

The maximum pension payable, even in the more generous provinces, at present provides "less than a basic minimum for those who are reliant solely on the pension itself A maximum \$30 monthly pension, with means-testing and income-deduction more rigidly applied than at present, would be fairer to the completely destitute and dependent than the present scale of assistance".

Compulsory Retirement Insurance

The report suggests a gradual transference in principle from old age pensions to compulsory retirement insurance (except in certain cases where the collection of contributions is not practicable, where the present pension could continue). Persons under the insurance scheme would pay contributions and on reaching retirement age would be entitled to benefits as of right and not subject to means test. Such a plan could be integrated with company retirement schemes already in effect.

Mothers' Allowances and Survivors' Insurance

Mother's allowances in Canada, that is, the payment at present made to widows with dependent children, are, the report states, "a special example not only of the divergences which arise in a situation in which there is no Dominion legislation or co-ordinating arrangements between provinces, but of the complexities and anomalies which arise when a particular category of need is administered on a poor-relief or charitable-grant basis."

The seven separate systems in effect in Canada are discussed, as to their variations and deficiencies in administration, coverage and rates of benefit.

To the extent that the recommendations made in the report with respect to family allowances and other types of insurance are carried out, the provision of survivors' benefits would, it is suggested, very largely make mothers' allowances unnecessary.

In cases where the breadwinner passes away the children would continue to receive allowances, and the widow, if her presence in the home was essential for their proper care, would receive \$30 a month. For widows able to take employment, pensions would be available "subject to attendance at the employment office within an appropriate period." The rate would be relatively high for an initial period of six months or a year, and at a low level thereafter.

Full orphans would receive a survivor's benefit of \$15 a month in addition to the

regular children's allowance, this amount being considered sufficient to provide full maintenance to provincial or local child-caring authorities.

Funeral Benefits

Funeral cash benefits are recommended, at a rate of \$100 for adults, ranging down to \$25 for children. Families would be free to spend more than the grant if their resources and desires dictated.

Graduated and Flat-rate Benefits

Unlike the Beveridge plan in Britain, which is built on flat rates of benefit for all the various units of insurance, the report recommends a combination of graduated and flat-rate benefits, the graduated scales applying to those insurances dealing with more temporary situations and particularly important to wage-earners (unemployment insurance, sickness cash benefit, workmen's compensation); the flat rates applying to the longer-term provisions (disability pensions, widows' pensions, old age pensions). The first procedure avoids the difficulties which a single rate would raise in view of the considerable regional differences which characterize Canada, and the latter avoids the difficulties of cumbersome computations and records such as have been necessary, for example, under the old age insurance legislation in the United States. For health insurance a new term has been invented—the "degressive" principle—to describe the procedure of assessing a standard rate of contribution, of which varying proportions are made up by government contribution according to the income category into which the insured person falls. The net result is a scheme which is part contributory, part government financed.

Implementation of Program

Whether the whole program of social security system should be brought into operation at one time, or in some ordered sequence, is left to be decided by the pattern of the events of the war's termination and of other items of postwar policy, and presumably by public opinion as well. It is strongly emphasized, however, that the main shape and inter-relationships of an integrated scheme must be conceived beforehand if Canada is to build her social insurance in the best possible way.

The final section of the report brings together the most important matters calling for decision, particularly (a) the inter-relationship between units in a comprehensive scheme, (b) constitutional and administra-

tive issues, and (c) the finances of social security legislation.

Constitutional Issues

On the constitutional issue the report emphasizes that proper integration and administration of a comprehensive scheme will not be possible unless the federal and provincial governments work out a clear understanding on their respective responsibilities. "On the revenue side the problem is not only one of financial contributions, but of economical collection machinery. On the distributive side, it is not only the organization of services, benefits and accounting which is involved; bound up with it are all the possibilities of development of constructive policies ancillary to the insurances, and other possibilities of raising welfare standards throughout the Dominion." Given this agreement, and probably constitutional amendment to give appropriate powers to the Dominion for the insurances which it is most likely to finance, there is room for considerable streamlining and economy of administration.

Cost of Program

Since the report stops short of actuarial calculations, and leaves open a number of alternatives on rates and conditions of benefit, no exact computations of total cost are made. The experience of other countries is analyzed, however, showing that comprehensive social security typically calls for some ten to twelve-and-a-half per cent of the national income. Only a part of this would be new expenditure, since the contributory revenue is merely the redistribution of existing income. The government part of the cost, moreover, would be much easier to fit into

a budget transmuted from wartime levels and objects of expenditure than has been conceivable before.

Dr. Marsh tentatively estimates the cost of a full program to be something under \$1,000,000,000; of which approximately half would be government expenditure. How soon this would be the subject of actual collection and disbursement depends on the decisions taken in co-ordinating Canadian economic policy in the post-war years.

The fundamental point emphasized is that social security legislation, like other elements in postwar policy, depends on the size and the maintenance of the national income. As the report suggests at one point, social security expenditures may be one of the "strategic factors" in postwar economic policy. "One of the necessities for economic stability is the maintenance of the flow of purchasing-power at the time when munitions and other factories are closing down and war activity in many other spheres is being liquidated. Sound social insurance, which is a form of investment in physical health, morale, educational opportunities for children, and family stability, is both a desirable and comparatively easy vehicle of expenditure. It is not only an eminently appropriate peacetime alternative for expenditures now being devoted to destruction: it is also a form of using some of the deferred backlog of consumer expenditure to which reference is so often made only in terms of radios, fridges and other tangible consumers' goods."

If present high levels of income can be maintained, it is indicated that a comprehensive social security system for Canada can be envisaged even in the context of considerable tax reduction after the war.

Proposed Measures for Health Insurance in Canada

Plan for Dominion-Provincial Legislation Presented to House of Commons Committee on Social Security

A PLAN for health insurance in Canada was presented for study and consideration to the House of Commons Committee on Social Security by Honourable Ian Mackenzie, Minister of Pensions and National Health, on March 16.

The plan was contained in the report of the Advisory Committee on Health Insurance (appointed February 5, 1942, by Order in Council P.C. 836, and under the chairmanship of Dr. J. S. Heagerty, Director of Public Health Services), and is in the form of specific

proposals for Dominion and provincial legislation.

It would provide to all citizens complete medical and nursing services, hospitalization, medicines and drugs, and dental care.

Every adult would contribute to the program according to a scale based on capacity to pay, at a cost not to exceed \$26 a year, or 50 cents a week per person over sixteen—no contributions would be required for children. Contributions would be collected where possible by payroll deductions.

The plan also envisages a public health program designed to prevent illness to the fullest possible extent, and to raise standards of health throughout the country.

Administration of Program

In presenting the report, the Minister referred to the constitutional question as to whether public health matters came under Dominion or provincial jurisdiction. He was of the opinion that the constitution, "as at present understood and interpreted, prevents the Dominion Parliament from adopting a single comprehensive national health insurance act."

Accordingly, he pointed out, the Advisory Committee had proposed that the administration of health insurance be allotted to the provinces, with the Dominion Government providing financial assistance. It was recommended that a federal statute be passed under which the Dominion Government would assist financially any province which enacted a health insurance measure along approved lines. It would be provided, however, that no aid should be given unless the province also agreed to undertake a general public health program approved by the Dominion. This stipulation was made in the belief that health insurance needs to be accompanied by preventive health measures in order to be of the greatest public benefit.

Draft Bill

The Report of the Committee contains a draft Dominion bill, which includes within it a model Provincial bill. Scope is allowed to the provinces, however, to alter the bill in respect of various details.

A summary of the proposals contained in the draft bill follows:

Coverage

The draft Health Insurance Bill is planned to include all persons resident in Canada. Nevertheless, no compulsion is placed upon the provinces in this respect other than that all indigents must be included in the plan.

Health Insurance Fund

To provide health insurance, it will be necessary to create a Health Insurance Fund comprising money contributed by insured persons, employers, the provincial Government and the Dominion Government. By so distributing the cost, the financial burden will be considerably lessened.

The payment of contributions has been so devised that each adult in receipt of wages or income will contribute on behalf of him-

self and his dependents over 16 in proportion to his earnings. He will not, however, be required to contribute for children under 16, the cost of whose care is to come out of the general fund. If employed, his contribution will be deducted from his payroll; if his income comes from other sources he will be assessed for the amount.

The contribution is estimated at \$26 per person. If a person is capable of paying the entire cost for himself and his dependents he shall be obliged to do so. However, in cases where the contribution would exceed three per cent of his income he will not be asked to pay the full amount. If he is a wage-earner his employer will pay the difference; if not, the province will do so. The combined contributions will be supplemented by a Dominion grant.

Registration

As soon as health insurance is adopted in a province, all residents will be registered and classified and will be instructed to select a doctor from a list provided after consultation between the Provincial Health Insurance Commission and the authorized medical body.

The method of payment of physicians, nurses and others will be left to the decision of the Provincial Health Insurance Commission, but it is suggested by the Advisory Committee on Health Insurance that payment on a capitation basis would facilitate the provision of medical benefits. Also, it is considered desirable that the services of the physician should be utilized for prevention as well as treatment. Thus, the physician will have a responsibility for the health of each member of the family and be responsible for public health measures designed to reduce morbidity and mortality. He will act as counsellor, advisor and supervisor in respect of the health of the whole family as a unit.

Benefits

The benefits comprise prevention of disease and the application of all necessary diagnostic and curative procedures and treatments, including medical, surgical, obstetrical, dental, pharmaceutical, hospital and nursing benefits and such other ancillary services as may be deemed necessary. Provision is not made for cash benefit due to unemployment caused by illness, as it is considered that such benefit should be provided by Unemployment Insurance or by other means. (See proposals on Social Security for Canada, page 429.)

Medical benefits include the services of a general practitioner, consultant, specialist, surgeon, obstetrician, hospitalization and nurse. Nursing in the home is confined to the visit-

ing nurse except where the circumstances are such that bedside nursing is essential.

Dental benefit must of necessity be restricted as the number of dentists in Canada is at present insufficient to provide full and complete dental care for all. It is proposed that the Provincial Dental Association make an arrangement with the Provincial Health Insurance Commission to provide every child up to sixteen years of age with a semi-annual dental examination and such reparative dentistry as is needed. Dental care may be provided others to the extent that the funds and the number of available dentists will permit.

Pharmaceutical benefit will be provided in accordance with a list of drugs to be drawn up in co-operation with the Provincial Health Insurance Commission and the Provincial Pharmaceutical Association. Special provision may be made respecting drugs and pharmaceutical preparations known as specialties.

Hospital benefit is to include general ward services unless the insured person wishes by paying the difference to obtain semi-private or private room. In special cases accommodation other than general ward may be provided. The terms of agreement for hospitalization will be arranged by the Provincial Health Insurance Commission with the Provincial Hospital Association.

Nursing benefit, outlined above, will be provided by the Provincial Health Insurance Commission in co-operation with the Provincial Nursing Association.

Administration

Provision is made for administration through a Health Insurance Commission in each of the provinces, comprising a Chairman who shall be a doctor of medicine, the Deputy Minister of Health of the province (ex-officio), and such other number of persons as may be determined from time to time by the Lieutenant-Governor in Council after consultation with representatives of professional groups, labour, agriculture, industry, etc.

Authority is given the Provincial Health Insurance Commission to study the resources of the province and facilities available for providing benefits and to divide the province into administrative and public health areas. The supervision of the provision of benefits is to be placed under Regional Officers.

Inasmuch as Dominion administration is confined to the administration of Dominion grants, it is not considered necessary to create a Dominion Health Insurance Commission as administration may be carried out by a Health Insurance Division in the Department of Pensions and National Health under a Director of Health Insurance.

Provision is also made in the Bill for the creation of a National Council on Health Insurance, comprising the Director of Health Insurance of the Department of Pensions and National Health as Chairman, the Deputy Minister of Health of each province, the Chief Administrative Officer of each province which has established a Health Insurance Act and such other persons comprising a representative of the Canadian Medical Association, the Canadian Dental Association, Canadian Hospital Council, the pharmaceutical and nursing professions, labour, industry, agriculture and urban and rural women respectively as may be appointed by the Governor in Council. None of these will receive remuneration but will be paid travelling expenses and maintenance.

Grants

The bill would authorize the Dominion to make agreements with the provinces to assist them with grants of money in providing various health services in addition to health insurance.

Eight such grants are proposed, under the stipulation that the province make statutory provision for their economic and efficient use. In no case, however, is an agreement to be made with any province unless the province agrees to use both the Health Insurance Grant and the Public Health Grant.

Health Insurance Grant: To assist the provinces in providing health insurance benefits.

Tuberculosis Grant: This grant is designed to help provide free treatment for all persons suffering from tuberculosis including the provision of additional buildings and bed accommodation. The reduction of mortality in those provinces which provide free treatment indicates that the provision of free treatment is an essential to the elimination of tuberculosis.

Mental Disease Grant: To assist in the provision of free treatment for those suffering from mental illness including the provision of additional buildings and bed accommodation. In this field the Committee considers that Dominion assistance is urgently needed.

General Public Health Grant: The object of this grant is to assist the provinces in establishing and maintaining public health services commensurate with the needs of their people.

These services are listed. They include: increasing facilities for the control of communicable disease and for the free distribution of vaccines, serum, etc.; dissemination of educational information in the field of public health; food and drug control; nutritional services; increase of laboratory facilities.

ties; improvement of the health and welfare of industrial workers; and other items.

It is proposed that the Dominion should make this grant to the people of Canada on a per capita basis, justified by the responsibility of the Dominion for public health problems that are national in character.

Venereal Disease Grant: To aid in providing preventive and free treatment for persons suffering from venereal diseases on the same basis as the original Dominion venereal disease grant of \$200,000 which was discontinued in 1932.

Grant for Professional Training: As the name implies, this grant is to afford financial assistance to doctors, sanitary engineers and others who wish to take university courses leading to degrees in public health.

Investigational Grant: To enable the provinces to carry out special public health studies, funds are needed. It has been found impossible to carry out studies in public health and to provide skilled personnel during epidemics because of lack of funds.

Physical Fitness Grant: The creation of a physical fitness plan to prevent physical defects is considered essential.

Cost of Program

One entire section of the Committee's report is devoted to estimates of the cost of health insurance in Canada.

The total cost of a year's operations on the known population figures for 1933 is calculated to be \$232,896,000; to which must be added the cost of administration, \$23,290,000; making a total of \$256,186,000.

It is estimated that the total of contributions from beneficiaries and employers would amount to \$124,750,000. This would leave

\$131,436,000 to be met jointly from the Dominion and provincial treasuries. Several alternative proposals are made in the report as to the proportions of the costs which might be assumed by each government.

In addition it is proposed that the public health grant, without the acceptance of which it is recommended that there should be no federal assistance to health insurance, should be at the rate of 25 cents per capita, which would aggregate \$2,872,428 to be paid out by the Dominion to the provinces.

Scope of the Report

The complete report of the Advisory Committee on Health Insurance is in seven parts as follows:—

Part 1, the draft bill and a summary of its contents;

Part 2, historical survey of health insurance throughout the world;

Part 3, a summary of the provisions of health insurance in operation in the various countries throughout the world at the present time;

Part 4, a report on existing public health agencies in Canada;

Part 5, a statistical survey of public health in Canada;

Part 6, estimates of the cost of health insurance for Canada;

Part 7, submissions by various organizations to the Advisory Committee on Health Insurance;

And an appendix containing miscellaneous useful information.

The report is available at a cost of \$1.50 from the King's Printer, Ottawa.

Social Security in Union of South Africa

The Government of South Africa has announced the appointment of a committee to investigate and report on the subject of social security.

The terms of reference to the committee are as follow: "To investigate and report on the existing social services and social security arrangements and to recommend a scheme for the future involving any necessary extensions of the existing measures or the introduction of new measures.

"In such investigation and report the committee shall have due regard to the productive capacity of the Union and its possible increase, to existing facilities for preventive and curative work and to necessary safeguards to preserve individual responsibility, initiative and thrift."

The committee will be required to report to the Prime Minister as soon as possible.

National War Labour Board

Public Inquiry into Labour Relations and Wage Conditions

THE reconstituted National War Labour Board announced on April 8 that it would "at once institute and conduct a public inquiry into matters affecting labour relations and wage conditions in Canada." Authority to conduct such an inquiry and to report thereon was conferred on the National War Labour Board by Order in Council P.C. 1141 when the Board was reconstituted.

In announcing this inquiry the Board issued the following statement:

"The situation prevailing in Canada to-day in respect to labour matters generally, and having particular regard to the existing war emergency, makes it appear necessary and advisable that an inquiry of this kind should be instituted at once. The Board will conduct public hearings which will afford an opportunity to all public bodies and to individuals, whether representing industry, labour or other interested sections of the community, a full opportunity to present their views and proposals on these matters upon which the Board might formulate a report with constructive recommendations for a co-ordinated program on labour relations and wage matters.

"The Wartime Wages Control Order, as amended by P.C. 1141, vests in the National Board power 'to inquire and report to the Minister of Labour from time to time as it may deem advisable' with regard to wage conditions and labour relations in Canada and to make 'such recommendations as it may deem necessary in connection therewith having regard to the principles enunciated in Order in Council P.C. 2685.' The Board is also empowered to enquire and make recommendations in respect of the administration of the Wartime Wages Control Order itself and the administration of other related legislation committed to the supervision of the National Board.

"We are anxious to make it clear that we welcome the widest possible discussion of all matters falling within our scope and relating to labour relations and wage conditions in Canada. Without seeming to indicate any special restriction upon the matters which might be brought forward for inquiry, it would appear to us that the following topics should be inquired into:

1. A review of the existing provisions of the Wartime Wages Control Order P.C. 5963 having regard to the general principles underlying the same and the achievement of utmost production for war needs.
2. The functions and operations of the National War Labour Board and of Regional Boards and their relationship to each other in the administration of the Wartime Wages Control Order.
3. A review of the principles enunciated in Order in Council P.C. 2685 of June 19, 1940, and the means which might be adopted to achieve better application thereof with a view to the securing of improved relations between labour and industry.
4. Any other matters relevant to the above, specific or general, related to the complete and effective organization of industry and labour for the furtherance of the war effort."

For the purpose of completing suitable arrangements for the inquiry and the presentation of submissions, the Board held preliminary public sessions in Ottawa on April 15 and 16. These meetings were exploratory in nature for the purpose of enabling the Board to make a general canvas of the methods and program to be adopted (a more detailed account of these meetings will be given in the LABOUR GAZETTE for May).

Right of Appeal to National Board Established

THE National War Labour Board issued an announcement from its offices at Ottawa on March 26 that the by-laws of the Board had been amended, establishing a right of appeal to the National War Labour Board from decisions or orders of Regional Boards.

The new provision as to appeal, subject to leave, reads as follows:—

"Any person interested in or affected by any decision or order of a Regional Board may appeal to the National Board if

- (1) The Regional Board making such decision or order grants leave so to appeal and the request for such leave to appeal has been made within thirty days of the announcement of the decision or order of such Regional Board; or

- (2) The National Board grants leave so to appeal; and on any such appeal, the decision or order of the National Board shall constitute the decision or order of the Regional Board as if originally made by it."

Prior to the establishment of this right of appeal decisions of a Regional War Labour Board would only be referred to the National War Labour Board if there had been disagreement between members of the Regional War Labour Board, in which event the opinion or direction of the National War Labour Board

would be obtained by the Regional War Labour Board before announcing any decision to the interested parties.

Under the new procedure provided for, in the event that an appeal to the National War Labour Board is allowed either by leave from the National War Labour Board or the Regional War Labour Board, opportunity can be furnished to the interested parties to argue the contested points before the National War Labour Board by public hearings, or otherwise, as the National Board may direct.

Amendment to Wartime Wages Control Order

BY Order in Council P.C. 2370 of March 23 the National War Labour Board or a Regional Board was enabled to make adjustments in the cost of living bonus in cases of unequal and unfair combinations of wage rates and cost of living bonuses within an industry.

Previous to this amending Order, the National War Labour Board and the Regional War Labour Boards were empowered to authorize or direct an employer to pay a cost of living bonus as he deemed fair and reasonable but not one exceeding that based on the rise in the adjusted cost of living index number from the effective date of the last general increase in wage rates made by an employer.

Anomalous situations had arisen wherein employers in an industry were paying similar basic wage rates to substantially similar positions but by reason of having established such rates at varying dates, one or more employers were (pursuant to Section 34, subsection 3, of the Wartime Wages Control Order, P.C. 5963) permitted to pay a cost of living bonus in an amount greater than that paid by others. The effect was, therefore, that the earnings of the employees of different employers were not equivalent.

In order to remove this anomaly the Wartime Wages Control Order (P.C. 5963) was amended by P.C. 2370 of March 23, 1943, by adding to subsection 3 of Section 34 the proviso that where in the opinion of the National Board (or a Regional Board) the subsection had or would result in unequal or unfair combinations of wage rates and cost of living bonuses within an industry, the Board might adjust the cost of living bonus by use of a month earlier than that prescribed by the date of the last general increase, although not in any event earlier than August, 1939.

The text of the amending Order is as follows:—

P.C. 2370

Whereas section 25 of the Wartime Wages Control Order authorizes the National War Labour Board to order an increase in any wage rate which it finds to be comparatively low;

And whereas subsection 3 of section 34 of the said Order authorizes the National War Labour Board to order an increase in a cost of living bonus only with respect to the rise in the cost of living index number above the index number for the month in which the last general increase in wage rates paid by an employer became effective;

And whereas the Minister of Labour reports that because of the variations in the dates and amounts of the last general increases in wage rates paid by employers there may be inequitable differences in the combinations of wage rates and cost of living bonuses paid by them even after the National War Labour Board has ordered such adjustments of wage rates and cost of living bonuses as are presently authorized by the said Order;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, is pleased to amend the Wartime Wages Control Order P.C. 5963 dated July 10, 1942, and it is hereby further amended by adding the following proviso to subsection 3 of section 34 thereof:

"Provided that where, in the opinion of the National Board, the application of this subsection has resulted in, or will result in, unequal and unfair combinations of wage rates and cost of living bonuses within an industry, it shall be within the power of the National Board to order such adjustment of the cost of living bonus through the use of a month other than as prescribed above but not earlier than August, 1939, as the National Board may determine."

Decisions of National War Labour Board

In the matter of Dominion Steel & Coal Corporation, Ltd., Nova Scotia, Algoma Steel Corporation, Limited, Sault Ste. Marie, Ontario, Trenton Steel Works, Limited, and Eastern Car Company, Limited, Trenton, Nova Scotia, and in the matter of applications by the employees of the said Companies, as hereunder set out.

The judgment of the National War Labour Board in regard to the applications of steel workers, employees of Dominion Steel and Coal Corporation, Limited, Nova Scotia, Algoma Steel Corporation, Limited, Sault Ste. Marie, Ontario, Trenton Steel Works, Limited, and Eastern Car Company, Limited, Trenton, Nova Scotia, was issued on March 31, 1943.

The background of events leading to these applications has been dealt with in the *LABOUR GAZETTE* as follows. The January issue (page 55) contained the text of the majority and minority reports of the Royal Commission appointed to report as to wage rates of employees in these companies, under the chairmanship of the Honourable Mr. Justice Barlow. The same issue (page 53) gave a description of events leading up to the strike in January of these employees.

In February's issue (page 191) an account was given of the settlement of the strike, together with the text of the Order in Council (P.C. 689, January 26) authorizing implementation of the terms of settlement and the "memorandum of understanding" appended thereto.

Under the terms of settlement, the steel workers were free to make fresh representations to the National War Labour Board, as reconstituted under P.C. 1141 of February 11 (*LABOUR GAZETTE*, February, 1943, page 166; March, page 388).

Application was made, and the first hearings, which were public, were held on February 23.

Following is the text of the "Reasons for Judgment" issued by the Board.

Reasons for Judgment

This is an application, as to the employees of the Dominion Steel and Coal Corporation Limited, as to its plant at Sydney, and of Algoma Steel Corporation Limited, as to its plant at Sault Ste. Marie, for Orders and Directions:

1. That the said firms be designated national employers under the terms of the by-laws of the National War Labour Board,
2. That the 55c minimum rate of earnings established by P.C. 689, and by the "Memorandum of Understanding" thereto attached, be declared to be the minimum or base wage at each of the said plants, and
3. For payment, in addition to the said 55c, of a full cost of living bonus cal-

culated on the rise in the cost of living since August, 1939, and,

as to the employees of Trenton Steel Works Limited and Eastern Car Company Limited,

1. That it be declared that the operations in each of these concerns "are involved in the production of basic steel", and
2. That pursuant to Section 6 of the "Memorandum of Understanding", and to the extent that the Board rules that such operations are in fact "involved in the production of basic steel", the same provisions with respect to minimum or base wage and cost of living bonus directed by this Board as to the said plants at Sydney and Algoma be extended to the employees of the above Trenton companies.

The applicants base themselves upon the provisions of P.C. 689, being an Order in Council passed on the 26th day of January, 1943, to which is appended the "Memorandum of Understanding" before referred to, the said Order in Council and "Memorandum of Understanding" reading as follows:

P.C. 689

Whereas the Minister of Labour reports that it is imperatively necessary that vital steel production which has been interrupted by a dispute at the steel plants in Sydney, Nova Scotia, Sault Ste. Marie, Ontario and Trenton, Nova Scotia, be continued without further interruption;

That the Government and the employees as represented by the United Steel Workers of America have arrived at a satisfactory basis for the settlement of the dispute as set forth in the Memorandum of Understanding dated January 22, 1943, and steel production has been resumed;

That, since the terms of the settlement incorporate the recommendations on which the majority and minority of the Royal Commission on the Steel Industry (Barlow Commission) were agreed and represent a reasonable and equitable adjustment of other matters in dispute, it is advisable formally to ratify them and to authorize the Minister of Labour and the National War Labour Board to implement them.

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, and notwithstanding the provisions of any other law, order or regulation, is pleased to authorize and doth hereby authorize the Minister of Labour

and the National War Labour Board to implement the proposed terms of settlement as set forth in the Memorandum of Understanding dated January 22, 1943, a copy of which is attached hereto.

MEMORANDUM OF UNDERSTANDING WITH RESPECT TO THE SETTLEMENT OF THE DISPUTE IN THE STEEL INDUSTRY OF CANADA

The decision, as clarified, is as follows:

(1) That in the event of the steel workers now on strike returning immediately to work the Government will take immediate steps to implement the majority report of the Barlow Commission, namely:

1. That the management and the maintenance men enter into negotiations and that an application be made to the National War Labour Board for such increased wage rates or range of wage rates with respect to such maintenance men as pipe fitters, steamfitters, mill-wrights, electricians and carpenters as will bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications.

2. That time and a half be paid for the seventh consecutive day worked by any employee.

3. That arrangements be made for the making of a careful study having in view a reclassification and an evaluation of jobs.

4. That management-union-employee committees be appointed in the different departments of each company.

The foregoing recommendations were also included in the minority report.

(2) The Government would be prepared to recommend that the Dominion Steel and Coal Corporation in respect of its steel plant at Sydney, Nova Scotia, and the Algoma Steel Corporation in respect of its steel plant at Sault Ste. Marie, Ontario, be designated as national employers.

(3) If, as belonging to a national industry the steel workers desire to present a new case to the National War Labour Board, they shall be free to do so.

(4) The Minister of Labour desires to be relieved of his duties as Chairman of the National War Labour Board, and therefore any new application by the steel workers will be considered by the National War Labour Board, headed by a Chairman who has not previously had the matter before him.

(5) The Government will undertake to recommend in the event of the steel workers desiring, as members of a national industry, to present a new submission to the National War Labour Board, that the Board be convened at the earliest opportunity.

(6) If the men return to work immediately the Government will immediately pass an order in council fixing 55 cents an hour as a minimum rate of earnings, effective from November 1, 1942, in the Sydney and Algoma Steel plants, the same rate to apply to those operations in the Trenton plant which are involved in the production of basic steel, the minimum rate of earnings of 55 cents an hour to be understood as including the cost-of-living bonus as of the present date. However, this provision shall not prejudice the right of the employees from making representations in respect to the cost-of-living bonus to the National War Labour Board and such repre-

sentations may be considered by the Board on their merits and the Board may make such orders thereon as in its judgment are warranted. However, for the duration of the war, should the cost-of-living bonus be reduced the 55-cent minimum earning rate shall not be reduced, but should the cost-of-living bonus be increased as from the present time the earning rate of 55 cents shall be likewise increased, thus establishing a guaranteed minimum earning rate of 55 cents.

(7) The steel workers at Trenton may apply to the National War Labour Board to determine how far operations at Trenton are to be regarded as basic steel production.

It is understood that the Government will adhere to its price ceiling and wage stabilization policy.

Nothing in these terms of settlement shall decrease the previous earnings of any employee.

A number of difficulties present themselves as a result of some of the language contained both in the Order in Council and in the "Memorandum of Understanding", some of which we deal with hereunder, but in the meantime reference should be made to the question resulting from the provision of the Order in Council, as follows:

His Excellency the Governor General in Council doth hereby authorize the Minister of Labour and the National War Labour Board to implement the proposed terms of settlement, as set forth in the "Memorandum of Understanding" dated January 22, 1943, a copy of which is attached hereto.

It is difficult to understand why the term the "proposed terms of settlement" is used, having regard to the recital in the second paragraph of the Order in Council that the Government and the employees, as represented by the United Steel Workers of America "have arrived" at a satisfactory basis for the settlement of the dispute as set forth in the "Memorandum of Understanding", dated January 22, 1943. Disregarding this item, the first difficulty which presents itself in applying P.C. 689 arises out of the fact that the language "doth hereby authorize the Minister of Labour and the National War Labour Board to implement the proposed terms of settlement" in no way attempts to allocate, as between the Minister of Labour and the National War Labour Board, the matters set forth in paragraphs 1 to 7 inclusive of the "Memorandum of Understanding".

Some discussion on this point took place before us and we have adopted the view that those matters set out in the "Memorandum of Understanding" which involve administrative or conciliatory treatment are intended to be implemented by the Minister of Labour. This would seem to us to involve the conclusions that all of the items 1, 2, 3, and 4, set out in Section 1 of the "Memorandum of Understanding" referring to negotiations with respect to maintenance men, payment of time

and a half for the seventh consecutive working day, the making of a "careful study having in view the reclassification and evaluation of jobs" and "that management-union employee committees be appointed in the different departments of each company" are matters which in the first instance fall within the administrative purview of the Minister of Labour and that, unless it should later become necessary to render a decision on some question arising from the application of any of these matters, they do not now require any intervention by this Board.

Proceeding now to deal with the application made on behalf of the employees, the first matter which we feel we should dispose of is the application that Dominion Steel and Coal Corporation Limited of Nova Scotia, as to its plant at Sydney, and the Algoma Steel Corporation Limited, as to its plant at Sault St. Marie, be designated as "national employers". While, during the course of some discussion in connection with the contention put forward later in the hearings on behalf of Trenton workers, it was suggested by Counsel for the applicants, that an application might be made later to declare the Trenton Steel Works Limited and the Eastern Car Company Limited as national employers, no such application has, in fact, been made before the Board. The application in respect to national employment is confined to the statement contained in the opening paragraph of the brief submitted by the applicants at the hearing of the 23rd of February, 1943, as follows:

The United Steel Workers of America, hereinafter referred to as the Union, has made application, pursuant to Order in Council P.C. 689, that Algoma Steel Corporation Limited and the Dominion Steel and Coal Corporation Limited be designated by the National War Labour Board as national employers.

In our view the presentation of the applicants, as well as references in the "Memorandum of Understanding" which will be shortly referred to, indicate quite clearly that the expedient of designating the Dominion Steel and Coal Corporation, as to its plant at Sydney, and the Algoma Steel Corporation, as to its plant at Sault St. Marie as national employers was deemed to be requisite in order to secure a hearing before the National War Labour Board of the claims of the applicants as to wages and cost of living bonus, or as to what has been referred to as a "new case" and particularly so in order that these matters could be considered and dealt with without any of the limitations which, in the view of the applicants, are said to apply to the exercise by a Regional War Labour Board of its jurisdiction.

This conclusion is borne out by Section 3 of the "Memorandum of Understanding" which emphasizes the opportunity which the steel workers would have, if their employment is designated as National employment, to "present a new case to the National War Labour Board", as well as by the provision of Section 4 indicating that the Minister of Labour desired to be relieved of his duties as Chairman of the National War Labour Board, and that, therefore, "any new application" by the steel workers would be considered by the National War Labour Board "headed by a chairman who has not previously had the matter before him" and also by Section 5 of the "Memorandum of Understanding" in which the Government undertakes, in the event of the steel workers desiring "as a member of a national industry" to present a new submission to the National War Labour Board "that the Board be convened at the earliest opportunity."

If the situation with respect to consideration by the National War Labour Board of a matter previously heard and dealt with by a Regional War Labour Board remained at this date as it prevailed on the 26th of January, 1943, the date of P.C. 689, or the 22nd of January, 1943, the date of the "Memorandum of Understanding", the Board would be inclined to give effect to the recommendation which the Government, in Section 2 of the "Memorandum of Understanding", declares itself prepared to make to this Board as to designation of the said two companies, as to the said two plants, as national employers, and we would have been inclined to do so notwithstanding that certain practical difficulties might result from designating only two employers as national employers in an industry which admittedly contains at least one other extensive employer, in contrast to designating the industry generally as national employment.

However, since the Order in Council was passed, and since the date of the "Memorandum of Understanding", an amendment has been effected to the by-laws of the National War Labour Board, designed at that time to deal with situations other than those involved in this case, by which a right of appeal to the National War Labour Board is now available as provided by the amended by-laws.

The earlier provision of the by-laws of the National War Labour Board, section 11 (4) replaced by the recent amendment, provided that:

Where with respect to any matter the opinion of a Regional Board is divided in respect of the interpretation or application of the order or of any ruling or instruction of the National Board, or where in any case in the opinion of a Regional Board there is doubt in respect thereof, the Regional Board

shall not make any decision or give any order or direction with respect to such matter or in such case until the Regional Board has referred such question of interpretation or application to the National Board.

This has now been repealed and has been substituted by the following:

Any person interested in or affected by any decision or order of a Regional Board may appeal to the National Board, if

- (1) The Regional Board making such decision or order grants leave so to appeal and the request for such leave to appeal has been made within thirty days of the announcement of the decision or order of such Regional Board; or
- (2) The National Board grants leave so to appeal; and on any such appeal, the decision or order of the National Board shall constitute the decision or order of the Regional Board as if originally made by it.

There is no material before this Board which supports the contention of the applicants either that the Regional War Labour Board of Nova Scotia or that the Regional War Labour Board of Ontario felt itself constrained, in applying P.C. 5963, and the earlier Order P.C. 8253, to an examination of the situation prevailing only within the boundaries of these respective provinces. While we do not take it for granted that this course was followed by these Boards, or either of them, since none of the parties has furnished the Board with any material on that point, we do feel it desirable to indicate that in our view no Regional Board is restricted or limited, in the manner which the applicants here suggest Regional Boards may consider themselves restricted or limited, in dealing with matters which come before them.

There is nothing in the Order in Council under which Regional Boards operate, or in the by-laws of the National War Labour Board which delegate powers to the Regional Boards, which in any way requires or suggests to any Regional Board that, in the course of examining the merits of any claim or making relevant enquiries, it is limited only to matters which exist only within its own province.

If there has been any question on that subject heretofore it is our hope that this expression of opinion will clarify the matter. Regional Boards, while confined, for administrative purposes, to matters which arise within their respective geographical districts, are administrative and judicial arms of an Order in Council, nation wide in its scope, and there is no limitation of provincial boundaries to the matters which any Regional Board may take into account, if relevant, in arriving at a decision.

In view of the amendment to the by-laws above recited which enables the National War

Labour Board to review in its entirety, by way of appeal from any Regional War Labour Board, the decision of that Board, we are of the opinion that full effect can be given to the practical intent and purpose of the "Memorandum of Understanding" as to hearing and decision by the National War Labour Board, as well as to the arguments put forward by the applicants in support of their contention for designation, if we treat this matter as appeals from the decisions of the Regional War Labour Boards of Nova Scotia and Ontario, waiving any formal application for leave.

In this view of the matter we find it unnecessary to give effect to the applicants' contention that these companies should be designated as national employers and we proceed, therefore, to deal with the application as one by way of appeal.

The question of the appropriate direction to be made by the Board in respect to cost of living bonus, or the associated question of minimum or base rate in the Sydney and Algoma plants, is quite involved and is not made easier by the language of the "Memorandum of Understanding".

Prior to the "Memorandum of Understanding" the minimum or base rates at each of these plants, the cost of living bonuses paid and the corresponding total minimum rates of earnings were as follows:

	Base rate.	Cost of living bonus	Total
Algoma ..	45½c per hr.	5c	50½c per hr.
Sydney ..	43½c " "	9c	52½c " "

The difference in cost of living bonus between the Sydney and Algoma plants arises out of the fact that in the Algoma plant a general wage increase was put in effect in December, 1940, affording an increase since August, 1939 of 4c per hour, thus furnishing the later month, namely December, 1940, by the terms of P.C. 5963, Section 34, subsection 3, as it formerly read, as the base rate from which the cost of living increase was to be calculated. There having been no such increase at Sydney to found a different computation, the cost of living bonus for that company is calculated from the base date of August, 1939, and constituted the full cost of living bonus payable under the Order in Council. The net result, as observed from the above, is that while the base or minimum rate at the plant of the Dominion Steel and Coal Corporation at Sydney is 2c lower than the base or minimum rate at the plant of the Algoma Steel Corporation at Sault Ste. Marie, the variance in cost of living bonus payable at

these two plants resulted in a net higher minimum rate of earning at the Sydney plant of 2c compared with the Algoma plant.

With this situation prevailing at the time of the "Memorandum of Understanding", the memorandum, by Section 6 thereof, provides as follows:

If the men return to work immediately the Government will immediately pass an Order in Council fixing 55 cents an hour as a minimum rate of earnings effective from November 1, 1942, in the Sydney and Algoma plants . . . the minimum rate of earnings of 55 cents an hour to be understood as including the cost of living bonus as of the present date.

The "Memorandum of Understanding" goes on to provide as follows:—

However this provision shall not prejudice the right of the employees from making representations in respect of the cost of living bonus to the National War Labour Board and such representations may be considered by the Board on their merits and the Board may make such orders thereon as in its judgment are warranted.

Whether by this proviso it was intended to give the Board a special jurisdiction under P.C. 689 altogether apart from the provisions of P.C. 5963 or whether in considering the application the Board was to be limited in giving relief strictly to the provisions of P.C. 5963 is perhaps open to doubt. However difficult the "Memorandum of Understanding" may be to construe otherwise there certainly can be no doubt that Section 6 fixed a common rate of minimum earnings at both the Sydney Plant and the Algoma Plant of 55 cents an hour. With the cost of living bonus at Algoma being 5 cents an hour at the date of P.C. 689 the real effect was to establish at Algoma a minimum wage rate of 50 cents an hour.

As to whether there should or should not be a uniform minimum rate of earnings at both plants we are not called upon to decide. P.C. 689 has decided that for us. This becomes most apparent when it is remembered that prior to P.C. 689 the minimum rate of earnings at Sydney was 52½ cents an hour and at Algoma 50½ cents an hour. Having in mind that the principle of uniformity appears to be undoubtedly established by P.C. 689 it appears to us that it should apply to the cost of living bonus as well. Accordingly, we propose to exercise the discretion given to us by amendment to P.C. 5963 passed on the 23rd of March, 1943, and reading as follows:—

Provided that where, in the opinion of the National Board, the application of this subsection has resulted in, or will result in, unequal and unfair combinations of wage rates and cost of living bonuses within an

industry, it shall be within the power of the National Board to order such adjustment of the cost of living bonus through the use of a month other than as prescribed above but not earlier than August, 1939, as the National Board may determine.

We feel, after fully considering the matter and having regard to the standard of what is fair and reasonable, that we should bring in a finding and direction fixing the minimum or base rate in both plants at 50 cents an hour and the cost of living bonus for all employees at both plants at the prevailing rate at Sydney, namely 9 cents an hour.

This conclusion involves an increase in the cost of living bonus at Algoma and a change of the minimum or base rate at Sydney. Authority for the former is to be found in the recent amendment to P.C. 5963, Section 34(3). The right of appeal now available under the by-laws enables the Board to effect the adjustment of the latter. The general result would seem also to be in accord with the principle of uniformity sought to be established by P.C. 689 itself. Furthermore the adoption of the Sydney rate as the cost of living bonus to prevail in these two plants is in conformity with the concluding provision of the "Memorandum of Understanding", and presumably any decision resulting therefrom, that "Nothing in these terms of settlement shall decrease the previous earnings of any employee".

Findings and direction substituting this decision for any previous decision rendered either by the Regional War Labour Board of Nova Scotia or the Regional War Labour Board of Ontario in respect to the minimum or base rate and the cost of living bonus will therefore issue accordingly. This includes of course, as provided by P.C. 689, the provision that for the duration of the war the minimum rate of earnings at each of these plants shall not go below 55 cents notwithstanding any possible reduction in cost of living.

No representation or application of any kind was made to us by the applicants, or argued or discussed by any of the parties, as to the date as of which any decision of this Board should take effect, nor was there any reference to this in the "Memorandum of Understanding". Having regard to this and to the fact that our authority to deal with the matter, as we have said above, accrues from the amendment to P.C. 5963, Section 34, ss. (3) and from the amendment to the by-laws of the Board, and that these changes only took effect as of March 23, the above decisions will take effect as of the first pay period commencing subsequent to March 23, 1943.

We deal now with the application of the Trenton workers that the operations of Trenton Steel Works Limited and Eastern Car Company Limited be declared to be "involved in the production of basic steel" as expressed in Section 6 of the "Memorandum of Understanding" or, using the language of Section 7 of the "Memorandum of Understanding", "how far operations at Trenton are to be regarded as basic steel production."

In dealing with this question we take it that our jurisdiction flows exclusively from P.C. 689 and that we are acting as a Board of Reference only. Just what was meant by the term "involved in the production of basic steel" or by the term "basic steel production" we find very difficult to determine. The term "production of basic steel" or "basic steel production" are not terms recognized in the industry save in a very narrow technical sense and the "Memorandum of Understanding" is anything but helpful in furnishing criteria upon which to base any considered opinion. It is true that there is a rolling mill operation at Trenton comparable with similar operations at Sydney and Sault Ste. Marie, but a rolling mill operation in itself has no part in the production of basic steel, whatever the term "basic" was intended to convey, though it has considerable to do with the primary processing of steel. If we were to give effect to the argument presented by the applicants in support of their contention that the employees at these Trenton companies are "involved in the production of basic steel" or are "to be regarded as basic steel production" we would have to read language of our own into the "Memorandum of Understanding" which is neither there nor indicated.

We are, therefore, obliged to conclude that no case has been made out that the operations in these plants are "involved in the production of basic steel" or are to be regarded as "basic steel production" within the language of the "Memorandum of Understanding" as therein set out.

However, we do not think it is constructive to leave the matter there. We feel it not inappropriate to recommend to the management and to the employees of both Trenton Steel Works Limited and Eastern Car Company Limited that they should enter into negotiations with a view to working out any questions of wage rates or cost of living bonus which may be indicated as a result of the increases now effected as to the workers at Sydney and Algoma.

There was no evidence put before us as to what application, if any, had been made to the Regional War Labour Board of Nova Scotia in respect to the workers at Trenton Steel Works Limited and Eastern Car Company Limited. Had there been evidence of any such application and the disposition made of the same it might have been open to this Board to deal with the question of minimum wage and cost of living bonus at these plants as an appeal from the Regional War Labour Board of Nova Scotia. There having been no such evidence we regard ourselves as being without power to treat with the situation in this proceeding.

However, it is our view that this omission should not foreclose the employees at Trenton Steel Works and Eastern Car Company from an opportunity of having their claims reviewed in these respects. We, therefore, expressly reserve the rights of the parties to proceed before the Regional War Labour Board of Nova Scotia or by way of appeal to this Board, as the parties may be advised.

The above disposes of all matters arising out of P.C. 689 and the "Memorandum of Understanding" save as to such questions, if any, which may arise for decision in respect to items 1 to 4 inclusive of Section 1 of the "Memorandum of Understanding", and save as to the "new case" referred to in Section 3 of the Memorandum. On the last day of public hearings on this matter, namely, on the 4th day of March, 1943, the applicants were asked to indicate what was contemplated as falling within the "new case" so that if any such matters bore directly upon those already placed in argument they could be fully argued and the Board fully informed. Subsequently, by communication from the applicants' Counsel received by the Board on the 16th of March, 1943, the Board was informed that all that was contemplated by the applicants in respect to the "new case" was the question of possible upward adjustment of rates above the minimum or base rate. In the event that the applicants find it necessary to address themselves to the Board on this question it will be treated as in effect an appeal from the decision either of the Nova Scotia or Ontario Regional War Labour Board, or both as the case may be and the rights of all parties are reserved in respect to any such matters.

Ottawa, March 31, 1943.

**Re: Montreal Aircraft, Lodge 712, International Association of Machinists;
Canadian Vickers Limited, Fairchild Aircraft Limited, Noorduyn
Aviation Limited.**

Reasons for Judgment

This is an application by way of appeal from the Quebec Regional Board from its refusal to equalize combined rates of pay and cost of living bonus at Canadian Vickers, Fairchild Aircraft and Noorduyn Aviation Limited to the level of that paid by Canadian Car & Foundry Company Limited at its Aero plant and Point St. Charles plant.

The union and also the companies concerned are at one in asking to have the cost of living bonus at the respective plants increased from \$1.50 a week to \$4.25 a week so as to bring the earnings level to those at Canadian Car and Foundry Company Limited. It seems clear that the nature of the work is the same at all four plants engaged in aircraft production and the basic wage rates are the same.

As to how the situation complained of came about there is little point in discussing. In all fairness to the Quebec Regional Board it should be said that under P.C. 5963 there was no authority to adjust cost of living bonus as such. That difficulty has been resolved since by amendment, passed the 23rd day of March, 1943, adding as a proviso to sub-section 3 of Section 34 the following:

"Provided that where, in the opinion of the National Board, the application of this sub-section has resulted in, or will result in, unequal and unfair combinations of wage rates and cost of living bonuses within an industry, it shall be within the power of the National Board to order such adjustment of the cost of living bonus through the use of a month other than as prescribed above but not earlier than August, 1939, as the National Board may determine."

It is our view that this case is one where adjustment should take place within the terms of the proviso. Accordingly we think leave to appeal should be granted and the appeal allowed by directing Canadian Vickers Limited (aircraft department), Fairchild Aircraft Limited and Noorduyn Aviation Limited to pay cost of living bonus of \$4.25 weekly based on the rise in the adjusted cost of living index number from August 1939. In view of the fact that specific authority to make such adjustment did not come into effect until March 23, 1943, we cannot give effect to the union's plea to make the adjustment retroactive beyond that date.

Findings and directions shall issue accordingly.

Ottawa, March 26, 1943.

Re: Application with Reference to "Proposed Formula for Application to Cost of Living Bonus to Locomotive Engineers, Conductors, Trainmen, Locomotive Firemen, Helpers and Hostlers", as Covered by Joint Application from Canadian National and Canadian Pacific Railways and the Railway Running Trades Organizations.

Reasons for Judgment

Under date of July 29, 1941, the Canadian National Railways and the Canadian Pacific Railway Company and their various classes of employees working under collective agreements entered into a "master agreement" providing for the basis on which cost of living bonus should be paid. Clause 2 (a) of the agreement reads as follows:

That effective June 1, 1941, a cost of living bonus of \$1.93 per week (calculated on the basis of an increase of 7.73 per cent in the cost of living from August 1939 to April 1941) will be paid full time workers and a proportionate amount for part time workers, subject to the provisions of Clause 5 of Order in Council P.C. 7440 and amending Order in Council P.C. 4643.

As stated on the joint submission made herein, on April 2, 1942, the representatives of the Brotherhood of Locomotive Engineers,

Order of Railway Conductors, Brotherhood of Railroad Trainmen, and the Brotherhood of Locomotive Firemen and Enginemen referred to this Board a dispute between the Canadian Pacific and the Canadian National Railways and their employees, represented by the above mentioned Brotherhoods, relative to the methods employed by the railways in applying the cost of living bonus under Order in Council P.C. 8253.

This Board by finding and direction dated May 27, 1942, determined the matter in principle and suggested that negotiations could be conducted and amendments made as mutually agreed upon in respect of applications of details but that no change was to be made in principle.

As a result of negotiations between the parties agreement has been reached on a formula consisting of ten different provisions but

the parties have failed to agree on one of the terms.

In respect of this term still in dispute the submission of the employees is that it should read:

Full bonus shall be allowed to all employees in regularly assigned service where the compensation is calculated on a mileage basis or on a combination of miles and hours who have fulfilled their assignment or who have been available for service during the entire calendar month less a number of days equal to the number of Sundays in the month or who have completed mileage equivalent to the minimum mileage prescribed by schedule agreement for their respective classes of service.

The Railways submit that from the clause in question there should be eliminated the words at the end—

or who have completed mileage equivalent to the minimum mileage prescribed by schedule agreement for their respective classes of service.

To determine the question involves a consideration of what is meant by the term "minimum mileage" and also the application of P.C. 5963. It would seem reasonable that where an assignment is taken by an employee in the exercise of his seniority rights, it is

contemplated that the employee will work the normal number of working hours or miles in the assignment each month whether the employee is paid on an hourly or mileage basis. If an employee absents himself from his assignment even though he so absents himself as of right resulting from his voluntary selection of his run, he would be entitled to such proportion of the cost of living bonus payable to him as the number of hours or miles worked by him in the assignment during the month, not including overtime, bears to the normal number of working hours or miles in the assignment for the month. This interpretation appears to be the one more consistent with the terms of the agreement of July 29, 1941, and also with Section 38 (2) of P.C. 5963.

We are of the opinion, therefore, that the clause as submitted by the Railways appears to be the one which should be adopted. There should be a Finding and Direction accordingly.

As to the remaining nine points agreed upon by the parties, since these appear to be in substantial compliance with the principles of 5963 there should be Findings and Direction approving the same.

In the Matter of Canadian Marconi Company, Employer; and, In the Matter of an Application by the Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59, on Behalf of Certain of its Members Employed as Operators in the Central Telegraph Office of the Canadian Marconi Company.

Reasons for Judgment

This is an application by The Commercial Telegraphers' Union, Canadian Marconi System Division No. 59, acting on behalf of those of its members who are employed as operators in the Trans-oceanic Service in the Central Telegraph Office of the Canadian Marconi Company.

Stated simply, the request is that The Canadian Marconi Company, as the employer, be directed to increase its present wage rates paid to these employees by an amount equivalent to ten per centum (10%) and that such increase be made retroactive to July 1st, 1942. The application, which was heard by the full Board at Ottawa on March 11th, 1943, is opposed by the Company.

Before the Board the employees were represented by Mr. J. N. A. Blouin, General Chairman and Mr. L. F. Newell, District Chairman of the Union. Mr. James Fergus, Secretary of Canadian Marconi Company, appeared in behalf of the employer. The Board is indebted to these gentlemen for the assistance given by them in the clarification and solution of the issues raised by the application.

The operators support their request for the increase on alternative grounds. Firstly, they contend that in August, 1940, the Company put into effect an increase of ten per centum (10%) in the wage rate then being paid to them which increased amount continued to be paid until on or about July 1st, 1942, when the additional sum was withdrawn without their consent, no other upgrading of their wages having taken place in the meantime. They want this percentage restored on the ground that the Company had increased the wages by the amount of 10 per cent and that the Company was precluded from reducing the wages so increased. Secondly, if the Board should consider them not to be entitled to relief on the ground firstly put, the applicants submit that the wages now being paid are low within the terms of the governing Order in Council, and that it would be fair and reasonable to direct an increase of 10 per cent in the wage rates currently being paid by the Company.

On July 1st, 1942, The Wartime Wages and Cost of Living Bonus Order, P.C. 8253, was the governing Order in Council. By reason of the provisions of Section 11 of that order

an employer was prohibited from decreasing the basic scale of wage rates paid by him on November 15th, 1941. He similarly would be prohibited from decreasing such rates by the provisions of The Wartime Wages Control Order, P.C. 5963, which superseded P.C. 8253 on July 10th, 1942. Consequently, it becomes necessary to inquire carefully into the character of the additional payment of 10 per cent of the then wage rate which was commenced by the Company in August, 1940. From the copies of memoranda and other material filed on the application the nature of the payment is determinable.

As has been said, the employees claim the amount to have been an increase in wage rates. The employer asserts that it was a voluntary bonus only, liable to revocation, and thus subject to the treatment accorded to it by the Company on July 1st, 1942.

On or about August 5th, 1940, the General Manager of Canadian Marconi Company, by memorandum to the Comptroller, authorized certain "adjustments to employees' salaries, effective as and from August 1st, 1940, and to be continued until further advised". These adjustments took the character of a "special increment" of 10 per cent in the case of certain employees of the Company. In the case of the present applicants it took the form of "a bonus" of an amount equal to one-half month's basic salary. The adjustments were made to apply only to those employees who were specifically described in the memorandum, and were not general throughout the staff, although the benefits appear later to have been extended to additional groups. In certain of the memoranda dealing with the subject there is evidenced the intention on the part of the Company that the additional payment was to be regarded as entirely voluntary and revocable at will, although the operators maintain that this latter feature was not communicated to them. Notwithstanding the extra payment of the one-half month's salary in August, 1940, was accompanied in each case with a memorandum showing it separately under the title of "bonus", the men say they regarded it as an increase in their basic scale of rates. In January and July of 1941, extra sums were paid to these employees on a half-yearly basis in advance calculated as a straight ten per centum (10%) of their respective wage rates instead of the earlier one-half month's salary. A similar advance payment was made in January, 1942.

The Company contends that the sums so paid in August, 1940, in January and July of 1941, and in January, 1942, were voluntary allowances paid for the sole purpose of compensating the employees in respect of the then increase and anticipated future increases in the cost of living. At August, 1940, the

Cost-of-Living Index stood at only 105.9. The first declaration of Government policy respecting payment of a cost-of-living bonus was that enunciated in Order in Council P.C. 7440 of December 16th, 1940, some five months after the inauguration of the special allowance by Canadian Marconi Company.

Some time prior to April 10th, 1942, but presumably after the payment of January, 1942, the Company applied to the National War Labour Board for permission to convert the extra amount then being paid into a cost-of-living bonus pursuant to P.C. 8253. Having regard to the express provisions of this last mentioned Order in Council if the payment was in fact in the nature of a cost-of-living bonus, the necessity for the making of this application is not clear but, in any event, the National Board, by Finding and Direction dated April 10th, 1942, directed the Company to pay a cost-of-living bonus based on the full rise in the index from August, 1939, and calculated in accordance with the terms of the Order in Council. The employees were not parties to that application and had no knowledge of it being made until they were notified by bulletin on or about July 7th, 1942, that the former payment was then to be discontinued and "replaced by a cost-of-living bonus".

From and after July, 1942, the employees have been receiving the full cost-of-living bonus calculated in accordance with The Wartime Wages Control Order, P.C. 5963, of July 10th, 1942, in substitution of the former percentage allowance and subject only to this latter not being decreased in those cases where the percentage payment remains in excess of the bonus payable pursuant to the Order.

On consideration of all the aforementioned circumstances, the Board is of opinion that the additional payment inaugurated in August, 1940, was not an increase in wages to these applicant employees. While we do not regard the amount to have been paid as a "cost-of-living bonus" as that term is properly understood, we hold the view that it was a "special increment" or bonus which the Company might have discontinued but which it chose to have converted into a full cost-of-living bonus by Finding and Direction of the National Board dated April 10th, 1942. In the view we take of the whole matter we find it unnecessary to express any conclusion in respect to this ground of the application.

Proceeding to a consideration of the second part of the employees' case, it appears that these operators are performing a special type of work requiring particular skill and under conditions not generally comparable with those obtaining in railroad and other classes of commercial telegraphy.

It is urged by the applicants that the wage rates being paid to them are low within the meaning of Section 25 of The Wartime Wages Control Order P.C. 5963. They offer for comparison the remuneration paid to operators in the service of The Pacific Cable Board of Montreal. On behalf of the Company it is not disputed that such comparison is valid. While it appears that employees of The Pacific Cable Board performing substantially similar work are paid a salary equivalent to that which is received by the operators concerned in this application, it is alleged, and not denied by the employer, that they also receive a certain additional monthly living allowance and a substantial increment to their normal salary. It is the opinion of the Board that these special conditions applicable to the operators of The Pacific Cable Board are to be taken into account in comparing the range of wage rates payable to such employees and the group of operators of the Canadian Marconi Company performing similar work.

In addition to the monthly living allowance and the special increment to regular salaries received by similar classifications in the employ of The Pacific Cable Board it is said that these latter also have the benefit of a pension plan for which there is no counterpart in The Canadian Marconi Company's conditions of employment, and, further, that The Pacific Cable Board employees enjoy a more generous plan of vacations with pay. For the purposes of determining the merits of the present application, it is not necessary to decide as to whether or not the pension plan and the vacation allowance of The Pacific Cable Board should be taken into consideration in making the comparison of the respective scales of wage rates.

In the result, the Board is of opinion that the range of wage rates paid to the now applicant employees of The Canadian Marconi Company is low within the terms of the Order and that an increase of ten per centum (10%) in the existing scale of wage rates paid to the applicant employees of Canadian Marconi Company would not result in such range of wage rates being unduly enhanced.

The Board, therefore, finds that it would be fair and reasonable to direct that the existing scale of wage rates now being paid by Canadian Marconi Company to its operators employed in the Trans-oceanic Service at its Central Telegraph Office should be increased by an amount equivalent to 10 per cent of such wage rates. Under all of the circumstances, the increase should be made effective as and from the first payroll period beginning on or after March 1st, 1943. This direction shall not prejudice the right of such employees to continue to be entitled to the payment of the cost-of-living bonus, calculated in accord-

ance with the provisions of The Wartime Wages Control Order P.C. 5963 as provided in the Finding and Direction of this Board dated April 10th, 1942.

There should be a Finding and Direction accordingly.

Labour Deportations in Belgium

A German Ordinance of October 8, 1942, introduced labour conscription, making all Belgian men between the ages of eighteen and fifty, and all unmarried women between the ages of twenty-one and thirty-five, liable to be conscripted for work in Belgium or in Germany. Thus began, points out the British Labour Press Service, the repetition of the horrors of Belgian labour deportations which, in 1916, roused indignation throughout the world.

This time, however, the Belgian Labour Bureaux (replacing the pre-war Labour Exchanges) which are directly under the control of Nazi authorities are being used to supply Belgian manpower to Germany.

It is through them that all the unemployed and people in non-essential jobs (*i.e.*, non-essential to the German war machine) are being forced to accept work in the Reich by being deprived of all assistance to themselves and to their families.

In the summer of 1942, before the actual publication of the Ordinance on labour conscription, methods of compulsion were already applied on a large scale to all unemployed and to all those deliberately deprived of their normal employment. Thus instructions sent by the Ministry of Labour to all Labour Bureaux in one Flemish centre state that, during the ensuing week, all able-bodied wholly unemployed men must choose between: (1) work in Germany; (2) work in Northern France; (3) work on fortifications along the coast. Those who refuse to comply will be forced to do very heavy work in the water, at extremely low wages, and will not receive the extra rations usually granted to heavy workers.

Since October, 1942, when methods of persuasion and the more subtle methods of compulsion by the pressure of material conditions were not abandoned, but definitely judged to be insufficient, all the more brutal methods of Nazism have been resorted to.

In Brussels, Liege, Verviers, and other towns, round-ups in streets, in cafés, or in stations at the arrival of trains, are frequent. The Feld-Gendarmerie arrests whole groups of men, and all those between the ages of nineteen and forty who cannot prove that they are in permanent employment, or whose work is not considered to be of sufficient importance to the Germans, are detained in prison and then sent to Germany.

Manpower

Transfer of Workers to More Essential Employment

National Selective Service Regulations on Compulsory Employment in High Priority Industries of Low Category Men of Military Age

THE Minister of Labour announced on April 24 that two recent orders in council (2665 and 2907) amend National Selective Service Regulations (P.C. 246, January 19, 1943, LABOUR GAZETTE, January, 1943, page 16) by providing the procedure for the compulsory transfer from less essential to more essential employment, including farm labour, of men in age groups designated under Mobilization Regulations.

The Minister had already been authorized by the Regulations in a general way to direct these persons to accept alternative employment when, due to their medical category, they were not required for military training.

Under Order in Council P.C. 2665 of April 2, the Minister of Labour may make an order applicable to persons belonging to an age class designated for military training, forbidding employers in specified industries to continue these persons in employment after a specified date, unless a special permit in prescribed form is obtained.

Where these applicants are found eligible for alternative high priority work, they will be referred to any vacancies available, and will not be granted permits to continue employment in a low priority industry. In special circumstances a limited number of persons may be allowed to continue in present employment temporarily. In all cases those in the classes designated under Mobilization Regulations for military training, but not in the Forces, will have to apply at the nearest Employment and Selective Service Office between the issue of the Minister's order, affecting their present employment, and the date set beyond which they cannot continue in their present employment without special authorization.

For the present, persons who have their discharge from the Armed Forces will not be compulsorily directed to alternative employment. If, however, they are engaged in low priority industry, they will be encouraged to secure employment in high priority industry.

One important point in the new Regulations is that it is specified that a Selective Service Officer shall not, under the terms of the Order, direct any person to apply for employment

which is made available by a stoppage of work through a labour dispute.

The expenses of transportation will be met by the Government for those being required to transfer to more essential work, jointly by the Dominion and the Provinces where men are moving to farms. Also, expenses for work clothing may be advanced in special cases.

By P.C. 2907, of April 12, penalties are provided for non-compliance with a direction to transfer given by a Selective Service Officer. If any man refuses to comply with such a direction, he will be reported to an Alternative Service Officer and he then becomes liable for service in an alternative work camp on somewhat the same basis as a conscientious objector (see page 451), except that the restrictions as to maximum wages payable to him will not apply as in the case of the objector.

In commenting upon the amendment to the Regulations, covering compulsory employment, Hon. Humphrey Mitchell, Minister of Labour, stated: "With expansion in the Armed Forces, intensification of our industrial production, and the urgent need for farm production, the time has arrived when all men of military age, still employed in non-essential lines of work, must be transferred to employment where their services will tell directly in our war effort. Amendments to the regulations will provide us with the means of doing this. We expect very shortly to begin issuing the supplementary orders which are necessary to designate the classes of employment from which men will be drawn. The Government feels satisfied that the public will appreciate the fairness of moving men of military age within industry, where such men have been found unsuitable for military training, chiefly for medical reasons."

"Application of the new Regulations", the Minister continued, "will bring about some approach to parity of service between men required to undertake active military duties and those found unsuited for that purpose. At the same time, threatened labour shortages in essential industries will experience some relief, and farm production, as well as other vital production, will benefit as a result."

TEXT OF P.C. 2665 RE TRANSFER OF EMPLOYEES TO MORE ESSENTIAL EMPLOYMENT

Whereas the Minister of Labour reports that it is expedient to simplify the procedure by which the Minister of Labour may direct employees who belong to age classes designated for the purpose of the National Selective Service Mobilization Regulations to transfer to more essential employment;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under the authority of the War Measures Act, Chapter 206, Revised Statutes of Canada, 1927, and the National Resources Mobilization Act, 1940, is pleased to amend the National Selective Service Civilian Regulations (Order in Council P.C. 246 dated January 19, 1943, as amended) and they are hereby further amended as follows:

1. Section 210 is revoked and the following is substituted therefor:

"210. (1) The Minister may by order forbid any employer or group or class of employers to retain in employment after a specified date any person or group or class of persons to whom the National Selective Service Mobilization Regulations apply and who belong to an age class or part of an age class which has been designated for the purpose of the said Regulations, without obtaining a permit in prescribed form from a Selective Service Officer, or may require any employer or group or class of employers to terminate, at such time and in such manner as he may specify, the employment of any such person or group or class of such persons.

"(2) A Selective Service Officer may, in accordance with principles and directions set out in instructions given by the Minister, by order in writing direct any person, to whose employment an order made by the Minister under subsection (1) of this section applies, to apply forthwith for specified employment which, in the opinion of the Selective Service Officer, is suitable, to accept such employment if it is offered to him and to enter such employment forthwith upon the termination of his present employment; and subsections (3), (5) and (6) of section 209 shall apply mutatis mutandis as if enacted in this Section.

"(3) A Selective Service Officer shall not, under subsection (2) of this section, direct any person to apply for employment which is available in consequence of a stoppage of work due to a labour dispute.

"(4) For the purposes of this section 'Minister' includes any senior officer appointed under these Regulations and designated by the Minister to exercise the powers conferred on him by this section."

2. Subsection (1) of section 212 of the said Regulations is amended by adding the following paragraph after paragraph (d) thereof:

"(e) advance such person an amount not exceeding his necessary expenses for work clothing."

3. Subsection (1) of section 214 of the said Regulations is amended by striking out therefrom the words "the Minister makes an order under section two hundred and ten or".

Proof of Compliance with Mobilization Regulations Made Condition of Employment

DESIGNED to locate men who appear to be defaulters under the Mobilization Regulations, an Order has been made by the Minister of Labour requiring persons applying for permits to seek employment through Employment and Selective Service offices, to present evidence that they have not contravened the regulations. After April 30, Selective Service Officers will not issue a permit to seek employment to any male person born from 1902 to 1924 (who has reached age 19) unless he presents such evidence.

It is not intended however that a well-intentioned individual who is unable to produce evidence immediately is to be kept out of work, even temporarily, particularly where the man's services are needed in high priority industry. Accordingly the Order states that in specific cases a permit may be furnished provided that the required evidence is supplied within three days after the date the permit is issued or within such longer period as the Selective Service Officer may allow where evidence must be secured from a distance.

The Order states that evidence in any of the following forms shall be considered satisfactory evidence:

(a) a certificate of discharge from His Majesty's Forces after service during the present war; or

(b) a rejection slip issued by the Army on application for enlistment; or

(c) a certificate of medical examination issued by the Registrar of a Mobilization Board pursuant to subsection (7) of section 7 of the National Selective Service Mobilization Regulations; or

(d) a postponement order certificate issued by the Registrar of a Mobilization Board; or

(e) in the case of a male person born in any of the years from 1902 to 1916 inclusive, a statutory declaration (on forms available in employment offices) that such person is not a person to whom the National Selective Service Mobilization Regulations apply (i.e., a declaration as to marital status).

The Order was issued pursuant to the provisions of section 505 (k) of the National Selective Service Civilian Regulations, Order in Council P.C. 246, dated January 19, 1943.

Employment of Conscientious Objectors

Those Excused from Military Training on Conscientious Grounds May be Assigned to Farms or Essential Industry

A NEW procedure has been established whereby it is expected that the services of conscientious objectors may be utilized to greater advantage. The new regulations permit the employment of conscientious objectors on farms or in essential industry. (P.C. 2821, April 7, 1943, amending P.C. 10924, December 1, 1942, and P.C. 246, January 19, 1943.) Doukhobors and Menonites are specifically mentioned as two categories of conscientious objectors.

Up to the time of the present changes in the Mobilization Regulations, it had been provided that a Mobilization Board might order any person to whom a Postponement Order had been granted by reason of being a conscientious objector, to report for "Alternative Service". In a statement to the House of Commons on April 15, the Minister of Labour said that a total of 3,401 Postponement Orders, as of February 3 this year, had been granted by Mobilization Boards to those seeking to be excused from military training on conscientious grounds; and that some of these men had been ordered to report for Alternative Service in work camps.

These camps are operated in some cases by the Government of British Columbia, in other cases by the Department of Mines and Resources. The province of British Columbia operates 17 of the camps, for forest protection. The Department of Mines and Resources operates the remaining 12—two in British Columbia, five in Alberta, two in Saskatchewan, one in Manitoba and two in Ontario—for work in connection with National Parks or in other like projects. A total of 1,273 conscientious objectors were working in these 29 camps as of February 3 of this year. The remaining 2,128 conscientious objectors had not been called out for Alternative Service due to a lack of facilities to place them at necessary work. The Minister pointed out in this connection that the camps were "by no means intended nor operated simply as concentration camps: in every sense they are work camps, performing useful and necessary func-

tions." The men in the camps earned a wage of 50 cents per day and board.

The new regulations provide that certain officers in the Employment and Selective Service offices across Canada shall be designated as "Alternative Service Officers", and shall be given authority to direct conscientious objectors to accept employment on farms or in industry where their services are most needed. Conscientious objectors will have the option of refusing to accept employment to which they may have been directed by these officers in which case they will then be directed to one of the Alternative Service camps.

Any farmer who engages a conscientious objector for farm work, will be required to pay such wage rate as is fixed by the Minister of Labour which rate will be from \$35 to \$40 per month depending upon local conditions. Where conscientious objectors are referred to employment industry, the employer must pay the going rate of wages for the work performed. In either case, however, the men themselves will receive \$25 a month, together with board and lodging, while any surplus earned over and above that \$25 will be assigned to and paid to the Red Cross Society. The arrangement in industry, the employer must pay the balance that the man receives 50 cents a day and board and lodging.

As a substantial number of the conscientious objectors are experienced at agricultural work, it is hoped that many of them may become available to the farming industry. It is not expected that all of the men now in Alternative Service camps will be moved out immediately to other employment, although men with special qualifications, who can be used to better advantage elsewhere, will be so moved.

The Minister declared: "It is anticipated that the change in procedure will result in an addition to our manpower resources available for essential employments, and it is believed that the plan which has been developed will provide a fair means by which genuine conscientious objectors can make a contribution to the productivity of Canada and thus prove their loyalty".

Continuance of Insurance Services for Transferred Workers

ORDER in Council P.C. 2586 of April 1 provides for the continuance, where practical, of group insurance or participation in a medical service plan, of an employed person transferred or requested to change to more essential employment under National Selective Service Civilian Regulations.

In announcing the Order, the Minister of Labour, Honourable Humphrey Mitchell, pointed out that it is the intention of the Order that workers who are required or requested to change their employment within industry, so that their services may be utilized to greater advantage, shall not suffer the loss

of group insurance protection or participation in a medical services plan of which they may have been members, by reason of their move to more essential work.

Arrangements in regard to group insurance will not apply, however, where persons may

be accepting employment with the Dominion or the Provinces or any municipality.

In the case of medical services plans, employees or their families will continue under a scheme where they remain in the district in which the plan operates.

Employment Facilitated in Hospitals and Canning Industry

A RECENT order under National Selective Service Civilian Regulations, provides that hospitals may engage part time workers directly. In future, where a hospital wishes to engage staff for not more than 24 hours work a week, it will not be necessary to secure National Selective Service permission; however, Selective Service Regulations will continue to apply fully to regular hospital staffs. The intention of the order is that persons not normally in the employment market, particularly married women and handicapped persons, may be available for casual or part time employment with hospitals.

The Minister of Labour issued the order following representations from the Canadian Hospital Council, which pointed out difficulties in securing a sufficient number of suit-

able workers in some parts of the country. It was represented that some such arrangement as that provided for in this recent order might assist in meeting the situation. Employment in hospitals is given a high priority by National Selective Service.

With a view to assisting the canning industry in securing the labour required during the 1943 canning season, an Order has been passed under National Selective Service Civilian Regulations to permit factories canning food products during this year to freely engage female workers for any period of employment not to exceed ten weeks. It is expected that this order will facilitate the employment of married women especially, who may be induced to undertake canning work, but who ordinarily do not engage in industrial employment.

Re-examination of Men Subject to Military Call-up

MEDICAL Revision Boards, under the jurisdiction of the Army, are at present re-examining a number of men subject to the military call-up but previously placed in medical categories below those usually acceptable for Army purposes. Those who are re-examined will be dealt with under the military call-up on the basis of the new category assigned to them.

The Director of National Selective Service, Mr. Arthur MacNamara, announced that about 30,000 men had been re-examined up to March 22. It was anticipated that in the next few months 120,000 additional men would be given this special re-examination. Mr. MacNamara explained that the first medical examination, after a man is notified by his Mobilization Board, is regarded as a "screening", and that a further examination becomes necessary in view of the large number of borderline cases which develop. It

is not always possible in the preliminary examination to determine with finality what a man's category may be.

Men engaged in agriculture are not among those being called for re-examination except where it has been established to the satisfaction of the Mobilization Board that the individual is not essential to the agricultural industry.

Mobilization Boards are notifying each person when to report for medical re-examination. Warrants for transportation and an allowance for meals and lodging are made where required, 50 cents being allowed for each meal, and \$1.50 per night's lodging. "It is not necessary for any man," said Mr. MacNamara, "who has already been medically examined under the military call-up, to report until he is notified of his re-examination. His Mobilization Board will give him ample notice when he is required to report."

Military Call-up of Aliens in Canada

THE calling up of aliens ordinarily resident in Canada is proceeding under National Selective Service Mobilization Regulations as amended by recent Orders in Council.

Where those being notified to report are nationals of allied countries, they have the option of joining any forces being recruited in Canada by missions of their own nationality: If they do not join forces of their own nationality being raised in Canada, aliens of the class mentioned are liable for compulsory service with the Canadian forces. They will be entitled to apply for a postponement of military service, on the same grounds as Canadians who are called up. The instructions sent to the Mobilization Board Registrars point out that whether allied nationals join a unit being raised by their own country or the Canadian forces they will have equal opportunity to contribute to the war effort of the United Nations.

Nationals resident in Canada belonging to non-belligerent countries are also subject to compulsory military training in Canada under Mobilization Regulations.

Nationals of enemy countries are not, of course, included in the call-up.

Aliens are being called in the same age and marital categories as Canadians.

Citizens of the United States, resident in Canada, will be called up by the Registrars of the Mobilization Boards. Those Americans who have declared their intention of becoming citizens of Canada, will be treated on the same footing as Canadians under the military call-up. Americans living here who have not declared their intention of taking out citizenship papers, will be given an option of enlisting with the Armed Forces of the United States if they prefer that, to serving with the Canadian Forces. The position of Americans under Regulations in Canada will be substantially the same as that of Canadians who are residing in the United States, under compulsory military service requirements in that country.

Exempt from the call-up are persons employed in Canada full-time by their respective Governments (L.G., March, 1943, p. 389). Aliens in doubt as to their status are advised to communicate with their country's Consul.

Conference on Canadian and United States Employment Problems

A CONFERENCE on wartime employment problems of mutual interest to Canada and the United States, was held in Ottawa on March 27 and 28, attended by representatives of the United States War Manpower Commission and officers of the Dominion Department of Labour.

Following a cordial welcome from the Minister of Labour, Hon. Humphrey Mitchell, and the Deputy Minister and Director of National Selective Service, Mr. Arthur MacNamara, there was a discussion on a number of subjects.

In regard to recruitment problems arising from construction of the Alaska Highway and defence bases in Alaska, two problems were

uppermost—(1) the co-ordination of recruitment and employment practices between various contractors; (2) the assignment of a War Manpower Commission representative at Edmonton. Methods of co-operation between the Canadian and American employment services were considered.

Other matters under discussion were the exchange of farm labour, the United States manpower program, and the determination of ways in which the two countries can be more helpful to each other in solving labour recruitment problems.

The conference was under the chairmanship of C. F. Needham, Associate Director (Civilian) National Selective Service.

Music as a Factor in Production

Summary of the Experience of Certain Canadian Plants in Providing Radio and Recorded Programs

IN the March issue of the *LABOUR GAZETTE* (page 319), reference was made to the importance of music in wartime industry in Great Britain, the United States and Australia. That its importance is gradually being recognized in this country is indicated in reports received from several large Canadian plants who are using this method of improving working conditions in their factories and thereby obtaining the following beneficial results:

- (1) Increase in production and efficiency;
- (2) Reduction in errors;
- (3) Decrease in absenteeism, tardiness, sickness and accidents, and early departure;
- (4) Reduction in mental fatigue;
- (5) Improvement in morale.

In Canadian Factories

Miss Phyllis Axford, Toronto, recently completed a tour of local war industries which are successfully using industrial music in their plants, and her findings are reported as follows:

Canadian General Electric Company, Ltd., Toronto.—Music has been in use at Canadian General Electric since 1926. This company was one of the first in the world to pioneer in using music regularly at work, and some of the employees remember having worked to music steadily for fifteen years. They began with an old phonograph picked up seventeen years ago, and bought records to use over the plant sound system. This proved so popular and pleasant that the management bought a radio-phonograph and used radio broadcast music to work to. However, it was found that the commercials and jingles split the programs ridiculously for the workers, and that time was lost turning the dials, so they went back to recorded music. In the plant suggestion boxes each week, they find several dozen titles of records in demand, and each week the firm buys six of the most popular ones requested by their workers. In this way they accumulate about three hundred records a year and have a very impressive library. The plant is noisy but not too noisy to prevent the workers enjoying music with vocals and occasionally light symphonic selections as well as string music and waltzes. Waltzes are by far the most popular and dance music with a dominant melody comes next. The music occupies an operator only part time, just long enough to turn it on and off each day, and to sort the records once a week, arranging a week's program at once. The programs go on every day at mid-morning dip time, noon,

mid-afternoon, and a half an hour before closing time.

Canadian General Electric has discovered by experience that the music system is valuable as a safety device. The industrial sound system over which the music is diffused, is equipped with a foot pedal device at the main switchboard of the factory, so that the switchboard operator may at any time cut the music off and make an announcement directly to the workers in case of fire. This prevents panic, yet makes an announcement instantly more effective than the buzzer which was formerly used. Another point advanced at this plant in favour of music was that it makes the workers happier. The management is of the opinion that the hours at work constitute the main part of the life of their employees, and these hours ought to be as full and enjoyable as possible. Absenteeism runs about three per cent, and they feel that this low rate is partly due to the fact that the workers have less desire to miss work when they feel that they are missing their favourite concerts.

The programs are planned, not by a psychologist, but by the trial and error method, taking into account the recommendations of prominent American psychologists as to the suitable types of music to be selected, and the noise level of the plant, as well as the tastes of the workers.

At this plant the emphasis is on music as a morale booster and in this way indirectly assists output. It is not intended to increase production but it is believed that the music keeps the workers refreshed and alert and on guard against faulty work or accidents.

Small Electric Motors (Canada) Ltd., Leaside.—This firm has a director of music, an English engineer, who installed music as a daily feature of the plant early last autumn because he had seen the beneficial results of music in the parent company in England.

There are about 250 day shift workers in the plant, serviced by nine ten-inch speakers. The public address system used for the music was designed and installed by the engineer personally. A new factory is being built and it is being designed acoustically to accommodate music. The music is relayed every morning from 10.30 to 11.00 and every afternoon from 3.30 to 4.00. In addition, there is half an hour of music at lunch, when popular dance tunes are played, so that those who wish to dance may do so in the sunny cafeteria. Brisk marches open the day's program. At this plant, the delicate precision work does not lend itself to speed in output, and the music is not intended to increase production, but here also

it is believed that the music keeps the workers refreshed and alert and on guard against faulty work or accidents.

John Inglis Company, Ltd., Toronto.—At this plant a different problem presents itself, because of the high noise level. In order to discover which music would have high enough pitch to be heard without strain over the noise of the machines it was decided to use string music exclusively. The waltzes of Johann Strauss are the most popular, and those of Irving Berlin, next. The music is heard for twelve to fourteen minutes each half hour, day and night, seven days a week. Because of the overlapping shifts, no dip period is noticed in mid-morning and mid-afternoon as in some plants, and programs must be suited to workers who have arrived at different times. At this plant speed is necessary and although the music does not constitute a speed-up device because of its slow tempo, it is intended to help keep the workers going through long hours of monotonous production or inspection jobs, buoying them up and keeping their energies renewed. Medical science has conclusively proved that music increases nervous and muscular energy without causing an after let-down and that it materially reduces fatigue.

The management reports that music has one noticeable effect, it keeps the employees from daydreaming or going to sleep, a dangerous tendency on night shifts especially. They feel that the music helps prevent rejects and accidents by keeping the attention level high during work which might be boring were it not for the accompanying music.

OTHER CANADIAN FIRMS

Information has also been received by the *LABOUR GAZETTE* concerning the following Canadian firms and their methods of employing music in their plants.

Sovereign Pottery Limited, Hamilton.—In this plant "radios have been in operation for a great number of years and have proven so satisfactory that a change would not be considered. It is not an elaborate installation, and is operated by one central unit in the busiest part of the plant, together with individual sets on some work benches, provided by the employees. To avoid monotony and nerve strain, the radios do not go continuously but certain scheduled programs are used. The sound of music where crews are working together, tends to more concentration on the work at hand than idle conversation. Work is at a higher tempo with livelier programs—swing and hillbilly programs with vocals being the most popular".

Canadian Potteries, Limited, St. Johns, Que.—In this plant a radio has been installed in the casting shop in which there are approximately 55 men, with an extension in the mould shop in which there are five men. The radio has several loud speakers distributed throughout the casting shop in order that

the entire shop can receive any program desired. Programs to which the men may listen are not limited, as the extensions are controlled by one single dial. They receive programs of band music, outstanding speakers, current events and news broadcasts, orchestral music, or any other music to which they care to listen.

Radio Valve Company, Toronto.—A pioneer in the use of industrial music, the experience of this firm is quoted as follows: "Operators like music while working. It has a good effect on older operators, but we are not prepared to recommend it as a production stimulant for female operators on fine assembly jobs, or for new operators on these jobs, where considerable concentration is required; it results in poorer work and reduced speed. As it is impossible to get a desirable type of radio program, a carefully chosen selection of records is used instead. Ninety minutes of music during the day is all that is considered necessary. We believe every plant should have it but should adapt it to its own peculiar problem. It is extremely valuable for plant announcements and war-time fund raising campaigns."

Bata Shoe Company of Canada, Limited, Batawa.—This company has a house-broadcasting system installed in its factory which is used to broadcast music and news during working time.

"Every day from 9.30 to 9.40 a.m. a rest period is provided for the employees, during which music is played and news of general interest is broadcast. This rest period is on the Company's time and is used by the employees to take refreshments and to listen to the broadcast which has become a regular institution. During various war services drives, speakers are invited from the ranks of the employees or from outside. At Christmas the factory Glee Club sings carols. The spoken program ends with a second music record, usually a march to liven everyone up. Then the announcer, who is an employee of the Company, wishes a 'good morning to everyone'. The machinery which is used is an ordinary music and loud-speaking system, with a loud speaker on every floor. It has been in operation since 1940. In the summer, when a number of employees spend their lunch hour outside, the same kind of music is played for them through a strong outdoor loudspeaker (horn)."

Other plants using both radio and recorded music, include the following: RCA Victor Company, Montreal; Defence Industries, Limited, Montreal; Fairchild Aircraft, Montreal; Robert Mitchell, Company, Limited, Montreal; Crain Printers, Limited, Ottawa; Vail's Launderers and Dry Cleaners, Limited, Ottawa; Dominion Electric House Company, Limited, Kitchener; Canadian Westinghouse, Hamilton; Otis-Fensom Elevator Company, Hamilton; Tuckett Tobacco Company, Ltd., Hamilton.

Radio and Record Systems

As in British factories, Canadian plants can provide their own programs. This, it is stated, requires "custom-built speakers, installed at proper locations by acoustical engineers, to ensure soft, clear reproduction near each worker." It is recommended by English experts that loud speakers should be small and well-placed about the factory rather than large and only one or two to a shop. A properly installed sound system may be of invaluable service in (1) production; (2) personnel relations; (3) administrative control—air raid and fire alarms, paging, etc.

It is pointed out that recorded programs, which are frequently used, should be carefully chosen to follow a scientifically planned program and may supplement those received over the Canadian Broadcasting Corporation.

Several plants are equipped with central receiving sets and radios are placed in each workshop. In Hamilton, a special program, "Music Aids Production", is broadcast daily to industrial workers.

Planned Programs

Until the workers accustom themselves to the innovation, it is considered that a program should start at low tempo, otherwise it might detract from their work. It ought to contain as much variety as possible, but care should be used in preparation—the ideal factory formula takes into account such factors as nationality, age, character of work, and time of day. Dance music creates an atmosphere of cheerfulness, but vocal refrains, it is found, usually tend to distract, rather than stimulate the worker.

A scientifically planned program, it is agreed, consists of four types of music: (1) special selections, for occasions such as birthdays, presentations, etc.; (2) opening and closing selections—lively tunes such as jigs or fox trots; (3) fatigue period selections—soothing music such as waltzes; (4) luncheon and rest period selections—light orchestral music.

Benefits Derived

Information compiled by Canadian experts indicates that there is an increase of 14 per cent in production when music is played, with an additional 8 per cent production boost if planned programs are used. These programs have been found to give speed and contentment in such diverse establishments as an aeroplane factory, a bank, and a publishing company.

In eight weeks, the production line of a manufacturing company in the United States had bettered its own record by 6 per cent; rejects on the final inspection dropped slightly,

and wiring rejects fell from 3 per cent to 0.5 per cent. Employees who worked for an efficiency bonus demanded continuation of the music. In 75 per cent of the factories studied by a professor of the Stevens Institute of Technology (LABOUR GAZETTE, March 1943, page 319), total production was 4 per cent to 11 per cent greater with music than without, and tardiness on Monday morning was reduced from 22.75 per cent to 2.75 per cent.

When the principles of a planned program were followed in England, production was increased by between 12½ per cent to 15 per cent for an hour or an hour and a half after the program, while in some factories increases as high as 23 per cent were recorded.

Industrial music provides that "lift" which makes for a happier attitude towards work, and this very directly not only increases production, but cuts down absenteeism.

Conclusions

The following conclusions were reached at a conference between British workers and management on the importance of music in industry, and published in the March issue of *Manufacturing and Industrial Engineering*.

(1) The music should be familiar to the ordinary worker. Singing, humming or whistling is a sure sign that the music is having its proper tonic effect. As an important rider to this, it is added that the music can easily be overdone. Two and a half hours daily is the limit, and the best time to give the music is either at the beginning of the day's work, as an antidote to bad weather conditions or nervous strain, or at the end of a particularly tiring day.

(2) The melody should be clear and well defined. The workers want to hear a tune that rides over factory noises. They, incidentally, are much better at hearing it than anyone not used to that particular factory.

(3) The tone level or volume should be constant, and there should be no variation in audibility between one part of a tune or program and another.

(4) The tempo or rhythm should create a bright and cheerful atmosphere. Extremes of fastness or slowness should be avoided. Most important, rhythm and tempo should not be thought of in terms of "working speeds". They should be considered as a means of creating a spirit of cheerfulness and gaiety in operatives on any and all processes.

(5) Number (4) does not apply at all either to office and executive staff, for whom music is in itself unsuitable, nor to highly skilled workmen on individual tasks.

(6) The music is best suited for workers who are employed on repetition or other monotonous work (especially female labour). For them certain types of music are definitely undesirable. The tone of an organ is unsuitable for amplification in factories. "Hot" music is unsuitable, and so is "jazzing" of any melody. The rhythm should be clear but unobtrusive, and any lack of a "melodic line", any involved harmony or complex rhythm tend to create confusion of sound.

(7) Loud speakers should be small and well-placed about the factory rather than large and only one or two to a shop.

French Workers in Germany

Increasing Pressure Brought to Bear Upon Laval Government to Supply Manpower for Nazi Factories—Resistance of French Workers

AS a result of extensive Nazi preparations for precipitating a world conflict, a shortage of manpower had begun to develop in Germany even before the outbreak of the present war. As the struggle has progressed, every available physically fit German male has been placed in the armed forces. This would have made impossible the maintenance of industrial production had the Nazi Government not decided upon a policy of recruiting workers for German factories from the conquered countries of Europe.

It is estimated that some millions of outside workers have been taken into employment in the factories of the Reich.

The German attitude towards the recruitment of labour in conquered European countries is expressed in the following quotation from the *Frankfurter Zeitung*:

"Germany and her allies having undertaken the struggle against bolshevism, it behooves all nations and all peoples of Europe who will benefit by her protection to contribute to the common effort, if not by their arms at least by their labour."

Pierre Laval, head of the Vichy Government, has publicly supported this stand. "I hope for the victory of Germany," he declared in a broadcast, "because otherwise bolshevism will establish itself everywhere in Europe." He has repeatedly called upon French workers to "play their part for the benefit of the European Community by their work in France and beyond its frontiers".

In France, the Vichy Government's announced policy of "collaboration" with the Nazis influenced the Germans to allow recruitment for service in the Reich to be managed by the Vichy authorities rather than by the Germans themselves.

The plan was at first undertaken on a voluntary basis. In spite of all Laval's appeals, however, the workers of France failed notably to co-operate on anything approaching the desired scale. Accordingly the meaning of the term "voluntary" presently underwent a change. More and more elements of compulsion appeared; and Albert Guigui, secretary of the largest French trade union organization, the *Confédération Générale du Travail*, who escaped to London recently, declared in a press conference on March 26: "I saw workmen with handcuffs who would joke and say, 'Look at us volunteers!'"

Conditions of Employment in Germany

The recruitment of French labour for Germany began in 1941. At that time volunteers were invited to present themselves at employment offices; there was to be no compulsion. Conditions of employment were promised equivalent to those of German workers; there was to be no loss of seniority privileges or social insurance rights acquired by the worker in French industry; sickness benefits were guaranteed to the volunteers' families, who were also to receive temporary allowances from the German treasury until the amounts allotted by the workers from their wages began to reach them. Workers were entitled to reinstatement in their former jobs on their return.

Approximately 140,000 French workers are estimated to have gone to Germany under these conditions; although many of them returned later. By the spring of 1942, however, recruitment had fallen off considerably, all the trained labour willing to transfer having been exhausted.

German Demands

Meanwhile the German need for manpower was being intensified as a result of the Nazi losses during the army's first winter in Russia. At the end of March, 1942, the German Government formally asked France for a contribution of 350,000 workers, including 150,000 skilled men. Laval, who became head of the Vichy Government in April, obtained permission to find the men in his own way, by voluntary methods or by compulsion. Nazi authorities agreed that volunteer workers were more likely to prove satisfactory than draftees; but made it clear that the men must be supplied one way or another.

Laval now decided to undertake measures for the concentration of French industry, in order to release workers for service in the Reich. Hours of work were ordered increased; many factories were closed down, and the remainder were instructed to "use their staff, equipment, and raw materials to better purpose."

In this way many thousands of workers were thrown out of employment. Having no work, no chance of obtaining work, and no unemployment relief, these workers, it was expected, would now be glad to volunteer to be sent to Germany.

Exchange of Prisoners for Workers

In June a further incentive to recruitment was provided when the Nazi authorities agreed to release a number of prisoners in exchange for workers. At first it was thought that the exchange was to be on the basis of one prisoner for one worker; but it presently developed that the provision of 150,000 skilled workers would free only 50,000 prisoners.

An unremitting propaganda campaign was carried on in an attempt to convince French workers that it was their patriotic duty to co-operate in securing the release of prisoners. It was hinted that the Germans would make reprisals if their demands were not met. Living conditions in Germany were attractively described.

Underground Press

This propaganda was combated to a considerable extent by the underground press, which attained a high degree of organization in both occupied and unoccupied France and is reported by escaped union leaders to maintain an impressive circulation.

An issue of *Libération* dated August 25, 1942 and smuggled out of France to De Gaulle headquarters in London declares:

"Fifty thousand prisoners for 150,000 workers—skilled workers, be it understood, which makes them worth at least three times as much as common labourers. One prisoner for nine French 'volunteers'? In truth, that is not expensive! A storm trooper costs much more: he is worth sixteen Frenchmen and a half . . . At the hour when Laval, worthily accompanied by Feldgrau, was conversing at Compiègne, 93 patriots fell in Paris under the bullets of the Gestapo in reprisal for the execution of two storm troopers.

"The release of one prisoner chosen from among the older, the sick, those the most weakened by two years of captivity, for the equivalent of nine workers carefully examined as to their health and their professional value. Nine fresh hostages, inextricably caught up in the pitiless German war machine for a single hostage without market value. Such an infamous bargain could have but one result: to prolong the war, and in consequence the captivity of 1,150,000 other prisoners . . ."

Even allowing for the possibility of overstatement due to strong feeling on the part of the writer, the following extract from the clandestine paper *Le Populaire* makes it obvious that the conditions of French workers inside Germany are by no means the pleasant ones depicted by official Vichy and German propagandists.

"FRENCH WORKERS, THIS IS WHAT AWAITS YOU IN GERMANY . . .

"It is a life of slavery. You will sleep on straw. You will be watched every moment by the police; even at night your door must be left open so the police can check on you. You will wear the yellow arm band—the mark of your slavery . . . You will not be allowed to enter into conversation with German women, but on the contrary your women will have to suffer the advances of the Germans.

"The cheapest wine costs between 5 to 10 marks (100 to 200 francs). Very poor beer without alcohol is rationed and costs 14 francs a litre. The food of the factory is so bad that the German workers prefer to bring food from home, which you will not be able to do. Your noon meal must be eaten in less than half an hour on the corner of your work table. . . .

"The factory can demand 80 hours a week work from you. From your wages—not as high as you may think—will be deducted health insurance and other 'expenses' which will leave you barely enough to live on."

Failure of Voluntary Recruitment

Not more than 17,000 trained workers were recruited between June 1 and September 1 for service in Germany.

Laval managed to obtain an extension of time until October 15 in which to attempt to provide the remaining 133,000 workers required. The French government now adopted a system of "nomination" under which workers who received an "appeal" were asked to "accept the duty imposed upon them." Those who responded would receive special privileges, but those who failed to "volunteer" on these terms were threatened with penalties.

Forced Labour

Compulsory labour was introduced by the Vichy government on September 4, 1942, by an Act applying to all physically fit men between the ages of 18 and 50 and to single women between 21 and 35. The Act did not specifically state that those affected would be liable for compulsory export for service in Germany but it did state in regard to such workers: "They may be required to do any work considered essential by the government in the higher interests of the nation." This wording revealed the potential scope of the Act. It was further stipulated in the Act that workers must be able to show that they are engaged in "useful" employment. Any person who is unable to produce

proof to this effect may be required to do any work to which he is directed by the agencies of the Secretariat of State for Labour. Furthermore employers were forbidden to employ or dismiss workers except in accordance with government principles.

"Volunteering" now meant that a worker, in response to an appeal or an order issued to him, signed voluntarily or under compulsion, a contract binding him to a specific German employer. German employment offices were plentifully located throughout both the occupied and unoccupied zones.

Resistance to these measures was widespread, and when the deadline for meeting German demands was reached on October 15, the quota was still short by over 100,000 trained workers.

On that date simultaneous demonstrations took place in many industrial centres against the efforts of the authorities to send forcibly a number of workers to Germany. The departure of some trainloads of workers was thus prevented.

Increased Pressure

Coercive methods were rapidly increased. On October 19 it was reported that 500 Gestapo agents had been naturalized as Frenchmen in order to help round up workers. Pressure was exerted on employers to organize their men into teams of workers, so that whole groups could be recruited at a time.

Since November, when the German army moved into the formerly "unoccupied" zone, information on events in France has necessarily become scarcer. The army of the Vichy Government, consisting of some 100,000 men, was demobilized. The names of the soldiers were retained, however, and they were required to state their residence within a week. Knowledge of residence was essential to the authorities because of the numbers of Frenchmen who had been evading the compulsory labour restrictions by moving from place to place and not maintaining a fixed home.

By December the Nazis were reported to be methodically going through French factories, forcing workers to lay down their tools and leave, sometimes without even the opportunity to notify their families.

On February 15, 1943, the Laval Government tightened up its compulsory labour system with the introduction of a policy of conscription for two years. A census was ordered taken of all men and women between the ages of 21 and 31. Those discovered to be not indispensable to French industry were

to be sent immediately to Germany or transferred to establishments in France working on orders from Germany. Failure to register would bring a fine or prison sentence, and in addition the refusal of food ration cards. To those coming within the age classification the measure thus meant in effect: "volunteer or starve".

The Germans were reported late in February to be going through cafes, hotels and railway stations and even launching raids in theatres, interrupting the performances to take those between 21 and 31 for questioning and to decide whether they were liable for service in Germany.

Results of Recruitment Program

It is difficult to estimate the degree of success that has been achieved in this unrelenting campaign. In a recent press conference Pierre Laval declared that 1,950,000 Frenchmen were actually at work for Germany. This figure, however, included 1,150,000 prisoners of war and over a quarter of million men working in French factories on production for the exclusive use of the Reich. Thus only about half a million workers out of the total would represent those who have been actually recruited as part of the campaign. On April 2 the Berlin radio declared that more than half a million French workers had been transferred to German armament factories in 1942. A Reuters dispatch from Switzerland of the same date referred to still further demands from Fritz Sauckel, German Labour Commissioner, for 150,000 more French workers, fifty thousand of whom would be sent to Sicily to construct defences against a possible Allied invasion, and the remainder to be employed on fortifications along the Mediterranean coast.

Tales of resistance continue to come from France in spite of the perils that such action entails, accounts in some cases of well-organized demonstrations, in others of individual gestures, such as that of a seventeen-year-old boy who was killed leaping from the train that was to carry him to Germany. Guigui tells of workmen, so-called "volunteers", going with policemen, singing the Marseillaise and shouting "Long live de Gaulle" on their way to Germany. There has been bombing of Nazi recruiting offices and blowing up of trains destined for the Reich, not to mention sabotage and slow-down campaigns on the part of workers actually transported. And so the struggle continues, with the French working class at one with the rest of the country in the nation-wide struggle against the invader.

Industrial Welfare

Recreation for Industrial Workers

A CONFERENCE on recreation for war workers was convened in Ottawa on April 9, the sessions being held in the Board Room of the Department of Labour, under the direction of Mrs. Rex Eaton, Assistant Director of National Selective Service, who presided.

Addressing the opening session, Mr. Arthur MacNamara, Deputy Minister of Labour and Director of National Selective Service, stated that while supervision and encouragement of recreational provisions do not usually come within Dominion jurisdiction, the rapid development of war industries had given rise to unusual living conditions, with the result that, particularly in some centres of war industries, inadequate arrangements for recreation are apparent. When making public announcement in regard to National Selective Service a few months ago, the Prime Minister had made special mention of recreational needs, particularly in their relation to the health and welfare of war workers. He suggested that recreation should be viewed as a necessary accompaniment of concentrated work on war production. As the readjustment to war production had taken place at too rapid a rate to permit of the development of the usual recreational arrangements wholly through community efforts, Mr. MacNamara explained that the Department of Labour felt it necessary to focus attention on the problem, and to endeavour to give some leadership in the matter. For this reason the Department had called together the national conference, in order that suggestions might be available from all those who already had had contact with the building up of facilities for spending leisure time profitably, from the viewpoints of health and of the community. The field was new, Mr. MacNamara added, but the Department of Labour hoped that just as considerable success had been met with in developing day nurseries over a comparatively short time, similar success would be encountered in regard to recreation.

Following the Deputy Minister of Labour, Miss Sheila MacDonald, daughter of the late

Right Honourable Ramsay MacDonald, former Prime Minister of Great Britain, addressed the conference on the experience of the old country in regard to recreational arrangements for war workers. Miss MacDonald stressed the need of furnishing proper facilities for recreation, in order to maintain physical and mental health, so necessary to ensure peak war production.

Representatives from the several industrial centres in the Provinces of Ontario and Quebec outlined what had been done up to the present in providing recreational facilities, but further provisions appeared to be required. Uniformly it was suggested that a good deal of co-ordination and stimulation of effort would be needed in the cities and towns with the larger war industries.

The discussions dealt with the fundamental purpose of recreation, pattern of organization, personnel and facilities, the program and the scope of activities.

There was unanimous agreement that the recreational program should be a community development, within the areas where the establishment of war industry had created an emergent need.

The conference, with an attendance of about sixty, included representatives of several national organizations, including the Trades and Labour Congress, Canadian Congress of Labour, Confederation of Catholic Workers, Y.M.C.A., Y.W.C.A., Y.M.H.A., Knights of Columbus, Canadian Welfare Council, United Church of Canada, Workers' Educational Association and Jeunesses Ouvriere Catholique. Representatives were also in attendance from McMaster and McGill Universities, the Civil Service and the Civil Service Recreational Association of Ottawa, from a few of the large war industries, and from welfare and recreational associations in the centres of war industries in Ontario and Quebec. The Wartime Information Board, the Department of Munitions and Supply, the National Film Board and Wartime Housing were also represented.

Day Nurseries in Ontario and Quebec

CANADA'S working mothers have taken advantage of the facilities of the Dominion-Provincial Day Nursery Plan and several hundred children are already registered at the various day nurseries which have been established to date.

The Province of Ontario has nine day nurseries in full operation, a tenth on the way, and various committees at work throughout the province on plans which will later be submitted to the Dominion and the Province for approval before new nurseries can be opened.

Allocation of day nurseries in the Province of Ontario is: six in Toronto and one in each of the following cities: Brantford, St. Catharines, Oshawa and Galt.

Due probably to greater difficulties in finding suitable premises near enough to the industrial centres, the province of Quebec has so far only one day nursery in operation in Montreal. Four others have been approved and are being organized as speedily as possible. It is expected they will be in operation within a few weeks. When completed these five day nurseries will offer accommodation for over two hundred children. All of them are situated in Montreal.

In order to fit into the requirements of the Dominion-Provincial Agreement and qualify for the grants necessary to carry on, the committee responsible for exploring and establishing the need for these day nurseries has been careful to locate the most suitable buildings and those requiring the least expenditure for remodelling, equipment, etc., so that in Toronto four of the nursery schools opened have been set up in church buildings utilizing spare space, rooms which were formerly class rooms or social quarters. Two of the day nurseries are in converted houses. All are in the vicinity of war plants and have been

filled with children as soon as they were opened.

Local Committees in and around Toronto are at work on six or more other centres, assessing the need and looking for suitable localities, which in these difficult housing times are often hard to find. In the city of Galt the Sunday School Department of Knox Church had a surplus room which has been remodelled and as the church has large and attractive grounds and is well located it forms an ideal centre for a day nursery. Houses have been converted for the day nurseries in Brantford and St. Catharines. In Oshawa the Children's Aid Department has given over premises which formerly were used as an isolation department for sick children. It is planned to send future cases to the local hospital or to Toronto for care. The building is modern and commodious and is set in a fine open section so that the children will have light, air and good space for playing.

It is anticipated that in addition to the day nursery work ten or more centres will shortly be opened in the Province of Ontario to give day care and oversight to children of school age.

In Ontario the Director of Day Nurseries, who is responsible for the oversight and for co-operation in planning is Miss Mary Blaklee, who was appointed by the Minister of Health and Social Welfare.

In Quebec the Director of the Department of Day Nurseries is Dr. E. Lalonde in the Department of Health and Social Welfare.

Present indications, from conferences now under way, are that the city of Ottawa will shortly open a day nursery under the Dominion-Provincial Plan, to meet the anticipated need for care of children of married women who may enter new war jobs in the vicinity which are now rapidly expanding.

Welfare Work Outside the Factory in Britain

Arrangements made by Ministry of Labour to Deal with Housing, Recreation, Shopping, and other Problems of War-Workers

THE Ministry of Labour and National Service in Great Britain has published two pamphlets* describing its welfare arrangements outside the factory for war-workers and merchant seamen. They cover the period from June, 1940, to August, 1942, the former date marking the transfer of the Factory Depart-

ment and Inspectorate from the Home Office to the Ministry of Labour and National Service and the setting up of a Factory and Welfare Department in the latter Ministry.

In taking this latter step the Ministry recognized that maximum efficiency could be achieved only if workers were properly fed and housed and provided with opportunities for recreation. Special welfare problems have arisen from the transfer of workers to new war plants often located far from populous

*Welfare Work outside the Factory, September, 1941. Welfare outside the Factory and Seamen's Welfare in Port, August, 1941-August, 1942.

centres. Two groups require particular welfare arrangements. Women in industry need assistance with shopping and housekeeping problems and facilities for the care of their children. Merchant seamen in ports must be provided with accommodation, opportunities for recreation and care when sick. Welfare arrangements for this second group are dealt with separately at the end of this article.

Organization of Welfare

The Factory and Welfare Department of the Ministry of Labour and National Service is assisted by an Advisory Board representing the Government, employers, workers, the health services and voluntary organizations, and by a Central Consultative Council of Voluntary Organizations. Local administration is carried on by eleven regional and 100 local Welfare Officers who assist local authorities and organizations. In 65 areas these officers are advised by local Welfare Advisory Committees composed of representatives of the local authority, regional offices of the Ministries of Health and Labour and National Service, employers, trade unions and the Women's Voluntary Services. In some cases Joint Advisory Committees covering several local authority areas are set up.

Transfer of Workers

Workers to be transferred from non-industrial areas to war plants are given a leaflet entitled "Going Away on War Work" with information about travelling, allowances and reception arrangements. Women workers from outlying districts travel in a group under the supervision of an official of the Ministry or a voluntary worker. Reception arrangements are centred at the Employment Exchanges although in some places voluntary workers or company representatives meet trains as a preliminary step. New arrivals are fed and lodged temporarily at reception hostels which numbered 76 by August, 1942. The Factory and Welfare Department bears the cost of adapting and equipping existing houses for hostels and will assist local authorities and voluntary organizations with running expenses, if necessary. Special reception arrangements are made for British subjects from abroad who volunteer for civilian employment in Britain.

Accommodation and Feeding

Arrangements for housing war workers in Britain were described in the LABOUR GAZETTE, 1942, p. 311. Several new measures have been undertaken in the past year. Local Welfare Advisory Committees are carrying on a publicity campaign to encourage householders to accept lodgers as a work of national service

and to educate landladies in their responsibilities to lodgers. Married women who board not less than two war workers are not now required to take other war work under the Registration for Employment Order. Attempts have been made to meet the domestic help shortage by giving married women and certain single women with household responsibilities an opportunity to assist householders in caring for war workers as an alternative to other war work. Helpers of this type are usually allocated only to householders who lodge at least four war workers and provide two meals a day. To keep lists of vacant rooms up-to-date a street representative system has been developed by the Women's Voluntary Services. One woman is made responsible for maintaining a record of all transfers and vacant rooms in a block of 50 to 100 houses and for establishing friendly relations between the transferred workers and the householders.

Landladies are encouraged to provide lodgers with two meals a day and most workers obtain their mid-day meal at factory canteens which are required by law in all factories employing more than 250 persons if the Inspector so directs. These facilities are supplemented by over 1,500 British Restaurants established by local authorities for workers not served by factory canteens and for those whose landladies are unable to provide meals.

Recreation

In providing recreation for war workers the Government works through existing voluntary organizations and is advised by the Recreation Group of the Central Consultative Committee of Voluntary Organizations. It gives grants-in-aid to voluntary organizations serving war workers, encourages them to expand their facilities and assists them in obtaining premises and equipment. Efforts are being made to have clubs and other facilities kept open on Sundays for war workers. Information about recreational opportunities is disseminated by Factory Inspectors and welfare supervisors. Some communities publish leaflets describing local facilities. The "Fitness for Service" campaign of the Central Council of Recreative Physical Training has been endorsed by the Government and the Council receives financial assistance in organizing classes, sports leagues and clubs in factories. Recreation for workers under 21 is arranged by the Board of Education and the Youth Committees.

Entertainment for war workers is provided by the Entertainments National Service Association which gives shows in factories and operates 34 mobile film units at Government expense. Factory concerts are pro-

vided by the Council for the Encouragement of Music and the Arts and various service bands. Workers have been permitted to act as audiences for B.B.C. factory broadcasts.

In regard to holidays, the Government has recognized that an annual holiday of a week is necessary to maintain the workers' efficiency, but it has asked that holidays be staggered over as wide a period as possible to minimize interference with production. Holiday travel is discouraged and communities are urged to organize holiday-at-home attractions.

Working Women

Shopping problems of working women have been met by the extension and alteration of shopping hours, the adjustment of lunch hours, the granting of time-off for shopping and the organization of "Neighbours Leagues" to do co-operative shopping.

To care for the children of working mothers, 826 wartime nurseries with space for 34,000 children had been established up to August 31, 1942, by local authorities with financial aid and co-operation from the Ministries of Health and Labour and National Service and the Board of Education. Over 400 more were being organized. In addition, over 100,000 children under five were being cared for in public elementary schools and there were 3,000 minders registered with the Maternity and Child Welfare authorities. For school-age children schools are kept open longer hours and during holidays and more school meals are provided.

Other Welfare Problems

The transport problems of workers have been studied by Transport Consultative Committees set up by Regional Transport Commissioners and representing factory managements, worker's organizations and transport authorities. Measures adopted to meet transport difficulties include staggering hours, adjustment of train and bus schedules, early closing of shops, control of queues and provision of sheltered waiting places for buses, etc. The Government has power to compel factories to adopt staggered hours.

Minor illnesses of workers in lodgings presented another problem. The Ministry of Health enlisted the co-operation of the District Nursing Services and factory welfare staffs to see that sick workers received proper care in lodgings. Special hospitals have been set up under the Ministry of Health Emergency Hospitals Scheme to care for workers who cannot be nursed in their lodgings. Government allowances are paid to sick workers. Occasionally free transport is

arranged to send workers home when sick or in cases of domestic emergency. Relatives may be given free transport to visit sick workers in special cases or to accompany sick workers to their homes.

Seamen's Welfare in Ports

The Factory and Welfare Department is also responsible for seamen's welfare but in this field the Minister of Labour and National Service is advised by a Seamen's Welfare Board and a Central Consultative Committee of voluntary organizations concerned with seamen's welfare. The Board represents shipowners, officers, seamen, interested Government departments and persons with experience in voluntary work. Local arrangements for seamen's welfare in the larger ports are under the supervision of Port Welfare Committees set up in accordance with the Recommendation of the 1936 International Labour Conference concerning the promotion of seamen's welfare in ports. The Committees represent owners, officers, seamen, local authorities, voluntary workers and the Consular Corps and Allied Trade Missions and have a Seamen's Welfare Officer appointed by the Minister as secretary. A Seamen's Welfare Fund to pay for special forms of seamen's welfare was created by donations from the Shipping Federation, the Royal Seamen's Pension Fund and private individuals and organizations.

The Government's policy is to co-ordinate and supplement existing seamen's welfare facilities and to assist voluntary organizations in obtaining equipment, food supplies, cigarettes, etc. Where accommodation and recreational facilities for seamen were insufficient, the Government established Merchant Navy Houses and Clubs. Sleeping accommodation is provided in the former which are run by the National Service Hostels Corporation, and both are equipped with dining-rooms and bars and reading, writing and recreation rooms. At Merchant Navy Reserve Pool Offices where seamen spend time waiting for postings, the Government provides waiting rooms equipped with facilities for recreation, reading, writing and obtaining light refreshments. They are run by voluntary organizations.

Seamen are informed of local welfare and recreation facilities by leaflets and information offices. Merchant seamen are admitted to canteens and entertainments provided for naval personnel.

The health of seamen is the responsibility of the Minister of War Transport who is assisted by the Ministries of Health and

Labour and National Service through a Joint Advisory Committee on the Health of the Mercantile Marine. The Committee arranges for the admission of seamen to hospitals, the establishment of clinics and bathing facilities in ports and the publication of literature containing health information and advice for seamen. Free hospital treatment is given to seamen who are injured or fall ill as a result of enemy action or accident while in service, and in other cases the Government bears whatever costs the seaman is unable to meet. Seamen in hospitals are visited and supplied with comforts by voluntary organizations. Relatives are notified if a seaman is dangerously ill and are provided with free travel warrants. Reduced fares are granted to relatives visiting seamen in ports or hospital. If necessary, free clothing is provided for seamen leaving hospital.

The Ministry of Labour and National Service also concerns itself with the welfare of Allied and neutral seamen. Hospitality Committees were established under the Port Welfare Committees to supervise arrangements for this group. Hostels and recreation centres set up at Government expense or by voluntary organizations are open to allied seamen, and their recreation needs met by the provision of foreign newspapers, books, periodicals and entertainments. Some Allied Governments furnish their seamen with separate hostels. Special arrangements are made for Indian, Chinese and colonial seamen. The welfare of crews of British vessels in overseas ports is looked after by British Consuls, Dominion or Colonial Governments acting for the Ministry of War Transport which provides financial assistance where necessary.

Australian Code of Working Conditions for Women

Standards Recommended Governing the Employment of Women in War Industries

A CODE of recommended standards governing the employment of women in Australian war industries has been drawn up by the Industrial Welfare Division of the Commonwealth Department of Labour and National Service and approved by the Commonwealth Committee of Industrial Hygiene in Munitions Establishments. The standards are minimum standards designed to meet war-time conditions in industry and to maintain the health and efficiency of workers rather than to secure their comfort. Matters adequately dealt with by existing legislation have not been included. In the introduction it is stated that:

While in the form of recommendations, the code sets out the minimum standards which, in the interests of production, should be observed in all industries employing women in wartime. Employers will, therefore, be expected to adopt these standards in all factories, workshops, etc., in which women are employed.

The code deals with such matters as welfare supervision, workroom conditions, amenities and sanitary facilities, health and safety, hours of work and meal breaks. In addition, the Industrial Welfare Division is prepared to furnish advice and information on these subjects.

In factories employing more than 350 women it is recommended that a full-time woman welfare officer should be employed. Those with more than 20 women workers should make one member of the staff responsible for supervising the women's welfare. The Industrial Welfare Division is conducting emer-

gency training courses of six months for such welfare officers. It is recommended that a responsible woman charge-hand be on duty on every shift on which women are employed. Women should not be required to work alone in isolated places or where all the other workers are male.

Hours of Work

Maximum hours recommended for women workers are 10 a day and 104 a fortnight, with one day's rest in seven. No work-spell should be more than 4½ hours without a meal break of at least 30 minutes unless women are employed on a five-hour shift. After each 2½ hours of work, a ten-minute interval should be permitted. Where possible, machines should be stopped and refreshments made available.

Women under 21, it is declared, should not be allowed to work on the night shift for more than four weeks at a time. Girls under 16 should be forbidden to work between 8 p.m. and 6.30 a.m. and those from 16 to 18 should not work between 12.30 a.m. and 6.30 a.m. Shifts should begin and end at times when transport facilities are available, but in no case should a shift change between 12.30 a.m. and 6.30 a.m. Shifts should not be rotated more frequently than once every two weeks.

Conditions for Safeguarding Health

Certain conditions are prescribed for safeguarding the health of women workers. For

every three women whose work must be done standing, at least one seat should be provided. Seats adjustable to the individual should be furnished for women on sedentary work. The seats should have backs, and if more than 19 inches from the floor, footrests should be supplied. Work should be arranged so as to eliminate unnecessary movements and lifting, especially lifting above the shoulder or from ground level. Women should be instructed in the most efficient methods of lifting and carrying. Women over 18 years should not be permitted to lift rigid or compact bodies weighing more than 35 pounds and non-rigid or bulky articles weighing more than 28 pounds. For women from 16 to 18 years old, the maximum permitted in the case of compact loads is 28 pounds, and 24 pounds for bulky ones. Girls under 16 years are limited to 16 pounds for compact articles and 12 pounds for bulky ones. Unless adequate protection is provided, women are not to be exposed to harmful concentrations of gases, fumes, dust, or toxic substances; nor should they be permitted to work in unduly high or low temperatures or other conditions likely to injure their health. Women should not be allowed to handle acids or corrosive liquids or solids likely to cause skin injuries unless proper protective measures are taken. The code adopts the standard of the International Labour Convention in declaring that women should not be employed within a period of six weeks after childbirth.

Amenities Suggested

Amenities suggested by the code include mess-rooms, canteens, locker rooms, rest rooms, casualty rooms, etc. In no factory should workers be permitted to take meals in the work room, and where possible canteens in which hot meals can be obtained should be provided. If 10 or more women are employed there should be a mess-room equipped with sufficient tables and chairs to accommodate the number using it at any time, means of boiling water and heating food, a sink and bench for dish washing, cupboards in which to store lunches, etc.

Locker rooms should be provided for the exclusive use of women. If less than 20 women are employed the locker room may be combined with the mess-room. In special cases where only women are employed in a workroom and no change of clothing is necessary, lockers may be placed in the workroom. Locker rooms should be equipped with seats for use when changing clothes, lockers in which to keep valuables and pegs for hanging clothes. Supervision must be provided to prevent theft or damage if clothes are not kept in lockers.

Adequate washing and sanitary facilities

are prescribed. It is recommended that one wash-basin or two feet of washing trough with sprays or taps and one toilet be supplied for every 15 women workers or for every fraction of 15 working on the premises at any one time. If more than 90 are employed, the ratio may be cut to one for every 20 workers. One footbath for every three washing points should be installed. Where there are 50 or more women employed, at least one shower is required, and more should be supplied if the work is hot and arduous. Employers should supply soap, clean towels and warm water. Sanitary facilities should be separated from the workroom, private and adequately lighted and ventilated. Drinking water, cooled if necessary, should be supplied by sanitary bubbling fountains in the ratio of one for every 100 women or fraction thereof. Common drinking cups should be forbidden. Stress is laid on the employer's obligation to keep all facilities in a clean and sanitary condition. It is suggested that hours of beginning and ending shifts be staggered to economize on the provision of facilities and amenities.

If there are 50 or more women workers on any shift the employer should provide a rest room separate from the other rooms, and where there are less than 50 women and more than 10, a couch should be placed in the locker room or mess-room. Rest rooms should be furnished with couches, chairs, hot water bottles, etc., in the ratio of one for every 100 women up to 400, and one for every 200 women thereafter. Rest rooms are solely for the use of ill persons and should be under the supervision of a responsible person such as a trained nurse.

Safety Measures

All dangerous machinery on which women are employed should be adequately guarded and women should not be permitted to work on machines until they have received sufficient training or are under adequate supervision. Necessary protective clothing should be provided by the employer and workers not required to wear uniforms must observe safety rules in regard to the type of clothing worn. An appendix to the code contains recommendations regarding good working clothes and a second appendix specifies how machinery should be guarded and floors stairs and passageways kept in a safe condition. If more than 10 women are employed there should be a woman trained in first aid on the staff. If the occupation is dangerous or unhealthy or there are more than 250 women workers a registered nurse should be employed. In certain dangerous or unhealthy trades or in plants where more than 1,000

women are employed, there should be a part- or full-time medical officer. For factories with more than 100 women workers a casualty room is recommended and its equipment prescribed. Minimum first-aid equipment for every factory is set out in an appendix to the code.

Minimum standards in regard to work-room temperature and ventilation are laid down in the code. Where women are employed on manual work the temperature

should be at least 60 degrees, and for sedentary work it should be 65 degrees. A fresh air supply of 30 cubic feet per person per minute should be provided and the carbon dioxide content of the air should not be greater than 8 parts per 10,000 parts in excess of the air outside. The minimum air movement and maximum humidity are specified for different temperatures. If floors are concrete, brick or stone, wooden platforms should be provided.

Joint Production Committees in the Engineering Industry in Great Britain

NEARLY two million workpeople in the engineering industries of Great Britain are now represented on over 2,000 properly constituted Joint Production Committees, which have been set up in the larger engineering firms throughout the country, according to an article in the March issue of the *Production and Engineering Bulletin*. This is considered remarkable progress since the agreement to form these Committees was reached in March, 1942, between the Engineering and Allied Employers' Federation and the various Trades Unions. In that agreement, it was laid down that firms employing less than 150 people need not form Joint Production Committees, but in point of fact, over 600 of these smaller engineering firms have done so in addition to the 2,000 larger firms mentioned above, and have thus demonstrated the wide appeal of this new development in the joint machinery between the two sides of industry.

These Joint Production Committees represent the management and the workpeople in equal numbers and can be set up in engineering shops on a consultative and advisory basis, for the discussion of matters relating to the improvement of production or to increased efficiency. It is no part of their function to discuss trade questions such as wages and similar matters which are normally dealt with in collective agreements, or by the regular machinery of negotiation between the two parties.

The question of size is determined on the one hand by the desire to keep the Committee small and so facilitate easy progress, and the need on the other hand for adequate representation of the many interests and activities in each works.

The workers' representatives are appointed by a ballot held in the section of the works which each represents. The agreement provides that all adult employees are entitled to vote in the ballot, but the actual representatives elected must be members of Trades Unions

who have had a certain minimum of service in the Company.

The Committees exist to discuss all those phases of production in the works which do not encroach upon the special field of wages and working conditions for which machinery has already existed for many years, or with those aspects of the direction of a Company's affairs which are in a very special way a function of management. The particular object of the Committee is, after all, to enable all concerned to benefit from the joint discussion to which each member is specially qualified in his own way to contribute, as for instance, in connection with methods of manufacture, design of tools, routing of work, design and enforcement of safety measures, and other problems.

Each side of the Committee appoints a Secretary, and the two Secretaries arrange a simple procedure for drawing up agendas and attending to minutes so that the affairs of the Committee can be handled in a business-like way.

The article points out that whenever new arrangements of this kind are initiated and two different points of view upon the same topic are brought together, it is inevitable that there should be a preliminary stage during which each side must get to know and understand the other.

During this stage there may be teething troubles, but it has been extremely interesting to watch many hundreds of Committees up and down the country passing out of this phase into a second stage in which good constructive work begins to emerge as a regular thing. Large numbers of Committees have reached this point, and it is only the minority which have failed. Such failure is probably due to some reluctance or reservations in the minds of some of the members, or the lack of the necessary desire and goodwill to reach a mutual understanding.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Industrial disputes which concern wage demands are now administered by the National War Labour Board.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation. (Due to pressure of other activities no Conciliation article appears in this issue; next month's article will cover a two-month period.)

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1941 appeared in the *LABOUR GAZETTE* for May, 1942.

The latest available information as to strikes and lockouts in Great Britain and other countries appear from month to month.

Recent Proceedings Under the Industrial Disputes Investigation Act

IN the month of March, five Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:—

1. Between the Manitoba Rolling Mill Company, Limited, Selkirk, Man., and its employees, members of Selkirk Rolling Mill Employees Federal Union, No. 120 (T. & L.C.).

2. Between the Hull Iron and Steel Foundries, Limited, Hull, P.Q., and its employees, members of Local 318, International Moulders and Foundry Workers' Union of North America.

3. Between the Hamilton Bridge Company, Limited, Hamilton, Ont., and its employees, members of Local 2537, United Steelworkers of America.

4. Between the Welland Vale Manufacturing Company, Limited, Hamilton, Ont., and its employees, members of Local 2853, United Steelworkers of America.

5. Between the Cannery's Machinery, Limited, Simcoe, Ont., and its employees, members of the United Automobile Workers of America.

The text of the reports of the boards will be found at the conclusion of this statement.

Applications Received

Twenty-four applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour during the month of March. These were:—

1. From employees of the Commonwealth Electric Corporation, Limited, Welland, Ont., members of the United Electrical, Radio and Machine Workers of America. The dispute, which was said by the applicants to affect 102 employees directly and 46 indirectly, concerned union recognition and the negotiation of a collective labour agreement. On March 11, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as an Industrial Disputes Inquiry Commissioner to investigate the dispute.

2. From the employees of the John Inglis Company, Limited (Ordnance Division), Toronto, Ont., members of United Steelworkers of America. The dispute, which was said by the applicants to affect 13,000 employees, concerned union recognition, negotiation of a collective labour agreement and alleged discriminatory and unfair labour practices by members of the plant supervision staff. On March 30, Mr. Louis Fine, Chief Conciliation Officer, Ontario Department of Labour, reported to the Department that the parties to the dispute had agreed to the taking of a representation vote of the employees on April 19. In view of this arrangement the applicant union on March 29, withdrew the application for a Board of Conciliation and Investigation.

3. From employees of the Prairie Airways Company, Limited, Aircraft Division, Moose Jaw, Sask., members of Local 2688, United Steelworkers of America. The dispute, which was said by the applicants to affect 425 employees directly and 70 indirectly, concerned union recognition and the negotiation of a collective labour agreement. On April 1, Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Winnipeg, conducted a vote of the employees which resulted in a substantial majority for the applicant union.

4. From employees of the Galt Malleable Iron Company, Limited, Galt, Ont., members of Local 2899, United Steelworkers of America. The dispute, which was said by the applicants to affect 175 employees, concerned union recognition and the negotiation of a collective labour agreement. On March 11, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto,

was authorized as an Industrial Disputes Inquiry Commissioner to investigate the dispute. On March 18, the Commissioner reported that the union represented a majority of the employees concerned, but as the company would not meet with the union committee or officials, or agree to accept the result of a representation vote he recommended the establishment of a Board of Conciliation and Investigation. In accordance with the commissioner's recommendation, a Board was established on March 22. Messrs. F. Andrew Brewin and J. J. Robinette, both of Toronto, were appointed members of the board, representing the employees and employer respectively, and at the end of the month were conferring with a view to submitting a joint recommendation of a person to be appointed third member and chairman of the board.

5. From employees of the Canadian Machinery Corporation, Galt, Ont., members of Local 2905, United Steelworkers of America. The dispute, which was said by the applicants to affect 370 employees, concerned union recognition and the negotiation of a collective labour agreement. On March 11, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as an Industrial Disputes Inquiry Commissioner to investigate the dispute. The commissioner reported on March 18, that the union represented more than fifty per cent of the eligible employees, but the company would not meet with the union committee or officials or agree to accept the result of a representation vote. Therefore, he recommended the establishment of a Board of Conciliation and Investigation. Accordingly, a board was established on March 22. At the end of the month Messrs. F. Andrew Brewin and J. J. Robinette, both of Toronto, representing the employees and employer respectively, were conferring with a view to submitting a joint recommendation of a person to be appointed third member and chairman of the board.

6. From the employees of De Havilland Aircraft of Canada, Limited, Toronto, members of Local 1657, International Association of Machinists. The dispute, which was said by the applicants to affect 4,600 employees, concerned the refusal of the company to grant the union sole bargaining rights or to negotiate a collective labour agreement with it. On March 12, the Department was informed by the Company that discussions on the board application could not be held until the employees had selected their bargaining agency by a vote arranged as a result of an earlier investigation and report made by an Industrial

Disputes Inquiry Commissioner into an application received from employees of the company, members of the United Automobile Workers of America. Accordingly, a vote of the employees was held on March 22, and resulted in a substantial majority for Local 112, United Automobile Workers of America.

7. From employees of Underwood Elliott Fisher, Limited, Toronto, Ont., members of Local 518, United Electrical, Radio and Machine Workers of America. The dispute, which was said by the applicants to affect 91 employees, concerned the negotiation of a collective labour agreement embodying the classification and standardization of wage rates. On March 15, His Honour Judge Ian M. Macdonell was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute as well as charges by the union of discrimination against certain employees allegedly for union membership and activity.

8. From employees of J. Ford and Company, Limited, members of the National Catholic Union of the Paper Industry of Portneuf Station, Registered. The dispute, which was said by the applicants to affect approximately 125 employees, concerned the dismissal of certain employees of the company, union recognition and the negotiation of a collective labour agreement. On March 11, Mr. L. Pepin, Industrial Relations Officer, Montreal, was instructed to investigate the dispute and endeavour to arrange a satisfactory settlement. Subsequently Mr. Pepin recommended the establishment of a Board of Conciliation and Investigation since all conciliatory efforts had failed. On March 23, a board was established and Messrs. Laureat Morency, Quebec, P.Q., and Gerald Almond, Montreal, P.Q., were appointed members of the board on the nomination of the employees and employer, respectively, and at the end of the month were conferring with a view to submitting a recommendation of a person to be appointed third member and chairman of the board.

9. From employees of The C. Beck Company, Limited, Penetanguishene, Ont., members of Local 2, National Union of Woodworkers (C.C.L.). The dispute, which was said by the applicants to affect 61 employees, concerned the payment of a full cost-of-living bonus and a general increase in present wage rates. The applicants were advised that as matters pertaining to remuneration had been removed from the scope of the provisions of the Industrial Disputes Investigation Act, and were now under the jurisdiction of the National or Regional War Labour Board, a board could not be established.

10. From employees of the Montreal Tramways Company, Montreal, P.Q., members of

the Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute, which was said by the applicants to affect 3,500 employees, concerned the recognition of the union as bargaining agent of the employees of the company. On March 16, Mr. Bernard Rose, K.C., was authorized an Industrial Disputes Inquiry Commissioner to investigate the dispute.

A strike occurred on March 28, protesting the taking of a referendum as proposed by the previously recognized negotiating committee. On March 30, Mr. H. Carl Goldenberg was appointed an Industrial Disputes Inquiry Commissioner to mediate the strike. The Commissioner was successful in arranging a settlement of the dispute and the strike was terminated on March 31. The settlement provided that the Canadian Brotherhood of Railway Employees and Other Transport Workers "shall have the right to appoint forthwith three persons who are employees of the company to act as a negotiation committee and this committee will be recognized by the company as the sole bargaining agency for the employees until July 1, 1944". Provision was made for the annual election thereafter of the negotiating committee by secret ballot. The company was given the right to request a secret ballot at any time after July 1, 1944, to be under the supervision of the Federal Department of Labour if it had reason to believe that the negotiation committee did not represent a majority of the employees. Further provision was made for the submission to the National War Labour Board, or other agency set up by the Federal Government, of all matters pertaining to wages and working conditions that could not be amicably settled between the parties concerned. The Brotherhood agreed that there should be no strikes until recourse has been had to all Federal Government agencies provided for the settlement of industrial disputes.

11. From employees of the Toronto Terminal Railway Company, members of the Canadian Association of Railwaymen. The dispute, which was said by the applicants to affect 14 employees, concerned overtime pay and working conditions.

12. From employees of the Office Specialty Manufacturing Company, Limited, members of Local 7, National Union of Furniture Workers (C.C.L.). The dispute, which was said by the applicants to affect 275 employees, concerned union recognition and the negotiation of a collective labour agreement.

13. From the employees of the Canadian Pacific Railway Company, members of the Brotherhood of Railway Trainmen. The dispute, which was said by the applicants to

affect 825 employees directly and 950 indirectly, concerned recognition of the union as sole collective bargaining agency.

14. From employees of the Welland Chemical Works, Niagara Falls, Ont., members of Local 165, United Gas, Coke and Chemical Workers of America. The dispute, which was said by the applicants to affect 1,300 employees directly and 1,700 indirectly, concerned union recognition.

15. From employees of the Whitehall Machine and Tools, Limited, Galt, Ont., members of Local 2871, United Steelworkers of America. The dispute, which was said by the applicants to affect 75 employees, concerned union recognition and the negotiation of a collective labour agreement. On March 26, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as an Industrial Disputes Inquiry Commissioner to investigate the dispute.

16. From the employees of Canada Packers, Limited, St. Boniface, Man., members of Local 216, United Packinghouse Workers of America. The dispute, which was said by the applicants to affect 950 employees, concerns union recognition and the setting up of adequate machinery to dispose of grievances. On March 29, a strike, which involved 700 workers, resulted from the suspension of an employee of the company. The strike was terminated the same day, all the employees returning to work. Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Winnipeg, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

17. From the employees of the Canadian Furnace Company, Limited, Port Colborne, Ont., members of Local 1177, the United Steelworkers of America. The dispute, which was said by the applicants to affect 186 employees directly and 24 indirectly, concerned the negotiation of a collective labour agreement.

18. From employees of the H. J. Heinz Company of Canada, Limited, Leamington, Ont., members of the Leamington Cannery Workers Union (C.C.L.). The dispute, which was said by the applicants to affect 265 employees, concerned the negotiation of a collective labour agreement. As the application was lacking in certain details, it was returned. The revised application had not been received in the department at the end of the month.

19. From employees of the B. Greening Wire Company, Limited, Hamilton, Ont., members of Local 2950, United Steelworkers of America. The dispute, which was said by the applicants to affect 700 employees, con-

cerned union recognition and the negotiation of a collective labour agreement.

20. From employees of Silverwood Dairies, Limited, Windsor, Ont., members of the Windsor Milk Drivers' and Dairy Workers' Union (C.C.L.). The dispute, which was said by the applicants to affect 47 employees, concerned the negotiation of a collective labour agreement.

21. From the employees of the Anaconda American Brass Company, New Toronto, Ont., members of Local 1, Industrial Union of Copper and Brass Workers (C.C.L.). The dispute, which was said by the applicants to affect 2,000 employees, concerned the negotiation of a collective labour agreement.

22. From employees of Weston's Bread and Cake (Canada) Limited, Winnipeg, Man., members of the Weston's Salesmen's Unit, One Big Union. The dispute, which was said by the applicants to affect 100 employees directly and 95 indirectly, concerned the disposal of grievances arising out of the hours of labour covered in the agreement and grievances concerning products supplied.

23. From employees of Defence Industries, Limited, Brownsburg, P.Q., members of Munitions Workers Federal Union (T. & L.C.). The dispute which was said by the applicants to affect 1,500 employees, concerned the taking of a representation vote and the negotiation of a collective labour agreement.

24. From employees of Purity Dairies, Limited, Windsor, Ont., members of the Windsor Milk Drivers' and Dairy Workers' Union (C.C.L.). The dispute, which was said by the applicants to affect 100 employees, concerned the negotiation of a collective labour agreement.

Boards Established

On March 23, a Board of Conciliation and Investigation was established to deal with a dispute between the Davie Shipbuilding and Repairing Company, Limited, Lauzon, P.Q., and its employees, members of Local No. 3, Canadian Union of Boilermakers and Iron Shipbuilders (C.C.L.). (L.G. Mar. 1943, p. 326). Following the receipt of the application for the establishment of a board, Mr. Bernard Rose, K.C., was authorized an Industrial Disputes Inquiry Commissioner to investigate the dispute. Efforts having failed to bring about an amicable settlement the commissioner recommended the establishment of a Board of Conciliation and Investigation, and subsequently the Minister of Labour established a board. At the end of the month, Mr. Guy M. Desaulniers, Montreal, P.Q., had been appointed a member of the board on the nomination of the employees.

On March 5, a Board of Conciliation and Investigation was established to deal with a dispute between the Canadian Car and Foundry Company, Limited, Brantford, Ont., and its employees, members of Local 397, United Automobile Workers of America. (L.G., Mar. 1943, p. 324). Following receipt of the application for the establishment of a board, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized an Industrial Disputes Inquiry Commissioner, to investigate the dispute. The commissioner was unable to effect a mutually satisfactory settlement of the dispute and recommended the establishment of a Board of Conciliation and Investigation. The board was fully constituted on March 24, the personnel being as follows: His Honour Judge James Parker, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members of the board; Mr. Drummond Wren, Toronto, Ont., appointed on the recommendation of the employees; and Mr. D. A. Patterson, Montreal, P.Q., appointed on the recommendation of the employer.

On March 22, a Board of Conciliation and Investigation was established to deal with a dispute between the J. A. M. Taylor Tool Company, Limited, Galt, Ont., and its employees, members of Local 2903, United Steelworkers of America (L. G. March, 1943, p. 324). On March 5, following the receipt of the application, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized an Industrial Disputes Inquiry Commissioner to investigate the dispute. Efforts to bring about a settlement having failed, the commissioner recommended that a Board of Conciliation and Investigation be established. On March 22, the Minister of Labour established a board, Mr. J. J. Robinette being appointed on the nomination of the employer; and Mr. F. Andrew Brewin, appointed on the nomination of the employees. At the end of the month the two members of the board were conferring with a view to making a joint recommendation of a third member and chairman of the board.

On March 11, a Board of Conciliation and Investigation was established to deal with a dispute between Babcock-Wilcox and Goldie-McCulloch, Limited, Galt, Ont., and its employees, members of Local 2859, United Steelworkers of America (L.G. Mar. 1943, p. 324). On February 24, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. Being unable to effect

an amicable settlement of the dispute, the commissioner recommended that a Board of Conciliation and Investigation be established. The board was established by the Minister of Labour on March 11 and it was fully constituted on March 29. The personnel of the board is as follows: His Honour Judge James Parker, chairman, appointed by the Minister of Labour in the absence of a joint recommendation; Messrs. J. J. Robinette and E. Andrew Brewin were appointed on the recommendation of the employer and employees, respectively.

On March 22, a Board of Conciliation and Investigation was established to deal with a dispute between the R. McDougall Company, Limited, Galt, Ont., and its employees, members of Local 2890, United Steelworkers of America (L.G. Mar. 1943, p. 324). On March 6, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized an Industrial Disputes Inquiry Commissioner to investigate the dispute. Having been unable to effect a settlement of the dispute, the commissioner recommended that a Board of Conciliation and Investigation be established. A board was established by the Minister of Labour on March 22. On the recommendation of the employer, Mr. J. J. Robinette was appointed a member of the board, and Mr. Andrew Brewin appointed on the recommendation of the employees. At the end of the month the two members of the board were conferring with a view to making a joint recommendation of a person for appointment as third member and chairman of the board.

On March 11, a Board of Conciliation and Investigation was established to deal with a dispute between Shurly-Deitrich-Atkins Company, Limited, Galt, Ont., and its employees, members of Local 2895, United Steelworkers of America (L.G. Mar., 1943, p. 324). On February 24, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner, to investigate the dispute. The commissioner was unable to effect a mutually satisfactory settlement of the dispute and recommended that a Board of Conciliation and Investigation be established. Accordingly, the Minister of Labour on March 11 established a board, the personnel of which is as follows: His Honour Judge James Parker, appointed by the Minister of Labour in the absence of a joint recommendation of the other two members of the board; Mr. F. Andrew Brewin, appointed on the nomination of the employees; and Mr. J. J. Robinette, appointed on the recommendation of the employer.

On March 30, a Board of Conciliation and Investigation was established to deal with a dispute between Galt Metal Industries, Limited, Galt, Ont., and its employees, members of Local 2894, United Steelworkers of America (L.G. Mar. 1943, p. 324). On March 20, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized an Industrial Disputes Inquiry Commissioner to investigate the dispute. In view of the fact that an amicable settlement of the dispute could not be arranged, the Commissioner recommended that a Board of Conciliation and Investigation be established. The Minister of Labour established the board on March 30. On the nomination of the employees Mr. F. Andrew Brewin, Toronto, was appointed a member of the board.

The constitution of the Board of Conciliation and Investigation established in February to deal with a dispute between the Hamilton Bridge Company, Limited, Hamilton, Ont., and its employees, members of Local 2537, United Steelworkers of America (L.G. Mar. 1943, p. 325) was completed on March 3. The personnel of the board was as follows: His Honour Judge A. H. Dowler, Port Arthur, chairman, appointed on the joint recommendation of the other two members; Mr. Lynn B. Spencer, K. C., Welland, appointed on the nomination of the employer; and Mr. Maxwell Sauder, Hamilton, appointed on the nomination of the employees. The text of the report of the Board of Conciliation and Investigation will be found at the end of this statement.

The constitution of the Board of Conciliation and Investigation established on February 27, to deal with a dispute between the F. X. Drolet Company, Limited, Quebec, P.Q., and its employees, members of Local 74, International Moulders and Foundry Workers' Union of North America (L.G. Mar. 1943, p. 325), was completed during the month of March. The personnel of the board is as follows: The Honourable Mr. Justice Oscar L. Boulanger, chairman, appointed on the joint recommendation of the other two members; Mr. Joseph Matte, appointed on the nomination of the employees; and Mr. Guy Hudon, appointed on the nomination of the employer. All three members of the board reside in Quebec City.

Reference was made in the March issue of the LABOUR GAZETTE, page 325, to the establishment of a Board of Conciliation and Investigation to deal with a dispute between Welland-Vale Manufacturing Company, Limited, Hamilton, Ont., and its employees, members of Local 2853, United Steelworkers of America. During the month the personnel of the board was completed and was as follows: His Honour Judge A. H. Dowler,

Port Arthur, chairman, appointed on the joint recommendation of the other two members of the board; Mr. Lynn B. Spencer, K.C., Welland, appointed on the nomination of the employer; and Mr. Maxwell Sauder, Hamilton, appointed on the nomination of the employees. The report of the board was received in the Department on March 19, the text of which will be found at the end of this statement.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

An application for the establishment of a Board of Conciliation and Investigation was received in February from employees of the Dominion Glass Company, Limited, Hamilton, Ont., and its employees, members of Local 3, Canadian Brotherhood of Glassworkers (L.G. Mar. 1943, p. 324). On March 9, His Honour Judge Ian M. Macdonell, Toronto, was appointed as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

On March 19, Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N. B., was authorized as Industrial Disputes Inquiry Commissioner, to investigate the dispute between the Clark Ruse Aircraft Company, Limited, Lakeburn, N.B., and its employees, members of Local 2889, United Steelworkers of America (L.G. Mar. 1943, p. 324).

Mr. Harold Perkins, Industrial Relations Officer, Dominion Department of Labour, Ottawa, was appointed on March 3. as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute between the Metallic Roofing Company, Limited, Toronto, Ont., and its employees, members of Local 252, United Automobile Workers of America (L.G. Mar. 1943, p. 325).

On March 5, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute between the Montreal Cottons, Limited, Valleyfield, P.Q., and its employees, members of Local 100, United Textile Workers of America (L.G. Mar. 1943, p. 325).

Other Reports of Industrial Disputes Inquiry Commissioners

In the dispute between the Niagara, St. Catharines and Toronto Railway, St. Catharines, Ont., and its employees, members of System Federation No. 11, Canadian National Railways, and Lodge 340, Brotherhood of Railway Carmen of America (L.G. Mar. 1943, p. 324), a report was received from His Honour Judge Ian M. Macdonell, Toronto, who had been appointed an

Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner reported that the parties had conceded that there was no necessity for the establishment of a Board and expressed the hope that the Shop Committees representing the two unions involved would arrange a satisfactory settlement of the matter.

Settlement Reached

On March 25, the Department was advised that a settlement had been reached in the dispute between the Manitoba Rolling Mill Company, Limited, and its employees, members of Local 120, Selkirk Rolling Mill Employees' Federal Union (T. & L.C.) (L.G. Feb. 1943, p. 196). The parties concerned entered into a collective agreement. This

agreement forms part of the Report of the Board of Conciliation and Investigation established to deal with the application. The report of the Board will be found at the end of this statement.

Application Withdrawn

The Department was notified on March 19, that the application for the establishment of a Board of Conciliation and Investigation to deal with the dispute between the Canadian Pacific Railway Company and its employees, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G. Nov. 1942, p. 1247), had been withdrawn by the union officials, as a mutual understanding had been reached between the company and the applicant union.

Report of Board in Dispute between the Manitoba Rolling Mill Company, Limited, Selkirk, Man., and its Employees

On April 2 the Minister of Labour received a unanimous report from the Board of Conciliation and Investigation established to deal with a dispute between the Manitoba Rolling Mill Company, Limited, Selkirk, Man., and its employees, members of Selkirk Rolling Mill Employees' Federal Union No. 120 (L.G. Feb. 1943, p. 196).

The personnel of the board was as follows: Mr. J. W. Morrison, K.C., Master and Referee, Court of King's Bench, chairman, appointed on the joint recommendation of the other two members; Mr. W. C. Hamilton, K.C., and Mr. C. W. Brock, K.C., appointed on the nomination of the employer and employees respectively.

The report of the board is signed by the chairman and Mr. C. W. Brock, while the report states that prior to his death Mr. W. C. Hamilton had concurred in the terms of the agreement which was subsequently signed by the parties to the dispute and forms part of the board's report.

The text of the board's report is printed below.

Report of Board

In the Matter of The Industrial Disputes Investigation Act; and in the Matter of a Dispute between Manitoba Rolling Mill Company, Limited, Employer, and its employees, members of Selkirk Rolling Mill Employees Federal Union No. 120.

To the Honourable Humphrey Mitchell,
Minister of Labour.

Sir,

The employees of the above company applied, under date of October 22, 1942, and

by amendment on October 26, 1942, to the Minister of Labour for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, R.S.C. 1927, Ch. 112. The company made its reply in writing, dated November 6, 1942.

On or about the 22nd day of December, 1942, Clifford W. Brock, K.C., the nominee of the employees, and William C. Hamilton, K.C., the nominee of the employer, were appointed by the Minister. On the joint recommendation of Mr. Brock and Mr. Hamilton, John Willson Morrison, K.C., Master and Referee of the Court of King's Bench for Manitoba, was appointed the third member and chairman of the board.

The regrettable sudden death of Mr. Hamilton on March 21 last, towards the conclusion of the work of the board, raised the question as to whether or not a successor should be appointed to replace him on the board. As both sides to the dispute had reached an agreement in principle at the last meeting Mr. Hamilton attended, and there only remained the extending and execution of the agreement and the ironing out of minor difficulties, it was the wish of both the company and the union that the remaining members of the board should function. It was also the feeling of the two remaining members of the board that no good purpose would be achieved by appointing a successor to Mr. Hamilton, as it might undo a great deal of the work that had already been accomplished and necessitate prolonged sittings of the board. It was therefore decided that the matter be concluded with the assistance of the two remaining members, especially

in view of the fact that Mr. Hamilton had expressed himself at the last meeting he attended as concurring with the other members.

The matters in dispute, as set forth in the application for a board, involved:

1. Recognition of the union;
2. The signing of an agreement;
3. Wage adjustments;
4. Improved working conditions.

The board commenced its sittings on January 18, 1943.

The representatives of Selkirk Rolling Mill Employees Federal Union No. 120 were:

Mr. Carl Berg, representative of the International union;

Mr. Beggi Sigurdson, an employee of the company;

Mr. Burton Van Blaricom, also an employee of the company.

The representatives of the company were:

Mr. H. A. Mackay, general manager of the company;

Mr. Robert Smith, manager of the company;

Mr. H. M. White, chief engineer of the company.

At the first sitting of the board a request was made by the company that their counsel, Mr. D. H. Laird, K.C., be heard on the question of the constitutionality of the appointment of the board. The employees' representatives agreed to hear Mr. Laird, and accordingly he made certain submissions which he was asked to put in writing, and which were subsequently carefully considered by the board. However, in view of the diametrically opposing views of the disputing parties with regard to recognition of the union as the bargaining agent for the employees, and in view of the wording of the Order establishing the board, wherein it is stated: "The Minister of Labour, Canada, is satisfied that the said dispute is one to which the provisions of the said Act apply," your board was of the opinion that it should continue with the investigation.

It became evident in the early stages of the proceedings that the main object of the representatives of the local union was to secure recognition by the company of local Union No. 120 as the bargaining agent of the employees. The representatives also stressed the importance of having an agreement signed between the parties in which this principle would be embodied. While the application also referred to the question of wage adjustments and working conditions, it was conceded that this board could not deal with the former, and there seemed to

be no real ground of complaint with regard to the latter as the representatives of the employees were satisfied to secure the assurance of the manager that any complaints as to the working conditions would be immediately adjusted in so far as practicable.

While the board concedes that it has no jurisdiction to deal with the matter of wages paid by the company, it was able to give a good deal of assistance to the parties in arriving at a satisfactory agreement as to the payment of overtime and the number of hours in each day shift. The agreement appended hereto deals with the matter of overtime.

It was contended by the company's representatives that there was no real dispute between the parties at the time the board was constituted, but it appeared to the board that their differences concerning the matter of union recognition and the signing of an agreement constituted a real dispute. The text of the agreement itself probably did not present as great a barrier to reconciliation of the parties as the form which the agreement was to take. Possibly the failure of the Industrial Relations Officer to effect a settlement of the difficulties and to get the parties to agree to the form which the agreement was to take, engendered a certain amount of suspicion in the minds of both parties, which had to be removed as far as possible, or better still, entirely eliminated.

Each party to the dispute presented a proposed agreement to the board, and from those two agreements the agreement which was finally adopted, and which is appended hereto, was evolved. After an agreement was drafted it was thoroughly discussed and amended in such a way that both parties were able to agree in principle. Following the discussions and amendments a new draft was made and this draft was gone over clause by clause. A great deal of time was consumed in arriving at a phrasing that would be satisfactory to both parties to the agreement. Finally as above stated, at the last meeting attended by the late Mr. Hamilton, this agreement was approved by both parties, and after being extended, with the exception of a few minor changes, was executed in the presence of the chairman of the board and Mr. Brock.

Under all the circumstances the board considers that this is a very happy solution, and both parties to the original dispute appear perfectly satisfied. The best of good feeling seems to prevail between the officers of the company and the employees, and your board feels satisfied that these conditions will continue to prevail.

In conclusion, the board desires to express its appreciation of the able and courteous

manner in which both sides to the dispute presented their respective cases.

(Sgd.) J. W. MORRISON,

Chairman of Board of Conciliation.

(Sgd.) C. W. BROCK,

Member of the Board.

Winnipeg, Manitoba,
March 30, 1943.

APPENDIX "A"

Agreement made this 24th day of March, 1943, between Manitoba Rolling Mill Company, Limited, hereinafter called "the Company" of the first part, and The Employees of the Manitoba Rolling Mill Company, Limited, Selkirk, Manitoba, who are or from time to time may be members of the Selkirk Rolling Mill Workers' Federal Union No. 120, represented by the undersigned Committee, elected by the said Federal Union No. 120, who and whose successors so elected are hereinafter called "the Committee" of the Second Part,

Witnesseth, that in consideration of the mutual agreements herein contained, the Company and the employees of the second part and the Committee representing the said employees agree as follows:

1. Agreement.

Each member of the Committee must be an employee of the Manitoba Rolling Mill Company, Limited, Selkirk, Manitoba and must be a member in good standing of the said Selkirk Rolling Mill Workers' Federal Union No. 120, and the Committee shall have full power to act, and does herein act on behalf of the said employees who from time to time may be members in good standing of the said Federal Union No. 120. This agreement shall not apply to employees who hold administrative, supervisory or clerical positions in the Company or positions in which they are given or have access to confidential information such as costs or payroll rates. The Company on its part recognizes that the Committee acting on behalf of the Selkirk Mill Workers' Federal Union No. 120 shall be the bargaining agent for all employees in the employ of the Company who are members or from time to time may be members in good standing of the said Federal Union No. 120.

2. Objects and Purposes.

The objects and purposes of this agreement are to maintain harmonious relationship between the Company and its employees, to provide an amicable method of settling any differences which may arise, and to suggest methods by which efficiency of the Plant may be maintained and improved. In carrying out these purposes the Committee may appoint a Subcommittee of employees to consider and report on any such subject and shall appoint the employee members of the Committee or Committees as hereinafter set forth. The decisions of the Committee shall be communicated in writing or in person as a recommendation to the

Manager of the Company at the earliest convenient time.

3. Strike or Lockout.

During the life of this agreement no strike shall be caused or sanctioned by the Committee or the Union and no lockout shall be entered upon by the employer until every peaceable method of settlement of difficulties shall have been tried.

4. Discrimination.

The Company agrees not to discriminate against any employee because of his membership in the said Federal Union No. 120 and the parties of the second part and the Committee agree not to discriminate against any employee who is not a member.

5. Grievance Committee.

A Committee of six shall be appointed, three to be appointed by and representing the Company, and three to be appointed by the Committee from the employees of the Company who are or from time to time may be members in good standing of said Federal Union No. 120 and representing such employees to adjust complaints and grievances. This Committee shall be known as the "Grievance Committee." If a grievance cannot be adjusted between an individual employee and his foreman, it shall be referred to this Committee. The recommendations of the Grievance Committee shall be communicated to the Manager of the Company for approval. If grievances cannot be adjusted by this Committee the parties will endeavour to effect an agreement by some other method. Failing such agreement within a reasonable time then either party shall have the right to apply for a Board of Conciliation under the provisions of the Industrial Disputes Act.

6. Employment and Discharge.

The Company's right to employ additional employees and to discharge or suspend any employee shall continue as at present or as may exist from time to time under the law applicable thereto. Upon request of the Grievance Committee, made within two days after the discharge or suspension of any employee the Company will give the Committee a statement of the cause for such discharge or suspension. If the Committee within two days after receiving the statement recommend reinstatement of the employee, the Company, on approval of their recommendation as in the case of a complaint will reinstate such employee and pay him for the time lost. In the event that work becomes slack and it is necessary to reduce forces, or when re-hiring takes place after layoff, the following factors shall be considered:

Length of service, ability, skill and experience. Where other factors are relatively equal, length of service shall govern. This rule shall apply only to employees who have completed at least three months of continuous service with the Company.

It is recognized that under Government regulations men who left the Company to join the active services of our country have a prior right to be reinstated on their return.

7. Department Representatives.

The Committee may appoint one or more representatives from each department of the plant but not more than one representative for each fifty employees covered by this agreement in a department. Two or more small departments may be grouped together and have the same representative. If any such employee

has a complaint his representative will, at the employee's request, accompany him to discuss the complaint with his foreman in an endeavour to reach a settlement without referring it to the Grievance Committee.

8. Meetings.

The Committee shall meet at regular monthly intervals and at the request of the Committee the Manager of the Company will meet with the Committee to discuss and consider all matters on which decision can be given immediately. Special meetings may be called by either the Committee or the Manager at any time as occasion demands.

The Grievance Committee shall meet as necessary to discuss and adjust complaints and grievances. Such discussions will normally be held during the last fifteen minutes before the working shift ends, but lengthy negotiations for settlement of any dispute will be discussed outside of working hours or as may be arranged.

9. Hours and Overtime.

(1) Open Hearth.

The Open Hearth furnaces operate continuously seven days a week. The regular working turn in this department shall consist of eight hours to be performed during any part of any day or night that constitutes a regular shift. The turn rate shall be for eight hours.

Under the present practice regular men are relieved one turn per week by extra men or floaters, one floater to each six regular men. Turns are changed once a week and at that time two of the three gangs work a long shift of a turn and a half or twelve hours, and have twenty hours off either immediately before or after this long shift, while the third gang has twenty-four hours off between regular turns. Thus in a three week period the average is six regular turns per week. In case of absence of an employee one of the floaters takes his place, or another regular man may work an extra turn as required to maintain continuous production. The above present practice shall be continued or other mutually agreed method that will maintain the same average number of turns per week may be substituted.

If on furnace repairs an employee work extra hours, the ninth hour in the turn shall be classed as straight time, and paid for at one-eighth of the turn rate, and hours in excess of the nine shall be termed overtime, and paid for at time and one-half. If an employee work an extra turn the first two hours of same shall be classed as straight time, and hours worked in excess of the fifty hour average week thus established shall be termed overtime, and paid for at time and one-half.

(2) Electric Furnace.

When this department operates three turns a day the shifts and the basis for overtime shall be the same as the Open Hearth, the turn rate being for eight hours. Should this department operate seven days per week, arrangements for relief by floaters and for change of turns will be on the same basis as the Open Hearth.

When this department is running on one or two turns per day basis, the regular working shift for turn men shall consist of nine hours five days a week to be worked during any part of the day or night that constitutes a regular shift, and on Saturday, day shift only, starting at 7 a.m. and commencing to charge the last heat not later than 1.15 p.m. Such hours shall be classed as single time, the turn men being paid for the ninth hour at one-eighth of the

turn rate and being paid the turn rate for Saturday shift. Time worked in excess of nine hours in any shift shall be termed overtime and paid for at time and one-half. Hourly men shall be paid for overtime on the basis outlined in subsection (5) below for other hourly employees on five and one-half or five shifts per week.

(3) Mills.

The regular working shift for turn and tonnage men in the Mills shall continue as at present, that is, day shift starting to roll at 7 a.m. and finishing charging at 4.15 p.m. five days a week, and night shift similar hours five nights a week and on Saturday, day shift only, starting to roll at 7 a.m. and finishing charging at 1.15 p.m. The turn rate in the Mills shall be for nine hours, and excess time worked in any shift shall be termed overtime and paid for at time and a half. Turn men shall receive the full turn rate for working the Saturday shift. The Company may, at its discretion, convert any of the turn rates in the Mill to hourly rates at one-ninth of the turn rate. Hourly men in the Mills shall be paid for overtime on the basis outlined in subsection (5) below for other hourly employees on five and one-half or five shifts per week.

(4) Engineers.

The regular working shifts for engineers shall continue as at present—that is, eight hours per turn—with relief, change of turns and overtime similar to the Open Hearth.

(5) General.

The regular working shift for Maintenance Men; Welders, Chippers and Grinders; Shipping Department; Yards and other hourly employees not covered by subsections (1), (2), (3) and (4) above shall consist of nine hours, five days a week and five hours on the sixth day, or ten hours five days a week and no work on the sixth day, said hours to be performed during any part of the day or night that constitutes a regular shift. All such hours of work shall be classed as single time, all hours worked in excess of the said fifty hours shall be termed overtime, and paid for at time and one-half. The rates of all men in the above departments who have been paid by the turn are being converted to hourly rates equal to one-ninth of their turn rate.

10. Statutory Holidays.

The following are recognized as statutory holidays:

- (1) New Year's Day.
- (2) Good Friday.
- (3) Dominion Day.
- (4) Labour Day.
- (5) Thanksgiving Day.
- (6) Christmas Day.

Any work performed on these days shall be paid for at the rate of double time.

11. Procedure.

The Committee and the Grievance Committee shall each confine its discussions to subjects within its jurisdiction. Any settlement between the Company and the Committee or the Grievance Committee shall be binding on the Company, the Committee and the employee or group of employees concerned. The management of the plant and the direction of the working forces shall continue under the jurisdiction of the Company. If any member of the Committee or any representative or member of the

other Committee appointed by the Committee is required to leave his work for the performance of his duties under this agreement he shall obtain permission from his foreman before doing so. It is admitted that, according to the law known as the Wartime Wages Control Order P.C. 5963, all matters dealing with the adjustment of the basic scale of wage rates, overtime and other related working conditions must be first approved by the Regional War Labour Board for Manitoba so long as it continues. If the Company and the Committee acting on behalf of the employees who are members of the Selkirk Rolling Mill Workers' Federal Union No. 120 cannot agree on a joint submission, then each party has the legal right to make separate submissions to the Board.

The Company will continue to pay the full cost-of-living bonus to all employees in accordance with the Dominion Government Order in Council. No deductions from wages, except those required by law, shall be made, except by the written consent of the employee and the written approval of the Company.

12. *Committee Membership.*

The Committee shall consist of not more than nine members and shall notify the Company of the names of their members as soon as convenient after they are elected, and also of any changes that may take place in their membership from time to time. If any member of the Committee or of the Grievance Committee, or any representative cease to be an employee of the Company, or is promoted to an administrative, supervisory or clerical position, or to a position in which he is given or has access to confidential information such as costs or payroll rates, he shall automatically cease to be a member of such Committee or a representative.

13. *Posting Notices.*

No notice shall be posted or distributed, nor shall any meeting be held on the Company's property which has not been approved by the Manager. Notice boards for approved notices will be provided by the Company.

14. *Leave of Absence.*

If the Committee decide that they require the full time services of one of the employees covered by this agreement, the Company will give him leave of absence without pay for the time required for such services, but he may not be a member of the Committee, nor have any rights of an employee in the Plant during such leave of absence. During his leave of absence the Company will continue his seniority status, and at the completion of his services on behalf of the Committee the Company will at the request of the Committee give special consideration to his reinstatement. If at that time a position suitable to his ability and experience is open, he shall be given preference over other applicants, and preference over other

employees to the same extent as he would receive in case of a layoff at that time if he had not been on leave of absence in the meantime. The Committee agree to discuss with the Company their nominees for such leave before making the final selection and shall endeavour to select an employee who is not filling a key position, and who can be given such leave without adversely affecting the operation or output of his department.

15. *Duration of Agreement.*

This agreement shall continue during the present war and for one year thereafter. After the expiration of such period either party may give notice to the other of its desire to cancel this agreement, and thereupon the same shall be cancelled on the expiration of thirty days from the mailing of such notice. In case no such notice shall be given, the agreement shall continue for another year from the period covered hereby, and so on from year to year.

16. *Communication.*

A communication of any kind hereunder from the Company to the Committee may be given by mailing same addressed to the Secretary of the Committee or to the Secretary of the Selkirk Rolling Mill Workers' Federal Union No. 120. Any communication from the Committee to the Company may be given by the Secretary of the Committee or the Secretary of the Selkirk Rolling Mill Workers' Federal Union No. 120 by letter addressed and mailed to the Manager, Manitoba Rolling Mill Company Limited, Selkirk.

In witness whereof the parties hereto have executed these presents.

Signed, sealed and delivered in the presence of

(Sgd.) J. W. Morrison, Chairman of
Board of Conciliation,
C. W. Brock, Commissioner of
Board of Conciliation.

For the company of the first part.

(Sgd.) H. A. Mackay, General Manager,
Robert Smith, Manager,
H. M. White, Chief Engineer.

For the employees of the second part.

(Sgd.) Beggi Sigurdson,
B. Van Blaricom,
H. Slevici,
J. Stevens,
L. Lang,
Fred Outhwaite,
J. Shiaco.

Report of Board in Dispute between Hull Iron and Steel Foundries, Limited, Hull, P.Q., and its Employees

On March 27 the Minister of Labour received a unanimous report from the Board of Conciliation and Investigation established to deal with a dispute between Hull Iron and Steel Foundries, Limited, Hull, P.Q., and its employees, members of Local 318, International Moulders and Foundry Workers' Union of North America (L.G. Feb., 1943, p. 195).

The personnel of the Board was as follows: His Honour Judge Honore Achim, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. Francois Caron, K.C., Hull, P.Q., appointed on the nomination of the employer; and Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employees.

The text of the board's report is printed below.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Hull Iron and Steel Foundries, Ltd., (Employer) and its Employees, members of Local 318, International Moulders and Foundry Workers' Union of North America (Employees).

Dear Sir:

The Board of Conciliation and Investigation, established by you on January 13, 1943, and duly constituted on February 6, 1943, in the above matter, begs to submit its report.

The Board held hearings in Hull, Quebec, on the 16th, 17th, and 18th days of February and on the 2nd and 3rd of March, 1943, at which both parties to the dispute were ably represented.

The applicant union was represented by R. Y. Menary, International Representative, International Moulders and Foundry Workers' Union of North America, and Leo Lapointe.

The Company was represented by Harold P. Coplan, President, and C. V. Hacker, Superintendent.

The dispute is caused by the refusal on the part of the company to recognize Local 318 as a negotiating agent for its employees, members of the union.

The union claims that it should be recognized, since a vote taken on November the 22nd, 1942, under the supervision of the Department of Labour disclosed that 401 employees wanted to be represented by Local 318, while 201 wanted to be represented by the Foundry Workers' Union of Hull.

Report of Board in Dispute between the Hamilton Bridge Company, Limited, Hamilton, Ont., and its Employees

On March 17 the Minister of Labour received a unanimous report from the Board of Conciliation and Investigation established to deal with a dispute between the Hamilton Bridge Company, Limited, Hamilton, Ont., and its employees, members of Local 2537, United Steelworkers of America (L. G. Feb. 1943, p. 196).

The personnel of the board was as follows: His Honour Judge A. H. Dowler, appointed on the joint recommendation of the other two members; Mr. Lynn B. Spencer and Mr. Maxwell Sauder, appointed on the nomination of the employer and employees respectively.

The Board's report follows:—

The Company refuses to recognize the International Moulders and Foundry Workers' Union of North America for the reason that it has come to an agreement with the Foundry Workers' Union of Hull, on the 1st of September, 1942, before the above-mentioned vote was taken, which agreement, according to its terms, should be in force until the 31st of August, 1942.

At the meetings of the Board on March 16th and the 25th and 26th, subsequently to the hearing, every consideration was given to the evidence adduced and to the arguments brought out by both parties. As a result, the Board recommends that the status quo between the Hull Iron & Steel Foundry Ltd., and its employees be respected until another vote is taken; that between the 15th of May and the 15th of June such a vote be taken to determine whether the employees desire to be represented by the Foundry Workers' Union of Hull or by the International Moulders and Foundry Workers' Union of North America. In the meantime, in order to avoid any possible discrimination, the Board suggests the advisability of the company considering the recommendations of a grievance committee formed of members of the International Moulders and Foundry Workers' Union of North America.

The members of the Board desire to express their thanks to both parties for the assistance they have provided to elucidate this matter. They also congratulate the representatives of both parties for the courteous manner in which all proceedings have been made.

Hull, March 26th, 1943.

(Sgd.) Honore Achim
Chairman.
(Sgd.) Francois Caron
Member.
(Sgd.) Drummond Wren
Member.

Report of Board

Hamilton, Ontario,
March 17th, 1943.

The Hon. Humphrey Mitchell,
Minister of Labour,
Parliament Buildings,
Ottawa, Canada.

Re: Industrial Disputes Investigation Act, and re dispute between Hamilton Bridge Company, Limited, and its employees, members of Local Number 2537, United Steelworkers of America.

Dear Sir:

Following application of the employees on February 11th, 1943, a Board of Conciliation

and Investigation composed of His Honour Judge A. H. Dowler, Chairman, Mr. L. B. Spencer, K.C., of Welland, on the nomination of the Corporation, and Mr. Maxwell Sauder, of Hamilton, on the nomination of the employees, was established by you under the above Act to deal with a dispute between the above Corporation and its employees, in its plants No. 1 and 2, Hamilton, otherwise known as the West End Plant or Armoured Car Division, members of Local Number 2537, United Steelworkers of America.

The Board met at Hamilton on March 11th, and continued its sittings on the 12th, 13th, 15th, 16th, and 17th of March.

The dispute is not as to the right of the employees to a Collective Agreement, but is a dispute as to the right of Local 2537, United Steelworkers of America, to represent the employees of the Corporation in negotiations for such an Agreement in lieu of a "Shop Committee" described in some instances as the Works Committee, elected by a secret ballot of all employees in the Fall of 1942.

The Board endeavoured to have the parties themselves, by conference and discussion agree upon a settlement of this dispute, and regret that they were unable to do so.

After a careful consideration of all the evidence, a perusal of the briefs and exhibits filed by the parties and arguments by representatives of the Corporation and employees, the Board recommends that the Shop Committee be permitted to function and be recognized as the Collective Bargaining Agent of the employees until December 31st, 1943, and also that the Shop Committee, if it has not already done so, forthwith complete its organization and within one month hereafter establish its constitution and by-laws, and enter into negotiation with the Corporation on behalf of all employees in the said plants, with a view to securing and secure a Collective Agreement. If this is not done, the Board recommends that the vote which it hereafter recommends to be taken, be taken as soon as possible after the expiration of the said month.

Considering the circumstances surrounding the formation and organization of the Shop Committee and the position taken by the parties as appears in the discussions of settlement between them since, and the fact that some doubt may have existed in the minds of some employees as to whether the election of the Shop Committee constituted it the Collective Bargaining Agent of the employees in perpetuity, the Board considers, after the Shop

Committee has had a reasonable opportunity to function, that the employees should then have an opportunity to decide whether they desire to continue it as their Collective Bargaining Agent, or whether they desire to authorize another organization to act for them in such capacity, in the present case Local 2537, United Steelworkers of America.

The Board accordingly recommends as soon after December 31st, 1943, as possible, the Registrar, in co-operation with the parties conduct a vote by secret ballot of all the employees of the said plants on December 31st, 1943, (other than officials of the Company, salaried employees, foremen and sub-foremen (not working leaders), Company guards, inspectors, clerks and those having authority to discharge) for the purpose of determining the employees' choice of a Collective Bargaining Agent for 1944, and suggest the form of ballot be as follows:—

Do you wish to be represented in negotiations with the Hamilton Bridge Company, Limited, by The Shop Committee

Yes
No

Local 2537, United Steelworkers of America

Yes
No

Upon the result of the vote being ascertained and communicated to the parties, we would recommend that the employer enter into negotiations with the organization securing a majority of votes as the Collective Bargaining Agent of all employees of the said plants, with a view to a Collective Agreement in accordance with the provisions of Order in Council P.C. 2685.

We trust that all parties to this proceeding will recognize that their interests are mutual and will accept the recommendations contained herein.

All of which is respectfully submitted.

(Sgd.) A. H. Dowler,
Chairman.

(Sgd.) H. B. Spencer,
Member.

(Sgd.) Maxwell Sauder,
Member.

Report of Board in Dispute between the Welland-Vale Manufacturing Company, Limited, Hamilton, Ont., and its Employees

On March 19 the Minister of Labour received a unanimous report from the Board of Conciliation and Investigation established to deal with a dispute between the Welland-Vale Manufacturing Company, Limited, Hamilton, Ont., and its employees, members of Local 2853, United Steelworkers of America (L. G. Feb. 1943, p. 195).

The personnel of the board was as follows: His Honour Judge A. H. Dowler, chairman, appointed on the joint recommendation of the other two members; Mr. Lynn B. Spencer appointed on the nomination of the employer; and Mr. Maxwell Sauder appointed on the nomination of the employees.

The text of the Board's report is printed below.

Report of Board

Hamilton, Ontario,
March 17th, 1943.

The Hon. Humphrey Mitchell,
Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

Re: Industrial Disputes Investigation Act, and re dispute between Welland-Vale Manufacturing Company, Limited, Hamilton, Ontario, and its employees, members of Local Number 2853, United Steelworkers of America.

Dear Sir:

Following application of the above employees on the 11th day of February, 1943, a Board of Conciliation and Investigation com-

posed of His Honour Judge A. H. Dowler, Chairman, Mr. L. B. Spencer, K.C., of Welland, on the nomination of the Corporation, and Mr. Maxwell Sauder, of Hamilton, on the nomination of the employees, was established by you under the said Act to deal with a dispute between the above Corporation and its employees, members of Local 2853, United Steelworkers of America.

The Board met at Hamilton on March 16th and 17th, 1943.

The dispute is not as to the right of the employees to a Collective Agreement, but is a dispute as to the right of Local 2853, United Steelworkers of America, to act as the Collective Bargaining Agent of the employees in negotiations with the Corporation.

On the evidence adduced before us, the Board is of the opinion that a substantial majority of the employees of the Corporation are members of Local 2853.

The Board therefore recommends that the Corporation enter into negotiations with Local 2853, United Steelworkers of America, on behalf of all employees of the Corporation, with a view to a Collective Bargaining Agreement in accordance with the provisions of Order in Council P.C. 2685.

All of which is respectfully submitted.

(Sgd.) A. H. Dowler,
Chairman.

(Sgd.) H. B. Spencer,
Member.

(Sgd.) Maxwell Sauder,
Member.

Report of Board in Dispute between Cannery's Machinery, Limited, Simcoe, Ontario, and its Employees

On March 2 the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Cannery's Machinery, Limited, Simcoe, Ontario, and its employees, members of the United Automobile Workers of America (L. G., Feb. 1943, p. 195).

The personnel of the board was as follows: His Honour Judge James Parker, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. V. A. Sinclair, K.C., and Mr. Drummond Wren, appointed on the nomination of the employer and employees respectively. All three reside in Toronto.

The report of the board is signed by the chairman and Mr. Drummond Wren; Mr. V. A. Sinclair submitted a minority report.

The texts of the report of the board and the minority report follow:

Report of Board

To the Honourable
HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

Re: Industrial Disputes Investigation Act, and re dispute between Cannery's Machinery, Ltd., Simcoe, Ont., and its employees, members of the United Automobile Workers of America.

Sir:

The Board of Conciliation and Investigation appointed to investigate this dispute was constituted as follows:—

His Honour Judge James Parker, Chairman, Mr. Victor A. Sinclair, K.C., nominated by the Employer,

Mr. Drummond Wren, nominated by the Employees.

Application for a Board of Conciliation was made November 6th, 1942, on behalf of the Employees, Members of the United Automobile Workers of America (Local 257).

The Board held four meetings, three in Toronto and one at Simcoe, Ontario, with all members of the Board present.

At the meeting at Simcoe on February 9th, 1943, there were present, in addition to the Members of the Board, the following:—

Mr. J. B. Doyle, General Manager of Cannery Machinery, Ltd.

Mr. Robert S. Stacey, International Representative, UAW-CIO.

Mr. Thomas Short, President, Mr. Percy Deacon, Member, Local Union 257.

At this date the number of employees eligible for membership in the Union was 47. Union representatives submitted for the Board's inspection signed membership cards, which were checked against the Company payroll. Of the total 35 were members of the Union.

It has been established that a substantial majority of the employees are members of the Union. There is no other trade union or employees' association seeking recognition as the agent of the employees of the plant. Inasmuch as the only request in the application was that the Company recognize the Union as the collective bargaining agent of the employees, we, the undersigned members of the Board, recommend that the Company recognize the Union through its officers, or through other representatives chosen by them, as the bargaining agent on behalf of the Company's employees who are members of the Union.

In making this recommendation, however, we wish to refer to observations made in the brief filed by the Company, wherein it is stated:

"The circumstances surrounding this matter are exceptional, in that in normal times the Company employs between fifteen and twenty men, except in the accelerated period of May, June and July in each year, when an additional small number of hands are employed temporarily for that accelerated three months period; and that no female help is normally employed.

"Since the outbreak of the war, the Company, at the request of the Dominion Government, accepted orders for war requirements consisting of essential machine parts, which necessitated the employment of additional help, which reached a peak in 1942 with 74 employees. The Company's war business has been gradually diminishing, and by the end of December, 1942, the Company's payroll had diminished from 74 to 58, and now stands at 57, of which eleven comprise office staff

and employees not classified as factory hands; this leaves the plant's factory hands at present at 47, made up as follows:

Men	40
Women	7

"If the business of the Company reverts to normalcy, then they will employ from fifteen to twenty hands, who will be retained to take care of the Company's normal business, and consisting of those employees of long service and who are skilled in the manufacture of the Company's normal products."

Nevertheless, as the Board was of the opinion that other aspects of the situation might also change, we could not anticipate the future, and we base our recommendation on the present situation.

We should like to state that the relationship between the representatives of labour and the Company at the meetings of the Board were most friendly and fair, and we desire to express our appreciation to them.

All of which is respectfully submitted.

Dated at Toronto this
1st day of March, 1943.

(Sgd.) J. Parker,
Chairman.

(Sgd.) Drummond Wren,
Employees' Nominee.

Minority Report

To: The Hon. the MINISTER OF LABOUR,
Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and of the dispute between Cannery Machinery, Limited, and its employees, members of the United Automobile Workers of America.

There is only one question raised by the Union in the above application, and that is the refusal of the Management to recognize the Union as a collective bargaining agent of the employees.

The industry in question is only a small industry and, at the time of the hearing had on its payroll only 56 employees in all, including office staff, supervisors, foremen and others not eligible for membership in the Union. The employees produced cards signed by 49 employees in all, but such membership applications were dated over a period of several months and at the time of the hearing 11 of these applicants were no longer in the employ of the Company and the claim of the Company was that several of the remaining employees had expressed their desire in writing to withdraw from membership. Taking the unverified cards of ancient date for whatever they might be worth, not more than 33 employees could be considered as in favour of the Union being given the collective bargaining

rights. The evidence also disclosed that this condition was not a normal condition for the plant and the brief filed by the employer shows clearly the condition which existed in connection with the Plant to be as follows:

"The circumstances surrounding this matter are exceptional;

- (a) The Company manufactures machinery for canning factories and normally employs between 15 and 20 men except in the accelerated period of May, June and July in each year when an additional small number of hands are employed temporarily for that accelerated three months' period. This additional help is purely temporary and changes almost 100 per cent from year to year. No female help is normally employed.
- (b) Since the outbreak of the war, the Company, at the request of the Dominion Government and to assist while the Dominion was suffering from insufficient equipment for the manufacture of machine parts and as a temporary measure, accepted orders for war requirements consisting of essential machine parts. This necessitated the employment of additional help which reached a peak in 1942 of 74 employees.

The Company's war business has been gradually diminishing due to tooling up of other plants in Canada especially equipped for the manufacture of essential machine parts for war production.

By the end of December, 1942, the Company's payroll had diminished from 74 to 58 and now stands at 57, of which 11 comprise office staff and employees not classified as factory hands. This leaves the plant's factory hands at 47 made up as follows: Men, 40; women, 7; total 47.

The Company is not in a position to take on any more orders for the manufacture of machine parts and will within the next few months revert to its original business of the manufacture of machinery for canning factories. This will involve reducing plant hands from 47 to 15 or 20.

The 15 or 20 hands who will be retained to take care of the Company's normal business will normally be those who have been in the employ of the Company for a lengthy period of time and who are skilled in the manufacture of the Company's normal products.

Of the 15 or 20 hands who will probably be retained in the Company's employ, over 90 per cent have expressed themselves as opposed to the C.I.O. and have expressed their intention of refusing to be bound by

any collective bargaining agreement that the Company might enter into with the C.I.O.

Under these circumstances the Company is unable to accede to the demands of the Union for the collective bargaining rights."

The Company's brief and the evidence of its manager established that this is another case where the employer undertook certain war work as a patriotic duty, which increased the number of employees from 15 or 20 to a peak of 74 in 1942, so that there were a large number of new employees with no permanent relation to the employer and largely composed of floaters. These new employees temporarily outnumbered the old employees normally engaged who remained non-union and who have expressed their refusal to enter into the union or to be represented by it. As shown by the statement of facts in the brief of the company, this is an abnormal situation, purely temporary, as they are now ceasing to carry on war work and returning as rapidly as possible to their normal business. This will mean in a short time a reduction in the number employed in the plant to 15 or 20 and at least 90 per cent of these will be old employees and opposed to the union. Consequently, in dealing with a situation of this kind on the figures of to-day a report recommending a collective bargaining right would be abortive and simply result in confusion and a continuance of disturbance in the plant after normal conditions are restored within the next month or two and a majority find itself subjected to the minority.

It would appear to me that Boards of Conciliation should not be simply adding machines who count noses of those employed at the time of hearing and if it is found that the majority of the workers of the plant are then members of a union, that such union should at once be given collective bargaining rights for the employees. There is nothing in the Act which makes it compulsory to give such recognition on a bare majority of workers becoming members of a union, especially as in this case where the situation is clearly purely temporary. The Board has a much broader duty than this and it should consider carefully matters affecting the merits and right settlement which should be given under such temporary conditions and that irrespective of whether there is a small majority of employees members of the union or not, the Board should do all things possible to avoid a recommendation which can only lead to an early ridiculous situation. The Board should adjourn the proceedings for such time as it considers reasonable to allow for the anticipated time of re-adjustment and to postpone

its report in the matter for, say, a period of three months until the situation in this plant is normal.

The submission of the employers shows that the number of employees had already been reduced from 74 to 57 by the end of December, 1942, and that there were only 47 factory hands who were then eligible for membership in the union, so that the fact that the plant is rapidly returning to normal is clearly shown by the decrease in the number of employees.

A report in favour of granting collective bargaining rights to the union, because at the hearing they showed a present majority of employees, will result within two or three months in a situation where there will be 90 per cent opposed to the union and not members of it, and the bargaining rights held by a minimum of 10 per cent. This would appear to me to be an absurd situation which could not lead to anything but industrial unrest and dissatisfaction and be entirely opposed to the principles of the Industrial Disputes Investigation Act under which the Board is acting.

In addition to the above circumstances, there is also the question of desirability of recognizing this union as the bargaining agent of the employees. Having regard to the allegations made by the employers that since

the organizers for the union have appeared on the scene, the company received written threats, threatening the general manager of the company with physical violence and threatening to burn down the company's plant, it does not seem to me to be fit and proper under these circumstances that the Board should recommend that the company enter into a collective bargaining agreement with this particular union. I am unable to find any justification for suggesting that the company should be called upon to enter into a contractual relationship under circumstances suggestive of an entire lack of good faith and a disregard of all ethical and legal obligations.

I must, therefore, dissent from the report of the other members of the Board and report in favour of the rejection of the application of this union for recognition as the collective bargaining agent of the employees, or at least for adjournment of the Board for final decision of the matter until the expiration of three months, when a normal condition should exist in the plant.

All of which is respectfully submitted.

(Sgd.) V. A. SINCLAIR,
Representative of the Employers,
Canners Machinery, Limited.

Strikes and Lockouts in Canada During March, 1943

THE following table gives information for March and February, 1943, and for February, 1942, of strikes in Canada:—

Date]	Number of strikes	Number of workers involved	Time loss in man working days
*March, 1943.....	28	17,008	31,183
*February, 1943.....	32	5,243	24,306
*March, 1942.....	18	3,770	23,191

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

During the month of March the number of strikes recorded was less than during the previous month but the number of workers

involved showed a decided increase and the time loss in man working days was somewhat higher. The figures show 28 strikes, involving 17,008 workers, with a time loss of 30,683 man working days, as compared with 32 strikes in February, involving 5,243 workers and showing a time loss of 24,306 days. During March, 1942, there were 18 strikes on record, involving 3,770 workers, with a time loss of 23,191 days.

During the month under review the strikes which involved a large number of workers were: a strike of 6,000 shipyard workers at Vancouver; a strike of 3,000 street railway employees at Montreal; and eleven strikes in the coal mining industry involving more than 5,000 workers. None of these strikes, which together accounted for about two-thirds of the total time loss for the month, was of long duration.

Two strikes, involving 716 workers, were carried over from February and 26 commenced during March. Of these 28 strikes, 26 were terminated during the month. Eleven resulted in favour of the workers, seven in favour of the employer, four were compromise settlements and four were indefinite in result.

At the end of the month two strikes were recorded as unterminated, namely: shoe factory workers at Quebec, P.Q., and sheet metal workers at Windsor, Ont.

The record does not include minor strikes such as are defined in another paragraph nor

does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after removal from the table of current strikes.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to March, 1943

MANUFACTURING— <i>Metal Products—</i> Metal factory workers, Preston, Ont.	2	55	500	Commenced February 8, 1943; against dismissal of a worker; terminated March 12; return of workers; in favour of employer.
<i>Non-metallic Minerals—</i> Glass factory workers, Wallaceburg, Ont.	1	250	3,500	Commenced January 30, 1943; for union recognition and agreement with another union; terminated March 27; conciliation (provincial); in favour of employer.

Strikes and Lockouts in Progress During March, 1943.

LOGGING— Pile drivers, labourers, etc., Gaspé Harbour, P.Q.	2	25	15	Commenced March 27; for increased wages; terminated March 27; negotiations; in favour of employer.
MINING— Coal miners, New Victoria, N.S.	1	190	340	Commenced March 2; against transfer of two miners to new working places; terminated March 3; conciliation (federal); in favour of workers.
Coal miners, River Hebert, N.S.	1	150	1,350	Commenced March 3; for dismissal of an overman; terminated March 12; conciliation (federal); in favour of workers.
Coal miners, Minto, N.B.	1	(a) 27	150	Commenced March 3; for employment of extra men on cutting machine crews and for increased wages; terminated March 10; conciliation (federal); compromise.
Coal miners, New Waterford, N.S.	1	1,030	1,090	Commenced March 4; demand that non-union miners join union; terminated March 4; conciliation (federal); in favour of workers.
Coal miners, Springhill, N.S.	1	1,400	2,100	Commenced March 12; against lack of coal for miners' domestic use; terminated March 13; negotiations; in favour of workers.
Coal miners, Nordegg, Alta.	1	367	367	Commenced March 16; for improvement in wash-house conditions; terminated March 16; negotiations; in favour of workers.
Coal Miners, Minto, N.B.	1	15	85	Commenced March 16; for employment of extra workers on machine cutting crew and for increased wages; terminated March 23; conciliation (federal); compromise.
Coal miners, Springhill, N.S.	1	1,400	2,100	Commenced March 19; against lack of coal for miners' domestic use; terminated March 20; negotiations; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1943*—*Con.*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts in Progress During March, 1943.—Cont.

MINING—Con.				
Coal miners, Drumheller (Cambrai), Alta.	1	(b) 70	70	Commenced March 23; <i>re</i> interpretation of "brushing" clause in contract; terminated March 23; negotiations; return of workers pending settlement; indefinite.
Coal miners and labourers, Mountain Park, B.C.	1	270	270	Commenced March 23; <i>re</i> board in hotel; terminated March 23; negotiations; indefinite.
Coal miners, Midlandvale, Alta.	1	(i) 53	53	Commenced March 27; against working on Saturdays; terminated March 27; return of workers; in favour of employer.
MANUFACTURING—				
<i>Animal Foods—</i>				
Packing plant workers, St. Boniface, Man.	1	(c) 592	296	Commenced March 29; against suspension of a worker; terminated March 29; conciliation (federal); compromise.
<i>Boots and Shoes—</i>				
Shoe factory workers, Quebec, P.Q.	1	180	1,980	Commenced March 19; for a closed shop union agreement; untermintated.
<i>Textiles, Clothing, etc.—</i>				
Cotton factory workers (doffers), Montmorency Village, P.Q.	1	(d) 16	13	Commenced March 24; for union representation in presenting grievances; terminated March 25; negotiations; return of workers pending provincial conciliation; indefinite.
Cotton factory workers (spinners), Montmorency Village, P.Q.	1	(e) 132	95	Commenced March 26; for union representation in presenting grievances; terminated March 26; negotiations; return of workers pending provincial conciliation; indefinite.
<i>Metal Products—</i>				
Machinists, operators, etc. Simcoe, Ont.	1	(f) 37	130	Commenced March 19; against dismissal of a worker; terminated March 24; conciliation; (federal); (referred to arbitration) in favour of employer.
Metal factory workers, Galt, Ont.	1	385	2,500	Commenced March 19; against dismissal of two workers; terminated March 26; conciliation (federal); in favour of workers.
Sheet metal workers, Windsor, Ont.	1	24	18	Commenced March 31; against order forbidding smoking while at machines; untermintated.
<i>Shipbuilding—</i>				
Shipyard workers, North Vancouver, B.C.	1	(g) 950	120	Commenced March 6; <i>re</i> union recognition and for continuance of shop stewards' meetings; terminated March 6; negotiations; compromise.
Riveters, Montreal, P.Q.	1	75	75	Commenced March 22; against suspension of a worker; terminated March 22; negotiations; in favour of employer.
Shipwrights, steamfitters, etc., Quebec Harbour, P.Q.	1	175	40	Commenced March 29; against working with a certain supervisor; terminated March 29; negotiations; in favour of workers.
Shipyard workers, Van- couver, B.C.	1	6,000	6,000	Commenced March 30; for enforcement of closed union shop; terminated March 30; negotiations; in favour of workers.
TRANSPORTATION—				
<i>Electric Railways—</i>				
Street railway employees, Montreal, P.Q.	1	(h) 3,000	7,000	Commenced March 28; for recognition of a certain union as bargaining agency; terminated March 31; conciliation (federal) and reference to an I.D.I. Commissioner; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1943*—*Conc.*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts in Progress During March, 1943.—*Conc.*

TRANSPORTATION— <i>Con.</i> <i>Local and Highway—</i> Truckers and warehousemen, Windsor, Ont.	5	64	250	Commenced March 10; for closed union shop and check-off; terminated March 13; conciliation (federal); in favour of employer.
SERVICE— <i>Business and Personal—</i> Laundry workers, Glace Bay, N.S.	1	16	176	Commenced March 2; for improved working conditions; terminated March 13; conciliation (federal); in favour of workers.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 118 indirectly. (b) 100 indirectly. (c) 352 indirectly. (d) 132 indirectly. (e) 341 indirectly. (f) 22 indirectly. (g) 850 indirectly. (h) 1,000 indirectly. (i) 41 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the May, 1942, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1941". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in January was 73 and 6 were still in progress from the previous month, making a total of 79 disputes in progress during the month;

18,700 workers were involved in the disputes in progress during the month and the time loss was 37,000 working days.

Of the 73 disputes beginning in January, 18 arose out of demands for increased wages and 19 over other wage questions; 2 on questions as to hours; 7 over questions as to employment of particular classes or persons; 20 over other questions as to working arrangements; 6 on questions of trade union principle; and one was a sympathetic strike. Final settlements were reached in 60 disputes, of which 12 were settled in favour of workers, 33 in favour of employers and 15 resulted in compromises; in 12 other disputes, work was resumed pending negotiations.

Australia

For the second quarter of 1942, 181 disputes were reported, directly involving 50,924 workers, with a time loss of 137,763 working days.

United States

The number of strikes beginning in February was 210, involving 42,000 workers in these new strikes. The time loss for all disputes in progress during the month was 170,000 man-working days.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining: Non-ferrous Smelting and Quarrying

JOLIETTE, QUEBEC.—STANDARD LIME COMPANY LIMITED AND THE CANADIAN UNION OF LIME PRODUCTS WORKERS LOCAL No. 1 (LIME QUARRY WORKERS).

See below under: "Manufacturing: Non-Metallic Minerals, Chemicals, etc."

Manufacturing: Fur and Leather Products

MONTREAL, QUEBEC.—A CERTAIN FUR DRESSING AND DYEING ESTABLISHMENT AND THE INTERNATIONAL FUR AND LEATHER WORKERS' UNION LOCAL 54.

Agreement reached following strike reported on page 336 of the March issue. Agreement to be in effect from March 1, 1943, to July 22, 1945; parties to meet before expiration date to negotiate renewal or change of this agreement. The employer recognizes the union as the bargaining agent for its employees who are members of the union. New help to be employed through the union if available; others employed to join the union after acceptance by the employer. Union dues and assessments may be deducted from wages of employees authorizing this.

Hours: 9½ per day, Monday to Friday, a 47½ hour week. Overtime, including all work on Saturdays and Sundays and holidays is payable at time and one-half if sanctioned by government authority. The union and employer agree to petition the National War Labour Board for a general increase in wages of 12 per cent and for time and one-half for overtime.

Manufacturing: Metal Products

LACHINE, QUEBEC.—DOMINION WIRE ROPE AND CABLE COMPANY, LIMITED AND THEIR EMPLOYEES (REPRESENTED BY A SHOP COMMITTEE).

Agreement reached following application for a board under the Industrial Disputes Investi-

gation Act and the withdrawal of the application (L.G. March, p. 327). Agreement to be in effect from January 1, 1943, to April 30, 1944, (or 1945 if no notice given). The company will bargain with the shop committee.

Hours: standard working day of 10 hours Monday to Friday, standard working week of 48 hours. Work on Saturday mornings and all other overtime is payable at time and one-half; work on Sundays and holidays at double time. Employees with one year's service prior to January 1, 1943, to receive the six statutory holidays with pay at basic rates. The wage scale shows the base rate, to which is added a special increase of 4 to 6½ cents and another increase ("government authorized") of 2½ cents, the total being the maximum rate. The following are the hourly base rate and maximum rate respectively: Class "A" closers 47 cents and 56 cents, Class "A" stranders and closers 47 and 56 cents; Class "A" spoolers 40 and 48½ cents, Class "B" stranders and closers 40 and 48½ cents, Class "B" spoolers 32 and 40 cents, Class "C" stranders and closers (small) 32 and 40 cents, Class "C" spoolers (small) 30 and 36½ cents; individual rates for miscellaneous occupations are also set varying from 33 and 40½ cents to 54½ and 62½ cents; floor men assisting the different classes of operators 40 cents; female labour 35 cents. For work on night shift, 2½ cents per hour extra. The cost of living bonus is as applicable at the date of the payment of wages. Provision is made for seniority rights and for the settlement of grievances.

LACHINE, QUEBEC.—ANGLO-CANADIAN WIRE ROPE COMPANY LIMITED AND THEIR EMPLOYEES (REPRESENTED BY A SHOP COMMITTEE).

Agreement reached following application for a board under the Industrial Disputes Investigation Act and the withdrawal of this application (L.G., July, 1942, p. 761 and March, 1943, p. 327). Agreement to be in effect from January 1, 1943 to April 30, 1944. No intimidation against any employee on account of union membership or activities.

Hours: standard working day of 9½ hours Monday to Friday, a 47½ hour week. Work on Saturday (if previous five days worked) and all other overtime is payable at time and one-half; work on Sundays and holidays at double time. Employees with one year's service to be paid for the six statutory holidays at the basic rate. Hourly wage rates for operators: Class "A" machine operators 57½ cents, learners 51½ cents; Class "B" machine operators 46½ cents, Class "B" learners 43 cents; Class "C", female, 35 cents; Class "A" spoolers 49½ cents, learners 44 cents; Class "B" spoolers 43½ cents, learners 40 cents; spoolers helpers 40 cents; Class "C" spoolers, female, 35 cents. Operators on night shift 2½ cents per hour extra. Hourly wage rates for general workers; mechanic 60½ cents, mechanic helper 41 cents, assistant shipper 43½ cents, truck drivers 42½ cents, shorts 41 cents,

reel builders 52 cents, splicers 60 cents, splicer helper and learner 42½ cents, all other male employees (except piece workers) 40 cents, other female workers 35 cents. The full cost of living bonus (amounting to \$4.25 for adult male workers and proportionately less for female workers and boys) is to be paid.

TILBURY ONTARIO.—A CERTAIN MOTOR VEHICLES FACTORY AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 192.

Agreement reached in conclusion of strike reported in the *LABOUR GAZETTE*, March, p. 336. Agreement to be in effect from February 22, 1943 to February 21, 1944, and thereafter from year to year, subject to notice. The Company recognizes the union as the bargaining agent for the hourly rated employees who are union members. Employees are free to join or not to join any union. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Non-Metallic Minerals, Chemicals, Etc.

JOLIETTE, QUEBEC.—STANDARD LIME COMPANY LIMITED AND THE CANADIAN UNION OF LIME PRODUCTS WORKERS, LOCAL No. 1 (CANADIAN CONGRESS OF LABOUR) (LIME QUARRY AND LIME PLANT WORKERS).

Agreement reached following strike reported in the *LABOUR GAZETTE*, January, p. 82. Agreement to be in effect from December 21, 1942, to December 20, 1943, and thereafter from year to year, subject to notice. New employees hired must join the union.

Hours: 8 per day, 6 days per week for lime plant employees; 10 per day, 6 days per week for quarry, crusher and yard employees; night shift employees, 12 hours per night for 5 nights and 6 hours on sixth night. Overtime: time and one-half for overtime and for all work on Sundays and holidays.

Hourly wage rates for some classes: quarry shovel operators 51 and 58 cents, firemen (shovels) 43 cents, locomotive operators 41 and 42 cents, well drillers, plug drillers, core drillers, blaster 40 cents; blacksmith 45 cents, labourers 38 cents; crushed stone plants—crusher operators and crusher repairs 40 cents, truck driver 40 cents, scaleman 38 cents; machine shop—machinists 55 and 61 cents, mechanic 55 cents, electrician 66 cents; repairs—42 and 53 cents; miscellaneous—carpenter 55 cents, bricklayer 53 cents, storekeeper 40 cents; lime plant—fireman 45 cents, limemen 43 cents, hydratorman and hydrate crusher 43 cents, plant barrelman 42 cents, labourer 38 cents. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Shipbuilding

VICTORIA, B.C.—YARROWS LIMITED AND VICTORIA MACHINERY DEPOT COMPANY LIMITED AND THE BOILERMAKERS AND IRON SHIPBUILDERS UNION, LOCAL No. 2.

Supplementary agreements to be in effect from March 22, 1943, until the cessation of hostilities, when the basic agreement will be reverted to and this supplementary agreement terminated except as to its provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic

agreement. This agreement terminates and replaces the supplementary agreements of April, 1942 (*L.G.*, Feb., 1943, p. 217). (The original agreement and amendment were summarized in the *LABOUR GAZETTE*, May 1940, p. 493 and April 1942 p. 481).

Hours: The shipyards operate seven days per week and three shifts per day, and employees work six consecutive shifts and have the seventh day off as a day of rest. If required to work on a seventh shift or on statutory holidays, double time to be paid. The day off to be rotated every four weeks. For the day shift 8 hours to be worked, 48 per week, with pay for 51 hours; for the second shift, 7½ hours per shift, a 45 hour week, with pay for 56 hours; for the third shift, 7 per day, a 42 hour week, with pay for 56 hours. Premiums thus included of one hour's pay for the first shift and two hours each for the second and third shifts are payable only on working six consecutive shifts unless prevented from doing so by the Company or injury incurred during one of these shifts. The premium of two hours payable to the day shift for working the last half of the sixth shift to be paid even if six consecutive shifts are not worked. The number of statutory holidays is reduced to six, in accordance with Order in Council 8682 (*L.G.*, Oct., 1942, p. 1171).

Vacation: After one year's service, one week's vacation with pay during the succeeding year.

VICTORIA, B.C.—YARROWS LIMITED AND VICTORIA MACHINERY DEPOT COMPANY LIMITED, AND AMALGAMATED BUILDING WORKERS OF CANADA, SHIPYARD SECTION (SHIPWRIGHTS AND CAULKERS).

Supplementary agreements of March 22, 1943, are the same as summarized above for the boilermakers' union. (The original agreement and amendments were in the *LABOUR GAZETTE* Feb., 1941, p. 180; December, 1941, p. 1571; April, 1942, p. 482, Feb., 1943, p. 217.)

VICTORIA, B.C.—YARROWS LIMITED AND VICTORIA MACHINERY DEPOT COMPANY LIMITED, AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1598.

Supplementary agreements of March 22, 1943 are the same as summarized above for the boilermakers' union. (The original agreement and amendments were in the *LABOUR GAZETTE*, June, 1941, p. 700; December, 1941, p. 1571; April, 1942, p. 482; Feb., 1943, p. 218.)

VICTORIA, B.C.—YARROWS LIMITED AND VICTORIA MACHINERY DEPOT COMPANY LIMITED AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 230.

Supplementary agreements of March 22, 1943, are the same as summarized above for the boilermakers' union. (The original agreements and amendments were in the *LABOUR GAZETTE*, April, 1942, p. 481, Feb., 1943, p. 218.)

VICTORIA, B.C.—YARROWS LIMITED AND VICTORIA MACHINERY DEPOT COMPANY LIMITED AND DOCK AND SHIPYARD WORKERS' UNION, LOCAL No. 1 (LABOURERS, ETC.)

Supplementary agreements of March 22, 1943, are the same as summarized above for the and amendments were in the *LABOUR GAZETTE*, Feb., 1941, p. 181; April, 1942, p. 482; February, 1943, p. 218).

VICTORIA, B.C.—YARROWS LIMITED AND VICTORIA MACHINERY DEPOT COMPANY LIMITED AND THE NATIONAL UNION OF MACHINISTS, FITTERS AND HELPERS, LOCAL No. 2.

Supplementary agreements of March 22, 1943, are the same as summarized above for the boilermakers' union. (The original agreements and amendments were in the *LABOUR GAZETTE*, February, 1943, p. 217.)

VICTORIA, B.C.—VICTORIA MACHINERY DEPOT COMPANY LIMITED AND MOULDERS AND FOUNDRY WORKERS' UNION, LOCAL No. 2.

Supplementary agreement of March 22, 1943, is the same as summarized above for the boilermakers' union. (The original agreement and supplementary agreement was in the *LABOUR GAZETTE*, December, 1942, p. 1483.)

VICTORIA, B.C.—VICTORIA MACHINERY DEPOT COMPANY LIMITED AND BROTHERHOOD OF PAINTERS, PAPERHANGERS AND DECORATORS OF AMERICA, LOCAL 1163.

Supplementary agreement of March 22, 1943, is the same as summarized above for the boilermakers' union. (The original agreement and amendment was in the *LABOUR GAZETTE*, December, 1941, p. 1570 and April, 1942, p. 482.)

VICTORIA, B.C.—YARROWS LIMITED AND VICTORIA MACHINERY DEPOT COMPANY LIMITED AND UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 324.

Supplementary agreements of March 22, 1943, are the same as summarized above for the boilermakers' union. (The original agreements and amendments were in the *LABOUR GAZETTE*, February, 1941, p. 181, and April, 1942, p. 482.)

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement, the amendment of twelve agreements and the correction of three, all of which are noted below. A request for the extension of a new agreement for the lithographing industry throughout the province was published in the *Quebec Official Gazette* of March 6; requests for the amendment of the agreements for building trades at Hull and barbers and hairdressers at St. Hyacinthe were published in the March 6 issue and for the building materials industry throughout the province, in the issue of March 13.

In addition, Orders in Council were published in the *Quebec Official Gazette* during March, approving or amending the constitution and by-laws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection by certain other joint committees.

Manufacturing: Fur and Leather Products

LEATHER TANNING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated March 15, and gazetted March 20, amends the previous Order in Council for this industry (L.G., March, 1940, p. 282; Feb., 1941, p. 183; Aug., p. 1008, Oct., p. 1313; March, 1942, p. 353, Sept., p. 1097, Dec., p. 1490) by adding "Le Syndicat catholique des Travailleurs du Cuir et de la Chaussure, inc." (The Catholic Union of Leather and Shoe Workers) of Plessisville as a party to the agreement.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' HAT AND CAP INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council dated March 18, and gazetted March 20, amends the previous Orders in Council for this industry (L.G., April, 1940, p. 389; Oct., 1941, p. 1314) by the addition to the wage schedule of hand finishers at \$13 per week and general hands at \$11 per week.

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

A correction to the previous Orders in Council (L.G., Oct., 1940, p. 1075, Nov., p. 1202; March, 1942, p. 353; March, 1943, p. 340) corrected an error made in the French version only of the clause providing for the 48 hour week in the industry.

An Order in Council, dated March 5, and gazetted March 13, extends the term of the agreement to April 1, 1944.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (CORRUGATED PAPER) MANUFACTURING, PROVINCE OF QUEBEC

A correction was gazetted March 27, to this agreement (L.G., April, 1942, p. 483, Sept., p. 1097; January, 1943, p. 88) which does not affect the summaries as published in the LABOUR GAZETTE.

Manufacturing: Printing and Publishing

LITHOGRAPHING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated March 2, and gazetted March 6 extends the term of this agreement (L.G., Dec., 1940, p. 1310; May, 1942, p. 631; Feb., 1943, p. 219) to April 17, 1943.

PRINTING TRADES, QUEBEC CITY AND DISTRICT

An Order in Council, dated March 20, and gazetted March 27, extends the term of this agreement (L.G., April, 1940, p. 388; Feb., 1941, p. 183) to June 1, 1943.

PRINTING TRADES, MONTREAL AND DISTRICT

An Order in Council, dated March 18, and gazetted March 27, extends the term of this agreement (L.G., Jan. 1943, p. 88, and previous issues as noted therein) to June 30, 1943.

Construction: Buildings and Structures

BUILDING TRADES, MONTREAL

A correction to the agreement for these trades (L.G., Nov., 1942, p. 1348, December, p. 1490) which was published in the *Quebec Official Gazette* March 13 does not affect the summaries as published in the LABOUR GAZETTE.

BUILDING TRADES, ST. JEROME

An Order in Council, dated March 5, and gazetted March 13, amends the previous Order in Council (L.G., Feb., p. 220 and previous issues as noted therein) by the addition of several contractors to the parties to the agreement.

Transportation and Public Utilities: Water Transportation

FREIGHT HANDLERS (LONGSHOREMEN) (INLAND AND COASTAL NAVIGATION), MONTREAL

An Order in Council, dated March 18, and gazetted March 27, makes obligatory the terms of a new agreement between certain Great Lakes and coastal steamship companies and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. This agreement which applies to freight handlers engaged in the loading or unloading of the vessels of the company in the harbour of Montreal, is effective from March 27, 1943 to March 1, 1944, and thereafter from year to year subject to notice.

Minimum hourly wage rates are 50 cents for day work and 52 cents for night work, with a cost of living bonus as provided by regulations of the federal government. Foremen to be paid 10 cents per hour extra. Time and one half for work during meal hours and until relieved and also for all work on Sundays and holidays.

Freight handlers operating piling machines or traders to be paid 5 cents per hour extra; freight handlers handling sugar at refineries one cent per hour extra; water boys 36 cents per hour.

Trade

RETAIL STORES, QUEBEC

An Order in Council dated March 15, and gazetted March 20, amends the previous Orders in Council for these workers (L.G., Dec., 1942, p. 1490, and previous issues as there noted) but does not affect the summaries as there given.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, THREE RIVERS

An Order in Council, dated March 20, and gazetted March 27, amends the previous Orders in Council (L.G., March, 1942, p. 353, Sept., p. 1098) but does not affect the summary as given in the LABOUR GAZETTE.

BARBERS AND HAIRDRESSERS, SHERBROOKE

An Order in Council, dated March 15, and gazetted March 20, amends the previous Orders in Council (L.G., Oct., 1941, p. 1315; Oct., 1942, p. 234) by changing the hours during which barber shops may be open from 71 per week to 56 per week.

BARBERS AND HAIRDRESSERS, ST. HYACINTHE

An Order in Council dated March 5, and gazetted March 13, amends the previous Orders in Council for these trades (L.G., Nov., 1941, p. 1426; Sept., 1942, p. 1098) by a change which does not affect the summaries as given in the LABOUR GAZETTE.

HAIRDRESSERS, MONTREAL

An Order in Council, dated March 5, and gazetted March 13, amends the previous Orders in Council (L.G., Oct., 1941, p. 1315, Dec., p. 1573; July, 1942, p. 857) by making certain changes in the apprenticeship regulations including provision for the trying of an examination after three years' apprenticeship for a certificate as journeyman.

Accidents in Ontario

In the first quarter of 1943, there were 32,683 accidents reported by firms under the Workmen's Compensation Board of Ontario. The figures include Crown cases. Among these accidents were 107 fatalities.

The awards by the Board for compensation and medical aid in the same three months totalled \$2,791,507.14, of which \$500,572.17 was for medical aid alone.

On the basis of these figures it is estimated that the Workmen's Compensation Board handled, on the average, 430 reports each working day, for the first three months of 1943.

In March, the accidents reported were 11,934, including 40 fatalities. Awards made in March were \$943,253.10, including \$176,147.03 for medical aid.

War Emergency Training

Review of Program During March and During Fiscal Year 1943

ON March 31, the end of the Dominion fiscal year. War Emergency Training completed its third year of operation. The enrolment during the year was the greatest of any year as is shown by the pictorial chart on the front cover of this issue of the *LABOUR GAZETTE*.

On March 31, 1942, the number enrolled at that date in classes was, Armed Services, 7,920, Industrial, 7,197 (including 5,148 in full-time pre-employment classes). On March 31, 1943, the total enrolment was, Armed Services 10,497, Industrial 9,375 (of whom 3,299 were in full-time pre-employment classes).

During the year there was developed greater variety in the types of training, both for the Services and for Industry. In the R.C.A.F. classes there was a greater expansion in all types of training, and one new trade category, wireless mechanics, was added during the year. An interesting development was the holding of a class in aircraft recognition at the Rockcliffe Station in Ottawa for a group of instructors from the Pre-Aircrew Schools. For the Navy classes the development of the training of engine-room artificers and motor fitters has been found most successful. A new feature, made at the request of the Army, was provision of training for boys of seventeen years of age who were being enlisted. These are selected, for the most part, from boys with some high school education and the period of training, including academic subjects as well as practical shop work, will last approximately a year. After a preliminary course of three months, the trainees will be assigned to one of the following trades: electricians, instrument mechanics, fitters, motor mechanics, clerks, draughtsmen.

In the industrial classes the month showed a still further decrease in the number enrolled in full-time pre-employment classes, and it is believed that the peak enrolment in this type of training has been passed and that as time goes on there will be a still further reduction. During the month members of a special class for women, (laboratory technicians), finished their training at the University of Western Ontario after a six months course, and were all placed. Additional classes are being started this month.

The biggest development of the year has been in the sphere of training employees already in industry. Eighty-one plant schools were approved during the year and there was a large increase in the number of employees taking part-time classes although this latter number dropped substantially during the month of March. The training for foremen and supervisors continues to be well received by industry and, judging by reports, is giving satisfactory results. The use of a selected group of Vocational School teachers as instructors, as announced in the January issue of the *LABOUR GAZETTE*, has been most successful and enabled many small companies in Ontario and Quebec to participate in the plan. It is expected other groups of selected Vocational School teachers will be given additional training for this work during the Easter vacation.

Training for Discharged Members of the Forces

Arrangements have been completed with the Department of Pensions and National Health by which War Emergency Training will provide the vocational training for all discharged members of the Forces except for special categories of severe disabilities. Training may be given in any one of the following ways, whichever is the most suitable: regular classes of the technical schools, regular classes of the War Emergency Training, special rehabilitation classes, classes in approved private trade or commercial schools and in industry. The number of discharged persons given training, up to the present, has been comparatively small totalling 1,196, during the fiscal year. It is expected that there will be a substantial increase during the coming year.

By Order-in-Council P.C. 2039, March 15, 1943, the War Emergency Training agreements entered into between the Dominion Government and the Provincial Governments, have been brought under the authority of the Vocational Training Co-ordination Act commencing April 1, 1943. As these agreements were entered into several months prior to the passing of this Act, it was not possible to include them for the present year, but it was considered advisable that all forms of training should be co-ordinated for the future under the one legislative enactment.

WAR EMERGENCY TRAINING PROGRAM
TABLE I—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF MARCH, 1943 WITH TOTALS FROM APRIL 1, 1942 TO MARCH 31, 1943.—*Continued*

PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES												
NUMBERS IN TRAINING					(2) Placed in Employment		Enlisted		Completed Training but not Reported Placed		Left before Training Completed	
	From April 1/42 to Mar. 31/43	At First of March	Enrolled in March	At end of March	From April 1/42 to Mar. 31/43	In March	From April 1/42 to Mar. 31/43	In March	From April 1/42 to Mar. 31/43	In March	From April 1/42 to Mar. 31/43	In March
ONTARIO												
Pre-Employment Classes (men.....	9,734	1,007	365	844	7,294	462	127	5	43	14	1,472	58
Part-time Classes (1) (women.....	10,530	568	527	633	8,923	387	5		100	25	1,193	63
Rehabilitation Classes—men.....	2,035	596	24	339	143	20			3	1	21	1
Total.....	29,140	4,524	1,258	3,913	16,360	869	132	5	146	40	2,686	122
MANITOBA												
Pre-Employment Classes (men.....	853	131	55	104	527	53	4		123	20	93	8
Part-time Classes (1) (men.....	54	40	1	41	29		2		9		14	
Rehabilitation Classes—men.....	187	37	12	28	100	13	4		11	2	38	6
Total.....	1,138	208	68	173	655	66	10		143	22	145	14
SASKATCHEWAN												
Pre-Employment Classes (men.....	455	31	18	39	330	7	14	1	18		55	2
Part-time Classes (1) (women.....	937	68	94	86	706	72	13		43	3	89	6
Rehabilitation Classes—men.....	74	38	6	61	98	9	2		6	1	11	2
Total.....	1,615	137	179	218	1,134	88	29	1	67	4	155	10
ALBERTA												
Pre-Employment Classes (men.....	710	57	11	43	444	10	37		74	9	161	6
Part-time Classes (1) (women.....	620	125	26	73	424	70	10		18		140	8
Rehabilitation Classes—men.....	179	46	10	33	88	16	3		6	4	48	3
Total.....	1,587	279	73	202	956	96	50		98	13	349	17
BRITISH COLUMBIA												
Pre-Employment Classes (men.....	1,165	57	56	78	911	26	4		26		104	5
Part-time Classes (1) (women.....	2,620	111	104	137	1,957	67	6		4		351	11
Rehabilitation Classes—men.....	5,279	1,167	128	853	71	11	1	1	7	1	22	2
Total.....	9,496	1,466	300	1,177	2,939	104	11	1	37	1	477	18

(1) Trainees in the part-time classes consist largely of Employed Persons who are being given training at the request of Employers in War Production who wish to up-grade their employees

(2) Includes those graduates who, though actually placed prior to March 1, 1943, were not so reported until after March 1, 1943.

(3) The numbers shown as completed but not reported placed in the province of Quebec (5) includes all unplaced trainees who have completed their courses since the commencement of the War Emergency Program in that province.

TABLE 2.—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES
DURING THE MONTH OF MARCH, 1943, WITH TOTALS FROM APRIL 1, 1942, TO
MARCH 31, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/42 to Mar. 31/43	At First of Mar.	Enrolled in Mar.	At End of Mar.	From April 1/42 to Mar. 31/43	In March
DOMINION SUMMARY						
R.C.A.F. Classes.....	25,329	7,114	1,846	6,942	16,811	1,903
Army Classes.....	13,470	2,667	998	2,582	9,582	959
Navy Classes.....	3,961	924	390	973	2,864	336
Totals.....	42,760	10,705	3,234	10,497	29,257	3,198
NOVA SCOTIA						
R.C.A.F. Classes.....	351	73	20	118	252	22
Army Classes.....	848	168	24	162	609	19
Navy Classes.....	6	6		6		
Totals.....	1,205	247	44	236	861	41
NEW BRUNSWICK						
R.C.A.F. Classes.....	1,164	301	120	302	643	97
Army Classes.....	1,119	195	63	184	902	74
Navy Classes.....	2		1	1	1	
Totals.....	2,285	496	184	487	1,546	171
QUEBEC						
R.C.A.F. Classes.....	3,014	754	241	677	2,090	301
Army Classes.....	2,011	473	118	414	1,498	171
Navy Classes.....	200	31	63	88	82	4
Totals.....	5,225	1,258	422	1,179	3,670	476
ONTARIO						
R.C.A.F. Classes.....	8,929	2,566	617	2,566	5,974	581
Army Classes.....	3,997	821	353	870	2,658	254
Navy Classes.....	3,312	621	313	709	2,545	224
Totals.....	16,238	4,008	1,283	4,145	11,177	1,059
MANITOBA						
R.C.A.F. Classes.....	2,453	760	237	781	1,579	206
Army Classes.....	717	134	55	138	564	51
Totals.....	3,170	894	292	919	2,143	257
SASKATCHEWAN						
R.C.A.F. Classes.....	3,392	920	245	917	2,316	245
Army Classes.....	991	197	36	106	885	127
Totals.....	4,383	1,117	281	1,023	3,201	372
ALBERTA						
R.C.A.F. Classes.....	2,904	852	178	791	1,879	229
Army Classes.....	1,200	250	140	285	783	103
Navy Classes.....	344	187	6	80	221	104
Totals.....	4,448	1,289	324	1,165	2,883	436
BRITISH COLUMBIA						
R.C.A.F. Classes.....	3,122	888	188	840	2,078	222
Army Classes.....	2,587	429	209	423	1,683	160
Navy Classes.....	97	79	7	80	15	4
Totals.....	5,806	1,396	404	1,343	3,776	386

TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF MARCH, 1943, WITH TOTALS FROM APRIL 1, 1942, TO MARCH 31, 1943 (Subject to revision)

NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED												
NUMBERS IN TRAINING					Completed Training		Transferred to Production before Training finished		Enlisted		Quit or Released from Company before Training finished	
From April 1/42 to Mar. 31/43	At first of March	Enrolled in March	At End of March	From April 1/42 to Mar. 31/43	In March	From April 1/42 to Mar. 31/43	In March	From April 1/42 to Mar. 31/43	In March	From April 1/42 to Mar. 31/43	In March	
DOMINION SUMMARY												
Plant Schools.....	5,483	684	522	613	3,506	364	469	117	87	6	808	106
Part-time Classes.....	5,203	677	611	721	3,416	347	373	110	4	.....	687	110
.....	3,235	528	214	568	2,460	153	3	1	11	2	264	18
.....	744	47	157	197	556	5	.....	.....	.....	.....	19	2
Total.....	14,665	1,935	1,504	2,099	9,938	869	845	228	102	8	1,778	236
NOVA SCOTIA												
Plant Schools.....	91	62	.....	39	16	16	.....	.....	4	1	32	6
Part-time Classes.....	13	5	.....	4	.....	.....	.....	.....	.....	.....	9	1
.....	208	.....	.....	.....	170	.....	.....	.....	8	.....	28	.....
Total.....	312	67	.....	43	186	16	.....	.....	12	1	69	7
NEW BRUNSWICK												
Plant Schools.....	148	24	.....	23	112	.....	9	.....	.....	.....	4	1
Total.....	148	24	.....	23	112	.....	9	.....	.....	.....	4	1
QUEBEC												
Plant Schools.....	574	80	170	41	200	39	182	100	2	.....	145	70
Part-time Classes.....	682	102	32	52	488	14	92	37	.....	.....	50	31
.....	199	16	.....	16	102	.....	.....	.....	1	.....	86	2
.....	30	18	.....	16	2	.....	.....	.....	.....	.....	12	.....
Total.....	1,485	216	202	125	792	53	274	137	3	.....	293	103
ONTARIO												
Plant Schools.....	4,532	506	331	497	3,064	303	264	5	81	5	623	27
Part-time Classes.....	3,872	498	398	554	2,754	293	121	1	4	.....	437	48
.....	2,305	425	205	472	1,738	139	2	.....	1	1	92	18
.....	681	29	155	179	501	5	.....	.....	.....	.....	1	.....
Total.....	11,390	1,458	1,089	1,702	8,057	740	387	6	86	6	1,153	93
MANITOBA												
Plant Schools.....	15	6	9	7	6	6	.....	.....	.....	.....	2	2
.....	629	72	181	111	167	40	160	72	.....	.....	191	30
Total.....	644	78	190	118	173	46	160	72	.....	.....	193	32
BRITISH COLUMBIA												
Plant Schools.....	123	6	12	6	108	.....	14	12	.....	.....	2	.....
Part-time Classes.....	7	.....	.....	.....	7	.....	.....	.....	.....	.....	.....	.....
.....	423	87	9	80	450	14	1	1	1	1	58	.....
.....	33	2	2	2	53	.....	.....	.....	.....	.....	6	.....
Total.....	686	93	23	88	618	14	15	13	1	1	66	.....

TABLE 4.—TRAINING IN SCHOOLS—AGE AND SEX CLASSIFICATION OF NEW TRAINEES IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1942, TO MARCH 31, 1943
(Subject to Revision)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals		Grand Totals New Trainees
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Nova Scotia.....	58	32	156	31	122	9	22	1	7		365	73	438
New Brunswick.....	139	41	82	62	46	8	27		5	1	299	112	411
Quebec.....	3,199	292	1,177	446	771	188	402	62	78	2	5,627	950	6,617
Ontario.....	3,602	3,286	1,258	3,724	1,220	1,607	842	707	600	127	7,822	9,451	17,273
Manitoba.....	394	6	145	27	106	18	61	3	24		730	54	784
Saskatchewan.....	119	357	173	470	81	70	44	27	31	1	448	925	1,373
Alberta.....	63	109	115	392	94	65	55	7	43	1	370	574	944
British Columbia.....	231	847	203	1,350	208	211	174	7	91		907	2,415	3,322
Totals.....	8,105	4,970	3,309	6,502	2,648	2,176	1,627	814	879	132	16,568	14,554	31,162

Britain's Training Scheme for the Building Industry

THE British Government in co-operation with representatives of the building industry has drafted a twofold plan to ensure an adequate supply of trained craftsmen for the building industry which is expected to play an important part in the post-war reconstruction program. Short-term courses are planned to train the 70,000 workers a year which the Central Council of Works and Buildings estimates will be required immediately after the war, and a scheme to regulate the recruitment and training of apprentices has been drawn up to meet the long-term requirements of the industry.

In addition, the Government is proposing that employment in the industry be regularized and casual employment eliminated as far as possible. In the White Paper outlining the scheme it states "The Government would favour the adoption by the building industry of measures for a guaranteed period of employment" but it is of the opinion that the nature and scope of any guaranteed payment in the industry should be determined by the negotiating machinery in the industry. The Government also announced that it was prepared to consider favourably the continuance, at least during the immediate post-war period, of the wartime controls which require building and civil engineering contractors to observe the terms and conditions of employment fixed for the industry by agreement or arbitration.

The Government plans to set up a Building Industry Advisory Panel under the Minister of Labour to consider and advise on labour questions arising out of the post-war building program. A Special Training Committee under it would determine such technical details as the number to be admitted to training, methods of selection, curriculum, standards of proficiency, etc. Local advisory committees would be attached to employment exchanges to assist in the selection of appli-

cants, subject to the approval of the Minister, to make arrangements for their entry into the industry and to advise on methods of training.

Training will be offered by the Ministry of Labour in collaboration with the Ministry of Works and the Education Department either in Government training centres or technical schools or similar establishments. If large forces have to be kept abroad after the war, training may also be offered outside the country. The Central Council of Works and Buildings has recommended that men with experience in the building industry be demobilized early and that 3,500 places be provided in technical schools to train men for supervisory and managerial posts.

Apprenticeship in the Building Industry

As regards apprenticeship, the government proposes to appoint an Apprenticeship and Training Council for the Building Industry to conduct a survey of existing apprenticeship schemes and make recommendations concerning the recruitment, education and training of young persons for both craft and managerial positions in the industry. The Council will consist of representatives of labour and industry, other interested groups and the Government departments concerned. Its functions will include drawing up minimum standards for approved apprenticeship schemes and encouraging employers to adopt them, maintaining a register of apprentices in training under approved schemes, issuing certificates on completion of the training and giving publicity to the opportunities for employment in the building trades. It may also concern itself with the development of pre-employment technical education and continued vocational training in school during apprenticeship. The Council will be presided over by an independent chairman and will be appointed and financed by the Ministry of Works.

Activities of the Unemployment Insurance Commission

Open Meetings of Local Employment Committees Recommended—Unemployment Insurance Book Renewal—Insurance Registration—Claims for Benefit.

AS a means of acquainting the general public with the workings of employment control in Canada, it has been recommended that open meetings be held by Local Employment Committees throughout the country. Local Committees act in an advisory capacity to managers of local employment and selective service offices. Their members are representative of employers, employees, women's organizations, veterans, the retail trade, etc.

Such open meetings have proven successful in certain cities where they have been tried. They give an opportunity to the Local Office to explain the operation of selective service directly to those persons who are primarily interested in its working. Through the medium of these open meetings, where demonstrations are given and questions answered, much better relations are frequently established between the Local Office and business generally. Also, problems which may be irritating to the public are brought forward and frequently solved.

The importance of open meetings was discussed at a meeting of the National Employment Committee held in Ottawa on Monday, April 12, when it was decided to urge upon Local Committees the desirability of holding such meetings.

The National Committee is a central body, with general supervision over Regional and Local Employment Committees. It is an advisory body to the Unemployment Insurance Commission and to the Director of National Selective Service on employment and selective service matters.

There are five Regional Committees, corresponding with the five regions into which Canada has been divided for insurance and employment service administrative purposes: the Maritimes, Quebec, Ontario, the Prairies and British Columbia. Regional Committees assist Regional Superintendents in respect to problems arising in their areas.

There are now forty-three Local Committees in Canada, advisory to managers of Local Offices.

The membership of all Committees, National, Regional and Local, represents various segments of the public, including manufacturers, trade unions, veterans, and others. The

National Employment Committee meets once a month, while meetings of Regional and Local Committees are held at intervals of a month or less.

During the illness of Mr. Tom Moore, Chairman of the National Employment Committee and President of the Trades and Labour Congress of Canada, Commissioner R. J. Tallon, of the Unemployment Insurance Commission, is Acting Chairman of the National Committee. Mr. Tallon presided at the meeting on April 12, and members present were: Mr. A. R. Mosher, Ottawa, President of the Canadian Congress of Labour; Mr. E. R. Complin, Montreal, Manager of Industrial Relations, Canadian Industries Limited; Mr. George S. Hougham, Toronto, Dominion Secretary, Retail Merchants Association of Canada; Mrs. Florence F. Martel, Montreal, representative of women, and Mr. Carl Berg, Edmonton, President of the Alberta Federation of Labour.

Progress was reported at the meeting in obtaining agricultural representation on all Committees.

The increasing importance of the farm labour situation is emphasized in minutes of many of the Local Employment Committees, as well as the Regional Employment Committees, copies of which, in summarized form, were before the meeting of the National Committee.

Attached to the minutes of the Prairie Regional Employment Committee, which were before the National meeting, was a report respecting the distribution of available farm machinery. This report pointed out that in view of the scarcity of threshing machines and the shortage of manpower in Western Canada, planning would be necessary to avoid a loss in production. It suggested that farmers with machinery should make it available to farmers in districts without necessary machinery. Arrangements might be made whereby the owner would supervise the use of his machinery, and that he be guaranteed that his own spring operations would be taken care of should he be absent from his farm with his machinery.

The Committee will hold its next meeting on May 10.

Unemployment Insurance Book Renewal

Commencing March 31, approximately two and three-quarter million unemployment insurance books now in the hands of employers and insured persons across Canada are to be recalled and replaced by new books.

On or about February 22, firms having ten or more insurable employees received a Circular Letter outlining instructions for the renewal of insurance books in their possession, together with a form to be filled out and returned by March 1 to the nearest Employment and Selective Service Office, showing the name and insurance number of all insurable employees whom it was anticipated would be in their service at March 31. Additional details were required if the employee was discharged from the Armed Forces since July 1, 1941 or if his insurance number ended in "four".

The information was used to write up 1943-44 insurance books in advance. These books were then filed pending the return of old insurance books on March 31, thus saving valuable time in transcribing essential information.

On or about March 15, all employers with less than ten employees received a letter covering instructions for renewal of insurance books currently held on behalf of their employees. With this letter was included a report form similar to that sent to the larger employers already mentioned for completion and return.

Commencing March 31, all insurance books in circulation at that date will be returned to Local Employment and Selective Service Offices for renewal. These will then be exchanged on a strictly book for book basis. Where a person is not in employment on March 31, a new book will be issued upon personal presentation of the old insurance book at a Local Office.

Insurance Registration

Reports from Local Offices of the Unemployment Insurance Commission showed that at April 1, 1943, 167,529 employers establish-

ments and 3,862,876 persons were registered. Of the persons registered, 3,033,373 were insurable and 829,503 were uninsurable.

The insurable group consisted of insurable employees of registered firms and unemployed persons whose last employment was insurable. The other group of persons registered included employees of registered firms not coming within the coverage of the Act, and partners and proprietors of these firms. Also forming a part of this group were persons unemployed at date of registration whose last employment was uninsurable and women between the ages of twenty and twenty-four not engaged in insurable employment at the time of the recent registration.

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from February 1, 1942, to February 28, 1943, was \$548,620.19. In this period 33,021 claims were received for adjudication at the nine offices of the Commission of which 24,911 claims were allowed, 6,575 claims were not allowed, with 1,535 claims pending.

An analysis of the 6,575 claims not allowed by insurance officers reveals the following reasons for non-allowance: 2,288 claims under Section 28 (i) in which 2,287 claimants had insufficient contributions and 1 was not in insurable employment; 207 claims under Section 28 (ii) in which 130 applications were not made in the prescribed manner, and 77 of the claimants were not unemployed; 130 claims under Section 28 (ii) in which 84 claimants were not capable of work and 46 were not available for work; 145 claims under Section 43 (a) for loss of work due to labour dispute; 51 claims under Section 43 (b) (i) for refusal of an offer of work; 43 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 3,652 claims under Section 43 (c) in which 696 were discharged due to their own misconduct, and 2,956 were disqualified for voluntarily leaving without just cause; 6

PROGRESS OF REGISTRATION AT APRIL 1, 1943

Region	Employers' Establishments Registered	Insured Persons Registered	Other Persons Registered	Total Persons Registered
MARITIMES.....	12,655	241,645	76,297	317,942
QUEBEC.....	46,515	933,525	229,242	1,162,767
Ontario.....	61,929	1,193,772	279,394	1,473,166
Prairies.....	32,571	409,894	173,839	583,733
PACIFIC.....	13,859	254,537	70,731	325,268
Total for Canada.....	167,529	3,033,373	829,503	3,862,876

NOTE.—These totals may be subject to inter-office adjustment.

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD FEBRUARY 1, 1942, TO
FEBRUARY 28, 1943

Insurance Offices	Claims received at Local Offices	Claims received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton.....	5,515	5,184	4,457	541	186
Montreal.....	12,767	11,633	7,956	3,071	606
Toronto.....	5,513	5,024	3,545	1,393	86
London.....	1,057	869	709	134	26
North Bay.....	861	825	710	110	5
Winnipeg.....	4,214	3,756	2,931	633	192
Saskatoon.....	1,577	1,439	1,181	205	53
Edmonton.....	2,293	2,021	1,730	241	50
Vancouver.....	2,576	2,270	1,692	247	331
TOTAL.....	36,373	33,021	24,911	6,575	1,535

under Section 43 (d) for being under 16 years of age; 2 under Section 43 (e) for being inmates of prisons, etc.; 50 under Section 43 (f) for being in class "O" contributions.

and 56 were withdrawn. The Courts of Referees disallowed 376 claims and allowed 199.

Appeals to Umpire

Appeals and References

During the period from February 1, 1942, to February 28, 1943, there were 543 references and 43 appeals made by claimants to Courts of Referees. In addition there were 118 references by insurance officers to Courts of Referees. Of the 704 references and appeals, 575 were heard, 73 have not yet been heard,

Six claimants have sought permission from the Chairman of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii). Four requests to appeal were refused and 1 was granted. In addition, one other appeal was made by a claimant or association on behalf of the claimant. Of the two appeals reaching the Umpire, 1 has been heard and disallowed and the other has not yet been heard.

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD FEBRUARY 1, 1942, TO
FEBRUARY 28, 1943

Districts	REQUESTS FROM CLAIMANTS		References by Insurance Officers	Total References and Appeals	Not yet Heard	Withdrawn	Heard	COURT'S DECISION	
	References	Appeals						Allowed	Disallowed
Moncton.....	2	4	3	9	1	1	7	3	4
Montreal.....	234	17	103	354	41	11	302	142	160
Toronto.....	140	14	3	157	17	24	116	27	89
London.....	13	.....	5	18	.....	7	11	4	7
North Bay.....	12	.....	.....	12	.....	1	11	2	9
Winnipeg.....	86	2	2	90	7	7	76	13	63
Saskatoon.....	13	3	.....	16	.....	.....	16	1	15
Edmonton.....	12	3	2	17	5	2	10	5	5
Vancouver.....	31	.....	.....	31	2	3	26	2	24
TOTAL.....	543	43	118	704	73	56	575	199	376

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY MONTHS ENDED FEBRUARY 28TH, 1943

REVENUE										EXPENDITURE		
Month	CONTRIBUTIONS (Gross, less refunds)						Interest	Monthly Total Revenue	BENEFITS		Balance	
	Stamps	Meter	Bulk	Misc.	Total er and ee	Government			Monthly Total	Cumulative Total		
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Total from July to December 31, 1941.....	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	177,720 00	28,481,885 85			28,481,885 85	
1942												
January.....	2,448,375 99	960,430 45	744,351 03	34 20	4,153,191 67	830,638 33		4,983,830 00			33,465,715 85	
February.....	2,190,122 75	864,815 20	779,327 55	70 05	3,834,335 65	766,867 13	55,980 00	4,637,182 78	983 09	983 09	38,121,915 54	
March.....	2,838,891 10	1,143,449 39	878,355 74	580 62	4,861,276 85	972,255 37	41,810 00	5,875,342 22	26,769 83	27,752 92	43,970,487 93	
April.....	2,447,695 56	1,095,909 00	933,515 18	2,126 96	4,479,247 30	895,849 46	135,980 00	5,511,076 76	41,554 26	69,307 18	49,440,010 43	
May.....	2,242,987 49	1,026,031 54	965,957 74	2,938 54	4,237,915 31	847,583 06	15,350 00	5,100,848 37	52,190 56	121,497 74	54,488,668 24	
June.....	2,405,184 25	1,098,489 24	993,631 89	7,462 61	4,504,767 99	900,953 60	161,220 00	5,566,941 59	39,524 81	161,022 55	60,016,085 02	
July.....	2,550,545 70	1,143,940 78	1,074,712 97	7,536 33	4,776,735 78	955,347 16		5,732,082 94	35,529 00	196,551 55	65,712,638 96	
August.....	2,519,547 02	1,110,106 43	1,122,596 87	13,239 61	4,765,489 93	953,097 99	71,145 00	5,789,732 92	39,248 98	235,800 53	71,463,122 90	
September.....	2,529,125 52	1,139,598 19	1,109,175 15	10,968 83	4,798,867 69	959,773 54	205,210 00	5,963,851 23	26,374 25	262,174 78	77,400,589 88	
October.....	2,699,692 10	1,210,507 74	1,166,549 91	22,354 98	5,099,104 73	1,019,820 94	315,887 50	6,434,813 17	25,308 67	287,483 45	83,810,104 38	
November.....	2,465,948 30	1,172,119 93	1,205,032 96	16,573 38	4,859,674 57	971,924 92	79,650 00	5,911,259 49	25,993 35	313,476 80	89,695,370 52	
December.....	2,413,222 58	1,100,040 94	1,186,416 41	26,821 25	4,726,501 18	945,300 24	337,564 89	5,999,366 31	36,170 14	349,655 94	95,658,557 69	
Total for 1942.....	29,761,338 36	13,065,439 53	12,159,623 40	110,707 36	55,097,108 65	11,019,421 74	1,409,797 39	67,526,327 78	349,655 94	349,655 94	95,658,557 69	
1943												
January.....	2,459,279 23	1,174,517 53	1,237,776 61	11,738 33	4,893,311 70	976,662 34	22,778 38	5,892,752 43	69,851 82	419,507 76	101,471,458 29	
February.....	2,328,566 08	1,087,403 58	1,134,346 80	15,631 20	4,565,947 66	913,189 53	12,369 32	5,491,506 51	129,113 43	548,620 19	106,833,852 37	
GRAND TOTAL.....	49,507,358 89	19,567,723 98	18,919,938 06	138,121 06	88,133,172 89	17,626,634 58	1,622,665 09	107,382,472 56	548,620 19	548,620 19	106,833,852 37	

The Interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to February 28th.

Employment and Unemployment

Summary

IN the Employment and Unemployment section of the *LABOUR GAZETTE*, information regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of February, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

This month's article shows a further slackening in employment at the beginning of February, 1943, repeating the downward movement indicated in four of the last five years. The 13,470 establishments furnishing information to the Dominion Bureau of Statistics reported a personnel of 1,815,975. As compared with their staff of 1,840,501 at January 1, there was a reduction of 24,526 employees, or 1.3 per cent. The crude index number of employment (based on the 1926 average as 100), declined from 183.7 in the last report, to 181.2 at the date under review. This compared with 165.4 at February 1, 1942. At the outbreak of war, the index stood at 119.6.

The same employers also submit each month information regarding payrolls, which is incorporated in this article.

The per capita average wage in the Canadian industries submitting returns rose from \$27.91 a week in the last report to \$29.93 at February 1, 1943. The figure for February, 1942, had been \$27.65.

Employment conditions at the end of March as reported by Employment and Selective Service Offices.—Reports from the Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situation at the end of March. These reports describe employment conditions in the Mari-

times, Quebec, Ontario, the Prairie Provinces, and British Columbia.

Applications for employment, vacancies, and placements, February.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from Employment and Selective Service Offices during the four week period January 29th to February 25th, showed a slight decline in the average daily placements in employment when a comparison was made with those of the preceding four week period, but a substantial gain from those of the month of February last year. The most marked changes under the first comparison were losses in construction, services and logging which were partly offset by a substantial increase in manufacturing. Under the second comparison all industrial groups made gains, the largest being in manufacturing with moderate increases in services, construction and trade. The marked increase over last year was due to National Selective Service Regulations under which employers seeking workers, and persons desiring employment, must notify Employment and Selective Service Offices. Vacancies during the four weeks numbered 205,605. There were 195,830 applications for employment and 136,842 placements were effected in regular and casual employment.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of March 1943, the percentage of unemployment among trade union members stood at 1.5, thus remaining unchanged from the preceding month. The percentage of unemployed members in March, a year ago, was 4.0. The March 1943 percentage was based on returns compiled from 2,245 labour organizations with a total membership of 403,475 persons.

It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the numbers of unorganized workers who were without employment during the period reviewed.

Unemployment Insurance Registration.—

The registration figures of the Unemployment Insurance Commission provide further data in regard to the employment situation in Canada.

During the 1942 registration conducted by the Commission, employers with insured persons in their employ registered their insured and non-insured employees. This nation-wide manpower inventory covered a large portion of Canadian wage-earners, but it did not for the most part include employees engaged in

employment in agriculture, horticulture, forestry, logging, lumbering, hunting and trapping and a number of other excepted occupations.

The number of persons registered during the period April 1, 1942, to April 1, 1943, was 3,862,876. However, the total of persons registered during this period is greater than the number of persons in registered employment at any one date. For instance, some of the registered persons may subsequently have joined the armed forces, or left their registered employment for other reasons.

Nevertheless, taking into consideration the occupations not covered in the registration, it may be assumed that the figure represents at least a minimum approximation of the number of persons employed in Canada.

The Employment Situation at the Beginning of February, 1943, as Reported by Employers

THERE was a further slackening in industrial activity at the beginning of February, repeating the downward movement indicated in four of the last five years; previous to 1938, however, employment had usually, though not invariably, shown recovery at February 1 from the year-end recession, so that, on the average, there has been a small advance between January 1 and February 1 in the period, 1921-1942. The Dominion Bureau of Statistics tabulated data from 13,470 employers, whose staffs aggregated 1,815,975, as compared with 1,840,501 at January 1. Reflecting this reduction of 24,526 persons, or 1.3 per cent, the index number of employment (1926=100), declined from 183.7 at January 1, to 181.2 at the date under review, when it was 9.6 per cent higher than the February 1, 1942, figure of 165.4. Since the contraction was contra-seasonal according to the experience of the period, 1929-37, used in calculating the factors of seasonal variation, the seasonally-adjusted index also showed a loss, falling from its previous maximum of 190.9 at January 1, to 188.2 at the beginning of February.

With the resumption of normal operations, interrupted in many establishments over the holiday season, the payrolls disbursed at the date under review showed an important gain, rising from \$51,386,339 at January 1, to \$54,346,903 paid on or about February 1 for services rendered in the week preceding. This was a gain of 5.8 per cent. The per capita average, which had declined from \$30.06 at December 1 to \$27.92 at January 1, rose to \$29.93 at the latest date, when it was affected to some extent by industrial disputes, and also by unfavourable weather. It was nevertheless

decidedly higher than the February 1, 1942, average of \$27.65. In the 12 months since then, the index of aggregate payrolls has increased 17.7 per cent, accompanying the gain of 9.6 per cent in the index of employment.

Considerable improvement was indicated in manufacturing at the beginning of February, resulting in the establishment of a new all-time maximum index. The largest advances were in iron and steel plants; there were also important gains in leather, textile and non-ferrous metal factories, together with smaller increases in a number of other industries. On the other hand, the food, tobacco, lumber and chemical industries released employees. In some cases, the changes were seasonal in character.

The non-manufacturing divisions, on the whole, were seasonally quieter at the date under review. There were moderate losses in employment in mining, communications and services, together with larger declines in logging, transportation, construction and trade; in the last-named, over 21,000 persons were laid off by the co-operating establishments, following the intense activity over the holiday season reflected in the data for January 1. The shrinkage in trade was unusually pronounced.

Payrolls

The salaries and wages distributed at February 1 by the co-operating employers totalled \$54,346,903, exceeding by \$2,960,564, or 5.8 per cent, the weekly payroll of \$51,386,339 disbursed on or about January 1. As already indicated, the rise was seasonal. The weekly per capita average earnings advanced from \$27.91 at January 1, to \$29.93 at the first of

February, as compared with \$27.65 at February 1, 1942.

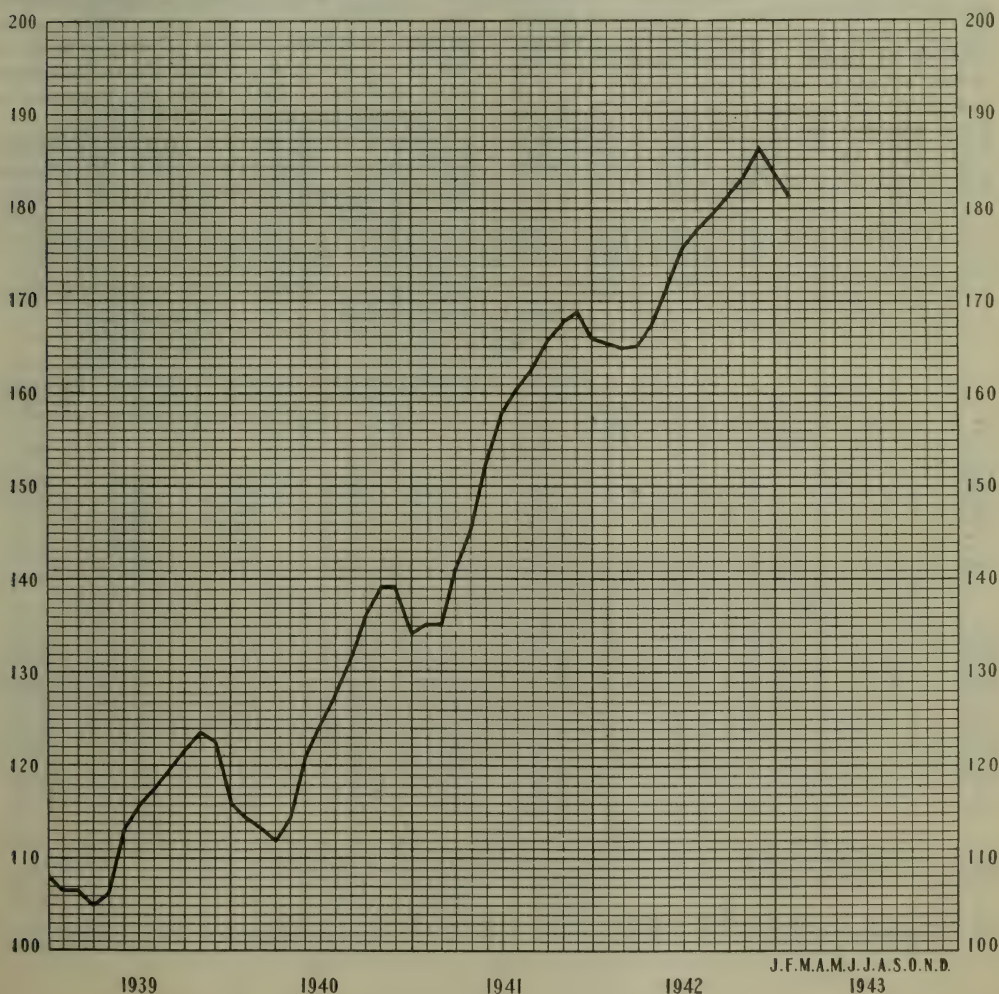
The latest survey shows that, when the statistics for financial institutions are included, the number of persons in recorded employment was 1,879,112, as compared with 1,904,166 at January 1. The sums received as weekly payrolls by these persons amounted to \$56,317,268, while those employed at January 1 were paid \$53,340,274 for services rendered in the last week in December. The per capita average for the nine main industries, including finance, was \$29.97, as compared with \$28.01 at the beginning of January, and \$27.73 at February 1, 1942. These averages were slightly higher than those given in the preceding paragraph for the eight leading industries, for

which records of employment are available for a lengthy period, so that they are used in the general comparisons of this report.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, there has been a general increase of 18.5 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these persons are higher by 39½ per cent. Including finance, the gain in employment from June 1, 1941, to February 1, 1943,

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



amounted to 17.9 per cent, and that in payrolls, to 38.4 per cent.

Between February 1, 1942, and February 1, 1943, there was an increase in employment in the eight industries, amounting to 9.6 per cent, accompanied by that of 17.7 per cent in the weekly payrolls. The explanation previously given for the much greater rise in the latter than in employment may again be stated:— (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the extension of the system of paying a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been increased on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been granted. In spite of these main factors reacting favourably upon the earnings of the typical wage-earner, the average weekly pay envelope, as a result of the continued dilution of labour and other reasons, has not shown advances commensurate with those in the index of aggregate payrolls. Thus, the latter has risen by 39.5 per cent from June 1, 1941, while the index of per capita earnings has increased by 18.5 per cent.

Mainly as a result of wartime conditions, the expansion in employment and payrolls in manufacturing in the period of observation has been much greater than that in the non-manufacturing industries; where the index of employment in the former has risen by 32.2 per cent from June 1, 1941, that of payrolls has advanced by 57.4 per cent. The weekly earnings of the typical individual engaged in factory work have increased by 19.7 per cent, while the all-industries' average has risen by 18.5 per cent. The factors given above as influencing the all-industries' trends operate with greater force in the case of manufacturing.

Even more noteworthy than the expansion in the number of workers and the payrolls in manufacturing as a whole in recent months, is that which has taken place in plants producing durable goods, in which the index of employment has risen by 50.1 per cent, and that of payrolls by 79.4 per cent from June 1, 1941, to February 1, 1943. Despite considerable curtailment in the non-durable goods division, the index number of employment in this group was 16.6 per cent above that indicated at June 1, 1941, while the increases in the payrolls amounted to 34.9 per cent.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100. TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
—			\$			\$
1941						
June 1	100.0	100.0	25.25	100.0	100.0	25.57
July 1	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1	105.0	105.9	25.69	105.2	107.3	26.06
Sept. 1	105.4	109.8	26.04	108.0	110.8	26.22
Oct. 1	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1	110.4	119.5	27.32	112.1	123.4	28.15
1942						
Jan. 1	108.4	112.3	26.13	111.4	114.6	26.32
Feb. 1	108.2	118.5	27.65	113.8	126.3	28.39
Mar. 1	108.0	119.4	27.92	116.5	130.2	28.58
April 1	108.0	121.6	28.41	118.7	134.3	28.94
May 1	109.5	124.0	28.59	120.4	137.3	29.19
June 1	112.3	125.5	28.20	122.6	137.6	28.73
July 1	114.9	129.7	28.49	124.7	142.0	29.16
Aug. 1	116.3	131.8	28.62	126.4	143.5	29.08
Sept. 1	117.3	135.5	29.29	128.3	148.9	29.72
Oct. 1	116.6	138.0	29.51	129.9	152.8	30.15
Nov. 1	119.9	140.8	29.81	130.1	155.6	30.70
Dec. 1	122.0	144.3	30.06	132.0	160.1	31.17
1943						
Jan. 1	120.1	131.9*	27.92*	130.7	142.9	28.11*
Feb. 1	118.5	139.5	29.93	132.2	157.4	30.62

* Revised.

that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages.

Employment and Payrolls by Industries

Manufacturing.—Employment in manufacturing resumed its upward movement at the beginning of February, when the gain rather

exceeded the decline indicated at January 1. The rise was, however, on a smaller scale than at February 1 in either 1942 or 1941, and was also below-average according to the experience of earlier years of the record. In being of less-than-normal proportions, the increase at the date under review was like the year-end contraction from which it was recovery.

The 7,540 establishments furnishing data at the beginning of February reported a combined working force of 1,157,459 men and women, an increase of 12,879, or 1.1 per cent, over their staffs at January 1. The index, at 222.1, was slightly above the previous all-time

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at February 1, 1943, by the Co-operating Establishments and Aggregate Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at February 1, 1943, January 1, 1943, and February 1, 1942, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees Reported at Feb. 1, 1943	Aggregate Weekly Payrolls at Feb. 1, 1943	Per Capita Weekly Earnings at		INDEX NUMBERS OF					
					Employment			Aggregate Weekly Payrolls		
			Feb. 1 1943	Feb. 1 1942	Feb. 1 1943	Jan. 1 1943	Feb. 1 1942	Feb. 1 1943	Jan. 1 1943	Feb. 1 1942
(a) PROVINCES			\$							
Maritime Provinces	125,374	3,314,999	26.44	24.17	109.8	118.3	117.3	134.5	135.7	134.5
Prince Edward Island	2,104	47,765	22.70	20.16	104.6	104.6	107.5	108.1	110.6	102.0
Nova Scotia	74,383	2,028,067	27.27	24.58	109.7	115.8	120.5	134.2	134.6	136.7
New Brunswick	48,887	1,239,167	25.35	23.68	111.3	123.1	113.7	136.2	128.8	132.5
Quebec	581,706	16,452,693	28.28	25.49	126.3	126.3	112.3	152.5	140.8	122.7
Ontario	757,522	23,893,558	31.53	29.36	115.3	115.8	107.0	134.9	123.5	117.3
Prairie Provinces	182,420	5,430,575	29.77	28.42	105.0	109.7	98.8	120.1	122.5	108.2
Manitoba	87,058	2,576,003	29.59	28.37	106.4	110.3	98.9	119.3	120.0	106.6
Saskatchewan	33,747	973,184	28.84	27.40	95.6	103.4	86.3	110.7	116.4	95.2
Alberta	61,615	1,881,388	30.53	29.00	108.9	112.5	106.5	126.7	129.7	118.1
British Columbia	168,653	5,255,078	31.16	29.62	134.5	137.4	104.2	151.8	156.9*	113.8
CANADA	1,815,975	54,346,903	29.93	27.65	118.5	120.1	108.2	139.5	131.9*	118.3
(b) CITIES										
Montreal	277,245	8,259,023	29.79	26.72	129.3	127.9	110.0	155.3	139.6	119.5
Quebec City	37,022	928,705	25.09	22.36	157.8	152.5	119.2	193.7	165.0	128.7
Toronto	248,567	7,823,423	31.47	29.01	126.1	126.7	111.5	149.2	134.7	122.5
Ottawa	21,463	570,283	26.57	24.66	108.0	109.5	113.4	125.2	115.6	122.9
Hamilton	63,140	2,041,318	32.33	30.77	119.4	119.0	111.9	140.5	129.1	125.6
Windsor	42,864	1,802,863	42.06	39.57	137.2	136.1	109.4	152.0	130.5*	114.4
Winnipeg	55,615	1,552,319	27.91	26.75	109.2	114.6	103.6	120.6	121.2	110.1
Vancouver	85,650	2,556,112	29.88	28.79	169.2	170.8	119.5	196.2	197.9	133.4
(c) INDUSTRIES										
Manufacturing	1,157,459	35,439,995	30.62	28.39	132.2	120.7	113.8	157.4	142.9	126.0
Durable Goods ¹	635,698	21,186,960	33.33	31.27	150.1	147.4	117.3	179.4	161.8	133.3
Non-Durable Goods	504,561	13,624,542	27.00	25.01	117.2	116.2	108.4	134.9	123.4	119.7
Electric Light and Power	17,200	628,493	36.54	34.37	90.1	91.1	93.3	102.1	98.9*	99.6
Logging	69,970	1,435,378	20.51	17.54	147.7	158.4	168.8	161.1	179.7	158.5
Mining	75,505	2,703,614	35.81	36.13	91.1	91.6	99.8	104.4	96.8	116.4
Communications	27,528	795,736	28.91	27.55	106.1	106.2	103.1	113.1	115.6*	104.8
Transportation	133,164	4,816,053	36.17	34.50	106.4	108.7	99.0	121.4	123.9	107.9
Construction and Maintenance	158,586	4,574,521	28.85	24.82	90.1	94.7	84.7	114.2	111.6	95.0
Services	40,042	730,882	18.25	16.87	105.1	105.6	97.7	120.2	119.4	103.3
Trade	153,721	3,850,694	25.05	23.60	95.2	108.4	100.0	105.0	113.9	104.2
Eight Leading Industries	1,815,975	54,346,903	29.93	27.65	118.5	120.1	108.2	139.5	131.9*	118.3
Finance	63,137	1,970,365	31.21	29.79	105.3	106.2	100.2	114.1	113.2	108.2
Total—Nine Leading Industries	1,879,112	56,317,268	29.97	27.73	117.9	119.5	99.8	138.4	131.2	117.9

* Revised.

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

maximum of 221.7 at December 1, 1942, and was 16.2 per cent higher than the February 1, 1942, figure of 191.2. The latest increase was not equal to that usually indicated at the beginning of February, however, so that there was a decline in the seasonally-adjusted index, which fell from 234.3 at January 1, to 230.5 at the date under review.

There was a substantial increase at February 1 in the payroll disbursements which aggregated \$35,439,995, as compared with \$32,176,629 at January 1; this increase of 10.1 per cent was due in the main to the resumption of normal operations, following the year-end holidays. The per capita average, which had declined from \$31.17 at December 1, to \$28.11¹ at January 1, rose to \$30.62 at February 1. The latest figure was affected to some extent by industrial disputes. It was, however, considerably higher than the average of \$28.39 paid at February 1, 1942. In the intervening 12 months, the index of aggregate payrolls has risen by 24.6 per cent, while that of employment, as already stated, was 16.2 per cent higher.

¹ Revised.

The greater growth in the wages distributed by the co-operating establishments in the twelve months has been dealt with briefly in an earlier paragraph.

Further important expansion was shown at February 1 in iron and steel plants, which reported the addition of almost 9,800 persons to their working forces. Within this division, there were especially large increases in ship-building, aircraft and other vehicle and fire-arm plants. Considerable gains were also indicated in textile, leather, non-ferrous metal, miscellaneous manufactured product and electrical apparatus and supply works. On the other hand, food, lumber, tobacco and chemical factories released employees; in some cases, the losses were seasonal in character.

In recent monthly reports on employment and payrolls, it has been pointed out that, largely due to wartime developments, the employment afforded by an increasingly large number of factories turning out consumers' goods has declined from the unprecedentedly high levels established before the shortage of labour became acute; where

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Feb. 1, 1927.....	96.6	98.3				95.3	98.3	96.4				90.8
Feb. 1, 1928.....	102.0	97.0				101.6	104.9	103.2				93.5
Feb. 1, 1929.....	110.5	104.6				105.9	117.0	113.1				96.4
Feb. 1, 1930.....	111.6	112.1				108.2	117.1	109.8				99.9
Feb. 1, 1931.....	100.7	110.6				98.8	101.7	101.0				93.8
Feb. 1, 1932.....	89.7	99.9				85.9	92.7	91.3				77.5
Feb. 1, 1933.....	77.0	76.5				75.7	78.9	80.4				68.0
Feb. 1, 1934.....	91.4	101.3				88.5	95.3	84.7				84.1
Feb. 1, 1935.....	94.6	100.1				89.5	100.2	89.2				89.6
Feb. 1, 1936.....	98.4	102.2				95.2	102.4	93.7				94.1
Feb. 1, 1937.....	104.1	107.5				106.7	108.4	91.4				91.3
Feb. 1, 1938.....	110.4	112.3	76.0	116.4	109.6	114.5	116.2	91.7	91.1	89.0	94.4	96.4
Feb. 1, 1939.....	106.5	100.5	79.2	107.8	92.9	113.0	109.2	93.9	89.2	96.0	99.9	96.2
Feb. 1, 1940.....	114.4	118.4	85.1	124.9	112.5	116.0	120.2	100.8	96.2	98.0	103.6	100.0
Feb. 1, 1941.....	135.2	135.2	130.6	142.7	126.3	139.4	143.4	112.2	107.7	108.4	121.7	118.0
Feb. 1, 1942.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.5
Mar. 1.....	165.1	159.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
April 1.....	165.2	155.6	92.0	175.0	135.3	176.8	174.8	127.2	125.5	112.9	139.4	149.6
May 1.....	167.4	156.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.9	158.8
June 1.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	131.6	150.9	167.9
July 1.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	137.5	156.0	175.3
Aug. 1.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	138.8	154.0	179.4
Sept. 1.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	134.3	146.9	183.6
Oct. 1.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	135.6	146.6	187.2
Nov. 1.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	136.2	149.9	187.4
Dec. 1.....	186.5	195.1	108.6	220.4	166.6	202.2	188.2	141.9	139.1	132.7		
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1.....	181.2	167.4	108.3	184.2	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Relative weight of Employment by Provinces and Economic Areas as at Feb. 1, 1943	100.0	6.9	0.1	4.1	2.7	32.0	41.7	10.1	4.8	1.9	3.4	9.3

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

11 manufacturing industries or groups at July 1, 1942, had reported a slackening as compared with a year earlier, 18 divisions at February 1 showed a reduction from the same date in 1942. Notable among these were the vegetable food, boot and shoe, lumber, pulp and paper and rubber classes, and several branches of textiles; in these groups, how-

ever, employment was still in greater volume than in the period prior to the outbreak of hostilities. The recent falling-off in many of these divisions merits more attention for the reason that, in a great many cases, they are engaged in manufacturing commodities or parts directly required in the war effort. On the other hand, employment in an im-

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	¹ Relative Weight	Feb. 1 1943	Jan. 1 1943	Feb. 1 1942
Manufacturing	63.7	222.1	219.6	191.2
Animal products—edible	1.9	172.9	178.5	162.5
Fur and products	0.2	124.4	121.7	112.7
Leather and products	1.6	142.5	137.5	141.0
Boots and shoes	1.0	127.5	123.5	132.6
Lumber and products	3.2	107.5	108.3	107.4
Rough and dressed lumber	1.8	88.7	90.2	93.9
Furniture	0.5	107.8	108.0	114.7
Other lumber products	0.9	178.0	176.6	151.0
Musical instruments	0.1	45.7	43.4	85.4
Plant products—edible	2.4	137.6	140.4	143.5
Pulp and paper products	4.3	125.8	126.0	133.0
Pulp and paper	1.9	113.6	114.5	121.8
Paper products	0.8	185.0	184.8	189.7
Printing and publishing	1.6	121.3	120.5	128.2
Rubber products	0.9	127.9	128.2	131.9
Textile products	7.9	165.3	161.6	165.6
Thread, yarn and cloth	2.8	170.8	170.4	176.1
Cotton yarn and cloth	1.4	125.0	125.1	129.3
Woolen yarn and cloth	0.7	197.5	196.9	201.4
Artificial silk and silk goods	0.6	558.8	553.7	577.3
Hosiery and knit goods	1.2	138.8	134.3	145.6
Garments and personal furnishings	2.9	170.7	164.3	164.5
Other textile products	1.0	174.6	171.5	170.2
Tobacco	0.8	174.8	173.2	185.0
Beverages	0.7	223.8	235.1	218.7
Chemical and allied products	5.3	760.6	764.3	589.5*
Clay, glass and stone products	0.8	133.7	134.7	129.4
Electric light and power	0.9	135.1	136.5	139.8
Electrical apparatus	2.2	284.0	281.1	236.8
Iron and steel products	25.3	338.3	331.1	251.0*
Crude, rolled and forged products	1.8	255.0	258.8	242.2
Machinery (other than vehicles)	1.5	256.5	255.7	246.8
Agricultural implements	0.6	132.8	129.8	113.1
Land vehicles	9.6	277.5	272.4	218.0
Automobiles and parts	2.6	317.7	310.1	266.9
Steel shipbuilding and repairing	3.7	1,497.2	1,430.2	646.8
Heating appliances	0.3	162.4	160.3	158.6
Iron and steel fabrication (n.e.s.)	1.2	329.2	329.1	270.6
Foundry and machine shop products	1.0	332.0	321.2	270.4
Other iron and steel products	5.6	480.0	465.9	330.0*
Non-ferrous metal products	3.4	404.7	395.1	317.5
Non-metallic mineral products	0.9	202.5	198.8	189.5
Miscellaneous	0.9	392.6	380.8	277.6
Logging	3.9	233.8	250.8	267.2
Mining	4.2	161.4	162.4	176.8
Coal	1.4	93.5	93.6	101.0
Metallic ores	2.2	317.7	319.2	356.4
Non-metallic minerals (except coal)	0.6	149.0	152.1	153.4
Communications	1.5	103.1	103.2	100.2
Telegraphs	0.4	129.6	128.6	117.3
Telephones	1.1	95.8	96.3	95.5
Transportation	7.3	105.5	107.8	98.2
Steel railways and cartage	2.2	164.0	162.7	144.9
Steam railways	4.3	97.4	97.6	90.5
Shipping and stevedoring	0.8	69.4	84.4	75.3
Construction and maintenance	8.7	125.7	132.1	118.1
Building	4.3	180.5	190.9	145.2
Highway	2.1	98.1	117.5	131.9
Railway	2.3	95.8	85.9	78.3
Services	2.2	179.7	180.5	167.0
Hotels and restaurants	1.4	174.2	174.7	161.4
Personal (chiefly laundries)	0.8	189.3	190.6	176.9
Trade	8.5	149.3	169.9	156.8
Retail	6.5	156.9	185.1	165.2
Wholesale	2.0	129.3	129.6	134.4
All industries	100.0	181.2	183.7	165.4

¹The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

*Revised.

portant number of industries has reached new all-time highs in recent months; especially noteworthy among those in this category are the chemical, beverage and the various metal-using industries.

Based on the weekly salaries and wages disbursed by the reporting employers at June 1, 1941, as 100, the index number of payrolls at February 1, 1943, was 157.4, as compared with 142.9 at the beginning of January, and 126.3 at February 1, 1942. There was thus an increase of 24.6 per cent in the reported payrolls during the 12 months, accompanying that of 16.2 per cent in the index number of employment. An explanation has been given earlier in this report for the disparity in the rates of increase in employment and payrolls; the upgrading of employees as they acquire experience is a factor of particular and increasing importance in the manufacturing industries, tending to counteract the effect of the large-scale dilution of labour resulting from the existing stringency. Another factor exercising unusual influence in the case of manufacturing is the changing industrial distribution of the wage-earners in recorded employment. The effect of this is clearly shown by a comparison of the figures for the durable and the non-durable goods groups. Thus, the payroll index in the former at February 1, was 34.5 per cent higher than at February 1, 1942, while that in the non-durable goods division was 12.7 per cent higher; over the same period, the index of employment in the durable goods has risen by 28 per cent, while that in the non-durable classes has gained by only 4.7 per cent.

Since the institution of the payroll statistics early in 1941, there have been especially pronounced increases in the salaries and wages paid in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and beverage industries. The gains in these industries have been accompanied by important though relatively smaller advances in employment. In practically every case, and notably in the industries just mentioned, the per capita averages in the various branches of manufacturing were considerably higher at February 1, 1943, than at the same date of 1942.

Many factors contribute to the differences found in these averages. Prominent among these is the sex distribution of workers in the various industries, a factor which is associated with that of age, the women workers in general, tending to belong in the younger age groups, where earnings normally are less than among more experienced em-

ployees. The presence or absence of overtime work also affects substantially the per capita average earnings.

Logging.—Repeating the movement indicated at February 1 in four of the last five years, employment in logging showed a falling-off at February 1; part of the reported loss of 4,731 workers was due to unfavourable weather. The 490 co-operating employers stated that they had a personnel of 69,970 persons at the date under review. The index of employment, at 233.8, was lower than at February 1 in 1941 or 1942, and also than in 1938 and 1937, but was otherwise the highest for that date in the record. As compared with 267.2 at February 1, 1942, there was a decline of 12½ per cent in the index of employment; this, however, was accompanied by a gain of 1.6 per cent in the index of payrolls over the 12 months. The salaries and wages reported at the latest date amounted to \$1,435,378, as compared with \$1,601,656 in the preceding report.

The per capita average earnings declined from \$21.44¹ at January 1, 1942, to \$20.51 at the date under review; this falling-off was partly caused by unfavourable weather conditions, which reduced the working time. The February 1, 1942, average had been \$17.54. It must be noted that the figures of aggregate and per capita earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings.

Mining.—The trend of employment was downward in the mining metallic ores and coal, and also in the extraction of other non-metallic minerals. Data were tabulated from 436 operators, with a combined working force of 75,505 persons, as compared with 75,928 at January 1. The index in the mining group declined from 162.4 in the preceding report, to 161.4 at the beginning of February, when it was 8.7 per cent lower than that of 176.8 at February 1, 1942. The index of payrolls was lower by 10.3 per cent over the 12 months. The payrolls distributed at the date under review aggregated \$2,703,644, as compared with \$2,505,198 in the preceding period of observation. Resumption of work over the holidays was chiefly responsible for the higher earnings. The per capita figure rose from \$32.99 at January 1 to \$35.81 at February 1, but was lower than that of \$36.13 at February 1, 1942.

Communications.—There was a slight slackening in employment in communications at February 1, when a staff of 27,528

¹ Revised.

was reported by the co-operating employers, whose employees at January 1 had numbered 27,575. The loss was smaller than usual for the season. The salaries and wages paid at the date under review aggregated \$795,736, as compared with \$813,866 in the preceding report. The per capita average declined from \$29.51 at January 1, to \$28.91 at the first of February, as compared with \$27.55 at February 1, 1942. The index of employment at the date under review stood at 103.1, slightly higher than that of 100.2 at the beginning of February of last year. The gain in the payroll index in the 12 months was 7.9 per cent.

Transportation.—A further contraction in employment was recorded in transportation at February 1, according to data furnished by 579 employers with 133,164 persons on their staffs, 2,915 fewer than in their last report. The loss approximated the decline ordinarily indicated at the time of year. Moderate improvement was noted in the local transportation group; steam railway operation was rather quieter, while there was a considerable reduction in shipping and stevedoring. The index, at 105.5, was several points higher than that of 98.2 at February 1, 1942.

The reported transportation employees were paid the sum of \$4,816,053 at the date under review for services rendered in the week preceding. At January 1, the reported payrolls had totalled \$4,912,517; the per capita average was then \$36.10, slightly lower than that of \$36.17 at February 1. At the same date in 1942, the average had been \$34.50. The latest index of payrolls was 12½ per cent higher than that at the beginning of February of last winter.

Construction and Maintenance.—There were important losses in building and highway construction at the date under review, but work on railway maintenance considerably increased, largely as a result of seasonal conditions. The 1,534 contractors from whom data were received had a working force of 158,586 persons, as compared with 166,648 at January 1. The weekly salaries and wages paid by these employers aggregated \$4,574,521, as compared with \$4,471,771 in the last report. The per capita average rose from \$26.83 at January 1, to \$28.85 at the beginning of February, as compared with \$24.82 at the same date in 1942. Standing at 125.7 at February 1, the index of employment was 6.4 per cent higher than that of 118.1 indicated at the same date of 1942. The gain in the payroll index in this comparison was 20.2 per cent.

Services.—A slight falling-off was indicated in employment in hotels and restaurants and laundries and dry-cleaning establishments; 612 of these released 108 workers, bringing their staffs to 40,042 at the beginning of February. The decline was seasonal, but was of less-than-average proportions. The persons in recorded employment were paid the sum of \$730,882 in weekly payrolls, as compared with \$726,623 at January 1. In the period from February 1, 1942, there has been a rise of 7.6 per cent in employment, accompanying that of 16.4 per cent in the index of payrolls. The per capita averages were \$18.10 at January 1 and \$18.25 at February 1, 1943, as compared with \$16.87 at February 1, 1942. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 61 per cent of the total reported in the service division as a whole at the beginning of February.

Trade.—Unusually pronounced curtailment in employment was noted in trade at the date under review, following the extremely large gains depicted in the preceding report. Data were compiled from 2,218 merchandising establishments with a staff of 153,721 persons, 21,119 fewer than at the beginning of January. The salaries and wages distributed by these firms amounted to \$3,850,694, as compared with \$4,178,079 at January 1. The loss in the payrolls was proportionately less than that in the number of employees, so that the per capita average considerably increased, rising from \$23.90 in the last report, to \$25.05 at the date under review, as compared with \$23.60 in the same period of last year.

The latest index number of employment in trade was 149.3; this was 4.8 per cent lower than the February 1, 1942, figure of 156.8. The index of payrolls, however, was fractionally higher at the date under review.

Financial Institutions.—The 753 co-operating financial institutions had a personnel of 63,137, as against 63,665 at January 1. The salaries and wages reported amounted to \$1,970,365, as compared with \$1,953,935 paid by the same establishments on or about January 1. The per capita weekly average was \$31.21, as compared with \$30.69 in the last report, and \$29.79 at February 1, 1942. The index of employment in financial institutions stood at 122.3, as compared with 121.5 at February 1, 1942, since when the index number of payrolls has risen by 5.5 per cent.

Employment Conditions at the End of March as Reported by Employment and Selective Service Offices

THE following abstract of regional summaries of reports from Local Employment and Selective Service Offices of the Unemployment Insurance Commission indicate that employment conditions across Canada at the end of March were as follows:

Maritime Region

Meetings of Provincial Committees were being held at a number of centres to formulate plans for overcoming the prospective shortage of farm labour. In some areas, increasing numbers of farm workers who had been employed in logging and mining during the winter months were returning to agricultural employment. These men were, for the most part, employed in cutting wood for fuel. Some farmers and farm workers were indicating their preference for continued employment in war industries. Land operations, it was expected, would commence late in April or early in May. In the meantime, the farm labour problem was not acute.

Fishing operations were being actively carried on in some areas. Good catches of herring, cod and haddock were exported. On the north shore of Prince Edward Island fishermen were repairing their fishing gear and traps preparatory to the opening of the lobster season. A shortage of labour for fish processing plants was proving a handicap. However, prices paid for fish were good and there appeared to be no serious shortage of fishermen. Efforts were being made to discourage the inclination of some fishermen, in one or two of the smaller centres, to sell their fishing gear with a view to obtaining employment in industrial plants.

Winter operations in the woods were nearing completion throughout the Region. Preparations were underway for the annual river drive and more sawmills were commencing to operate. River-drivers and sawmill workers were in demand as well as a comparatively few men for logging operations and for cutting cordwood. Many timber operators were planning to continue cutting throughout the summer.

Adverse factors affecting mining in Cape Breton were an acute shortage of miners and the reported prevalence of absenteeism among coal miners. Limestone quarrying and manganese mines, while active, suffered from a lack of sufficient workers. Iron mines were working at capacity, but gypsum mines were inactive.

Industrial activity was fairly general throughout the Region. About the only note-

worthy exceptions were the fruit dehydration plants which were closing at the end of March and a large wood-working establishment which was closed to permit of the installation of new machinery, preparatory to undertaking a new type of wartime work. Pulp and paper mills were handicapped by a lack of sufficient water. Textiles were working steadily with a normal supply of workers. All steel mills were working at capacity, some of the larger ones showing a substantial increase in production over the corresponding period of 1942. Several fertilizer plants had commenced operations. The need for almost all types of skilled tradesmen in the ship-building and aircraft industries was very urgent and could not be fully supplied in the Maritime Region. Steps were being taken to obtain them through clearance.

Although there were surpluses of carpenters in a few centres, the scarcity of construction workers, both skilled and unskilled was becoming more acute, as new building projects were getting underway. In some instances there was insufficient housing accommodation for workers and there were definite indications of an overall shortage of construction labour.

The securing of workers for hotels, restaurants and private homes was becoming more difficult. Many girls were being transferred to Ontario for work in munitions plants.

Quebec Region

Farm workers who had been employed in the woods and mines during the winter months were returning to farm work. This, and the fact that the spring season was late, tended to relieve the current demand for farm workers. However, many farmers were fearful that there would be a shortage of farm labour during the summer months and were showing reluctance to prepare for increased production while the labour supply problem remained obscure. The production of maple syrup and sugar had commenced in the southern portions of the province and a successful season was in prospect.

Except in the Quebec city area, where over 500 bushmen were needed, logging operations were slowing down throughout the province. Many bushmen were securing employment in sawmills or were standing by until river driving could get underway. It was expected that a number of large camps in the north-eastern portion of the Region will be operated throughout the summer.

Gold mining was being curtailed as farm workers, employed under winter permits, were returning to farms. Other underground miners were urging that they be given surface work during the summer months.

Manufacturing industries, including food, wood products, boots and shoes, rubber, leather, optical goods and hosiery were working at full capacity. Some of these plants were practically doubling their normal weekly output. In general, their labour requirements, especially for unskilled workers, were being met locally. Textile mills (cotton, woollens, silk and clothing lines) were all very active. In some instances shortages of materials were apparent as serious temporary layoffs were becoming necessary. However, skilled workers were in general demand. The Montreal clothing trades were suffering from labour shortages of considerable proportions. Wartime industries in the Montreal and Quebec City areas were experiencing difficulty in obtaining sufficient unskilled labour. About 800 women were required for the Quebec Arsenals. The shortage of workers in the aluminum industry was likely to be corrected by the employment of men released from power construction projects. Some difficulty was being encountered in supplying 500 potmen for a war industry near Montreal. Changes in war production were continuing and workers who had had to be laid off were being employed by other establishments. Radio tradesmen and machinists were especially in demand. The tramway strike caused a serious drop in the production of industrial plants as well as a two-day lay-off of over 500 wartime workers.

Except for several National Defence projects, building construction was confined largely to general repairs. No shortage of construction labour was reported.

Restaurants, hotels, institutions and private homes were in urgent need of workers, especially in two or three of the larger centres. The shortage was emphasized by the seasonal requirements of steamship lines and social clubs. Draughtsmen, bilingual stenographers, typists, bookkeepers and competent office clerks were in great demand.

Ontario Region

The shortage of farm labour was being felt increasingly throughout the older portions of Ontario. Great difficulty was being met with in obtaining share croppers for sugar-beet, tobacco and tomato farms, and some stock farmers were thinking seriously of disposing of portions of their herds, if more workers were not made available. Farm workers employed in industry under permit for the

winter months were commencing to return to farms, but not in sufficient numbers to make any notable impression. Many of these workers were applying for extensions of their permits so that they could remain in industrial employment for "reasons of health". Maple syrup making was in progress in some areas, but production was lighter than had been anticipated.

Winter logging operations were practically completed until the ice had moved out of the streams and river-driving could get underway. Several hundred men will be required for this work. Some timber operators were planning to keep their camps open throughout the summer, if sufficient loggers could be obtained.

Underground beginners were urgently needed for the miners in the Sudbury and Kirkland Lake areas. Mine operators in the Timmins gold area were willing to employ inexperienced workers who could provide satisfactory health certificates. Labourers were needed for chromium mining and smelting.

Industrial workers in many categories were in demand in most of the larger centres. Bakers and biscuit makers, tannery workers, shoe and glove makers were wanted. Skilled and unskilled men and women, as well as girls to train as wood-workers were required for aircraft production. Sawmill workers were being sought in a number of lumbering centres. Textile mills needed male and female help. In some cases there was an increase in the tendency to have women replace men, not only in light factory work, but in some branches of the heavier metal trades. Skilled artisans and labourers alike were in demand in the iron and steel industries. There were shortages of labour for shipbuilding and the manufacture of war weapons and munitions. A similar condition existed in the rubber industry. In a number of instances these shortages were being felt acutely. In general, industrial labour requirements appeared to be decided on the increase.

Although unfavourable weather conditions and shortage of materials were holding up construction work in a number of centres, there was considerable activity in building construction. Wartime Housing and National Defence projects especially were progressing rapidly. Other than these, little more than repair work was being undertaken. Relatively small temporary lay-offs occurred at a few points. There were therefore, occasional small surpluses of carpenters and other tradesmen. On the other hand, there were shortages of such labour from time to time at centres where building was active.

Both operating and maintenance-of-way men were in demand for work for the rail-

ways. At a few points men were wanted for repair shops and in one instance women were being employed for this work. The bus companies required drivers and auto mechanics and staffs were being assembled for the summer trade by the water transportation companies.

In several of the larger centres competent office workers were wanted, especially accountants, clerks and stenographers. The number available was generally quite inadequate.

Graduate nurses, as well as girls and women for cooks, waitresses and domestic service in institutions and private homes were in demand. In most instances the supply fell far short of the requirements.

Prairie Region

Farm labour shortages would no doubt be relieved somewhat by the return to the farm about the middle of April of workers who had been working under permit in other industries during the winter months. In addition, much was hoped for from the canvass being conducted by the "Win-the-War Committee" under the direction of the Department of Agriculture in Saskatchewan. It seemed probable that the unfinished threshing operations of 1942 would not be completed until the 1943 crop had been planted.

Fishermen in Northwestern Ontario were preparing for a busy season owing to the increasing demand for fish. Every available fisherman would be employed.

Logging operations were decreasing and many men were going back to farms. However, additional bushmen were wanted at a few points. Some timber operators were planning to continue cutting throughout the summer.

Experienced coal miners and labourers were urgently needed and special efforts were being made to provide them. Hard rock miners for gold and base metal mines were also wanted and could not be obtained in sufficient numbers. Labourers were required for work in the oil fields.

Skilled tradesmen were needed for wartime industries. Attempts to obtain them through clearance had been only partly successful. Many girls were being employed for factory work and for operating bakery machinery.

Construction work on airport and National Defence projects was being held up somewhat by shortages of materials. In spite of this, there was a fair demand for carpenters and builders' labourers. Requests for carpenters and labourers to work on the Alaska Highway were being deferred because of un-

favourable weather conditions in the Northwest Territories. Workers in these classes were being sought for transference to Eastern Canada and the Pacific coast.

Several more teachers were wanted in Saskatchewan. Experienced stenographers, bookkeepers, clerks, saleswomen and photographic workers were required. The demand for girls and women to work in cafés, restaurants and as domestics in institutions and in urban and rural homes was insistent and continuous.

Pacific Region

Agricultural labour requirements were increasing in the lower mainland area of British Columbia. On Vancouver Island and in the Okanagan district unfavourable weather was retarding farm operations considerably. In spite of that, there was insufficient farm help. Plans for the formation of a Provincial land army were proceeding rapidly.

Despite intensive efforts to obtain them, there was an acute shortage of loggers in the coastal areas, in the Airplane Spruce camps on the Queen Charlotte Islands and, to a lesser extent, in the Prince George district. At Prince George, some operators were commencing to close down because of the spring break-up. About 500 men will be required in this area when the camps re-open. Many operators in the southern interior were employing Japanese labour.

All mines in the Region needed both skilled and unskilled men. The shortage in both coal and base metal mines was on the increase. Absenteeism, especially on the night shifts in the coal mines, was proving a serious handicap. Inter-regional clearance was being considered as a possible means of solving the mine-labour problem.

Sawmill workers were needed in spite of reductions in the season's production of logs and unfavourable weather on the mainland. Skilled and unskilled tradesmen were urgently needed in the metals industries and several hundred men and women were required to assist in the manufacture of aircraft. Efforts were being made to have them transferred in from other Regions. Skilled, semi-skilled and unskilled workers were needed by the ship-building industry, in a few instances to replace men who were returning to farms.

There was an acute shortage of construction labourers for National Defence projects on Vancouver Island and in the northern interior. The efforts to obtain road construction labourers through clearance had met with only indifferent success. Wage-rate differentials, as well as the revocation of the seven-day notice rule were causing a serious labour

turnover. To some extent too, weather conditions were delaying the completion of road construction.

Experienced office help was in demand in a number of the larger centres, although a measure of progress was being made in meeting these requirements. Competent help for hotels, restaurants, camp kitchens and private

homes was scarce in all the larger communities.

The general labour situation throughout the Pacific Region was reported to be "definitely worse in all essential industries" and in most of the National Defence projects. Enlistments and calls for service in the Armed Forces were aggravating the situation.

Applications for Employment; Vacancies and Placements; February, 1943

THE volume of business transacted by the Employment and Selective Service Offices of the Unemployment Insurance Commission for the four-week period January 29, to February 25, as indicated by the average daily placements effected, showed a decline of 5.2 per cent in the average daily placements when compared with those of the preceding four week period, but an increase of 510.5 per cent over those of the month of February a year ago. Under the first comparison, except for a marked gain in manufacturing and slight inclines in trade and agriculture, all industrial divisions registered declines, the most noteworthy being in construction, services and logging. When compared with the month of February, 1942, all groups showed increases, the most pronounced being in manufacturing with fairly substantial gains in services, construction and trade.

The accompanying chart shows the trend of employment since January, 1941, as represented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications took upward courses. The ratio of vacancies to each 100 applications being 105.0 during the four weeks ending February 25, in contrast to 94.0 during the previous four week period and 61.5 during the month of February, 1942. The ratio of placements to each 100 applications during the period under review was 69.9 compared with 64.9 for the first four weeks of January, 1943, and 49.7 during February last year.

The average number of vacancies reported daily by employers to the offices throughout Canada during four weeks ending February 25, was 8,567, as compared with 8,701 during the previous four weeks ending January 28, and with 1,148 during February, 1942. The average number of applications for employment received daily by the offices during the period under review was 8,160, in comparison with

9,255 during the previous period and 1,879 in February last year. The average number of placements made daily by the offices during the period January 29, to February 25, was 5,702, of which 5,515 were in regular employment and 187 in work of one week's duration or less, as compared with a total daily average of 6,016 during the preceding four weeks. Placements during February a year ago averaged 934 daily, consisting of 615 in regular and 319 in casual employment.

During the period ending February 25, the Employment and Selective Service Offices referred 193,798 persons to vacancies and effected a total of 136,842 placements. Of these the placements in regular employment were 132,363, of which 88,444 were of men and 43,919 of women, while placements in casual work totalled 4,479. The number of vacancies reported by employers was 135,406 for men and 70,199 for women, a total of 205,605, while applications for work numbered 195,830 of which 128,211 were from men and 67,619 from women. Reports for the four weeks January 1, to 28, 1943, showed 200,122 positions available, 219,849 applications made and 138,351 placements effected, while in February, 1942, there were recorded 27,546 vacancies, 45,075 applications for work and 22,410 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year, from January, 1933, to date:—

Year	Placements		
	Regular	Casual	Totals
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943 (8 weeks).....	263,432	11,761	275,193

NOVA SCOTIA AND PRINCE EDWARD ISLAND

During the four weeks ending February 25, 1943, the daily average of positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island was 351, compared with 390 during the period ending January 28, and 136 in February, 1942. During the period under review, the average number of placements recorded daily was 247, in comparison with 263 in the preceding four weeks and 129 in February of last year. A fairly large increase in the manufacturing industries was mainly responsible for the gain in placements over February, 1942, although all other industrial groups

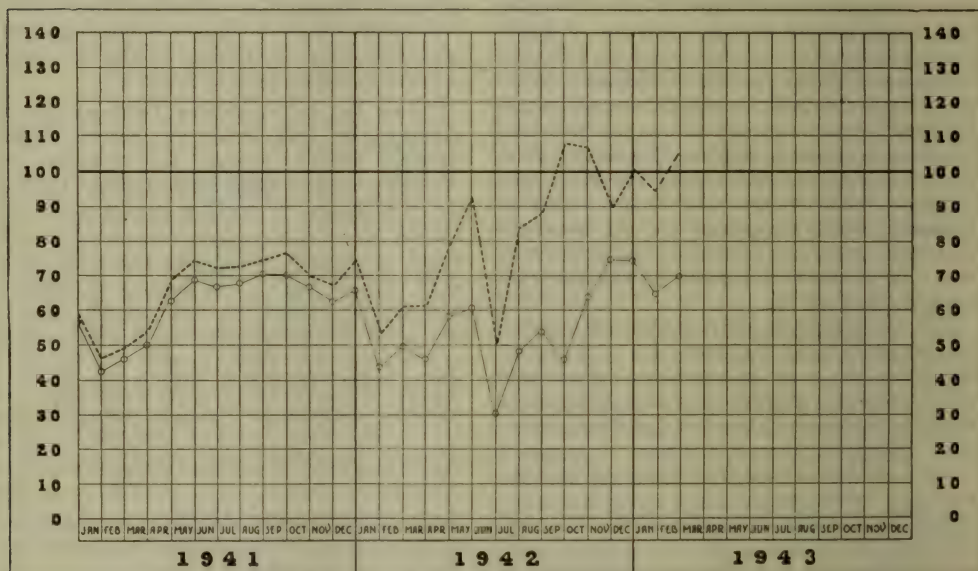
showed a small decrease when compared with the preceding four weeks, but an increase over February, 1942. The daily average being 210 during the period under review, 280 in the first four weeks in January, 1943, and 30 in February, 1942. The average number of placements effected daily was 172 during the four weeks under review, compared with 198 in the preceding four weeks and 26 during February of last year. Except for a nominal decline in fishing and hunting, all industrial groups indicated improvement over February of last year, the largest gain being in construction with somewhat smaller increases in manufacturing, services, logging, trade and transportation. Placements by industrial divisions included:

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED
APPLICATIONS FOR EMPLOYMENT

Applications———

Vacancies - - - - -

Placements—o—o—o—o—o—o



except services, showed improvement under this comparison, the most important of which were in construction, trade, transportation, mining and logging. Placements by industrial divisions during the four weeks ending February 25, were: manufacturing 1,837; construction 1,464; services 1,209; trade 482; transportation 338; logging 249 and mining 226. There were 4,296 men and 1,474 women placed in regular employment.

NEW BRUNSWICK

Employment opportunities, as indicated by orders received at Offices in New Brunswick during the period ending February 25,

construction 1,098; services 953; manufacturing 806; logging 472; trade 367 and transportation 222. Placements in regular employment numbered 3,004 of men and 932 of women.

QUEBEC

The demand for workers on a daily average as indicated by orders listed at Employment Offices in the Province of Quebec during the four weeks ending February 25 was 2,686, as compared with 2,717 during the preceding four weeks and with 162 in February of last year. An increase was reported in placements during the four weeks under review, the daily average being 1,473 compared with 1,327 in the pre-

ceding period and with 84 in February, 1942. A substantial increase in the manufacturing industries was mainly responsible for the gain in placements over February, 1942, although services, construction, trade, logging and transportation were considerably higher with smaller increases in mining and finance. Industries in which employment was found for the largest number of workers included: manufacturing 20,399; services 4,830; construction 3,617; trade 1,984; logging 1,916; transportation 1,583 and mining 530. During the four weeks ending February 25, there were 23,973 men and 10,889 women placed in regular employment.

ONTARIO

Orders received at Employment Offices in Ontario during the period ending February 25, called for an average of 3,320 workers daily compared with 3,303 in the preceding four weeks and with 471 during February, 1942. There was a daily average of 2,359 placements compared with 2,550 during the four weeks ending January 28, and 410 in February of last year. All industrial groups participated in the increase in placements over February of last year, the most outstanding being in the manufacturing industries, although services, trade, transportation, construction and logging recorded noteworthy advances. A more moderate improvement was shown in finance and mining. Industrial divisions in which the majority of placements were effected included: manufacturing 29,646; services 10,101; trade 5,075; construction 4,116; transportation 3,145; logging 2,644; finance 736; mining 693 and agriculture 263. Placements in regular employment numbered 35,416 of men and 19,762 of women.

MANITOBA

Orders listed at Employment Offices in Manitoba during the period ending February 25, called for a daily average of 380 workers compared with 352 during the first four weeks in January and with 98 in February of last year. Placements showed a higher average during the period under review, 326 daily in comparison with 275 in the preceding four weeks and with 82 during the corresponding month of last year. With the exception of a moderate decline in logging, all industrial groups showed improvement when comparing the four weeks under review with February, 1942, the most pronounced gains being in manufacturing and services while smaller increases were reported in trade, transportation and construction. Placements by industrial divisions included: manufacturing 2,317; services 1,885; trade 1,070; transportation 850; construction 685; logging 476; mining 210 and agriculture 171.

During the period ending February 25, there were 4,359 men and 2,846 women placed in regular employment.

SASKATCHEWAN

Positions offered through Employment Offices in Saskatchewan during the four weeks ending February 25, averaged 172 daily compared with 183 during the period ending January 28, and with 38 in February, 1942. The average number of placements effected daily was 143 during the four weeks under review, in comparison with 160 in the preceding period and 31 in February of last year. Except for a nominal decline in logging, all industrial groups showed gains over the corresponding month of last year, the most important of which were in services, trade, manufacturing and transportation. Industrial divisions in which most of the placements were effected included: services 1,408; trade 660; manufacturing 617; transportation 316 and construction 133. There were 1,659 men and 1,459 women placed in regular employment.

ALBERTA

There was an increase in the average number of positions available daily at Employment Offices in Alberta during the period ending February 25, there being 408 compared with 396 in the preceding four weeks and with 69 in the corresponding month of 1942. During the period under review the average number of placements registered daily was 305, in comparison with 332 during the first four weeks in January and 60 in February, 1942. Fairly large increases in services, construction and manufacturing and smaller gains in trade and transportation accounted for the improvement in placements over February of last year, while a moderate gain was recorded in mining. Industries in which employment was found for more than 100 workers included: services 1,980; construction 1,397; manufacturing 1,194; trade 972; transportation 810; logging 397; mining 276 and agriculture 173. Placements in regular employment numbered 4,544 of men and 2,312 of women.

BRITISH COLUMBIA

Opportunities for employment at Employment Offices in British Columbia during the four weeks ending February 25, numbered 1,039 daily compared with 1,081 in the preceding period and with 143 in February of last year. There was a daily average of 676 placements compared with 911 during the first four weeks in January, and 111 in February, 1942. Except for agriculture in which a minor

Continued on page 518

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JANUARY 29, TO FEBRUARY 25, 1943.

Offices	Vacancies		Applicants				Un- placed end of period
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		
					Regular	Casual	
Prince Edward Island	318	100	746	432	406		657
Charlottetown.....	181	75	471	200	185		503
Summerside.....	137	25	275	232	221		154
Nova Scotia	8,102	6,786	7,330	7,112	5,364	150	2,761
Amherst.....	413	232	239	228	228		123
Bridgewater.....	260	501	65	65	53		24
Digby.....	611	67	197	196	196		12
Halifax.....	3,840	3,571	2,986	3,272	2,432		1,085
Inverness.....	31	17	44	32	19	8	61
Kentville.....	212	434	138	108	68	5	89
Liverpool.....	29	257	139	16	15		41
New Glasgow.....	971	541	1,109	1,163	787	112	403
Springhill.....	143	0	182	143	143		4
Sydney.....	1,007	927	1,557	1,280	929	24	793
Truro.....	304	177	308	325	219		98
Yarmouth.....	281	62	366	284	275	1	58
New Brunswick	5,038	2,814	5,793	4,906	3,936	198	2,229
Bathurst.....	308	37	396	642	539		8
Campbellton.....	204	415	357	155	134	19	264
Edmundston.....	113	128	198	118	68	17	76
Fredericton.....	222	137	292	319	233		72
Minto.....	221	345	172	165	167		14
Moncton.....	1,036	573	1,770	1,293	1,051	90	1,121
Newcastle.....	73	3	110	73	73		29
Saint John.....	2,644	909	2,306	1,988	1,526	66	513
St. Stephen.....	184	140	143	131	114		108
Woodstock.....	33	127	49	22	31		24
Quebec	64,468	62,540	60,582	56,045	34,862	499	27,220
Acton Vale.....	30	15	33	42	28		18
Asbestos.....	117	55	138	79	47	32	119
Baie St. Paul.....	59	91	139	76	81		29
Beauharnois.....	559	222	404	632	301		99
Buckingham.....	77	29	162	59	59		235
Campbell's Bay.....	75	622	115	97	89		16
Causapscal.....	93	135	278	256	476		35
Chandler.....	45	1,474	449	805	305		96
Chicoutimi.....	2,461	2,812	1,380	1,373	1,036	4	396
Coaticook.....	43	8	71	57	52		74
Cowansville.....	58	6	84	60	60		21
Dolbeau.....	95	243	147	155	135		1
Drummondville.....	100	10	275	162	108		1,008
East Angus.....	13	37	82	80	30		64
Granby.....	219	57	343	279	193		225
Hull.....	480	767	1,204	432	431	2	611
Joliette.....	274	66	161	132	128		35
Jonquiere.....	233	59	918	643	806		83
Lachine.....	1,214	590	1,241	1,161	874	21	546
Lachute.....	223	127	551	465	306		247
La Tuque.....	208	765	310	268	216		80
Levis.....	375	92	628	370	311		273
Longueuil.....	557	282	629	822	658		282
Louiseville.....	38	16	106	32	30		72
Magog.....	44	3	181	47	40	4	111
Maniwaki.....	12	31	2	2			0
Matane.....	11	150	111	69	66		46
Megantic.....	68	33	65	31	12		36
Mont Laurier.....	58	430	60	6	10	36	3
Montmagny.....	90	58	202	319	106		82
Montmorency.....	72	0	154	72	72		59
Montreal.....	41,440	40,515	29,943	32,664	16,655	308	11,846
Nicolet.....	27	43	15	15	15		0
Plessisville.....	39	44	112	71	26		43
Pointe Aux Trembles.....	1,322	1,017	500	284	284		192
Port Alfred.....	141	382	348	344	238		70
Quebec.....	3,407	4,612	6,191	3,989	2,428	12	2,545
Richmond.....	113	62	83	62	50		55
Rimouski.....	69	944	161	131	131	3	57
Riviere du Loup.....	747	11	890	804	804		57
Roberval.....	0	0	3				3
Rouyn.....	444	222	673	481	472	1	401
Ste. Agathe.....	12	67	25	4	2		38
Ste. Anne de Bellevue.....	123	2	132	132	132		0
St. Hyacinthe.....	597	369	530	680	401	5	196
St. Jean.....	268	63	567	316	231		208
St. Jerome.....	211	99	431	166	164	2	120
St. Joseph d'Alma.....	86	19	341	289	213		84
Ste. Therese.....	426	206	584	537	344		141
Shawinigan Falls.....	725	63	1,094	1,310	634		405
Sherbrooke.....	640	126	1,064	728	464	69	542
Sorel.....	961	224	1,335	801	801		805
Thetford Mines.....	173	70	435	208	155		178
Three Rivers.....	381	215	1,498	525	398		1,585
Val d'Or.....	580	2,204	196	193	175		58
Valleyfield.....	649	285	716	654	486		232
Verdun.....	2,705	1,154	1,679	1,881	1,895		2,126
Victoriaville.....	181	128	413	243	179		231

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
JANUARY 29, TO FEBRUARY 25, 1943.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario	79,691	63,889	74,297	78,612	55,178	1,447	25,691
Arnprior.....	56	25	122	155	109	.....	19
Barrie.....	362	120	481	588	315	.....	133
Belleville.....	453	314	604	501	403	4	265
Bracebridge.....	165	176	255	252	251	.....	110
Brampton.....	528	480	282	315	249	.....	66
Brantford.....	1,208	915	1,305	1,450	1,044	8	254
Brockville.....	289	192	267	416	228	.....	158
Carleton Place.....	59	22	101	121	71	.....	23
Chatham.....	513	207	707	801	522	20	708
Cobourg.....	101	40	98	105	84	.....	48
Collingwood.....	135	299	142	219	142	.....	22
Cornwall.....	733	121	926	932	726	51	249
Dunnville.....	68	22	107	99	44	.....	6
Fergus.....	39	34	87	81	65	.....	20
Fort Erie.....	377	477	276	308	272	.....	73
Fort Frances.....	100	339	196	123	123	.....	158
Fort William.....	778	2,879	952	981	771	29	539
Galt.....	676	661	526	706	483	.....	105
Gananoque.....	66	0	38	89	72	.....	70
Goderich.....	64	17	91	87	70	51	55
Guelph.....	541	440	537	523	400	.....	97
Hamilton.....	6,556	3,541	5,334	5,201	4,335	27	439
Hawkesbury.....	55	46	314	314	297	.....	22
Ingersoll.....	185	139	169	174	146	.....	41
Kapuskasing.....	200	618	544	544	488	.....	134
Kenora.....	60	675	126	82	50	.....	86
Kingston.....	1,015	909	941	1,280	678	26	526
Kirkland Lake.....	522	441	811	626	573	.....	148
Kitchener-Waterloo.....	1,033	359	922	1,298	871	28	124
Leamington.....	202	266	183	170	156	.....	197
Lindsay.....	203	78	168	166	178	24	97
Listowel.....	81	47	99	130	90	.....	11
London.....	2,820	1,629	2,536	2,897	1,678	154	473
Midland.....	246	211	557	380	291	.....	213
Napanee.....	99	19	158	183	126	4	34
Newmarket.....	38	50	110	70	43	.....	19
New Toronto.....	2,268	1,680	917	1,357	782	.....	428
Niagara Falls.....	710	348	990	918	611	4	350
North Bay.....	854	524	1,063	970	824	49	583
Orangeville.....	32	24	50	51	49	.....	6
Orillia.....	324	219	404	433	253	4	133
Oshawa.....	1,602	1,159	1,531	1,181	856	33	730
Ottawa.....	4,840	2,105	4,705	4,599	3,245	301	653
Owen Sound.....	383	146	484	467	303	26	268
Paris.....	37	40	46	61	40	.....	20
Parry Sound.....	238	18	319	415	281	.....	23
Pembroke.....	447	115	615	509	359	1	200
Perth.....	69	41	91	88	85	1	53
Peterborough.....	683	667	723	788	579	.....	412
Pictou.....	91	42	132	139	104	4	94
Port Arthur.....	1,447	6,161	1,154	1,602	788	25	342
Port Colborne.....	225	96	380	293	251	.....	36
Port Hope.....	82	72	154	134	65	1	55
Prescott.....	105	61	99	182	85	1	30
Renfrew.....	200	221	217	209	163	1	309
St. Catharines.....	1,361	537	1,343	1,740	1,110	.....	768
St. Thomas.....	410	126	552	532	365	8	253
Sarnia.....	5,077	3,688	1,342	1,279	1,236	.....	363
Sault St. Marie.....	371	2,083	748	534	481	3	197
Simcoe.....	312	83	521	425	282	1	138
Smiths Falls.....	141	22	217	194	161	.....	108
Stratford.....	529	405	555	555	375	66	149
Sturgeon Falls.....	50	48	103	168	103	1	82
Sudbury.....	1,136	794	1,836	1,390	964	22	611
Timmins.....	811	2,067	1,511	1,464	1,271	24	796
Toronto.....	28,004	19,881	24,008	27,099	18,584	295	9,158
Trenton.....	328	167	255	392	233	.....	110
Walkerton.....	129	87	238	173	139	.....	48
Wallaceburg.....	205	82	361	139	124	14	140
Welland.....	894	827	1,249	1,304	673	.....	212
Weston.....	1,063	753	530	565	410	.....	188
Windsor.....	3,299	1,542	3,373	3,502	2,302	132	1,843
Woodstock.....	308	150	359	414	252	4	55
Manitoba	9,110	3,993	9,472	11,712	7,205	623	5,049
Brandon.....	434	216	395	501	304	.....	340
Dauphin.....	259	166	364	463	291	.....	287
Flin Flon.....	264	272	198	186	147	20	102
Portage la Prairie.....	175	117	193	140	113	4	91
Selkirk.....	81	47	94	126	56	7	55
The Pas.....	136	230	140	130	113	.....	86
Winnipeg.....	7,761	2,945	8,088	10,166	6,181	592	4,088

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
JANUARY 29, TO FEBRUARY 25, 1943.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Un-placed end of period
					Regular	Casual	
Saskatchewan	4,131	2,249	5,825	4,607	3,118	503	3,223
Estevan.....	50	48	82	71	49	.....	64
Moose Jaw.....	502	252	700	535	364	32	393
North Battleford.....	124	59	196	115	81	.....	61
Prince Albert.....	372	368	491	373	250	22	271
Regina.....	1,529	573	1,925	1,725	1,250	143	1,063
Saskatoon.....	1,248	580	1,990	1,470	863	102	1,018
Swift Current.....	88	58	83	58	58	.....	21
Weyburn.....	98	58	104	78	78	.....	33
Yorkton.....	120	253	254	132	125	4	299
Alberta	9,800	4,735	11,522	10,323	6,856	470	4,176
Blairmore.....	88	122	87	81	87	.....	22
Calgary.....	2,477	507	3,668	2,998	1,929	209	1,627
Drumheller.....	158	68	122	109	101	.....	55
Edmonton.....	5,939	3,271	6,546	6,100	3,960	256	2,130
Edson.....	119	172	76	74	74	.....	1
Lethbridge.....	478	193	587	575	375	2	225
Medicine Hat.....	433	251	343	312	259	3	90
Red Deer.....	108	151	93	74	71	.....	26
British Columbia	24,947	11,798	20,263	20,049	15,433	789	15,607
Courtney.....	165	10	165	157	156	.....	72
Cranbrook.....	168	186	193	170	167	.....	151
Dawson Creek.....	595	238	360	360	360	.....	0
Duncan.....	115	80	62	51	51	.....	39
Kamloops.....	179	98	253	171	167	1	79
Kelowna.....	157	73	168	213	108	.....	105
Nanaimo.....	197	303	288	275	187	5	220
Nelson.....	388	162	385	315	315	.....	241
New Westminster.....	1,261	213	1,807	1,498	1,185	31	1,065
Penticton.....	56	31	78	50	40	10	49
Port Alberni.....	229	146	183	142	142	.....	58
Prince George.....	780	662	441	413	388	.....	66
Prince Rupert.....	2,655	1,837	939	1,019	873	.....	101
Princeton.....	166	114	119	113	111	.....	13
Trail.....	304	340	339	299	184	.....	603
Vancouver.....	15,267	6,449	11,779	12,993	9,381	608	11,819
Vernon.....	310	91	301	279	258	18	51
Victoria.....	1,891	747	2,339	1,422	1,309	113	857
White Horse.....	64	18	64	109	56	.....	18
Canada	205,605	158,904	195,830	193,798	132,363	4,479	86,613
Men.....	135,406	108,371	128,211	122,621	88,444	1,658	50,380
Women.....	70,199	50,533	67,619	71,167	43,919	2,821	36,233

decline occurred, all industrial divisions recorded increases in placements over February, 1942, the most pronounced gain being in manufacturing, although fairly large increases were reported in construction, services, trade, logging and transportation. In addition, improvement of more moderate proportions was

shown in mining and finance. Placements by industrial divisions included: manufacturing 5,421; services 3,284; construction 2,865; logging 1,394; trade 1,294; transportation 1,050; mining 448 and finance 297. During the four weeks under review, there were 11,193 men and 4,245 women placed in regular employment.

Unemployment in Trade Unions at the close of February, 1943

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are engaged at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

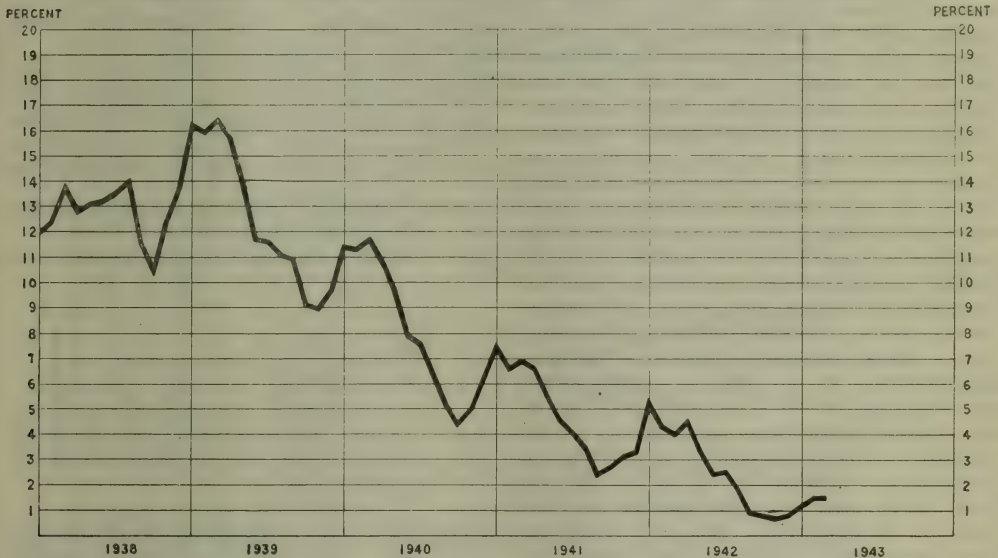
Reports were tabulated at the end of February from 2,245 labour organizations having a total membership of 403,475 persons. Of these 6,202, or a percentage of 1.5 were without work; this percentage was identical with that shown in January, while in February a year ago, the percentage of unemployed union members was 4.0. Although the general situation in February remained unchanged fluctuations occurred within the various trades. Among the union members in the manufacturing group the

unemployment percentage declined from .9 to .6. The slightly higher employment level shown for these workers was sufficient to offset other employment contractions; these included the rather noteworthy seasonal recession in available work, as indicated by union members in the building and construction trades, as well as the employment declines, on a much smaller scale which took place among fishermen and lumber workers and loggers. As will be seen in Table II, the percentage of unemployment among the workers in building and construction was up from 6.2 to 8.4. As in other monthly comparisons made in previous issues, employment conditions in February were better than

percentage was up from 1.4 to 3.2. In comparison with the situation at the close of February a year ago, much higher employment levels were observed in Ontario and Saskatchewan, as the unemployment percentage in both cases, declined from 4.6 to 1.1; decided improvement was apparent, likewise in Quebec, Manitoba, Nova Scotia and British Columbia. Minor employment increases only were in evidence in Alberta, while in New Brunswick there was a slight contraction in work.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. The

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



for any corresponding month in trade union records, since these articles appeared on a monthly basis, for the first time, for January, 1919. From December, 1915 to the end of 1918 the return was made at the close of each quarter, only.

In table I, the unemployment percentage is shown for each province. In February, these percentages ranged from .5 in Nova Scotia to 3.2 in Alberta. The percentage of unemployment in Manitoba was 1.9 in comparison with 2.7 in January. In British Columbia and Quebec the percentages of those without work were 1.1 and 2.0 respectively; these reflected slight improvements. In Nova Scotia, New Brunswick and Saskatchewan employment was very slightly reduced, while in Alberta, due to seasonal conditions, there was a noteworthy employment contraction, as the unemployment

percentages of unemployment ranged from 1.1 in Regina to 5.5 in Edmonton. In comparison with the preceding month a moderate improvement was reflected in Winnipeg reports, as the percentage of those without work declined from 3.0 to 1.9. Slightly lower employment levels were observed in Halifax, Saint John, Montreal, Toronto, Regina and Vancouver, while in Edmonton there was a pronounced contraction in available work, as the unemployment percentage in that city was up from .8 to 5.5; this was due mainly to seasonal influences. In comparison with the situation in February, 1942, marked employment expansion was apparent in Montreal, Toronto and Regina. The percentages of unemployed members in these cities were 1.2, 1.4 and 1.1, respectively, as compared with percentages of 4.3, 5.9 and 4.7, a year ago. Substantially better con-

ditions prevailed in Winnipeg and Vancouver, likewise, although the expansions were not quite as marked; union members in Halifax, Saint John and Edmonton indicated slight betterment, only.

The accompanying chart shows the trend of unemployment from January, 1933, to date. The point of the curve in February, 1943, rested at the same level as in the preceding month, thus indicating an unchanged situation. The level of the curve was at a substantially lower point than in February a year ago, thus reflecting a much higher employment level for the period under review.

For the manufacturing industries 762 reports were tabulated. These had a total membership of 222,825 persons, of whom, 1,427, or a percentage of .6 were without work, in comparison with percentages of .9 in January and 2.3 in February a year ago. In comparison with the preceding month unions of woodworkers indicated a marked expansion in available work, as the unemployment percentage for these workers declined from 6.2 to .6. Slightly higher employment levels were observed for papermakers and for union members in the printing and publishing trades, as the unemployment percentages declined from 2.0 to 1.0 and from 1.6 to 1.1, respectively; among chemical workers, also, there was a minor increase in work. Fractional improvement was in evidence among bakers and confectioners, and fur workers; little or no unemployment was indicated for these members. The percentage of those without work in the garment group which includes both men's and women's clothing workers was .2, in comparison with .6, while for union members in the iron and steel and clay, glass and stone trades the percentages of unemployment remained unchanged at .2 and .1, respectively. Among the organizations in which the members were employed at both dates were soft drink workers, cigar and tobacco workers, electric current employees, etc., jewellery, aluminum, rubber and mineral products workers. On the other hand, among hat, cap and glove workers and textile and carpet workers there were very slight contractions in work; there was very little unemployment in either of these groups. Among unclassified manufacturing workers, leather workers and butchers, meat and fish packers the percentages of unemployed members were 18.9, 6.1 and 6.0, respectively; each of these was appreciably higher, thus reflecting rather substantial employment recessions. In comparison with the situation in February, 1942, as will be seen in Table II, pronounced expansion in

work was apparent among union members in the iron and steel trades, as the unemployment percentages dropped from 2.1 to .2. Among the smaller memberships, such as fur workers there was, likewise, an impressive increase in work afforded. Considerably higher employment levels were in evidence, likewise, for clay, glass and stone and woodworkers. Among unions of rubber, jewellery and mineral products workers, there was no unemployment at either date. On the other hand, a substantial decline in activity was observed for butchers, meat and fish packers, as the percentage of those without work increased from 0; or full employment, to 6.0.

Returns were compiled from 56 unions of coal miners having a combined membership of 20,579 persons. As in the preceding month, there was no unemployment reported; in February, a year ago the percentage of those without work was 1.6. In comparison with the situation, in February, 1942, Nova Scotia, Alberta and British Columbia union members were fully employed while the corresponding

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	23.3
Average 1934	8.7	7.9	22.8	18.1	17.7	13.2	17.6	20.2	18.7
Average 1935	6.0	8.6	20.9	14.3	12.6	9.5	15.4	18.4	15.4
Average 1936	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.4
Average 1937	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.3
Average 1940	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.5
Average 1941	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.0
Average 1942	1.1	2.0	2.9	2.2	3.5	1.7	2.9	1.0	2.3
Feb. 1932	8.3	14.9	23.1	23.0	19.6	19.5	20.2	21.1	20.6
Feb. 1933	9.2	17.1	27.5	23.8	22.0	21.8	19.8	21.9	24.3
Feb. 1934	10.8	9.6	21.9	22.5	21.6	18.3	17.1	21.2	20.0
Feb. 1935	6.4	8.2	22.3	20.0	15.1	11.8	13.8	21.1	18.2
Feb. 1936	7.2	6.8	16.3	11.4	12.4	13.1	11.0	17.7	13.8
Feb. 1937	7.9	5.0	21.3	11.4	9.4	11.5	9.5	14.1	13.7
Feb. 1938	4.6	5.9	19.0	12.8	10.6	9.4	8.8	17.3	13.7
Feb. 1939	10.7	11.0	20.3	15.9	11.9	13.3	15.6	16.7	16.4
Feb. 1940	6.4	4.5	15.9	10.3	11.9	13.0	7.7	10.7	11.7
Feb. 1941	2.8	3.5	9.7	6.2	5.7	5.5	8.0	6.1	6.9
Feb. 1942	1.6	2.0	4.4	4.6	4.1	4.6	4.1	2.7	4.0
March 1942	2.1	2.2	4.5	5.7	4.0	3.8	7.0	2.5	4.5
April 1942	1.9	1.6	3.0	4.4	4.0	2.1	6.1	1.4	3.3
May 1942	1.6	1.6	2.8	2.5	2.7	1.2	4.5	1.1	2.4
June 1942	1.3	4.7	4.6	1.6	1.1	9.9	2.6	9.9	2.5
July 1942	8.1	1.0	3.8	9.2	2.2	8.1	1.3	3.1	1.8
Aug. 1942	4.2	2.3	1.4	7.1	1.6	8.8	9.9	9.9	2.9
Sept. 1942	8.1	1.1	1.3	5.5	5.9	9.9	9.9	9.9	3.8
Oct. 1942	7.1	1.2	1.2	5.4	4.4	5.9	9.9	9.9	2.7
Nov. 1942	7.1	1.5	1.1	5.1	5.0	6.1	1.3	4.4	4.8
Dec. 1942	3.2	2.4	1.6	1.0	2.6	1.1	1.7	6.1	1.2
Jan. 1943	4.2	2.3	2.1	8.8	2.7	9.9	1.4	1.6	1.5
Feb. 1943	5.2	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5

unemployment percentages at that date were 1.5, 2.1 and 1.3. In New Brunswick, there was no unemployment reported at either date.

Reports were tabulated from 8 unions of non-metallic mineral workers. The total membership was 4,085 persons, of whom 186, or a percentage of 4.6 were without work, in comparison with percentages of 5.1 in January, and 7.6 in February, a year ago.

Unions in the building and construction trades returned 224 reports, having a total membership of 34,511 persons, of whom 2,889 or a percentage of 8.4, were unemployed in comparison with percentages of 6.2 in January and 15.5 in February a year ago. As compared with the preceding month unions of granite and stonecutters, hod carriers and unclassified building workers, wood, wire and metal lathers and painters, decorators and paperhangers all reported minor employment increases, although for the two first named organizations, the percentages of unemployed members remained rather high at 6.7 and 6.1 respectively; very slight betterment was observed for electrical workers and plumbers and steamfitters, although very little unemployment prevailed among these members. On the other hand bridge and structural iron workers indicated an unemployment percentage of .8 and steamshovelmen, of 2.5; no unemployment was reported by either of these groups, in the previous month. Substantial seasonal reductions in available work were reflected in returns received from unions of bricklayers, masons and plasterers and carpenters and joiners, in which groups the unemployment percentages were 21.8 and 10.0, respectively; the corresponding percentages in January were 15.8 and 6.3. In comparison with conditions in February, 1942, pronounced expansion in work afforded was apparent among bricklayers, masons and plasterers and carpenters and joiners. Among the organizations having smaller memberships decidedly better conditions were noted for granite and stonecutters, painters, decorators and paperhangers, plumbers and steamfitters, and hod carriers and unclassified building workers.

In the transportation industries there were 878 reports tabulated having an aggregate membership of 81,028 persons, of whom, 1,054, or a percentage of 1.3 were without work. This percentage was identical with that shown in January; in February, a year ago, the unemployment percentage was 2.9. Over 79 per cent of the reporting membership, were in the steam railway division. As will be seen in Table II, the percentage of those without work in this group was 1.5; this

was the same percentage as that recorded in the previous month. Among navigation workers there was a fractional employment increase, while among street and electric railway employees percentage of unemployment remained unchanged, at .0; a very slight advance to full employment was observed for unions of teamsters and chauffeurs. In comparison with the situation in February a year ago, noteworthy expansion was apparent for steam railway employees, while an appreciable increase was in evidence, also, for navigation workers. As in the previous comparison, no change was indicated by street and electric railway employees, while teamsters and chauffeurs were fully employed at both dates.

From unions in the retail and wholesale trade 10 reports were received, having an aggregate membership of 2,400 persons; as in the previous month and in February, a year ago, there was no unemployment among these workers.

From unions of civic employees 108 reports were received having 11,012 members. Of these, 21, or a percentage of .2 were without work, in comparison with .0 in January and 2.0 in February, 1942.

In the miscellaneous group of occupations reports were received from 139 unions with an aggregate membership of 12,137 persons, of whom, 167, or a percentage of 1.4 were unemployed in comparison with .8 per cent in January and 1.5 per cent in February, 1942. In comparison with the preceding month the percentages of unemployment among barbers, stationary engineers and firemen remained unchanged at .5 and .7, respectively; a fractional employment recession was noted among unclassified workers, while the percentages of those out of work among hotel and restaurant and theatre and stage employees were 2.9 and 4.1, respectively; these levels were considerably higher, thus reflecting substantial contractions in activity. In comparison with conditions in February, 1942, considerably higher employment levels were apparent among theatre and stage employees and stationary engineers and firemen, while unclassified workers did not record any change; there was a fractional employment recession for barbers. Among hotel and restaurant employees there was slight contraction in work afforded.

Returns were secured from 3 unions of fishermen with a total membership of 2,421 persons, of whom, 225 or a percentage of 9.3 were unemployed in comparison with percentages of 4.0 in January and 8.4 in February, 1942.

Reports were tabulated from 2 unions of lumber workers and loggers. The combined membership was given as 2,969 persons, of whom, 59, or a percentage of 2.0 were without work in comparison with a fully employed situation in January. In February, a year ago, the percentage of unemployed members was 5.6.

Table I shows by provinces the average percentage of union members, who were unemployed each year from 1932 to 1942, inclusive, and also, the percentage of unemployment for February of each year from 1932 to 1941, inclusive and from February, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

Employment and Unemployment in Great Britain and the United States

Great Britain

THE British *Ministry of Labour Gazette*, February, 1943, summarizes the December-January employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at January 18 (exclusive of 21,982 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 58,334; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 1,291; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 2,084. As compared with December 14, the numbers wholly unemployed showed an increase of 143, and unemployed casual workers showed a decrease of 615.

The corresponding figures for women and girls at January 18 were 35,374 wholly unemployed (exclusive of those, numbering 833, who had been classified by interviewing panels as unsuitable for normal full-time employment), 1,823 temporarily stopped, and 111 unemployed casual workers. Of the 35,374 wholly unemployed, 1,608 had been classified as unable for good cause to transfer to another area. As compared with December 14, the numbers wholly unemployed showed an increase of 6,637, those temporarily stopped showed an increase of 948, and unemployed casual workers showed a decrease of 48.

There were increases in the number of boys and girls recorded as unemployed, largely owing to the registration of school leavers, in many areas, at the end of the Christmas term.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for January 18 was 67,859, as compared with 61,362 at December 14, and 107,975 at January 1, 1942.

United States

The total number of employees in non-agricultural establishments in January, 1943,

was 37,906,000, about 3 million more than were employed in January, 1942, 6 million more than in January, 1941, and 8 million more than in January, 1940, according to an official report issued by the United States Department of Labour. These figures do not include proprietors of unincorporated businesses, self-employed persons, domestics employed in private homes, public emergency employees, and personnel in the armed forces.

Two-thirds of the gain in employment over the year was in the manufacturing industries, which accounted for an increase of 2,251,000. Chief employment decreases were noted in trade (364,000), contract and Federal force-account construction (204,000), and mining (91,000).

Between mid-December and mid-January there was a decrease of about a million workers due almost entirely to seasonal declines in trade and in construction. This decline is somewhat less than the average December-to-January change which has occurred in recent years.

Manufacturing employment was 15,719,000—slightly more than in December. This is the first time since 1935 that manufacturing employment has not been lower in January than in December. Usually there is a decline of more than 100,000 over this period. All other industry divisions showed seasonal declines—about the same amount as in recent years. These ranged from 11,000 in mining to 216,000 in construction and 715,000 in trade.

The momentum of the war effort has been most strongly felt in those industries largely engaged in production for war use. Industries of the durable-goods group employing 7,886,000 wage earners in January gained 1,779,000 workers since January, 1942. This increase was largely confined to the metal and metal-working groups, which are now engaged almost entirely in war work; while such groups as lumber and timber products, furniture and finished lumber products, and stone, clay, and glass products reported decreases.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

Selective Service Civilian and Mobilization Regulations—Wages Order—Merchant Seamen—Wage Deductions for Income Tax—Old Age Pensions—Workmen's Compensation in British Columbia and Ontario—Minimum Wages in Quebec.

A **MENDMENTS** in the National Selective Service Civilian Regulations simplify the procedure whereby men subject to military call may be directed into more essential employment and preserve the insurance and medical services benefits of persons who are transferred into new employment. The provisions of the National Selective Service Mobilization Regulations relating to Doukhobors, Mennonites and conscientious objectors have been re-cast. Orders have been issued under the Civilian Regulations relating to women in canneries and part-time workers in hospitals.

A change has been made in the provisions of the Wartime Wages Control Order regarding the determination of cost-of-living bonuses. The regulations governing the compensation payable to merchant seamen for war damage to effects and those relating to special wartime safety measures have been amended, and the eyesight standard has been lowered for candidates for masters' and mates' certificates for home trade, inland and minor waters vessels. Amendments have also been made in regulations under the Income War Tax and Old Age Pension Acts.

The classification of industries for assessment purposes under the Ontario Workmen's Compensation Act has been altered somewhat and additions have been made to the list of compensatable diseases in British Columbia. Quebec has renewed three minimum wage orders.

National Selective Service Civilian Regulations

Four amendments have been made in these Regulations (L. G., Jan., 1943, p. 19) by Orders in Council passed under the War Measures and National Resources Mobilization Acts. Orders under the Regulations have also been issued relating to women in canneries and part-time workers in hospitals.

Direction into More Essential Employment.—Order in Council P.C. 2665 of April 2 simplifies the procedure whereby workers liable to be called up under the National Selective Service Mobilization Regulations

(L. G., Jan., 1943, p. 153) may be directed into more essential employment. Under the original Regulations the Minister of Labour could require an employer to give a worker two weeks' notice if the worker belonged to an age-group designated for call-up and if the Minister considered that he would "contribute more effectively to the prosecution of the war" in some other employment. At the end of two weeks, a Selective Service Officer could direct the worker into suitable employment in the same way as he may direct unemployed persons into employment.

Under the Regulations as now amended the Minister or any senior officer designated by him may forbid any employer or group or class of employers to retain in their employment after a specified period without a permit any person or group or class of persons subject to call. He may also issue orders requiring employers to terminate the employment of any such person or group of persons.

Selective Service Officers may direct such persons into suitable employment. The factors to be considered in determining the suitability of the employment are set forth in a section of the original Regulations which is still in effect. They include the worker's physical condition, training, experience, previous earnings, personal responsibilities, and the distance of the new place of employment from his home. The section stipulating that workers directed into employment may not leave that employment within six months of the direction without a permit from the Selective Service Officer is also still in effect. A new provision prohibits the direction of persons into employment which is available because of a strike.

The section setting forth the advances for transportation, etc., which may be made to a worker who has been directed or requested to take employment has also been amended to authorize advances to cover the cost of work-clothes.

By a second amendment passed April 12 (P.C. 2907) persons who refuse to comply with an order of a Selective Service Officer to transfer to more essential employment become

liable for alternative service of the same type as is required of conscientious objectors under the National Selective Service Mobilization Regulations (see below). The section concerning the wages to be paid to conscientious objectors does not apply to such persons.

Employers' Group Insurance and Medical Service Plans. Another amendment authorized by Order in Council P.C. 2586 of April 1, is designed to preserve as far as possible the benefits under group insurance and medical aid plans enjoyed by persons who are requested or directed to change their employment. The provisions relating to group insurance do not apply to persons in the employment of a municipality or of His Majesty in right of Canada or a province.

Insurance under a group plan and the right to benefits under a medical services plan will be continued if the transferred person signifies that he wishes them continued by depositing notice on a prescribed form in a local Employment and Selective Service Office. The transferred person must normally deposit this notice before the termination of his original employment. He may file it subsequently, however, if the insurance company consents. Moreover, if he applies within 30 days of the termination of employment for a ruling by the Minister that he is a transferred person and the Minister makes such a ruling, he may deposit the necessary notice within seven days of being informed of the ruling. Persons who changed their employment on request or direction before April 1 may also have their insurance and benefits continued, with the consent of the Minister, if they file the required notice before a date fixed by the Minister but not later than July 1.

Insurance or the right to medical benefits under these Regulations is terminated: (1) if a person's employment is terminated under direction or request to take new employment and he does not take it within seven days; (2) if his employment is terminated without any direction or request; (3) if a transferred person gives notice in writing to his new employer that he wishes to cancel his insurance or right to benefit; (4) if he reaches the age when the insurance or right to benefit would have been cancelled under the original plan; or (5) if the Minister exercises a right, given him by this amendment to order, with the concurrence of the National Selective Service Advisory Board, the cancellation of all insurance or benefits which are continued.

Where a transferred person continues to be insured he will be covered by the company which issued the original group plan. The company is to maintain the insurance either under the original group plan with appropriate

amendments or under a new contract. With certain specified exceptions, the rights and obligations of the transferred person will be determined *mutatis mutandis* by the terms of the original plan. If he returns to his original employment, he will, for the purpose of determining his benefits, be considered to have been in continuous employment with the original employer for the aggregate of his period of insurance under these Regulations and his periods of employment with his original employer before and after transfer.

For the purpose of administering the sections relating to group insurance, a Central Group Insurance Office has been established by the Canadian Life Insurance Officers Association. The operations of this office are at all times subject to review by the Superintendent of Insurance for Canada. The new employer of a transferred person will pay the premiums for group insurance to this office while contributions for medical services will be paid to the Minister of Labour. The new employer may deduct from the wages of a transferred person an amount for insurance or medical services which does not exceed the amount deducted by the original employer, but if the benefits payable under the insurance plan are reduced the deductions which may be made must also be reduced proportionately.

An insurance company which insures a transferred person must keep an account of all insurance on such a person, calculate on a monthly basis the premium rate for the insurance maintained under these Regulations and adopt a method based on experience for ascertaining and apportioning divisible surpluses or adjusting premiums. By the tenth day of each month it must forward to the Central Group Insurance Office a statement containing all information required by the office regarding persons whose premiums are payable to it. The executive committee of each medical services plan must keep a separate account of the cost of benefits provided to transferred persons and must furnish the Minister each month with such information as he may require. The Central Group Insurance Office and the Minister will determine the amounts payable by new employers on account of insurance and medical benefits and will render accounts to these employers. The money collected will be forwarded to the appropriate insurance companies or executive committees as the case may be.

Any person who is aggrieved by a decision of the Minister or the Central Group Insurance Office regarding insurance, or by a decision of the Minister regarding medical services, has a right of appeal to the Minister of Finance. The latter's decision is final.

A fourth amendment (P.C. 3208) passed April 19, declares that any person appointed under the Regulations and designated by the Minister shall have the powers of a Commissioner for taking affidavits.

Selective Service Orders. By Order 3 issued February 27 under the Regulations, the temporary seasonal employment of women in canneries has been exempted from the provisions of the Regulations relating to separation from employment, permits to seek employment, agricultural employment and advertisements. The Order applies only to employment which will not exceed 10 weeks. By Order 4 of March 31 part-time employment in hospitals is exempted from the same provisions of the Regulations, provided it does not exceed 24 hours a week.

National Selective Service Mobilization Regulations

These Regulations (L.G., Jan., 1943, p. 153) govern compulsory military service. New provisions regarding Doukhobors, Mennonites and conscientious objectors have been inserted in them by Order in Council P.C. 2821 of April 7, 1943, under the War Measures and National Resources Mobilization Acts. Order in Council P.C. 3097 of April 15 declared this amendment in effect on May 1, 1943.

The original Regulations provided that such persons could be required to carry out alternative service prescribed by the Minister instead of military training. In practice this alternative service has so far consisted chiefly of work in the National Parks and fire prevention work in British Columbia, though in some cases the persons involved have been permitted to accept private employment at prevailing rates in lumbering and logging. The purpose of the present amendment is "to make such persons available for work in agriculture and industry under conditions which provide for uniform treatment of such persons and at the same time will not induce applications for postponement on grounds of conscientious objection."

In order that their services might be used to the best advantage, the responsibility for directing them to alternative service of the former type or to employment in agriculture or industry is vested in the employment service operated under the National Selective Service Civilian Regulations. A Selective Service Officer in any area may be designated by the Minister of Labour to act as Alternative Service Officer for that area. This Officer may order a person to whom these provisions apply either to report at a given time and place to perform alternative service or to apply forthwith for designated employment in agriculture, industry or elsewhere.

The Minister may make arrangements with any Government department or enter into agreements with the provinces for the organization and operation of places where persons may be required to report and perform alternative service, and he may prescribe rules for the regulation of such places and of the performance of alternative service. A person who fails to report when ordered, leaves without permission, violates a rule made by the Minister or otherwise contravenes the provisions of these sections is subject to a penalty. Persons performing alternative service will be paid at least 50 cents per day and if they are appointed sub-foremen or foremen they may be paid up to 75 cents or \$1 respectively. They are entitled to receive benefits under the Government Employees Compensation Act but otherwise the Crown is not liable in respect of any claim arising out of disability, illness or death.

If a person is ordered to report for employment in agriculture, his employer will provide him with board and lodging and in addition will pay in respect of the employment such wages as the Minister may prescribe. If the employment is outside agriculture, the employer will pay in respect of it such wages as are fixed by collective agreement, or, if there is no agreement, as are paid by good employers, and out of these wages the employer will provide the person with board and lodging. Whether the employment is in agriculture or elsewhere, the person performing the work will receive, in addition to board and lodging, not more than \$25 per month of the wages payable in respect of his employment. The remainder must be paid to the Canadian Red Cross Society after payment of any amount which the worker is required by law to pay to other persons.

An Alternative Service Officer may defray the necessary travelling expenses of any person he has ordered to report for alternative service or for employment.

Wartime Wages Control Order

By an amendment in the Wartime Wages Control Order (P.C. 5963, L. G., 1942, p. 778) passed March 23 (P.C. 2370) under the War Measures Act, the National War Labour Board has been authorized to make adjustments in cost-of-living bonuses to eliminate unequal and unfair combinations of wage rates and cost-of-living bonuses. Under the provisions of P.C. 5963 relating to the determination of cost-of-living bonuses, the Board can require any employer to pay a bonus calculated on the rise in the cost-of-living index number

above the index number for any month designated by the Board between August, 1939 and October, 1941. However, if the employer had granted a general wage increase in this period, the base month must be between the month in which the increase was granted and October, 1941. Because of variations in the rates and amounts of such increases, inequitable combinations of wage rates and bonuses resulted even after the Board had exercised its power to raise depressed wage rates. The amendment permits the Board to correct such inequities by designating as the base month on which a cost-of-living bonus is to be calculated, any month after August, 1939, which it considers appropriate, regardless of when the last general wage increase was granted.

Seamen

Loss of Personal Effects. The Compensation to Seamen (War Damage to Effects) Regulations, 1942 (L. G., 1942, p. 1173) have been amended by an Order in Council (P.C. 123/2590) passed March 31 under the War Measures Act in answer to representations from the Committee on War Risks Insurance and Bombardment Compensation and other responsible authorities. The amendment authorizes the payment of compensation for loss of personal effects to widows, or in their absence to next-of-kin, of merchant seamen or salt-water fishermen who are killed or presumed killed by enemy action at any time after September 3, 1939, and whose personal effects are lost in such action. In addition the schedule of maximum compensation payable to different classes of seamen has been revised. Wireless and radio officers, formerly classified as uncertified officers are now classified as certified officers and are therefore eligible for higher compensation. The maximum allowance for loss of effects payable to carpenters and joiners has been raised from \$90 to \$100 but their additional allowance for loss of tools has not been increased beyond the \$100 maximum set in the former schedule. The maximum rates for other classes have not been altered but the schedule has been clarified by minor changes in wording.

Wartime Safety Measures. Four sets of special wartime regulations relating to the safety of seamen were issued by the Minister of Transport under authority of an Order in Council of May 4 (L. G., 1942, pp. 925, 1936). The coverage of all four sets has been extended by an amendment issued on March 11. Formerly, they applied to vessels of Canadian registry of more than 500 tons gross tonnage engaged in foreign or home-trade voyages except coastal voyages. There is now no lower

limit on the tonnage of the ships and vessels engaged in most coastal trade are also included. It is now specified in all cases, however, that the voyages must be made in "dangerous waters".

Masters' and Mates' Certificates. To overcome a shortage of qualified masters and mates for vessels engaged on home trade, inland or minor waters voyages, an Order in Council (P.C. 2378) issued March 26 under the War Measures Act authorized the Minister of Transport to lower the eyesight standard required of candidates for such certificates by the Canadian Rules and Regulations Relating to the Examination of Masters and Mates of Home Trade, Inland and Minor Waters Vessels (L. G., 1936, p. 1134) issued under the Canada Shipping Act. Candidates, 50 years of age or over, may now qualify for such certificates on passing the lower standard of letter test which was formerly permitted only in the case of candidates in possession of certificates obtained before January 1, 1914. The object of the letter test, is, in the words of the regulations "to ensure that the candidate's eyesight is sufficiently good to enable him to pick up and identify correctly the lights of distant ships at sea."

Income War Tax Act

Under this Act, regulations were gazetted March 27 requiring employers to furnish their employees with a statement showing the amount of wages and salary paid to the worker and the amount of tax deducted or withheld by the employer during the preceding calendar year. The statement must be issued on or before May 31 of this year and in subsequent years by the last day of February. Employers are also required to furnish, at the request of any worker leaving the employer's service, a statement of the wages paid and taxes deducted or withheld up to the date of the cessation of employment.

Old Age Pensions Act

An amendment of last April in the regulations under the Dominion Old Age Pensions Act (L.G., 1938, p. 286; 1939, p. 1230; 1942, p. 583) declared that cost-of-living bonuses and supplemental allowances paid by the British Columbia and Alberta Governments to old age pensioners were to be disregarded in calculating a pensioner's income. Two subsequent amendments gazetted December 26 and March 13 have extended this provision to include such payments by the governments of Ontario and Manitoba.

British Columbia Workmen's Compensation Act

The British Columbia Workmen's Compensation Board has added several diseases to

the list of industrial diseases for which compensation is payable under the Act by a regulation gazetted March 11. They include silicosis contracted from any work in the mining industry where there is exposure to dust containing silica, including the grinding, repairing or handling of tools, equipment or machinery in any ore-crushing, rock-crushing or other mining operation; pulmonary tuberculosis arising out of employment in hospitals or sanatoria under the Act provided the workers were free from evidence of tuberculosis prior to employment; pneumoconiosis from sewer-construction, road-construction or tunnelling, or from grinding or polishing of stone, or from grinding, polishing or moulding in iron, steel or metal foundries; dermatitis due to any process in the canning or packing of fruit or vegetables; and tooth-erosion from exposure to acid mist in any process in electrolytic zinc-refining.

Ontario Workmen's Compensation Act

Regulations 116-121, gazetted March 6, make certain changes in the classes into which industries covered by the accident fund provisions of the Act are grouped for purposes of assessment. The manufacture of foundry facings, not previously mentioned in schedule 1 which enumerates the industries contributing to the accident fund and arranges them in classes, has been added to class 6 which contains such industries as stone-work, gravel pits, quarries, and the manufacture of tile, brick, cement, glass, pottery, porcelain, etc. All the industries in class 5 except mining, reduction, smelting or treatment of ores or minerals, diamond drilling and shaft sinking in or for mines have been transferred to

other classes. The manufacture of abrasives, carborundum, alundum, calcium carbide, formerly in class 5, and the manufacture of cyanamid, carbon electrodes, electrolytic ferrosilicon and graphite, not previously mentioned, have been added to class 7 which covers rolling mills, steel works and the manufacture of heavy forgings. Sinking, including boring and drilling of artesian wells, and the manufacture of gunpowder, nitro-glycerine, dynamite, gun-cotton, cordite or other high explosives, fireworks, torpedoes, fuses or cartridges have both been moved from class 5 to class 12. Cordite was not previously mentioned. Class 12 includes the manufacture of such materials as paint, varnish, turpentine, chemicals, drugs, petroleum, tar, etc., and the production and distribution of natural and artificial gas and ice. Transport of passengers, goods or materials by air was transferred from class 5 to class 20 which covers teaming and cartage, warehousing, storage, scavenging, snow and ice removal, creosoting of timbers, and coal, wood, and lumber yard and builders' supply businesses, etc.

Quebec Minimum Wage Act

Renewals of three Orders were gazetted March 27. Order 10 governing workers engaged in the pasteurization, manufacture and distribution of dairy products in Montreal and district (L. G., 1938, p. 1097; 1939, p. 910) is to remain in force until April 1, 1944. Order 16 relating to butter and cheese wholesale and export establishments in Montreal City and Island (L. G., 1938, p. 1350; 1939, p. 475), and Order 42 concerning peat-bog exploitations (L. G., 1941, p. 1110) were renewed to May 1, 1944.

Recent Legal Decisions Affecting Labour

Owner of Railway Car Held Liable in Alberta for Injury to Workman Employed by Railway Company

THE Alberta Supreme Court on February 5 awarded \$15,169.46 damages to an employee of the Canadian National Railways who fell from the roof of a box car owned by a company which operated midway shows at exhibitions. The accident was caused by a handhold on the roof of the car breaking away when the workman gripped it. His injuries resulted in permanent disability.

The defendant company challenged the right of the worker to sue for damages either under the Railway Act of Canada or under the Alberta Workmen's Compensation Act after

he received compensation under the latter Act.

Sec. 388 of the Railway Act declares that employees of a railway company may sue for damages if injured as a result of the company's failure to comply with the Act or regulations under it. The Board of Transport Commissioners had issued regulations regarding the installation of handholds and the evidence showed that the handhold which had caused the accident was installed contrary to these regulations. While holding that the cars of the defendant company became subject to the rules of the Board of Transport Commissioners as soon as they were brought on to a Canadian railway, the Court considered

that sec. 388 did not apply to the plaintiff because he was not an employee of the company which had failed to comply with the regulations.

Sec. 24 (3), (5) and (7) of the Alberta Workmen's Compensation Act declare that a worker may either claim compensation or bring action if injured through the negligence of a person who is neither his own employer nor an employer under the Act. If the worker claims compensation, the Workmen's Compensation Board is subrogated to his right of action, and no payment or settlement may be made to the worker or his dependents without the Board's consent. In such cases the Board's usual policy is to subtract the compensation paid to the worker from the proceeds of any judgment secured by the worker in any action, and remit the remainder to the worker if he releases the Board from all further claims in connection with the accident in question. Basing its decision on two earlier judgments, the Court held that by virtue of the Workmen's Compensation Act, the worker had a right of action in the case but the proceeds of the judgment must be paid into Court and were not to be paid out to the plaintiff without the consent of the Board.

On the question of the company's negligence, the Court considered that the evidence indicated that the handhold was not reasonably safe and constituted a "trap" since "there was an appearance of safety . . . cloaking a reality of danger." The Court held further that the defendant had failed to arrange for a proper inspection of its equipment. While inspectors of railway companies had inspected it on several occasions, such inspection was purely voluntary. The defendant company should have arranged for these inspectors to report potentially dangerous equipment to it.

In reply to the company's contention that it could not be held responsible for the accident because it did not employ the plaintiff and he was on its property in the position of an "invitee", the Court cited numerous cases, in one of which it was declared that

....a man who intends that others shall come upon property of which he is the occupier for purposes of work or business in which he is interested owes a duty to those who do so come to use reasonable care to see that the property, and the appliances upon it, which it is intended shall be used in the work are fit for the purpose to which they are to be put....

For these reasons the Court found the company negligent and assessed damages covering medical and hospital expenses, loss of present and future earnings and compensation for pain, suffering and loss of future enjoyment of life. *Smith v. Conklin and Garrett Limited* (No. 2) (1943) 1 Western Weekly Reports 332.

A separate hearing had been held to determine whether the plaintiff was obliged to answer questions regarding his belief that the car had been inspected, as to whether he had claimed workmen's compensation and whether the defect in the handhold was discernible and might have been discovered on inspection. The Court held that he must answer all these questions but declined to rule on the question of whether the plaintiff, by claiming compensation, had lost his right of action under sec. 24 of the Alberta Workmen's Compensation Act. *Smith v. Conklin and Garrett Limited* (No. 1) (1942) 3 Western Weekly Reports 612.

Injunction Suspended against Ladies' Garment Workers' Union in Montreal

An interlocutory injunction restraining picketing and other interference with its business, which was granted to the Ideal Dress Company on December 31, 1938, and modified on June 26, 1942 (L.G. 1939, p. 236; 1942, p. 873), was ordered suspended by a Montreal Superior Court on March 8. The restraining order was directed against officers and members of the International Ladies' Garment Workers' Union. Its suspension is to be effective until March 16, 1943, when the case is to be heard, or until such later date as the judge hearing the case fixes.

The original injunction was granted as a result of a strike called by the union on November 25, 1937, to protest the dismissal of certain employees allegedly for union activities and the company's refusal to negotiate a collective agreement with the union. The order forbade picketing, watching, besetting, soliciting persons to leave the company's employ and any interference whatever with the company's business.

On appeal, the injunction was modified on June 26, 1942, to permit peaceful picketing and assembly, the Appeal Court holding that the injunction was too comprehensive.

The union then petitioned for a suspension of the injunction and the petition was granted by Mr. Justice Fabre-Surveyer in the Superior Court. He pointed out that interlocutory injunctions are usually intended to continue in effect until the hearing of the case upon its merits. In the present case, however, leave to appeal against the original injunction had been granted and the order modified by the Court of King's Bench. Moreover, under the Code of Civil Procedure an injunction may be suspended for such period and under such conditions as the judge deems reasonable. The Appeal Court had considered that the company no longer needed protection since the

strike had been settled. Further, the case was to be heard on March 16 next. "It has been retarded for years by reason of the appeal taken (and by reasons out of control of the parties)" and "another appeal might produce similar results." *Lupovitch et al v. Shane et al*, Montreal Superior Court, March 8, 1943.

***Contract for Instruction in a Trade Valid
Even if School not Operating under
Quebec Trade-schools Act***

The proprietor of an "aircraft and technical school" won with costs an action he brought against a former student for the recovery of unpaid fees amounting to \$200. The case was heard by Mr. Justice Loranger of the Montreal Superior Court and judgment was delivered on December 2, 1942.

Under a contract of November 17, 1941, the defendant had agreed to pay the plaintiff the requisite fees in return for a machinist's course. He had taken the course for from seven to eight weeks but had ceased attending just as he was about to complete it. The plaintiff had repeatedly asked him to return but without success.

The defendant submitted that the contract was invalid because (1) the school was not operated in accordance with the provisions of the Trade-schools Act, 1941, and the regulations under it, and (2) the plaintiff had violated the regulations by guaranteeing him employment on completion of the course. The Trade-schools Act provides that "every person wishing to establish or operate a trade-school must make application to the Minister for a permit . . ." and regulations of October 9, 1941, declare that the Act applies to "all trades such as building, printing, mechanic."

The school in question did not have a permit and the Court held that it was therefore not a trade school which was subject to the provisions of the Act but an independent school. There was nothing in the law to prevent a person from teaching a trade to another person for a fee. The proprietor of a school which operated as a "trade school" without a permit was subject to a penalty under the Trade-schools Act, but that did not affect any contractual obligations which a student in the school might have entered into. *Marquis v. Montigny* (1943) *Rapports Judiciaires de Québec*, Cour Supérieure 60.

***Labourers' Action for Wages Dismissed
Because Prescribed Under Quebec
Civil Code***

Actions for the wages of day labourers engaged by the hour were held to be prescribed by one year in a judgment handed down on

December 30, 1942, by Chief Magistrate Roy in Quebec Superior Court. The point arose in connection with a suit by a labourer who had been employed at 25 cents per hour between December, 1938, and April, 1939, and who sought to recover unpaid wages amounting to \$85.75. Since the action was not instituted until November, 1942, it was dismissed with costs.

The decision hinged on the interpretation of arts. 2260-62 of the Civil Code. Art. 2260 provides that actions "for the hire of labour, or for the price of manual, professional and intellectual work," except as stated below, are prescribed by five years. Actions "for wages of workmen not reputed domestics and who are hired for a year or more" are prescribed by two years under art. 2261, while those "for wages of domestic or farm servants, merchants' clerks and other employees who are hired by the day, week or month" are prescribed by one year under art. 2262. It was pointed out that the only difference between arts. 2261 and 2262 which was relevant to the present case related to the term of engagement, and that the plaintiff, not being hired for a year, obviously did not come under 2261. The point at issue, therefore, was which of arts. 2260 and 2262 applied.

It was held that the distinction between these two articles was not based on the term of the engagement. "A contract for the hire of services at so much per year, per month, etc., is not a contract for a year or a month, i.e., for a fixed term, but it is considered to be a contract by the year or month, i.e., for an indefinite period." The true distinction, therefore, depended on the type of work. Prescription was for five years if the person engaged was not an employee, e.g., if he was a person hired by the job. In the present case the plaintiff was clearly an employee and thus his action came under art. 2262. *L'Hereault v. Mathieu* (1943) *Rapports Judiciaires de Québec*, Cour Supérieure 12.

English Courts Hold Employers Responsible for Accidents due to Workers'

***Carelessness if Machinery not
Securely Fenced***

Two cases in which an employer was prosecuted for violation of the provision of the British Factories Act requiring the fencing of dangerous machinery were reported in the British Ministry of Labour Gazette for December, 1942, and February, 1943. In both instances a Divisional Court reversed the decision of a Magistrate's Court and found the employer guilty of failing to fence securely a machine which had injured a worker.

The first case arose out of the injury of a girl whose hair had been caught in a revolving wheel when she crawled under a drying oven to recover a fallen tube. A second girl suffered a similar accident 16 days later. In addition to being charged with failing to fence the machine, the employer was prosecuted under the section of the Act which stipulates that if any person is killed or injured as a consequence of an occupier's failure to comply with the Act, the occupier may be required to pay a fine which can be applied to the benefit of the injured person or his family. In his defence, the employer pointed to the section of the Act which declares an occupier not guilty of an offence when an employee has violated the Act unless it is proved that the occupier failed to take all reasonable steps to prevent the contravention. The employer contended that in this case the workers had violated the section forbidding employees wilfully and without cause doing anything likely to endanger themselves or others and that he had expressly forbidden the workers going under the oven when the machinery was in motion.

It was admitted, however, that a guard could have been fixed on the oven which would have provided complete protection. The Divisional Court held, therefore, that the injury was due to the occupier's failure to fence securely, and the fact that the girls had acted recklessly was immaterial. The Lord Chief Justice pointed out that it was impossible to guarantee that workers will not be both foolish

and reckless, and, in his opinion, the object of the Factories Act was to protect the workers against their own folly and carelessness. *Wraith v. Flexible Metal Co., Ltd.*, Divisional Court, October 15, 1942.

In the second case the Magistrate had held that a heavy metal-cutting machine which caused injury to a 17-year-old boy was not dangerous and therefore need not be fenced. The boy, contrary to instructions and in the absence of an older workman, had set the blade of the machine in motion and suffered the loss of several fingers.

The Lord Chief Justice in the Divisional Court held that the blade was undoubtedly dangerous if it could cut metal when in motion, and therefore should have been securely fenced. The fact that the boy was disobeying orders and had no right to tamper with the machine was not material, in his opinion. He did not agree with the claim that the machine was doing what it was not designed to do when the accident occurred. It was doing what it was designed to do but at the wrong time. Tucker J. elaborated this point by stating that there would have been no offence if the machine was ordinarily safe and only became dangerous when changed to something different than it was intended to be by some deliberate act of mischief. Such an alteration had not occurred when the boy merely used the machine contrary to instructions. *Hoyles v. H. Bates and Son*, Divisional Court, November 6, 1942.

Prices and Price Control

Explanation and Description of the Dominion Bureau of Statistics Cost-of-Living Index

THE Dominion Bureau of Statistics cost-of-living index measures the influence of changes in retail prices of commodities and services upon the cost of a representative urban wage-earner family budget. The index is specified by the Wartime Wages Control Order (P.C. 5963, July 10, 1942) as the basis for cost-of-living bonus adjustments authorized under the terms of this order.

How the Index Budget was Established

In order to establish a representative urban wage-earner family budget from which to calculate changes in the cost of living, the Dominion Bureau of Statistics in 1938 made a study of some 45,000 homes in 12 cities across Canada. From this survey the Bureau picked out 1,439 typical families with earnings between \$600 a year and \$2,500 a year. Each of these families was helped to keep a careful record of their living expenses for one year, from October 1, 1937, to September 30, 1938.

Each family unit consisting of a husband and wife and from one to five children, was self-supporting, lived in a self-contained house or apartment, and did not share either its kitchen or its bathroom with any other family. When the check-up was completed, it was found that the average of these families contained 4.6 people, and that their average family income was \$1,453. Of this income \$1,414 was spent on things which could be included in the cost-of-living index, the rest of it going on such things as gifts and donations to charities. Approximately 31 per cent of the \$1,414 was spent on food, 19 per cent on housing, 6 per cent on fuel and light, 12 per cent on clothing, 9 per cent on home furnishings and services, and 23 per cent on other items which included health, transportation, recreation and insurance as shown in table I.

When the survey had been made, the Dominion Bureau of Statistics could decide what items to include and what importance to give them if the cost-of-living index was to tell the story of an average Canadian wage-earner family. The Bureau then made arrangements to get regular reports on the prices of these items from different parts of the country.

As shown in tables I and II the index budget is divided into six expenditure groups, including foods, fuel and light, rent, clothing, home furnishings and services, and miscellaneous items. For each group the list includes a number of representative staple articles in common use for which reliable and comparative prices can be obtained regularly.

Items excluded from the Index—Goods which are not available every month cannot be included in a calculation designed to show monthly changes, and some lines of seasonal goods, especially in fruits and vegetables, are therefore excluded. However the list, in as far as is possible, includes articles which show at least the general trend of the prices of the goods not included. It would be comparatively easy to construct a budget of family expenditure representing all varieties of goods available at any particular date or season in the year and to compare the cost with that on the same date in a previous year; but such an extensive budget, including seasonal goods, could not be made comparable from month to month or even at quarterly or half-yearly intervals.

How the Index is Made

When the prices are all collected, the Bureau of Statistics makes them into an index number. The index number records the change in the cost of living of the average Canadian wage-earner, but instead of showing it in dollars and cents it shows it in percentage points. To do this, however, there has to be a starting point from which to measure the changes. This starting point can be the cost of living at any particular date, and it is usually called the "base period". One is then able to say that the cost of living is 110 per cent of what it was in the base period, or 90 per cent of what it was in the base period, or whatever the actual figure is.

To take a concrete example, if the cost of living of an average family was \$1,414 a year during the base period, \$1,414 would be represented in the index as 100. Then if the living expenses of this family rose to \$1,555 a year, which is a 10 per cent increase, the index would be raised to 110, and if the

living expenses of this family later fell to \$1,273 a year, which is a 10 per cent decrease from \$1,414, the index would decline to 90.

Any period could be used as a base period; and when the Canadian cost-of-living index was made up the average of the years 1935 to 1939 was picked as the base. It is, however, a straightforward piece of arithmetic to change the base of the index from one date to another; and in order to measure the change in the cost of living that has taken place from the beginning of the war, the last month before the war, August, 1939, can be used as the base period. It is the August, 1939, base that is used by the National War Labour Board when calculating the cost-of-living bonus. (See table on page 540.)

How Prices are Collected

The manner of compilation of the prices of items in the six groups is as follows:

Foods.—The index for the food group is calculated from the prices of 45 items secured in reports for the beginning of each month from about 1,600 grocers and butchers in 69 cities, both chain and independent stores being represented. It is known that the business of the independent stores aggregates twice that of the chain stores and the food index is weighted accordingly. As previously mentioned, the items included represent staple commodities, but a number of fresh fruits and vegetables are omitted, as not being available at all seasons, or as not being marketed in comparable qualities or quantities from time to time and place to place.

The accompanying table (Table II) lists the 45 food items from which the index is construed. The table also shows the average quantity of each item consumed by the typical urban wage-earner family in a week. The total prices of the given quantities of the 45 items are added each month, and compared on a percentage basis with the corresponding total in the base period. The result measures the fluctuations of the food index. This food index represents 31 per cent of the entire cost-of-living index. As of March 1 the food index has risen by 28.4 points since the beginning of the war, from 99.3 to 127.7. (See page 538.) This was the largest rise of any group in the cost-of-living index.

Fuel and Light.—The fuel and light index is based upon changes in prices for coal and domestic rates for electricity and gas. Coke prices, which were formerly included for Quebec and Ontario cities, have been dropped since January, 1943, since coke is not now available in quantity to the general public. Wood is not included, as it is impossible to

price comparable qualities of wood across the country at any given time, or even in one place at different times. Account is taken of the different kinds of coal in different areas. Account is also taken of the amount of fuel and electricity which is typical of consumption in each area. The index for coal is made from data from 58 cities; the gas index from 16 cities in all parts of the Dominion; and the index for electricity from 109 urban communities in Canada. The fuel and light index represents 6 per cent of the entire cost-of-living index. As of March 1, it had risen by 13.7 points since the outbreak of war.

Rents.—There are two tenant wage-earner families for every home-owning wage-earner family in Canada, and the cost-of-living index is calculated on the assumption that housing costs generally are reflected in rental trends. Rental surveys are made by the Bureau at the May and October leasing periods. Rental agents are asked to report upon the current position of rents relative to those at the preceding lease date, as indicated by their list of rental properties. In the workmen's group of dwellings, upon which the rental index is based, records are collected for houses, flats and apartments. Very complete weighting data have been used, recognizing the different numbers of each type of dwelling in various centres. Approximately 200 reports from 61 cities are used in making rental indexes. The rental index, which is weighted at 19 per cent of the entire cost-of-living index, had by March 1 risen 7.5 points since the outbreak of war.

Clothing.—Certain difficulties are encountered in measuring changes in the price of clothing, due to variations in style and to seasonal changes. Accordingly, the Bureau has reduced the number of items on its clothing list to 31 carefully selected standard articles on the assumption that 31 accurate price series will measure the trend of clothing prices better than a large list including items which fluctuate widely in price due to style and seasonal factors. The items selected represent the basic materials entering into clothing, mainly cotton, wool, artificial silk, leather and rubber. Some of the items chosen form a comparatively small portion of the average budget, but are useful in measuring clothing price trends because of their standard construction. Women's woollen hose afford an example of such items.

Department stores are the source of Bureau clothing prices. These distributors handle approximately one-third of the Dominion's clothing trade, and make monthly price returns to the Bureau, especially designed for the cost-of-living index. Weighted at 11.7 per

cent of the cost-of-living index, the clothing index had by March 1 risen 20 points since the outbreak of war.

Home Furnishing and Services.—The home furnishings and services index is composed from eight sub-groups. The eight sub-groups are: furniture, floor coverings, textile furnishings, hardware, dishes and glassware, cleaning supplies, laundry and telephone. The complete group accounted for 9 per cent of the base period index budget cost, placing it next to clothing in importance. The data for furniture, floor coverings, textile furnishings, hardware, dishes and glassware are obtained from department stores; and a comparatively small number of items is selected whose price changes would represent those of all the commodities in this category. There are 7 items of furniture, 3 of floor coverings, 4 of textile furnishings, 4 of hardware, 2 of dishes and glassware, 4 of cleaning supplies, 3 laundry rates and one type of telephone service. This index was 16.9 points higher on March 1 than at the outbreak of war.

Miscellaneous.—Five sub-groups, health maintenance, personal care, transportation, recreation and life insurance comprise the miscellaneous index. This list does not exhaust all remaining family living expenditures; but most of those which are left such as church contributions, the support of dependents, bank savings, etc., cannot be treated in the same way as items which are bought and sold. The index takes no account of these items, which amounted to only 3 per cent of the expenditures of the average wage-earner family, reported in the Bureau's 1938 survey.

The health section is based upon prices for 6 items of household medical supplies, 2 kinds of hospital service, 3 types of doctors' fees, and rates for 6 types of dental service. In view of the stability of fees for doctors, dentists and hospitals, these records are collected only at annual intervals, while medical supplies are priced quarterly. Records for practically all miscellaneous sub-indexes are collected from 23 of the larger cities, chosen to give adequate regional representation.

Personal care costs are represented by 7 items of toilet requirements plus fees for men's haircuts and shaves.

Three kinds of transportation are represented in the transportation sub-group: motor car, street car and railway. The two latter present no special problems, but motor car operating costs are more difficult to measure. The Bureau's record is based upon service station prices of gasoline, licence fees, and wage rates for garage mechanics. It is assumed that depreciation is 37 per cent of operating costs, and that for car owners as a group it remains constant from year to

year. (Automobile tires and tubes have been removed from the index.)

The recreation section includes records of motion picture theatre admissions, and newspaper, magazine and tobacco costs.

The life insurance index is based upon premiums for ordinary non-participating life policies, since these appear to give the closest possible approximation to the cost of pure risk. Averages of premiums for ages 20, 35 and 50 years have been used covering the records of 11 large companies. Miscellaneous items, comprising 23 per cent of the cost-of-living index, had risen only 6.2 points by March 1 since the outbreak of war.

The Cost-of-Living Index Weighting System

There are two stages in the calculation of each of the six principal group indexes from which the composite number is calculated. In the first stage, the general procedure is to multiply current price averages by budget quantities. These products are added together and the resultant aggregate divided by a corresponding base period aggregate. The resultant number is multiplied by 100.0 to secure a sub-group index for the current period. This index is then multiplied by a sub-group weight indicative of the cost in the base period of all goods belonging in this sub-group, (not merely those representative ones which were priced), relative to the base period costs of all goods in the whole group. When all sub-groups have been weighted similarly, the group index is found by adding up this second set of products and dividing by 100.0. This routine is repeated to secure the final composite cost-of-living index. The second and third stages of weighting are made necessary by the fact that it is not feasible to include all items in the family budget.

The complete list of items and weights is shown in Table II.

TABLE I.—URBAN WAGE-EARNER FAMILY ANNUAL LIVING EXPENDITURES
(Year ending September 30, 1938)

Budget Group	Expenditure Averages	Percentage Distribution
	\$	
Food.....	443.0	31.3
Shelter.....	269.5	19.1
Fuel and Light.....	90.5	6.4
Clothing.....	165.8	11.7
Home Furnishings.....	125.7	8.9
Miscellaneous.....	319.4	22.6
Health.....	60.8	4.3
Personal Care.....	23.9	1.7
Transportation.....	79.3	5.6
Recreation.....	82.1	5.8
Life Insurance.....	73.3	5.2
Total.....	1,413.9*	100.0

* Directly represented in the index. Other miscellaneous outlay brought total family living expenditure to \$1,453.8.

TABLE II.—WEIGHTS USED TO CALCULATE DOMINION COST OF LIVING INDEX

	Com- modity Weights	Per Cent	Sub- group Weight	Group Weight
A. FOOD	Weekly Quantities			31
1. Chain Stores			1	
2. Independent Stores			2	
<i>Dairy Products—</i>				
Milk	10.5 qts.			
Butter	2.8 lbs.			
Cheese	0.4 "			
<i>Eggs</i>	1.4 "			
<i>Meats and Fish—</i>				
Sirloin Steak	0.5 lbs.			
Round Steak	0.9 "			
Roll'd Rib Roast	0.7 "			
Blade Roast	1.1 "			
Stewing Beef	1.0 "			
Veal	1.0 "			
Lamb	0.3 "			
Pork, fresh loins	1.5 "			
Pork, fresh shoulder	1.0 "			
Bacon	0.7 "			
Canned Salmon, lb. tin	0.2 tins			
Finnan Haddie	0.1 lbs.			
Vegetable Shortening	0.8 "			
Lard	0.2 "			
<i>Cereals—</i>				
Bread	12.1 "			
Flour	2.9 "			
Rice	0.3 "			
Roll'd Oats	0.5 "			
Corn Flakes, 8 oz. pk.	1.3 pkgs.			
<i>Dry Groceries—</i>				
Granulated Sugar	3.0 lbs.			
Yellow Sugar	0.5 "			
Tea	0.2 "			
Coffee	0.2 "			
Cocoa, ½-lb. tin	0.2 tins			
Salt	0.5 lbs.			
<i>Vegetables—</i>				
Beans	0.2 "			
Onions	0.8 "			
Potatoes	0.8 pkgs.			
Canned Tomatoes, 2½'s	0.6 tins			
Canned Peas, 20 oz.	0.6 "			
Canned Corn, 20 oz.	0.3 "			
Canned Beans, 16 oz.	0.5 "			
<i>Fruits—</i>				
Raisins	0.2 lbs.			
Currants	0.1 "			
Prunes	0.1 "			
Strawberry Jam	0.6 "			
Marmalade	0.1 "			
Canned Peaches, 20 oz.	0.1 tins			
Corn Syrup, 3½ lb. jar	0.03 "			
Lemons	0.1 doz.			
Oranges	0.7 "			
B. RENTALS				19
Houses			70	
Apartments and Flats			30	
C. FUEL AND LIGHT				6
Coal			53	
Gas			14	
Electricity			33	

TABLE II.—WEIGHTS USED TO CALCULATE DOMINION COST OF LIVING INDEX—*Continued*

	Com- modity Weights	Per Cent	Sub- group Weight	Group Weight
	Annual replacement allowances			
D. CLOTHING				12
<i>Men's Wear</i>			41	
Top Coats	0.4			
Suits	0.8			
Sweaters	0.4			
Overalls	1.0 prs.			
Socks	9.0 "			
Underwear, Athletic	1.5 set			
Balbriggan Combinations	1.0 "			
Underwear, Winter	1.0 "			
Pajamas	1.0 pr.			
Shirts, work	1.0			
Shirts, broadcloth	2.5			
<i>Women's Wear</i>			36	
Top Coats	0.5			
House Dress	1.5			
Slips, rayon	2.5			
Hosiery, silk	10.0 prs.			
Hosiery, woollen	3.0 "			
Vests, rayon	1.0			
Bloomers, rayon	4.0 prs.			
Bloomers, wool	1.0 "			
Nightgown, cotton	0.7			
Nightgown, rayon	1.6			
Smock	0.2			
<i>Piece Goods</i>			4	
Cotton Dress Print	3.0 yds.			
Wool	0.3 "			
Flannel	0.2 "			
Celanease or Rayon Material	0.7 "			
Flannelette	2.0 "			
<i>Footwear</i>			19	
Men's Work Boots	2.0 prs.			
Men's Oxfords	0.7 "			
Men's Rubbers	3.5 "			
Women's Shoes	2.0 "			
E. HOUSE FURNISHINGS AND SERVICES				9
<i>Furniture</i>			33	
Dining Room Suite, 9 pc.	0.06 sets			
Bedroom Suite, 4 or 5 pc.	0.06 "			
Kitchen Table	0.08			
Kitchen Chairs	0.20			
Studio Couch	0.08			
Bed Springs	0.05			
Mattress	0.16			
<i>Floor Coverings</i>			9	
Axminster Rug, 9' x 12'	0.04			
Congoleum Rug, 9' x 12'	0.15			
Linoleum	1.70sq. yd.			
<i>Furnishings</i>			15	
Sheets, 81' x 100"	1.0			
Towels, cotton terry, 22' x 44'	3.0			
Blankets, all wool, 6-8 lbs., 72' x 90"	0.5			
Table Oil Cloths	0.4 yds.			
<i>Hardware</i>			8	
Frying pan, iron	0.3			
Saucepan, enamel, 2½ or 3 qts.	0.5			
Garbage can, galvanized, 15 x 17	0.25			
Kitchen Broom	1.0			
<i>Dishes and Glassware</i>			2	
Set of Dishes	0.1			
Glass Tumblers	2.0			
<i>Cleaning Supplies</i>			17	
Laundry Soap	24 bars			
Soap Flakes	24 pkgs.			
Abrasive cleansers	9 cartons			
Chloride of Lime	2 pkgs.			
<i>Laundry</i>			6	
Sheets				
Towels				
Men's Shirts				
<i>Telephones</i>			15	

TABLE II.—WEIGHTS USED TO CALCULATE DOMINION COST OF LIVING INDEX—*Concluded*

	Com- modity Weights	Per Cent	Sub- group Weight	Group Weight
F. MISCELLANEOUS ITEMS.....				23
1. Health.....			17	
Annual replacement allowances.....				
(a) <i>Medicines.....</i>		23		
Aspirin Tablets, box of 12.....	1·3			
Epsom Salts, 1 pound.....	0·7			
Boracic Acid, 2 oz.....	0·3			
Tincture of Iodine, 1 oz.....	0·7			
Zinc Ointment, 1 oz.....	0·7			
Cod Liver Oil, large bottle.....	1·3			
(b) <i>Hospital Charges.....</i>		17		
Semi-private room.....	1			
Public Ward Bed.....	1			
(c) <i>Doctors' Fees.....</i>		42		
Office Consultation.....				
Ordinary Day Visit.....				
Ordinary Confinement.....				
(d) <i>Dentists' Fees.....</i>		18		
Amalgam Filling.....				
Porcelain Filling.....				
Gold filling.....				
Upper and Lower Dentures.....				
Ordinary Extraction.....				
Prophylaxis.....				
2. Personal Care.....			9	
(a) <i>Personal Cleansing Supplies.....</i>		58		
Talcum, tins.....	1·3			
Tooth Paste, tubes.....	21·7			
Tooth Brush.....	3·7			
Shaving Stick.....	2·2			
Toilet Soap, bars.....	52·2			
Vaseline, jar.....	1·3			
Razor Blades, packages of 5.....	13·1			
(b) <i>Barbers' Fees.....</i>		42		
Haircut (Men's).....	5			
Shave.....	2			
3. Transportation.....			21	
(a) <i>Motor Operating Costs.....</i>		49		
Gasoline.....	44			
Repairs and Maintenance.....	10			
Licences.....	9			
Depreciation.....	37			
(b) <i>Rail Fares.....</i>		5		
(c) <i>Street Car Fares.....</i>		46		
4. Recreation.....			31	
(a) <i>Theatre Admissions.....</i>		23		
(b) <i>Newspaper Costs.....</i>		22		
(c) <i>Magazine Costs.....</i>		4		
(d) <i>Tobacco Costs.....</i>		51		
Cigars.....				
Cigarettes.....				
Cut Tobacco.....				
5. Life Insurance.....			22	

Prices, Retail and Wholesale, in Canada, March, 1943

Cost of Living, Prices of Staple Articles and Index Numbers

NOTE: Owing to misunderstandings which have arisen regarding retail prices published in this section of the LABOUR GAZETTE, the following explanation has been thought necessary:—

1. *The Cost of Living Index is calculated by the Dominion Bureau of Statistics and is used in the determination of the Cost-of-living Bonus. This Index is not calculated from the data as to prices, etc. shown in Tables 2 and 3 below.*

2. *Tables 2 and 3 include certain data collected by the Dominion Bureau of Statistics and certain other data gathered by official correspondents of the LABOUR GAZETTE, as indicated below.*

3. *Tables of prices have been printed in the LABOUR GAZETTE along the same lines as at present since 1910—long before the cost-of-living bonus system came into effect.*

4. *As to Tables 2 and 3, it should be pointed out that the prices of certain commodities, especially meats and food products, vary substantially even within a single locality. In most cases the figures given are average figures for each locality.*

A slight advance in the official index of the cost of living was recorded at the beginning of March, thus recovering part of the decline of the two preceding months. The index on the base period 1935 to 1939 as 100 was 117.2 at March 1, as compared with 118.8 at December 1, 1942, which was the high point during recent years. In March, 1942, the index was 115.9 and in August, 1939, the last pre-war month, it was 100.8. The advance during the month under review was due entirely to higher prices for certain foods particularly, beef, potatoes, and oranges. A further seasonal decline was recorded in the price of eggs. All other principal groups were unchanged.

The advance in the cost of living since the outbreak of war was 16.3 per cent compared with an increase of 43.3 per cent between July, 1914, and February, 1918, the comparable period during the last war. Since the establishment of the ceiling on prices in the autumn of 1941, the advance in the index was 1.5 per cent, the official figures at the beginning of October, 1941, being 115.5. For the comparable period during the last war, that is between

October, 1916, and March, 1918, the advance was 24.3 per cent, the index being 91.4 and 113.6 respectively.

Between August, 1939, and March, 1943, foods advanced 28.6 per cent, clothing 20.0 per cent; home furnishings and services 16.7 per cent; fuel and light 13.8 per cent; rent 7.2 per cent; and the miscellaneous group 6.1 per cent.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the LABOUR GAZETTE the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, farm-made cheese, and fish, but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$450 and \$2,500 in 1938. The average expenditure was \$1,453.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939,

100.0; September, 100.0; October, 103.8; November, 104.3; December, 104.3; January, 1940, 104.2; February, 104.3; March, 105.5; April, 105.5; May, 105.3; June, 105.3; July, 106.4; August, 106.8; September, 107.9; October, 108.4; November, 109.7; December, 110.0; January, 1941, 110.4; February, 110.1; March, 110.2; April, 110.7; May, 110.9; June, 112.7; July, 114.9; August, 117.7; September, 119.4; October, 120.1; November, 121.4; December, 120.6; January, 1942, 119.9; February, 120.3; March, 120.6; April, 120.6; May, 120.9; June, 121.8; July, 123.9; August, 123.5; September, 123.0; October, 123.7; November, 125.0; December, 125.2; January, 1943, 122.5; February, 122.2.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Wholesale Prices

The movement of wholesale prices as revealed by the Dominion Bureau of Statistics index number continued upward during March. This index on the base of average prices during 1926 as 100 was about one per cent higher than in February and 1.4 per cent higher than in January. Comparative figures for the index at certain dates are 98.5 for March; 97.3 for

February; 95.1 for March, 1942, and 72.3 for August 1939. The increase during the last year therefore was 3.6 per cent and since the outbreak of war was 36.2 per cent. During the month under review four of the eight principal groups advanced and four were unchanged. The wood and wood products group recorded an advance of 2.4 per cent and the vegetable products group 2.1 per cent. Changes in the animal products group and in the chemical products group were slight. Between August, 1939, and March, 1943, consumers' goods advanced 33.6 per cent and producers' goods 38.8 per cent. The increase in the general index between July, 1914, and February, 1918, the equal period during the last war was 90.8 per cent.

Explanatory Note as to Retail Prices

Table III on retail prices and rentals shows the prices at the beginning of March of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1942

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

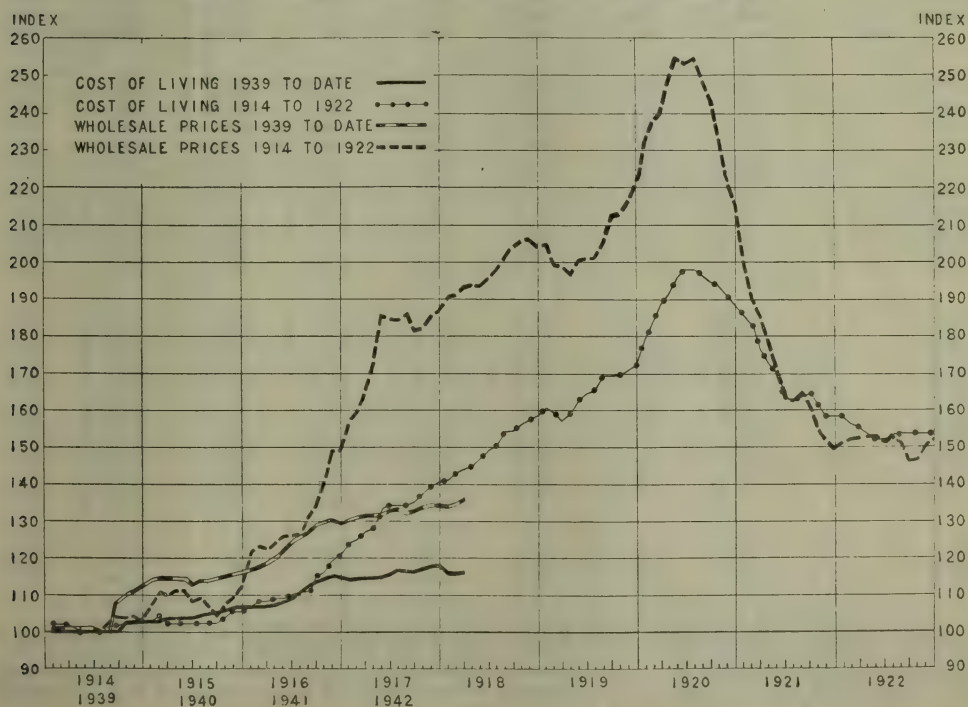


TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING
IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100.0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscel- laneous
1913.....		79.7	88.3	74.3	76.9	88.0		70.3
1914.....		80.0	91.9	72.1	75.4	88.9		70.3
1915.....		81.6	92.7	69.9	73.8	96.8		70.9
1916.....		88.3	103.3	70.6	75.4	110.8		74.5
1917.....		104.5	133.3	75.8	83.8	130.3		81.5
1918.....		118.3	152.8	80.2	92.2	152.3		91.4
1919.....		130.0	163.3	87.6	100.7	175.1		101.2
1920.....		150.5	188.1	100.2	119.9	213.1		110.3
1921.....		132.5	143.9	109.2	127.6	123.4		112.5
1922.....		121.3	121.9	113.7	122.2	147.0		112.5
1926.....		121.8	133.3	115.9	116.8	139.1		106.1
1927.....		119.9	130.8	114.5	114.4	135.6		105.1
1928.....		120.5	131.5	117.3	113.2	135.5		104.8
1929.....		121.7	134.7	119.7	112.6	134.8		105.0
1934.....		95.6	92.7	93.2	102.1	97.1		97.8
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
February 1.....	103.0	103.8	104.5	104.4	106.8	103.3	104.3	101.9
March 1.....	103.8	104.6	104.8	104.4	105.7	107.8	105.9	101.9
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
May 1.....	104.1	104.9	104.4	106.9	106.1	107.8	106.2	101.8
June 1.....	104.1	104.9	103.8	106.9	106.0	109.1	106.5	101.8
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
August 1.....	105.1	105.9	105.4	106.9	108.4	109.1	106.9	103.0
September 2.....	105.6	106.4	105.4	106.9	108.5	112.4	108.9	102.8
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
November 1.....	106.9	107.8	108.7	107.7	108.5	113.5	110.0	103.8
December 2.....	107.1	108.0	109.1	107.7	108.5	113.5	110.7	102.8
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.....	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.....	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May.....	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.....	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.....	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.....	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.....	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942								
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2
1943								
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5
February 1.....	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5
March 1.....	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 5253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wages rate of less than twenty-five dollars per week.

TABLE II—AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1943

Commodities	Unit	Mar. 1914	Mar. 1915	Mar. 1916	Mar. 1917	Mar. 1918	Mar. 1920	Mar. 1922	Mar. 1929	Mar. 1933	Mar. 1939	Mar. 1941	Mar. 1942	Feb. 1943	Mar. 1943
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	24-0	23-3	22-2	28-1	33-3	37-3	28-3	35-0	20-5	27-2	31-5	34-1	38-4	39-2
Beef, round steak.....	lb.	20-4	21-1	24-1	30-2	32-4	32-4	24-0	30-0	16-3	23-0	27-2	30-3	34-9	35-7
Beef, rib roast.....	lb.	18-7	19-4	22-9	27-8	29-3	21-8	27-6	15-3	20-4	26-8a	29-5a	33-6a	34-3a	34-3a
Beef, shoulder.....	lb.	16-4	16-0	16-4	19-1	23-8	24-4	16-1	21-8	10-9	15-5	18-9b	21-5b	25-6b	26-3b
Beef, stewing.....	lb.						20-4	12-5	17-3	8-8	12-9	15-5	17-9	21-7	22-3
Veal, forequarter.....	lb.	17-3	17-7	17-9	21-6	26-0	26-3	19-7	24-9	12-5	16-7	18-9	22-1	25-2	28-3
Mutton, hindquarter....	lb.	20-9	20-5	22-1	26-5	32-3	33-9	26-6	30-5	17-7	23-8	29-7c	32-4c	37-6c	38-2c
Pork, fresh, from ham..	lb.	20-2	18-5	20-5	26-8	34-4	37-5	29-5	28-0	12-1	23-7	22-3	29-7	31-4	31-5
Pork, salt mess.....	lb.	18-4	17-4	18-4	23-4	32-6	35-8	26-2	26-5	13-5	21-2	20-1	23-9	24-7	25-1
Bacon, not sliced.....	lb.	25-9	24-9	27-2	33-2	46-5	52-6	40-5	37-9	17-2	30-6	28-2	39-3	40-6	40-7
Bacon, sliced.....	lb.						56-5	45-0	42-5	20-2	33-9	32-6	43-1	45-1	45-3
Fish, salt cod.....	lb.						24-5	21-6	20-9	17-3	18-2	19-8	24-5	27-9	28-3
Fish, finnan haddie....	lb.						20-9	19-7	20-5	16-4	17-2	19-4	23-3	26-8	27-0
Lard.....	lb.	18-8	17-6	18-6	26-4	34-0	39-6	21-5	22-2	11-5	12-8	10-4	16-0	18-0	18-2
Eggs, fresh.....	doz.	37-0	28-6	33-9	46-9	58-9	71-9	50-7	51-3	27-8	30-1d	27-4d	38-2d	44-4d	42-9d
Eggs, cooking.....	doz.	33-3	26-7	29-1	41-8	50-5	63-8	45-6	44-7	22-6	25-3f	23-9f	33-6f	39-2f	38-1f
Milk.....	qt.	8-9	9-2	8-8	10-1	12-0	15-1	12-7	12-5	9-4	10-9	11-4	11-8	10-2	10-2
Butter, dairy.....	lb.	30-6	32-2	33-5	42-7	48-8	66-3	37-5	44-5	23-1	23-9	34-2	35-0	36-3	37-1
Butter, creamery.....	lb.	35-5	37-8	38-7	48-7	54-3	72-9	43-5	49-0	26-9	26-8	38-2	39-8	40-0	40-0
Cheese, Canadian mild..	lb.	19-2	21-4	23-4	30-1	30-4	38-2	28-4	33-8a	19-3a	22-3a	24-1	36-5	34-0	34-0
Bread, white.....	lb.	4-3	4-8	4-6	6-1	7-7	9-1	7-0	7-7	5-5	6-6	6-7	6-8	6-8	6-9
Flour.....	lb.	3-2	4-3	3-8	5-3	6-7	7-6	4-8	4-9	2-6	3-0	3-7	3-6		
Rollod oats, bulk.....	lb.	4-2	5-2	4-8	5-5	7-7	8-3	5-5	6-3	4-5	5-0	5-2	5-7	5-6	5-7
Rice.....	lb.	5-9	5-9	6-2	9-2	10-3	16-0	9-6	10-4	8-0	8-1	9-2	10-7	12-2	12-3
Tomatoes, canned, 2½'s.	tin						21-4	19-2	15-7	11-6	10-6	13-7	13-9	14-0	14-0
Peas, canned, 2's.....	tin		10-2	10-6	14-5	19-6	20-8	19-2	16-0	11-5	10-5	11-9	12-5		
Corn, canned, 2's.....	tin		10-1	10-6	15-9	23-5	21-6	17-0	16-2	11-6	10-5	12-1	13-4		
Beans, dry.....	lb.	6-0	6-8	9-1	12-8	16-8	11-7	8-6	11-7	3-8	5-0	6-4	6-5	6-4	6-5
Onions.....	lb.						10-6	12-4	7-8	3-4	4-1	4-5	6-7	5-4	5-7
Potatoes.....	75 lb.	105-0	82-5	152-6	246-7	180-4	350-8	130-0	109-4	77-5	112-4	106-5	180-3		
Potatoes.....	15 lb.						69-8	30-5	26-7	19-2	26-6	25-9	39-7	42-7	44-1
Apples, evaporated.....	lb.	12-5	11-8	13-5	14-2	21-3	28-7	22-6	21-2	14-7	15-7	14-9	15-2	16-3	16-9
Prunes, medium.....	lb.	12-2	12-8	12-8	14-0	17-1	27-0	18-4	13-7	10-8	10-7	11-5	12-7	14-1	14-0
Raisins, seedless.....	lb.						25-1	28-0	15-8	17-0	16-7	16-6	17-2		
Currants, bulk.....	lb.						29-5	23-4	19-5	16-3	14-9	14-8	15-1	15-4	15-5
Peaches, canned, 2's.....	tin						39-4	35-7	26-5	20-5	16-5	15-5	16-0		20-7
Corn syrup, 5 lb.....	tin						67-8	52-6	42-6	38-9	42-9	45-3	59-5	61-1	60-3
Sugar, granulated.....	lb.	5-6	8-1	8-2	9-1	10-8	18-2	8-6	7-5	5-6	6-4	7-5	8-6	8-6	8-6
Sugar, yellow.....	lb.	5-2	7-3	7-5	8-4	10-8	16-9	8-2	7-1	5-5	6-3	7-4	8-4	8-5	8-5
Tea, black.....	lb.	34-4	36-9	39-4	42-7	50-9	66-5	54-2	70-5	41-2	58-6	68-9	83-8		
Coffee.....	lb.	38-1	38-9	39-8	40-1	40-7	60-6	53-3	60-3	39-7	38-1	45-7	47-9	44-2	44-2
Cocoa, ½ lb.....	tin						30-8	29-4	27-7	24-5	19-1	19-5	19-0	19-0	19-0
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Coal, anthracite, U.S..	ton	8-74	8-56	8-56	10-66	11-47	14-84	17-39	16-38	15-35	14-65	15-84	16-60	16-58	16-60
Coal, bituminous.....	ton	6-17	5-95	6-01	8-17	9-26	10-69	10-99	10-11	9-44	9-44	10-03	10-61		
Coke.....	ton								13-00	11-72	12-01	12-74	13-65	13-39	
Wood, hard, long.....	cord	6-71	6-63	6-65	7-93	10-97	12-40	12-59	12-30	10-03	9-56	10-16	11-22	11-64	11-57
Wood, hard, stove.....	cord						14-07	14-42	14-66	11-99	11-61	12-25	13-41	14-20	14-16
Wood, soft, long.....	cord	5-10	5-00	4-86	5-78	7-91	9-50	9-37	8-92	7-59	7-14	7-54	8-26	8-74	8-64
Wood, soft, stove.....	cord						10-44	10-91	11-12	9-15	8-54	8-95	9-62	10-14	10-21

a. Rolled.

b. Blade.

c. Lamb.

d. Grade A.

f. Grade B.

h. Kind most sold.

be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers. The exceptions are milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965 (L.G., 1941, page 1462), the price ceiling established by P.C. 8527 (L.G., 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003

TABLE III.—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Beef					Veal		Pork					Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast per lb.	Lamb, leg roast per lb.	Fresh loin, per lb.	Fresh leg roast, from ham, per lb.	Fresh shoulder, per lb.	Salt, regular meat, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	39.2	35.7	34.3	26.3	22.3	28.3	26.0	38.2	34.7	31.5	27.4	25.1	40.7	45.3
Nova Scotia (average)	42.6	36.9	33.6	26.9	22.5		21.7	36.4	34.8	33.7	28.7	24.5	42.3	44.8
1—Sydney.....	46.5	37.7		28.3	23.5		27			36	33.7	25	42.5	45.3
2—New Glasgow.....	42.4	37.4	34.2	28.2	23.8		20			35.5	29.4	25.4	42	44.7
3—Amherst.....	41.3	38.5		27	21.3					34.3	28	24.3		46
4—Halifax.....	42.8	37.4	32.5	25.8	23.1		18	36.4		34.2	30	24.3		43.8
5—Windsor.....	39.3	34.7	33.3	26	22.2					35	26.7	23.9		44.2
6—Truro.....	43	35.6	34.2	26.2	20.8					35.2	26.4	24.3		44.8
7—P.E.I.—Charlottetown.....	38.6	34.6	32.8	26	23.2		20			35	30	24.2	40	44.7
New Brunswick (average)	41.3	34.8	32.6	25.2	20.7	25.7	27.0	38.1	32.9	34.5	26.7	24.3	38.5	44.2
8—Moncton.....	39.8	34.3	31.8	24.7	19.7		25	37	33.7	35	28.4	24.4	38	46.9
9—Saint John.....	42.4	34.8	32.7	25.9	20.6	25.3	29	36.3	34.3	34	27.3	24	39	42.6
10—Fredericton.....	41.7	35.2	33.2	24.2	21.4	26		41	30.6		24.4	24.6		45.5
11—Bathurst.....		35		26	21									41.7
Quebec (average)	37.4	36.0	30.5	25.1	18.1	30.4	24.0	34.7	29.6	28.4	24.9	21.9	41.0	42.8
12—Quebec.....	39.2	37.1	27.3	26.4	16.6		23	35.7	25	23	24	24.8		38.9
13—Three Rivers.....	38.6	35.4	29.2	24.4	19.1		23	32	27.2	28	24.2	23.2	41	46.1
14—Sherbrooke.....	39.7	37.4	32.5	24.8	19.3		25	36.3	32	32	25.2	24.8		37.7
15—Sorel.....	36.9	37.5	31.2	23.3	17.5			34	29.8		23.1	23.8		44.4
16—St. Hyacinthe.....	33	33.2	31.5	23.9	20	31.3		32.6	28		24.7	21.8		46.3
17—St. Johns.....	40.6	36.7	30.5	25.5	16	32.7		41.3	36		27	25.9		44.6
18—Thetford Mines.....	32.1	34.7	23.7	26.1	18		25	30.8	24.9	24	24.2	24		37.3
19—Montreal.....	39	36.4	35.1	22.8	18.1	26.2	24	35.1	31.3	35	24.5	27.2		44.3
20—Hull.....	37.8	35.6	33.5	24.8	18.2	31.3		34.5	32.1		26.8	28.5		45.7
Ontario (average)	38.9	36.2	35.5	27.2	22.8	29.3	28.2	38.9	36.7	33.3	28.6	26.0	41.3	45.1
21—Ottawa.....	40.8	37.6	37.4	28.7	23.4	28.3		38.8	33.9		27.1	27.5		47.5
22—Brockville.....	37.7	35.5	34	27.2	22.9			38	33.5		26.2			46
23—Kingston.....	38.5	34.7	33.3	26.3	18.5		30	39.6	36.3	30	27.5	26.6		44.5
24—Belleville.....	36.8	34.7	35.8	26.6	22		33	37.7	34.8	35	28.4		45	46.6
25—Peterborough.....	39.1	36.3	37	27.9	23.2		30	38.9	37.5	32	29.7		45	45.7
26—Oshawa.....	37.5	36	38.4	27.6	24.2	33	29	40	37.5	30	29.7		42	45.5
27—Orillia.....	39.6	35.4	35.3	27.2	26			39.2	38.6		30			47.7
28—Toronto.....	38.2	35.5	39.2	27.6	23.6	29.9	27	39.8	38.1		25.7			47.6
29—Niagara Falls.....	38	36.2	35.9	27.3	21.9	29.8		41.5	37.9		28			44.3
30—St. Catharines.....	42.2	36.9	38.7	28.7	21.3		27	38.6	38.8	30	28.6		40	45.2
31—Hamilton.....	40.9	38.1	37	28.4	25.7	31	27	39.1	37.5	30	30		42	44.6
32—Brantford.....	39.3	36.5	35.8	27.8	20.7	27.7		39.1	37.1	35	29.3		43	46.5
33—Galt.....	39	35.9	36.9	28.2	25.3		28.5	39.7	37.6	33	28.3		43	46.5
34—Guelph.....	37.3	35.5	32.8	25.6	24.4			41.2	36.4		28.9			45.6
35—Kitchener.....	38.1	36.9	34.3	27.1	24.1	28.7		38.5	37.5		27.5	26		45.1
36—Woodstock.....	39.5	37.3	35.3	28	21.7			38	37.8		27.7			42.7
37—Stratford.....	36	35.5	36.3	27.3	21.7			36.7	36.7		29.2			45.7
38—London.....	39.5	36.5	36.4	27.5	23.2	28.6	25	38.6	37.1	35	27.9		40	44.4
39—St. Thomas.....	40.1	37	36.2	27.3	24.6		32	37.7	37.5	35	29.2		42	44.4
40—Chatham.....	39.7	37.2	36.7	28.5	21.1	29.3			37.6		32.2	26.6		45.4
41—Windsor.....	39.4	35.9	35.5	27.3	24.4		24	35.9	36.1	35	29.4		38	43.6
42—Sarnia.....	39	35.4	34.6	26.9	23.3	29.3		37.8	35.7		28.4	28.1		45.8
43—Owen Sound.....	38.3	35.4	34.3	26.1	21.7				35.5		26.9			44.7
44—North Bay.....	40.3	36.7	36.8	28.7	26.7				38.7		30	28		46.7
45—Sudbury.....	38.4	36.3	34.4	26.7	22		30	36.4	36.7		28.7	24.2	40	42.2
46—Cobalt.....		35.7		29.7	21.5				34.5	35	29.7			43.4
47—Timmins.....	35.9	34.6	33	24.9	22.7		25	39	37.1	32	28	25.6	37	41.8
48—Sault Ste. Marie.....	40.5	36.8	31.7	26.5	20.7		27	38.8	35	35	27.9	24	40	42.6
49—Port Arthur.....	39.6	36.2	33.4	25.2	22	26.7	27	39.6	35.8	35	28.5	24.8		46.9
50—Fort William.....	39.6	36.7	32.6	24.2	20.3		30	41.3	36.7	35	29	24.3		44
Manitoba (average)	36.8	32.4	33.6	24.9	21.6	27.9	21.0	37.0	35.9	25.0	27.9	24.8	37.0	45.5
51—Winnipeg.....	36.7	33.6	32	26	22.9	27.9	22	37.6	36.7		30.1	24.8	39	45.8
52—Brandon.....	36.8	31.3	35.2	23.7	20.2		20	36.3	35	25	25.6			35
Saskatchewan (average)	36.0	32.1	32.0	23.8	19.9	24.7	21.0	34.4	31.9	27.7	23.5	21.5	38.0	42.3
53—Regina.....	37	33.2	31.7	23.2	20.9	24.6	22	32.6	31.5	23	22.1			43.7
54—Prince Albert.....							22							36.2
55—Saskatoon.....	33.6	30.6	31.4	23.3	18.2	24.7	20	34.1	31.9	28	23.9	21.5	36	44.7
56—Moose Jaw.....	37.3	32.4	33	25	20.5		20	36.6	32.3	27	24.6		40	44.7
Alberta (average)	36.9	32.8	32.0	23.9	20.8	24.2	24.7	37.9	33.4	26.0	25.4	23.8	36.7	45.8
57—Medicine Hat.....	36	32.5	32.6	24	23.8				34		24.3			45.5
58—Drumheller.....	35.2	32.5	27.5	23	18	24	25		34.5	28	26	23.3	35	43.5
59—Edmonton.....	35.7	30.6	32.5	22.4	19.6	23.5		35.7	35	24	26.4	23.7		45.4
60—Calgary.....	39.1	33.8	35.8	24.3	22.9	25.2	25	39.4	32.3		26.7	24.5	35	47.8
61—Lethbridge.....	38.5	34.6	31.7	25.7	19.9		24	38.5	31.3	26	23.7		40	47
British Columbia (average)	42.0	37.5	38.0	27.2	27.4	29.9	29.8	41.7	35.5	33.6	28.1	26.1	45.0	51.3
62—Fernie.....	39.3	36	38.7	28	26	29.3		40.7				23.4		48
63—Nelson.....	40	37.3	39.3	29.3	28.3		30	41.7		38			44	47.2
64—Trail.....	43	38	37.9	29	27.8		28	45	37.8		29.6	25.7	42	47.7
65—New Westminster.....	41.4	37.5	38.6	25.9	26.5	29.3		38.7	33.9	29	27.5	25.2	44	51.5
66—Vancouver.....	42.7	37.3	36.4	25.3	27.4	29	27	41.1	33.9	29	27.6	26.1		52.9
67—Victoria.....	44.5	39	40.1	27.9	29.1	32		42.4	36.6		28.2	27.1		52.9
68—Nanaimo.....	45.3	40.1	37.9	28.2	29.7		36		35.2	25	27.5	27	50	56.5
69—Prince Rupert.....	39.7	35	35	24	24		30	41				28.1		53.5

a. Price per single quart higher.

b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF MARCH 1943

Ham, boiled, sliced, per lb.	Fish							Shortening, vegetable per lb. package	Eggs		Milk in bottles, per quart	Butter	
	Cod steak, fresh, per lb.	Halibut, fresh and frozen per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin	Lard, pure, per lb. package		Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc., per lb.	Creamery, prints, per lb.
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
65.5	21.1	37.3	25.4	28.3	27.0	22.1	18.2	19.7	42.9	38.1	10.2	37.1	40.0
66.1	18.8	40.7		29.9	25.0	22.5	19.2	19.9	47.0	45.3	10.3	39.0	43.2
68.3	18.5	36.5		30.1	25		18.5	19.7	49.6	45.3	11-12	38	43.4
68	21.5	40		29.7			19.5	19.8	46.1		10	40	43.1
62.5				29.4			19.7	20.1	45.6		10b		42.9
67.0	19.5	43.8		29.9			18.7	19.7	49		10.5a		44
66.7		40		29.4			18.9	19.6	45.7		10		42.7
64.2	15.5	43		30.6		22.5	19.6	20.3	46		10		43.1
67		42.0		27.8		24	18.6	19.6	41.3	35.8	8-9	36	40.9
66.0	18.6	38.7		29.4	23.6	23.4	18.4	19.5	44.1	42.3	10.3		42.8
55	15	37.7		29.4			18.7	20.1	44.6		10		43.4
66.7	18	39.6		29.6	21.5	24	17.9	19.5	46.2		11		42.4
66.4	23.3	42.5		29.3	25.7	22.8	18.9	19.7	45.6	42.3	10		43.3
	18	35					18	18.6	40				42
67.1	18.2	38.4		20.1	26.2	22.3	18.2	19.3	42.7	40.2	9-2	37.6	39.0
59.3	16	36.5		16.4	24.3	21.7	18.6	19.4	42.7	39.4	10	38	39.3
68.2	18.5	39.3		15.7	27	22.1	17.7	19.6	41.2	37.8	9	37	38.5
67.8	18	40				21.7	18.8	19.5	44.1		9-1	35	38.3
67.3		37				22.8	18.1	19.4	38.2	38.8	8	40	40
64.9	19	40				22.9	17.7	19.2	41.8	40	8	39	39.1
70.7						22.7	18.3	19.1	43.7		9		38.2
66						21.5	18.3	19.3	40.7		8	39	38.8
70.7	19.3	38.8		28.2	28.5	22.1	18.5	19.1	46	41.2	10.5a	39	39.2
69.2					25	23.1	17.7	18.8	45.7	42.5	10		38.8
65.3	22.2	37.9	27.4	29.3	26.8	22.1	18.2	19.3	42.7	38.3	10.4	39.2	39.6
67.9		36.5	25	33.1	24.3	21.7	18	19.1	45.9		10	38	39.2
64.8	28	39.5		31.6			18.5	19.3	41.4		10		38.3
63.7	20	35.6	26.5	31.3		23.5	18	19.3	43.8	41.4	10	38	39.1
64.9		39	23		27.5		17.9	19.1	42	38.4	10	40	39.1
63.7							17.9	19.1	40.5	38.7	10	37	39.6
65.8							18.7	19.5	44.2		10		39.7
62			28				18.4	19.2	39.8	37.7	10		39.7
68.4	22.4	45.3	32		28.7	20.3	17.9	19.1	44.9		11	40	40.1
65.5				28		21.3	18.8	19.6	43.6		10.5a		40.4
66.4							18.1	19.1	42.3		10.5a	39.5	40
66	27	41.9	34.5				17.8	19.1	43.8		10.5a	40	40.3
65.7	18	35	28				18.2	19.3	40.4		10	40	39.6
67.2							18.3	19.1	40.6	37.9	10	38.5	39.3
66.3						22.4	18.4	19.2	40		10		39.9
65.9		41	25				18.3	19.4	39.6	38.1	10		39.8
64.5							18.5	18.9	39.6	36.2	10		39.3
64.4		35	29				18.6	20.3	39.3	37.7	10		39.7
66.3	18	35	27.3				18.3	19.1	41	38.3	10	39	39.2
66		38	25				18.8	19.2	41.6		10	40	39.9
65.4						20.5	18.2	19.2	39.8		10		38.6
65.5	19	36.8	31.5				18	19	43.1		11	40	39.4
66.2	27						18.2	19.5	43.6	39.7	10		40.1
62.3						23	17.4	19.2	40.3	32.7	10		39.8
64.7		39					18.4	19.4	47.6		11		39.8
64.9		37	25	27.8		22.1	18.2	19.3	46.1	43	11		39.4
63.5						22.7	18	19.4	45.4		11	39	38.6
65.7		35.8		26.5		23.4	19	19.5	47.9		12		40
62.9		38	25			20.5	18.1	19.4	46.6		11		40.3
66.7		38	26.5			22.8	17.5	18.9	43.8		11		39.1
66.2	20	35	27.7	26.5		22.7	18.1	18.9	43.1		11		39.2
66.1	32.0	37.6	26.3	31.3	29.6	20.9	17.6	20.4	40.7	35.0	9-8	33.0	37.5
66.6		36.4	26.3	31.3	29.8	20.9	17.3	19.5	42.1	35.3	10		37.4
66.1	32	38.8			29.3		17.8	21.2	39.2	34.7	9-10	33	37.5
62.8	29.3	34.9	18.9		26.6	19.8	16.9	20.5	39.3	35.1	10.0	32.0	38.6
62.5	30	35.7	21		27.7		16.6	21.6	38.4	35	10		38.4
62		32				19	17.2	19.8	40	35	10	32	39.5
61.3	28	34.5	17.7		25.5	20.6	17.2	20	40.9	35.9	10	32	38.2
65.4	30	37.5	18				16.4	20.5	38	34.3	10		38.1
62.7	29.1	35.2	27.1	31.0	29.4	21.3	17.1	20.2	39.8	35.5	10.0	30.9	38.0
60.8	29	35			29.3		17.1	20.1	38.2	34.5	10		37.5
62.8	27.5	36.5	22			22.4	17.7	20.1	39.4	35.7	10	33	38.9
61.6	29	33.7	26.6	31	29.5		17.1	19.8	40.6	35.8	10	32	37.5
63.4	30.8	35.7	22.8				16.7	20	41	36.2	10	30	38.1
64.7	29	35				19.7	17.1	20.8	40	35.3	10	28.5	38.2
66.4	28.1	34.0	20.3	27.5	30.0	22.9	18.5	20.7	44.9	40.2	10.7	41.0	41.5
64.4	30	36			30		17.5	20.6	43.5	40	9b		39.8
66	29.5	37.3					18.4	21.8	45.7		10.5a		41.4
67.3	33	39.7	22.5			24.3	18.4	22.4	47.5		11.5a		39.9
65.7	26.2	31.7				21.6	18.5	19.7	43.2		10	41	41.3
67.8	25.7	31.3	18				17.8	19.1	43.1	40.3	10	41	41.1
67	26.7	33.8					18.7	20	44.3		11		41.5
69.2	25	35					19.3	20.3	42.7		11		43
64		27.3					19.6	21.4	49.2		12.9		44.1

TABLE III (Continued)—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Cheese Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb. in 7 lb. bag	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Beans, common, dry, white, per lb.	Onions, cooking, per lb.
								Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, baked, per 16 oz. tin			
Dominion (average)	34.0	6.9	19.3	4.2	5.7	9.3	12.3	14.0	14.4	14.9	11.4	6.5	5.7	
Nova Scotia (average)	34.1	7.5	20.0	4.6	5.9	9.9	11.3	14.8	14.6	14.9	13.8	6.5	6.3	
1—Sydney	34.1	6.7-8.8	20	4.3	5.7	9.9	11.3	14.6	15	15		6.2	6.5	
2—New Glasgow	34.4	6.7-7.3	20	4.7	6.1	10	11.2	4.8	14.5	14.7		6.2	5.9	
3—Amherst	33.7	7.3a	20.2	4.5	5.8	10	10.6	15				6	6.9	
4—Halifax	33.9	6.7-8	20.1	4.4	6	9.7	11.7	14.9	14.5	15	13.8	7.2	6.2	
5—Windsor	34.3	8.8a	19.6	4.7	6	9.5	10.3	14.7	14.3			6.9	6	
6—Truro	34.3	6.7a	20	4.8	5.9	10	12.8	14.9		15		6.6	6.1	
7—P.E.I.—Charlottetown	31.8	7.3	19.9	4.5	6	10	10.8	14.6	14.6	14.9		6.6	6.6	
New Brunswick (average)	33.2	7.5	19.9	4.4	5.9	9.7	10.9	14.7	14.6	14.9	11.2	6.4	6.1	
8—Moncton	33.8	8	20.3	4.3	5.8	10	11	14.6	14.6	14.7		6.6	6.4	
9—Saint John	32.9	6.7-7.3	19.3	4.3	5.8	9.7	11.5	14.7	14.3	15		6.8	6.5	
10—Fredericton	32.9	7.3	20.1	4.7	6.3	9.5	11.9	14.5	14.9	14.9	11.2	6.4	6.3	
11—Bathurst	33.3	8a	19.8		5.7	9.5	9.3	15				5.6	5.1	
Quebec (average)	32.5	5.4	16.0	3.9	5.6	9.7	11.9	12.7	14.4	15.3	11.3	6.0	6.5	
12—Quebec	33.6	5.7-5	18.3	3.7	5.8	9.7	12.4	13.1	14.2	14.9		6.3	6.8	
13—Three Rivers	31.9	5.3-6	15.1	4.0	5.5	9.6	12.2	13.1	14.3	15.1	11			
14—Sherbrooke	33.1	5.3	15.2	4.1	5.9	9.7	12	12.8	15.3	15.7		5.8	6	
15—Sorel	31.3	4.7-5.3a	14.7	4	5.3	10	11.8	12.5	14.1	17.1		6.4	7.7	
16—St. Hyacinthe	31.6	4	16.3	4.1	5	9.9	12.1	12.4	14.7	15.2	11.7	5.7	5.9	
17—St. Johns	33	5.3a	17.2	4.1	5.5	9.7	12.6	12.4	15.1	15.3	12	5.9	6.7	
18—Thetford Mines	31.5	5.3	14.9	4	5.1	9.7	10.6	12.7	14.2	14.9	12	5.4	5.8	
19—Montreal	33.9	5.3-6.7	17.3	3.8	5.4	9.5	11.6	12.3	13.2	14.5		5.9	6.3	
20—Hull	32.9	5.3-6a	15	3.7	5.5	9.5	11.8	13	14.3	15.4	10	7.3	5.9	
Ontario (average)	34.1	6.3	17.7	4.1	5.6	9.1	12.5	13.5	13.9	14.5	11.3	6.1	5.7	
21—Ottawa	33.7	6.7	16.6	3.9	5.6	9	12.8	13.3	14	15.3		6.5	6.5	
22—Brockville	31.4	6.3	14.1	4.1	5.5	11	12.5	13.6	14.4	13.9		6.3	6.1	
23—Kingston	32.8	5.3-6.7	15.8	4.3	5.3	9.1	11.9	13.2	14.1	14.8	10	6.4	6	
24—Belleville	32.7	5.3-6.7	16.5	4.3	5.2	9	11.7	13.1	14.3	14.1	11.8	5.6	5.5	
25—Peterborough	33.3	5.3-6.7	17.9	4.2	5.4	8.7	12.4	13.1	13.7	14.4		5.8	3	
26—Oshawa	35.2	5.3-6.7	18.5	3.9	5.6	8.9	12.2	13.5	14.6	14.7		6.7	6.1	
27—Orillia	33.6	6.7	16.9	4.1	5.1	8.9	12.5	13.9	13.7	14.5		5.7	4.7	
28—Toronto	36.2	6.7	18.1	4.3	5.3	8.8	12.4	13	13.3	13.8		6	5.2	
29—Niagara Falls	34.1	6	18.1	4.3	5.4	8	11.9	12.8	13.2	14.3		7.2	6.1	
30—St. Catharines	35.4	6-6.7	18	4.2	5.6	8.8	12.1	12.8	14.3	14.4	12.7	6.8	5.7	
31—Hamilton	35	6-6.7	17.5	4.2	5.5	8.8	12.3	13	13.5	14		5.9	6.1	
32—Brantford	35.6	6-6.7	18.5	4.1	5.4	9.1	13.4	13.8	13.7	13.8		5.8	5.1	
33—Galt	37.4	6.7	18	4	5.5	8.8	12.7	13.7	13.9	14.1		5.7	5.6	
34—Guelph	37	6	18.7	4	5.7	9	12.6	13.7	13.8	14.3		5.7	5.4	
35—Kitchener	36.2	6.7	17.4	3.9	5.9	8.9	12.8	13.8	14.1	14.7		6.4	5.6	
36—Woodstock	33.2	6	16	3.7	5.7	8.9	12.7	14.1	13.7	14.3		6.1	5.5	
37—Stratford	36.6	5.3	17.2	3.9	5.7	9.1	12.7	13.6	14.6	15		6.3	5.9	
38—London	31.9	6.7	18.8	4	5.5	8.9	12	13.3	13.9	14.2	10	5.7	5.2	
39—St. Thomas	33.5	5.3-6.7	20.4	4.2	5.8	9.5	12.7	13.7	13.6	14.7		5.7	5.4	
40—Chatham	32.1	5.3	18.3	3.8	5	8.8	12.7	13.4	13.5	13.9		5.1	5	
41—Windsor	34.3	5.3-6.7	17.4	4.2	5.1	8.9	12.3	12.6	13.4	14.1	11	5.5	4.8	
42—Sarnia	35.2	6	18.5	3.9	5.9	9.2	12.8	14	13.9	15.2		6.7	5.1	
43—Owen Sound	33.3	6c	16.7	3.9	5.4	9.4	12	13.5	14.4	15.1		6	5.4	
44—North Bay	34.1	6-6.7	16.7	4.3	6.2	9.9	13.2	14.3	14.2	14.9		6.5	6.7	
45—Sudbury	32.5	6.7	16.3	4.2	5.8	9.7	14.4	14.9	14.6	15.1		5.8	5.9	
46—Cobalt	32.3	6.7	16.6	4.2	5.9	9.7	13	14.2	14.1	14.8	11.8	5.7	6.8	
47—Timmins	33.4	6.7	18.8	4.3	6	9.4	13.1	14.2	14.5	15	12.7	7	5.9	
48—Sault Ste. Marie	33.5	6.7	15.7	4.1	6	9.5	10.9	13	13.6	14.3	10.3	6.2	6.4	
49—Port Arthur	34.5	6-6.7	24.2	4.1	5.4	8.9	12	13.3	13.8	13.5		6.1	6	
50—Fort William	33.9	6-6.7	18.7	4	5.7	9.0	13.0	15.1	15.1	15.6		6.9	5.3	
Manitoba (average)	33.3	7.0	21.8	3.8	5.6	8.9	13.7	14.7	14.7	15.4		6.8	4.8	
51—Winnipeg	33.7	6.4-8	21.3	3.7	5.8	9.1	12.3	15.4	15.4	15.7		7	5.8	
52—Brandon	32.8	6.4-7.1	22.2	3.9	5.8	8.9	12.4	15.4	15.2	14.6		6.6	6.4	
Saskatchewan (average)	33.4	7.0	22.5	4.0	5.8	8.8	12.5	15	15.3	13		6.4	5.1	
53—Regina	33.7	7.2	21.3	4	5.8	8.9	12.3	15.3				7.1	5.6	
54—Prince Albert	33	6.4	22.5	4.4	5.8	8.9	12.8	16.1	15.3	15		6.9	5.5	
55—Saskatoon	33.1	7.2	22.9	3.7	5.3	8.8	12.1	15.3	15.1	15.7		6	5.3	
56—Moose Jaw	33.6	7.2	23.2	3.8	5.8	8.9	13.3	14.9	14.8	15.6	11.4	6.9	6.0	
Alberta (average)	35.1	7.9	23.0	4.1	5.3	8.9	13	15.4	14.8			6.7	4.3	
57—Medicine Hat	35.8	8	23.6	3.9	5.8	9.1	13.3	14.9	15	16.5	11.2	7.2	5	
58—Drumheller	35.1	8	22.9	4.3	5.5	8.7	12.6	14.7	14.9	15.4	11.6	7.1	5.7	
59—Edmonton	33.6	7.2-8	22	3.8	5.4	8.9	13.9	14.6	14.6	14.9		6.9	5.1	
60—Calgary	34.9	8	23	4	5.4	8.8						6.8	5	
61—Lethbridge	36	8	23.3	4.4	5.3									
British Columbia (average)	35.9	9.0	23.9	4.6	6.1	9.3	13.2	14.8	15.5	15.7	10.9	7.9	5.2	
62—Fernie	34.7	8a	23.4	4.9	6	9		14.4	14.4	15.5		8.3	5.1	
63—Nelson		9	24.5	4.8	6.1	9.3	12.6	15	17			9.1	4.5	
64—Trail	34.6	9	24.3	4.2	6.1	9.1	13.9	14.7	15.8	16.5		8.5	4.4	
65—New Westminster	34.8	9-9.6	23.5	4.4	6.1	9.1	13.6	14.3	14.7	14.9		7	5.4	
66—Vancouver	34.8	9-9.6	22.8	4.1	5.8	9.1	12.5	14.2	14.8	14.8	10.9	6.9	4.9	
67—Victoria	36.4	9	23.2	4.3	6.6	9.2	14.6	14.5	15	15.1		7.8	5.7	
68—Nanaimo	39.1	9	24.3	4.7	6	9.5	12.1	15.2	15.8	14.8		7.7	5.5	
69—Prince Rupert	37.2	9-10	25	5.1		10	13.2	16.4	16.3	16.8		7.6	6.2	

a. Grocers' quotations. † Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

AND RENTALS IN CANADA AT THE BEGINNING OF MARCH, 1943

Potatoes per 15 lbs. (d)	Apples		Prunes, medium size, per lb.	Raisins, seedless per lb. in bulk	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 20 oz. tin	Marmalade orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
	Fresh, cooking, per lb.	Evaporated, per lb.											
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
44-1	6-2	16-9	14-0	15-0	15-5	14-5	38-8	43-1	†	20-7	†	60-3	
39-1	5-6	18-0	14-8	14-4			42-5	50-0	37-6	21-4	35-1	64-7	1
47-4	7-2	17	13-6	14-7			42-9	53-6	36-8	21-1	35		2
38-1	5-9	22	17	14-5			43-2	45	38-4	21	35-5		3
33-1	5-8		14-6	15			43-1	52	37-5	21-6	35		2
43-6	5-4	15	13-8	14-2			44-5	48		20-7			4
35	3-8			13-6			41	55					5
37-1	5-5			14-3			40-5	46-5	37-8	22-5	35	64-7	6
32	4-6	17-0	12-9	14-5	15-6		46-7	56-7	38-4	20-1	34-8	65-4	7
37-9	5-3	15-5	14-2	14-9	14-6		43-5	50-7	38-4	21-2	36-0		
30-8	6-1	13	14-3	15-2	15		42	51-1	40	20-9	36-7		8
42-5	5-6	18	14	14-9	14		42-3	49-4	38-2	20-7	35-4		9
36-2	4-1		14-3	14-6	14-7		42	52-1	37-7	21-5	36-9		10
42-1			14-2				47-7	50	37-7	21-6	35		11
43-0	6-8	17-3	14-7	16-7	15-9	14-3	40-5	41-8	37-0	19-9	35-2	58-9	
43-4	7-7	18	14-6	18-8	16		40-7	47-3	35-8	21-1	34-3		12
42-6	7-1	16	15	16-9			41-1	43-3	38-5	18-7	34-1		13
44-5	6-8	18	16-1	15-7	15-6		40-2	41-3	36-9	21-7	37		14
41-9			14-3		16-8		41-7	45	37-5	22	36-1	60	15
37-6			14	17-3	15		45-4	43-7	38-4	19-5	35-8		16
44-1	6-4		14-6	15-7			39-4	43-7	36-6		35		17
44-9	6-1		14-6				41-0	38-2	35-8	20-3	37-1		18
44-2	7-3	17	14-7	15-9			37-8	36	34-8	19-3	32-7		19
43-7	6-2		14-3	16-5		14-3	36	37-3	39	16-4	34-6	57-7	20
48-6	6-2	17-8	14-1	14-4	15-8	14-1	38-0	42-2	36-4	20-2	33-0	58-6	
47-9	7-1		15-2	15-7		14	38-7	39-4	38	20-2	34		21
48	7-2		13-3	13-5			37-8	47-2					22
48-7	6-3	20	14-2	14-5	15-6		37-1	39-2			34		23
47-7	5-2		13-6	13-4			37	43	36-3	21-7	34-3		24
45-9	5-2		13-1	13-7	15-4		39-4	42-9			33-6		25
47-4	5-6		15-2	13-9	15		36-7	44-2		21-3			26
45-5	7-7		13-1	14-7	15		37-3	40-5	36-3	19-4	32-7		27
47-5	6-7		13-2	14-1	14-9	14-2	36-7	37-4	34-6	19-4	30-1	57-4	28
49-6	6-4		14-6	14-6	16	14	37-3	41-3	36-3	18	32-7		29
50-5	6-2		16	13-6	15-5	14-2	37-1	41-9	35	18-5	31-3		30
49	6-9	19	15-4	13-7	15	14	40-2	43	34-6	19-6	31-1		31
45-4	5-2		14-9	13-5	15	14-6	39-5	41-9	35	19-9	31-5		32
48-6	6		14-8	13-3	15-5	14	37-5	43-5	35-3	19-7	31-2		33
46-2	6-7		14-3	14-2	15-9	14-3	37-2	41-7	34-6	21	31-7		34
47-9	5-7		14-9	13-7	16-1	14	34	42-4	35-2	18-8	31-8	58-7	35
44-9	4-4		13-5	13-1	15		39-7	38-6	39	21-3	32		36
48-3	5-5		14-2	13-4	14-6		40-3	44-7		21	32-3		37
47-3	5-5		14-3	13-5	14-9	14	40-6	39-7	35-5	19-5	31-3		38
46-7	4-7		15-3	14-6	15-9		41-4	41-4	35-3	21-2	33	58-3	39
47-4	5-3		12-8	14-5	14-9	14-3	36-3	37-8	35-4	18-2	32-1		40
49-4	5-5		13-9	14	14-8		36	36-4			32		41
46-9	4-5		14-7	14-7	15-3		42-9	38-6			34-5		42
47-5	6-2		12-9	13-9	15-2		38	41-1	35-8	18-2	32-3		43
49-8	8-2		14-4	16			38	45-7		21-6	35-8		44
49	7-5		12-9	15-3	18-3		32-6	44-3		20-2	35		45
57-9	7-4	17	13-8	16	17-7		40-5	47-5	39-3	21-8	37-3		46
52-1	7-9	15	14	15-1	18		37-4	45-5	37-3	22-1			47
50-3	6-3	18	13-6	14-6	16-8		33-8	42-9		21	33-6		48
54-5	7		12-9	15-9	17-9		39-6	47-4	40-3	20-4	36-2	60	49
50-2	6-3		13-1	18-3			40-1	44-9	38-3	20-6	34-8		50
37-2	6-9	15-0	14-1	15-3	15-8	14-9	37-9	40-7	74-5	21-4	58-5	59-1	
42-4	7		13-8	15-4	15-6	14-8	37-8	40-3	75-7	21-4	58-5	58-7	51
31-9	6-8	15	14-3	15-1	15-9	14-9	37-9	41	73-3			59-4	52
30-7	6-7	15-3	14-3	14-5	15-8	14-8	36-7	41-6	72-4	21-6	58-8	63-6	
34-7	6-6		13-8	15	15		34-9	39-1	72-5	21-7			53
25-6	6-8	16	14-7	14-8	17-6	15	36-3	40-7	73-0		58-5	65-8	54
30-8	6-7	14-6	14-3	13-8	15-6	14-3	38-8	42-4	71-6		59		55
31-5	6-5		14-3	14-9			36-8	44	72-3	21-5		61-3	56
38-5	6-8	16-7	13-3	15-3	15-4	15-2	34-7	40-5	70-3	21-4	58-0	60-0	
41-4	6-7		13-2			15	34-2	39	69-2	20-2			57
34-1	6-8		14	15-4	15-9	16-4	35-1	45-1	71-2	22-5	58		58
32-6	7	15	13-3		15-1	14-5	35-9	37-4		21		60	59
46-5	6-7	20	13-8	15-1	15-2	15	34-6	44-6	70	22			60
38	7	15	12-4				33-7	36-4	70-7	21-2			61
50-6	5-9	16-7	13-2	16-6	14-6	14-5	37-5	40-6	69-0	21-7	52-7	59-4	62
40-7	5-8			16-9		15-7	38	41-7	69-7	22-2			63
	5		14-6	16-5	15		36	45	69-7	23-3			64
53-5	4-7		14-2		15-3		38	43-3	70-1	22-8		61-5	65
49-4	5	19	11-9	17-1	14	14-1	35-1	38-1	67-3	21-1	52-7	59-3	66
51-2	5-6	16	12-3	15-9	14-1	13-7	35-7	38-1		21-6			67
55-6	6-2		13-7	16-5	14-1	14-7	37-7	38-4	68-3	21-4			68
53-4	6-5	15	12-9	16-3	14-9		41-1	38-9		19-7		57-3	69
	6-5		12-5	17-1	15	14-4	38-3	41		21-7			60

a. Grocers' quotations. † Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

TABLE III (Concluded)—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per † lb.	Cocoa, pure unsweetened, per ‡ lb. tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per § lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	\$	\$
Dominion (average)	8-6	8-5	44-2	38-6	19-0	16-0	4-3	12-9	5-6	16-597a	11-493b
Nova Scotia (average)	8-5	8-3	53-4	38-0	19-1	10-0	4-7	13-0	5-8		9-476
1—Sydney.....	8-6	8-4	51-8	37-8	19-5	10	3-9	12-8	5-8		7-37-7-72a
2—New Glasgow.....	8-2	8-2	54-9	37-9	20-7	10	4-4	13-6	6		7-05-7-30a
3—Amherst.....	8-3	8-1	53-4	38	17-2		5	12-7	5-9		10-50
4—Halifax.....	8-6	8-3	51	38	21-4		4-9	13-6	5-7		9-22-11-42
5—Windsor.....	8-3	8-1	54-6	38	17-3		4-5	12-2	5-9		9-72-11-97
6—Truro.....	8-7	8-5	54-9	38	18-6		5-4	13-3	5-7		10-22-10-72
7—P.E.I.—Charlottetown.....	8-7	8-2	55-9	38	18-4	15-0	4-1	13-4	5-9	17-900	9-90-10-40
New Brunswick (average)	8-6	8-4	53-0	38-0	18-4	10-0	4-2	12-7	5-7	18-500	11-145
8—Moncton.....	8	8-8	56-1	38	19-8	10	4-4	13-5	5-0	g	10-47-10-97
9—Saint John.....	8-4	8-2	47	38	17-5	10	4-5	12-5	5-5	18-50	12-25-13-25
10—Fredericton.....	8-4	8-3	53-1	38	18		4-1	12-7	5-9		10-72-11-50
11—Bathurst.....	8-6	8-4	55-8	38	18-4		3-7	12-1	5-3		10-00
Quebec (average)	8-1	7-8	43-1	39-8	20-3	15-4	4-3	12-1	5-6	16-528*	9-858*
*12—Quebec.....	8-1	7-9	42-8	39-0	20-3	15	4-1	12-9	5-8	16-50	10-50
*13—Three Rivers.....	8-5	8	44	40-5	21-5	15	4-2	12-5	6	16-00	8-50-8-75
*14—Sherbrooke.....	8	8	40-2	39-4	19-8	15	4-7	12-5	5-7	17-00	11-00
*15—Sorel.....	7-9	7-7	45	39-7	18-9		4	11-4	5-3	16-50	
*16—St. Hyacinthe.....	8	7-8	39-9	40-7	20-6		4-5	11-7	5-8	15-75	9-77
*17—St. Johns.....	7-9	7-8	39-2	40	19-4		4-8	12-8	5-7	15-50	
*18—Theftford Mines.....	8	7-5	47-9	39-3	20-8	15	4-3	12-5	5-9	18-50	
*19—Montreal.....	7-9	7-7	44	39-7	18-7	17	3-8	11-5	5-3	16-25	8-00-8-50
*20—Hull.....	8-3	8	44-9	38-9	22-5		4-1	11-6	5-5	16-75	11-00
Ontario (average)	8-1	7-8	43-1	39-8	20-3	15-4	4-3	12-1	5-6	16-397	13-938b
21—Ottawa.....	8-3	8-1	43-2	38-5	18-1		4-3	12-1	5-7	16-75	
22—Brockville.....	8-2	8-0	40-3	38-5	20-7		4-2	11-6	5-4	16-00	
23—Kingston.....	8-1	7-9	43-1	38-6	18-4		4-7	12-6	5-7	16-00	14-50
24—Belleville.....	8-6	8-3	44-6	38-6	17-9	12	4-6	12-2	5-7	16-00	13-00
25—Peterborough.....	8-5	8-5	45-1	38-5	18-4	15	4-7	12-3	5-5	16-75	14-75
26—Oshawa.....	8-7	8-4	48-9	39-1	19-1	12	4-3	12-5	5-9	16-00	14-00
27—Orillia.....	8-3	8-2	44-4	39-2	19-9		3-9	11-5	5-4	16-50	14-00
28—Toronto.....	8-2	8	45-4	38-7	18-2	12	4	11-7	5-2	14-75	12-25
29—Niagara Falls.....	8-7	8-7	45-1	39-5	19-7		4-2	12-7	5-5	14-50-14-75	13-00-13-50
30—St. Catharines.....	8-6	8-3	41-1	39	19-4		4-2	12-4	5-6	15-75	13-75
31—Hamilton.....	8-2	8-1	40-8	38-9	18-4	10	4-3	11-8	5-3	15-50	13-75
32—Brantford.....	8-4	8-3	46	39-4	18-7	13	4-2	11-9	5-5	16-00	13-25
33—Galt.....	8-8	8-6	42-2	39-4	19-3		4-1	12-4	5-4	16-00	13-50
34—Guelph.....	8-5	8-5	42-6	38-5	18-1		4-2	12-7	5-4	16-00	13-75
35—Kitchener.....	8-6	8-5	38-8	39-3	18-9		3-8	12-3	5-3	16-00	13-50
36—Woodstock.....	8-6	8-5	45-2	39	18-1		4-3	12-2	5-4	16-00	14-00
37—Stratford.....	8-7	8-7	44-4	38-6	18-4		4-2	13-3	5-8	16-00	13-00
38—London.....	8-5	8-4	44-2	39-1	17		4-1	11-9	5-5	16-50	14-00
39—St. Thomas.....	8-6	8-6	44	39-7	18-4		4-2	12-7	6-6	16-00	13-50
40—Chatham.....	8-6	8-4	40-4	38-5	16-4		4-1	12-5	5-1	16-00	12-50
41—Windsor.....	8-2	8	38-7	38-4	18-9	15	4-1	11-8	5-4	16-00	13-00
42—Sarnia.....	8-8	8-7	41-7	38-9	18		4-5	12-8	6	16-50	13-50
43—Owen Sound.....	8-5	8-4	50-5	38-8	19-4		4-6	12-6	5-7	16-50	13-00
44—North Bay.....	8	8-9	50-7	39	19-6		4-6	14-1	5-7	17-25	15-00
45—Sudbury.....	8-8	8-5	43-6	39-4	20-3	15	4	13-9	5-8	17-75	15-75
46—Cobalt.....	8-8	8-9	41-6	38-7	19-2		4-9	13-8	5-9	16-00	16-50
47—Timmins.....	8-8	8-8	39-4	39	20-8	18	4-8	13-7	5-5	19-50	16-75
48—Sault Ste. Marie.....	8-5	8-5	40-2	38-8	19-1		4-3	13	5-8	17-00	13-00
49—Port Arthur.....	8-5	8-3	39-4	38-1	18-8	15	4-4	13-1	5-2	16-50	14-75
50—Fort William.....	8-6	8-5	39-9	38-4	19-4	15	4-6	12-1	5-2	16-80	14-75
Manitoba (average)	9-1	9-0	40-6	37-9	18-7	15-0	4-2	13-0	5-5	20-000	9-188
51—Winnipeg.....	9-1	8-9	37-3	38	18-5	15	4-3	12-2	5-6	20-00	6-25-14-25
52—Brandon.....	9-1	9	41-8	37-8	18-8	15	3-8	13-8	5-3		5-50-10-75
Saskatchewan (average)	9-5	9-5	41-7	38-0	19-6	18-5	3-9	14-0	5-3		8-669
53—Regina.....	9-2	9-6	42-1	37-7	19-3	15	3-3	13-7	5-4		5-50-13-00h
54—Prince Albert.....	9-9	9-5	39-6	37-8	20-4		4-1	14-2	5-6		9-00-10-00h
55—Saskatoon.....	9-5	9-5	43-9	37-7	20-2	20-6	3-8	13-6	5-2		7-25-9-60h
56—Moose Jaw.....	9-3	9-3	41	38-8	18-4	20	4-3	14-5	5		5-40-9-65h
Alberta (average)	9-2	9-2	41-3	37-8	17-6	18-3	4-0	14-1	5-1		5-469
57—Medicine Hat.....	9-3	9-2	37-8	38-4	16-7		3-4	13-8	5-1	E	E
58—Drumheller.....	9-3	9-1	42-3	38-1	17-6	20	4-5	15	5-3		4-50-5-50h
59—Edmonton.....	9-2	9	42-3	38-1	18-6	15	4-2	13-7	5-2	E	3-50-5-00h
60—Calgary.....	9	9-2	40-5	37-5	17-5	20	4-2	13-4	5-1	E	7-75h
61—Lethbridge.....	9-2	9-3	43-5	37-1	17-6		3-9	14-8	4-9	E	4-75-5-00h
British Columbia (average)	8-6	8-5	40-8	38-4	19-2	25-5	4-8	13-8	5-6		10-954
62—Fernie.....	8	8-3	42-7	38-7	17-6		4-6	14-4	5-2		
63—Nelson.....	8	8	43-4	38-5	20-3	25	5-2	15	5-4		9-75-11-50
64—Trail.....	8-8	8-8	39-1	38-2	19-4	25	5-8	14-4	5-8		9-25-10-25
65—New Westminster.....	7-9	7-7	36-3	38-4	18-2	24	4-3	12-8	5-3		10-50-12-00
66—Vancouver.....	8	8	37	37-9	19-1		4-7	12-2	5-4		10-50-12-00
67—Victoria.....	8-9	8-3	42-7	38-3	19-9		4-2	12-9	5-7		11-25-13-00
68—Nanaimo.....	8-6	8-1	41-6	38	19-3	28	4-9	13-6	5-5		9-80
69—Prince Rupert.....	8-7	8-5	43-3	38-9	20		5	15-1	6-8		10-75-13-00f

(a) For prices of Welsh coal see text. (b) Not comparable with previous averages as high volatile coals have been gas used extensively. (h) Including lignite. (p) Six roomed houses not extensively occupied by working men but some month, semi modern, \$10-\$15. (s) Delivered from mines. (v) Workingmen's houses are mostly of four and five rooms: are not included in the fuel prices. †Workingmen's houses. x Including the price of bushwood at \$12-\$13 per cord.

AND RENTALS IN CANADA AT THE BEGINNING OF MARCH, 1943

Coke, per ton	Wood					Coal oil, per gallon	Matches, per box (300)	Rent	
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord			Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month
	\$	\$	\$	\$	\$			\$	\$
13-303	11-565	14-115	8-642	10-209	8-671	28-5	9-8	25-607	18-819
11-160	6-667	7-833	5-500	6-333	6-167	30-0	10-0	21-417	15-417
8-50-9-50	6-50	8-00	5-50	7-00	7-00	30	10-2	18-00-26-00	14-00-18-00
9-70	5-00	6-00	4-00	6-00	6-00	30	10-3	15-00-25-00	10-00-15-00
12-60	8-00-9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	.....	9-9	15-00-20-00	10-00-17-00
13-05-13-55	.....	.....	.....	.....	.....	.....	10	20-00-32-00	15-00-22-00
11-30	.....	.....	.....	.....	.....	.....	9-8	18-00-25-00	14-00-18-00
13-00	9-500	11-00	7-00	8-00	7-50c	20	9-8	19-00-25-00	12-00-16-00
12-817	9-000	11-750	6-500	7-500	9-000	28-8	9-8	24-125	17-375
12-05g	9-00g	10-00-11-00	8-00g	8-00g	.....	31	9-8	20-00-32-00	15-00-20-00
13-50	9-00	12-00-14-00	6-00	7-00	8-00-10-00	26-5	9-8	18-00-27-00	16-00-20-00
12-80-13-00	.....	.....	.....	.....	.....	.....	9-9	25-00	18-00
13-688*	13-393*	14-886*	9-142*	10-336*	.....	27-5	9-4	24-714	18-250
12-00	13-33c	13-33c	12-00c	12-00c	8-25c	26	9-5	23-00-33-00	.....
14-25	10-00	16-00c	8-00	12-00c	10-00c	.....	9-7	23-00-31-00	17-00-23-00
14-75	14-00	16-00	9-00	10-00	10-00	28	9-6	23-00-30-00	18-00-25-00
13-00-13-50	14-70	16-20	9-35	10-85	10-85	.....	9-4	18-00-25-00	14-00-20-00
13-00	.....	.....	.....	.....	.....	.....	9-5	.....	.....
15-50	.....	12-00c	.....	9-00c	.....	29	9-4	16-00-22-00	12-00-15-00
12-50-13-00	17-33	18-67c	10-00	11-00	11-00-13-00	27	9-3	24-00-34-00	20-00-23-00
14-00	11-00	12-00	6-50	7-50	.....	.....	9-3	18-00-26-00	14-00-18-00
13-954	12-778	15-445	9-844	11-758	10-528	26-8	9-6	27-306	20-268
14-00	.....	.....	.....	.....	.....	.....	9-8	20-00-30-00	15-00-20-00
14-00	.....	.....	.....	.....	.....	.....	9-8	18-00-26-00	15-00-18-00
14-00	12-00	16-00	11-00	12-00c	13-00c	25	9-6	25-00-30-00	18-00-25-00
13-50	14-00	16-50	9-00	10-00	11-00	25	9-3	18-00-28-00	14-00-20-00
15-00-15-50	13-00	16-50	11-00	14-00	9-00	22	9-5	22-00-30-00	16-00-20-00
14-50	17-00	18-00	12-00	13-00	9-00	22	9-5	25-00-32-50	15-00-22-50
13-75	14-00	16-00	10-00	12-00	12-00	25	9-8	20-00-28-00	16-00-22-00
13-00	g	g	g	g	g	.....	9-2	30-00-40-00	20-00-30-00
13-50	g	g	g	g	g	.....	9-7	20-00-32-00	16-00-24-00
13-00	15-00	18-00	g	g	12-75	25	9-7	25-00-37-00	20-00-27-00
14-00	g	13-00-15-00	g	9-00-10-00	g	28	9-4	23-00-33-00	18-00-25-00
13-30	g	16-50	g	13-00	g	25	9-6	20-00-27-00	15-00-20-00
14-00	.....	.....	.....	.....	.....	.....	9-3	24-00-30-00	18-00-24-00
13-50	.....	.....	.....	.....	.....	.....	9-5	22-00-35-00	18-00-24-00
14-00	.....	.....	.....	.....	.....	.....	9-0	20-00-28-00	16-00-20-00
13-50	.....	.....	.....	.....	.....	.....	9-7	21-00-27-00	15-00-21-00
14-00-15-00	g	18-00c	g	16-00c	g	.....	9-5	27-00-37-00	22-00-27-00
14-00	g	16-00-18-00c	g	11-00-14-00c	8-00-12-00c	.....	9-7	24-00-32-00	20-00-24-00
12-75	g	18-00c	g	g	g	.....	9-5	20-00-28-00	15-00-20-00
14-50	g	g	g	14-00c	g	25	9-4	25-00-37-00	20-00-27-00
14-00	g	g	g	g	g	.....	9-7	20-00-30-00	15-00-22-00
15-00-16-50	.....	.....	.....	.....	.....	.....	9-2	21-00-27-00	15-00-22-00
12-00	9-00	12-75	8-00	9-25	10-50c	30	9-9	30-00-40-00	25-00-30-00
15-50	10-50	11-75	9-00	10-00	9-00-9-75c	30	9-9	.....	.....
15-50	10-50	11-50	9-125	10-00	8-75	39	9-5	p	p
13-500*	.....	.....	.....	.....	.....	26	9-7	22-00-32-00	16-00-22-00
14-00-15-00	.....	.....	7-50-11-00	8-50-12-00	9-00-10-25	30	9-9	23-00-33-00	17-00-23-00
12-50	.....	.....	9-00	9-75	8-563	31-5	9-8	23-00-33-00	17-00-23-00
g	g	g	g	g	7-50	28	9-9	26-00-37-00	18-00-26-00
g	g	g	g	g	11-233	28-5	9-9	18-00-26-00	14-00-20-00
g	g	g	g	g	11-25	27	10-0	27-875	20-000
10-567	.....	.....	8-50-10-75	9-50-11-75	9-00-10-25	35	9-9	28-00-37-00	20-00-28-00
10-50	.....	.....	5-50-6-00	7-00-7-50	7-50	28	10-1	20-00-29-00	15-00-21-00
10-75	.....	.....	.....	7-50-12-25	9-25	29	10	22-00-32-00	17-00-22-00
10-75	.....	.....	.....	11-40-13-20	13-20	28	9-9	25-00-30-00	17-00-20-00
.....	.....	.....	10-000	10-750	5-017	27-8	10-4	26-125	18-625
.....	.....	.....	g	g	g	.....	10-3	22-00-27-00	15-00-22-00
.....	.....	.....	g	g	g	3-60	10-6	.....	.....
.....	.....	.....	g	g	g	3-60	10-2	22-00-32-00	15-00-22-00
.....	.....	.....	g	g	g	6-40-8-50	10-2	22-00-30-00	18-00-20-00
.....	.....	.....	g	g	g	4-00g	10-6	22-00-32-00	15-00-22-00
.....	.....	.....	g	g	g	6-150	10-6	23-313	17-688
.....	.....	.....	g	g	g	.....	10-5	16-00	14-00
.....	.....	.....	8-00-9-00	9-50-10-25	5-00-5-50	40	10-9	20-00-30-00	18-00-20-00
.....	.....	.....	10-75-11-25	11-75-13-00	.....	40	10-7	27-00-32-00	22-00-25-00
.....	.....	.....	.....	6-50	4-00	30	10-2	18-00-25-00	14-00-18-00
.....	.....	.....	.....	6-50-13-00x	4-00	30	10-3	22-00-27-00	16-00-22-00
.....	.....	.....	8-75	10-00	.....	.....	10-7	20-00-25-00	15-00-18-00
.....	.....	.....	.....	8-00	5-50	.....	10-4	20-00-25-00	12-00-20-00
.....	.....	.....	.....	.....	12-00	35	10-9	20-00-30-00	15-00-20-00

omitted for Ontario. (c) Calculated price per cord from price quoted. (f) Higher price is for coal in sacks. (g) Natural gas at \$30-\$45. (r) Few six roomed houses occupied by working men; rent for four and five roomed houses, modern, \$25-\$35 per month, \$24-\$28, semi-modern, \$20-\$24. *Sales tax 4% in Montreal and Quebec, and 2% in the other cities in the province.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	Mar. 1926	Mar. 1929	Mar. 1933	Mar. 1937	Mar. 1939	Mar. 1940	Mar. 1941	Mar. 1942	Feb. 1943	Mar. 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	101.3	95.6	64.3	85.4	73.2	83.2	85.9	95.1	97.3	98.5
Classified according to chief component material—															
I. Vegetable products.....	135	58.1	127.9	167.0	86.2	99.9	88.5	51.8	90.6	60.7	75.0	73.8	83.3	86.9	88.7
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	103.7	110.0	58.4	74.9	73.3	79.9	85.3	100.0	105.0	105.6
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	103.1	92.8	67.7	73.9	65.9	84.0	85.3	92.1	92.0	92.0
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.4	94.9	62.7	77.3	76.3	86.7	92.4	101.1	104.0	106.5
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	100.6	93.5	85.0	100.1	97.4	102.6	107.5	115.4	115.4	115.4
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	103.1	107.1	59.8	97.6	70.1	76.4	77.7	78.4	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	101.7	92.7	84.8	85.5	85.0	87.7	91.5	99.3	100.9	100.9
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	99.9	95.0	81.8	81.6	78.1	85.6	93.3	104.1	101.0	101.1
Classified according to purpose—															
I. Consumers' Goods.....	235	62.0	102.7	136.1	96.9	101.9	94.6	69.3	78.3	74.1	83.2	86.2	95.4	96.9	97.1
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	102.3	98.8	59.8	79.4	72.1	79.7	83.4	96.7	100.7	101.4
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	101.7	91.8	75.7	77.5	75.4	85.6	88.1	94.6	94.3	94.3
II. Producers' Goods.....	402	67.7	133.3	164.3	98.8	100.7	96.1	59.5	88.7	78.1	81.3	87.4	91.1	92.6	
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	103.3	94.1	87.1	92.3	94.9	96.6	102.4	108.5	111.1	111.2
Producers' Materials.....	378	69.1	139.0	171.0	98.2	100.4	96.3	56.4	88.3	65.1	78.0	79.0	85.0	88.9	90.5
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	101.4	100.6	75.1	97.3	87.4	94.1	100.6	114.2	118.3	118.4
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	100.2	95.4	53.2	86.8	61.3	75.3	75.3	80.1	83.9	85.8
Classified according to origin—															
I. Farm—															
A. Field.....	150	59.2	134.7	176.4	91.2	100.8	88.1	52.5	85.1	58.9	72.2	72.4	80.7	83.4	84.9
B. Animal.....	105	70.1	129.0	146.0	95.9	104.2	107.0	59.5	77.1	73.7	82.1	86.2	97.2	100.9	101.4
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	101.0	98.0	44.6	90.0	65.0	71.3	69.1	78.8	88.5	91.2
II. Marine.....	16	65.9	111.7	114.1	91.7	97.3	105.4	58.5	66.3	67.7	78.4	83.5	103.6	121.9	123.9
III. Forest.....	57	60.1	89.7	151.3	106.8	100.4	94.7	63.1	77.1	76.0	86.3	92.0	100.7	103.5	106.0
IV. Mineral.....	203	67.9	115.2	134.6	106.4	101.4	93.5	80.0	90.0	84.8	89.2	92.9	98.3	99.3	99.3
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	101.7	96.6	52.1	86.8	65.1	76.3	78.9	88.4	93.8	95.6
All manufactured (fully or chiefly).....	322	64.8	127.7	156.8	100.4	101.5	93.2	67.8	79.6	73.1	81.9	84.2	92.1	92.8	93.4

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—Monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

(L.G., 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the cities in the list on page 104. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect of January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Albert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Beef prices were again slightly higher, sirloin steak advancing from 38.4 cents per pound at February 1, to 39.2 cents at March 1. In line with policy of the Wartime Prices and Trade Board of allowing seasonal variations in beef prices, maximum wholesale prices for carcasses, sides and quarters of beef were advanced 50 cents per cwt. for the period February 11 to March 25. Egg prices have averaged lower each month since December. The price at March 1 was 42.9 cents per dozen as compared with 56.3 cents at the beginning of December, 1942. The production of creamery butter during January and February was about 25 per cent greater than during the corresponding period of 1942, but the production of cheese declined 56 per cent. The prices of both were unchanged at March 1, the former at 40 cents per pound and the latter at 34 cents. The price of potatoes was again higher at 44.1 cents for 15 pounds as compared with 42.7 cents at February 1. The price in March, 1942, was 39.7 cents. Oranges averaged slightly higher at 38.8 cents per dozen.

INDEX NUMBERS OF RETAIL PRICES AND COST OF LIVING IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States		Great Britain		Newfoundland	Eire	Germany	South Africa	Sweden	India	Japan	Australia	New Zealand
	Foods, 69 cities, Dominion of Bureau of Statistics	Cost of Living, Dominion of Bureau of Statistics	Foods, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Cost of Living, National Industrial Conference Board	Foods	Cost of Living								
Base Period	1935-1939	1935-1939	1935-1939	1935-1939	1923	July 1914	July 1914	July 1914	1913-1914	1938=1000	July 1914	July 1933-June 1934	July 1914	1923-1927=1000	1928-1930=1000
1913.....	88.3	79.7	79.9	70.7	61.3	100	100	100	100	814	100	100	.....	.....	628
1914.....	(a) 91.9	(a) 80.0	(a) 83.9	(a) 72.0	(a) 72.6	100	100	100	100	(a) 855	100	100	.....	.....	(a) 676
1915.....	(a) 92.7	(a) 81.6	(a) 85.9	(a) 74.0	(a) 74.0	132	125	132	125	(a) 855	100	100	.....	.....	(a) 676
1916.....	(a) 103.3	(a) 103.3	(a) 100.6	(a) 82.4	(a) 82.4	161	148	161	148	(a) 996	219	257	.....	.....	(a) 786
1917.....	(a) 133.8	(a) 104.5	(a) 125.4	(a) 97.8	(a) 97.8	204	204	204	204	(a) 1064	219	257	.....	.....	(a) 850
1918.....	(a) 133.8	(a) 118.3	(a) 149.6	(a) 118.0	(a) 118.0	203	203	203	203	(a) 1177	219	257	.....	.....	(a) 912
1919.....	(a) 163.3	(a) 130.0	(a) 148.5	(a) 121.0	(a) 121.0	209	209	209	209	(a) 1458	270	236	.....	.....	(a) 1019
1920.....	(a) 188.1	(a) 150.5	(a) 185.0	(a) 148.4	(a) 148.4	258	258	258	258	(a) 1320	236	236	.....	.....	(a) 1034
1921.....	(a) 143.9	(a) 132.5	(a) 129.2	(a) 125.3	(a) 125.3	220	220	220	220	(a) 1101	190	190	.....	.....	(a) 952
1922.....	(a) 121.9	(a) 121.3	(a) 121.0	(a) 119.5	(a) 119.5	180	184	180	182	(a) 1063	172	172	.....	.....	(a) 1010
1923.....	(a) 133.3	(a) 121.8	(a) 137.8	(a) 126.4	(a) 126.4	161	170	161	173	(a) 1069	173	173	.....	.....	(a) 1006
1924.....	(a) 131.5	(a) 120.5	(a) 129.7	(a) 122.1	(a) 122.1	157	165	157	174	(a) 1066	169	169	.....	.....	(a) 1003
1925.....	(a) 134.7	(a) 121.7	(a) 131.3	(a) 121.0	(a) 121.0	149	161	174	154.4	(a) 1041	164	164	.....	.....	(a) 980
1926.....	(a) 131.5	(a) 120.8	(a) 128.1	(a) 120.3	(a) 120.3	141	155	168	149.3	(a) 932	153	153	.....	.....	(a) 796
1927.....	(a) 84.9	(a) 94.4	(a) 128.2	(a) 90.8	(a) 90.8	118	138	(f) 149	118.7	(a) 965	162	107	.....	.....	(a) 927
1928.....	103.7	101.5	106.3	(e) 102.8	(e) 102.8	140	155	(f) 170	126.8	(a) 997	166	106	.....	.....	(a) 950
1929.....	104.7	102.6	98.5	(e) 100.9	(e) 100.9	146	159	(f) 173	127.3	996	169	106	.....	.....	987
1930.....	99.0	100.8	94.3	(e) 98.6	(e) 98.6	139	156	(f) 173	127.3	1038	193	113	.....	.....	1027
1931.....	105.3	105.6	97.4	(e) 100.5	(e) 100.5	167	187	173	132	1095	219	126	.....	.....	1069
1932.....	116.6	111.9	106.7	105.3	88.9	167	199	199	136	1133	228	137	.....	.....	1095
1933.....	122.3	115.7	116.8	112.9	95.1	163	200	200	134	1143	228	137	.....	.....	1080
1934.....	123.1	115.7	118.6	114.3	96.1	163	200	237	136	1150	228	137	.....	.....	1078
1935.....	123.7	115.9	119.6	115.1	97.3	160	199	199	137	1150	228	137	.....	.....	1084
1936.....	123.7	115.9	121.6	115.1	97.3	160	199	199	137	1150	228	137	.....	.....	1087
1937.....	126.2	117.9	123.2	116.4	97.8	159	199	240	138	1167	228	137	.....	.....	1098
1938.....	130.2	117.9	124.6	117.0	98.1	160	201	250	140	1182	236	168	.....	.....	1101
1939.....	128.6	117.7	126.1	117.0	98.1	160	201	250	140	1182	236	168	.....	.....	1118
1940.....	128.6	117.7	126.1	117.0	98.1	160	201	250	140	1182	236	168	.....	.....	1124
1941.....	128.6	117.7	126.1	117.0	98.1	160	201	250	140	1182	236	168	.....	.....	1129
1942.....	128.6	117.7	126.1	117.0	98.1	160	201	250	140	1182	236	168	.....	.....	1137
1943.....	127.3	117.2	133.6	120.9	101.8	164	199	149.7	.....	.....	.....	.....	.....	.....	.....

(a) Average for year. (b) First of month. (c) Middle of month. (d) Figure for previous month. (e) Figure for following month. (f) Quarter beginning in specified month.
(g) December. (h) September. (i) Calculated from percentage change shown by Monthly Bulletin of Statistics of League of Nations. (j) October.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States	Great Britain		Germany	Switzerland	South Africa	India	Japan	Australia	New Zealand
Authority	Dominion Bureau of Statistics	Bank of Commerce	Bureau of Labour Statistics	Board of Trade	The Statist	Federal Statistical Bureau	Official (g)	Census and Statistics Office	Labour Office, Bombay	Bank of Japan	Commonwealth Statistician	Government Statistician
Number of Commodities	567 (h)	81	784	200	45	400	78	188	43			180
Base period	1926	1923	1926	1930	1867-1877	1913	July, 1914	1910=1000	July, 1914	October, 1900	1928-1929=1000	1936-1930=1000
1913—					(d)		(b)	(b)				
1914—July	64.0		69.8		85.0	100		1125		132		748
1915—July	64.4		67.3		82.4		100	(a) 1090	100	(a) 126		(a)
1916—July	70.3		69.3		106.4			(a) 1204		(a) 128		
1917—July	81.4		83.4		130.5			(a) 1379		(a) 155		
1918—July	118.6		83.0		176.9			(a) 1583		(a) 196		
1919—July	127.7		132.0		193.1			(a) 1723	237	(a) 259		
1920—July	141.1	136.15	132.0		206.4			2613	(a) 221	(a) 312		
1921—July	164.1	186.49	165.8		254.6			1688	220	(a) 343		
1922—July	104.8	107.36	93.4		158.2			1423	201	(a) 289		
1923—July	98.7	98.65	99.4		134.0			1423	190	(a) 237		
1924—July	100.1	98.00	99.5		133.1			1445.0	149	(a) 227		
1925—July	98.0	95.66	98.3		120.8			144.1	147	(a) 220		
1926—July	97.2	104.25	98.0		115.2			143.8	125	(a) 227		
1927—July	85.3	75.24	84.0		81.7			125.8	124	(a) 181		
1928—July	80.5	72.89	85.9	99.7	81.7			107.2	100	(a) 180		
1929—July	79.8	71.86	97.9	86.6	105.6			112.4	108	(a) 228		
1930—July	78.6	73.04	78.8	111.3	88.7			106.4	100	(a) 254		
1931—July	72.6	69.89	75.7	100.6	87.7			106.5	100	(a) 270		
1932—July	82.6	77.87	77.7	98.1	129.5			131	115	(a) 306		
1933—July	91.1	86.83	88.8	139.7	145.3			138	140	(a) 329		
1934—July	94.3	91.00	96.0	153.2	148.6			140	148	(a) 361		
1935—July	95.1	91.79	96.7	158.5	153.4			148	184	(a) 352		
1936—July	95.0	91.82	97.7	159.6	153.5			140	194	(a) 352		
1937—July	95.2	92.13	98.8	160.7	156.6			1503	196	(a) 367		
1938—July	95.8	92.52	98.6	160.7	156.6			1529	204	(a) 367		
1939—July	96.1	94.04	98.7	160.2	150.0			1560	222	(a) 355		
1940—July	95.6	92.01	99.2	159.0	149.4			1570	225	(a) 357		
1941—July	96.0	91.93	99.6	159.1	149.7			1592	212	(a) 357		
1942—January	96.8	92.69	100.0	160.1	150.4			1611	212	(a) 358		
1943—January	97.1	92.87	100.3	161.0	151.3			1648	212	(a) 358		
1944—January	97.5	93.03	101.9	162.1	153.3			1671	212	(a) 358		
1945—January	98.5	93.94	102.5	162.1	153.3			1671	212	(a) 358		
1946—January	98.5	93.94	103.4	162.1	153.3			1671	212	(a) 358		

(a) Average for year. (b) First of month. (c) 15th of month. (d) End of month. (e) New series. (f) Until end of 1927 "Dr. Lorenz." (g) Prior to 1926, the number of commodities was 236; from January 1926, to December, 1933, 302; and since January, 1934, the number is 367. (h) Average for twelve months ending June.

Prices in Great Britain and Other Countries

THE tables on pages 549 and 550 which appear quarterly give the official and certain other index numbers of the cost of living, retail and wholesale prices in Great Britain and certain of the principal commercial and industrial countries.

As these tables are compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the *LABOUR GAZETTE*.

Since the outbreak of war, control of prices, production and trade has been extended in many countries, resulting in much less movement in prices than occurred in the inflationary period during the last war.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930=100 was 161·7 for February, as compared with 161·9 for January, a decrease of 0·1 per cent for the month. As compared with January, the various groups showed only a fraction of one per cent or no change in February, with the exception of cotton, prices for which were 3·9 per cent lower. Comparing the February price level with that of February, 1942, a rise of two per cent is recorded.

The *Statist* index number, on the base 1867-1877=100, was 153·3 at the end of January, an increase of 0·7 per cent for the month. Some increases were noted in all groups except textiles which were slightly lower than the previous month.

COST OF LIVING.—The index number of the Ministry of Labour, on the base July, 1914=100, was 199 at February 1, showing no change

from the previous month's level; clothing was between one and two per cent below the January 1 level, but all other groups showed no change.

New Zealand

WHOLESALE PRICES.—The Census and Statistics Department index number, on the base 1926-1930=1000, was 1474 for November, an increase of 1·2 per cent for the month. Increases were recorded in vegetable foods, textiles, animal products and metals and their products, while the other groups were unchanged.

COST OF LIVING.—The official index number of retail prices on the base 1926-1930=1000, was 1137 for November, an increase of 0·7 per cent for the month. Increases were recorded in all groups except rent which was not calculated.

United States

WHOLESALE PRICES.—The index number of the Bureau of Labour Statistics on the base 1935-1939=100, was 102·5 for February, an increase of 0·6 per cent for the month. Farm products increased 1·8 per cent; six other groups showed increases of less than one per cent, while the other three groups were unchanged.

COST OF LIVING.—The index number of the Bureau of Labour Statistics, on the base 1935-1939=100, was 120·9 at February 15, an increase of 0·2 per cent for the month; food increased 0·5 per cent, house furnishings 0·2 per cent, the miscellaneous group 0·4 per cent, while clothing was unchanged and the "fuel, electricity and ice" group declined 0·2 per cent.

Price Control in Canada During March, 1943

Wartime Prices and Trade Board Outlines Price Policy Regarding New Goods and Rising Costs—Price Orders Relating to Beef, Pork and Other Products—Measures to Promote Salvage—Conservation Orders

Pricing of Consumer Goods

THE procedure to be followed by the War-time Prices and Trade Board in dealing with pricing problems has been outlined in the Consumer Goods Order No. 214 which went into effect on February 15, 1943. The new order makes no basic change in the policy of the price ceiling, but consolidates a number of previous orders, revising the regulations in the light of the experience of the past year in

order to provide a basis for closer administrative control and for dealing with pricing problems in a uniform, and therefore more effective, manner.

The various shortages resulting from the steadily widening influence of the war necessitate substitution of different materials or methods of manufacture and tend to increase unavoidably the cost of production of many goods. It is necessary, therefore, to provide

machinery for dealing consistently with problems arising from these factors and to guard against the reflection of these increased costs in the consumer prices of essential commodities required for day to day consumption.

Measures of relief to manufacturers or importers because of increased costs, will not be considered until the possibility of economies through standardization and simplification have been exhausted. Each situation will be examined upon its merits and with regard to developing conditions. Carefully controlled subsidies may be recommended to maintain the ceiling prices of consumer goods that are in every day use and form part of the real cost of living.

In the field of durable goods the major problem to be met is that of goods so changed in character as to be essentially different from those sold during the basic period. The values of the basic period will, however, continue to be taken as the criterion in fixing the prices of new goods. Price determination will take into consideration the life of the article in question, and price adjustments may be granted in the case of durable goods to cover the actual increase in the cost of the substitute materials and perhaps necessary changes in manufacturing or distributing processes. The payment of subsidies on durable goods will not be recommended.

Price Orders—Animal Products

Pork.—Maximum wholesale and retail prices for dressed hogs and cuts of pork sold in all parts of Canada were established by an order of the Board which went into effect at the end of March. Wholesale prices are specified in each of the 15 zones across Canada, the zones corresponding to those set out in the beef and lamb orders. The retailer is permitted to add to his lawful delivered cost the same markup which he obtained on similar products during the basic period, not exceeding, however, the markup specified for each particular kind of pork product; and he is required to regulate his selling price for the various cuts so that the aggregate price for the whole cut or portion does not exceed this delivered cost plus markup. (Board Order No. 247, Mar. 25.)

Beef.—An increase in the wholesale price of beef carcasses (of from $\frac{1}{2}$ to 1 cent per lb.) has been permitted, to compensate for the removal from carcasses of internal fats and kidneys required under an order (No. 231), which went into effect on March 25, designed to achieve maximum conservation of these fats. The revision of the price schedule for carcasses, sides and quarters of beef provided at the same time for a seasonal advance of 50

cents per cwt. in accordance with the policy announced last October.

Under the new order (Board Order No. 252, Mar. 23) any person selling beef at wholesale is required to distribute his supplies of beef equitably among his customers and to furnish each buyer with an invoice showing details of the sale, copies of which must be retained by both buyer and seller for 90 days for inspection purposes. (A similar requirement respecting invoices was made in the order on pork products.) For cuts of beef, maximum wholesale prices were fixed for the period March 25 to April 28, inclusive, reflecting both the seasonal advance in price and the increase because of the removal of carcass fats. (A-650, Mar. 23.)

The system of fixed maximum retail prices for beef cuts which was inaugurated on March 1, 1943, in the Toronto and Winnipeg areas is to be continued and a new order has been issued with revised prices in line with the seasonal advance in wholesale beef prices, applying during the period March 25 to April 28, inclusive. Retail prices for special quality beef will also be affected by the new definition of "special" quality which now includes all beef weighing 375 lbs. in the carcass and over and otherwise conforming to the requirements for "choice" beef. (Board Order No. 253, Mar. 24.)

Eggs.—The order setting specific maximum wholesale prices for the different grades of eggs at designated selling points across Canada has been continued in effect; the maximum price for Grades B and C was increased by 3 cents a dozen at all delivery points. (Board Order No. 248, Mar. 16, amending No. 212). During the month, maximum prices were also fixed at which processors can sell frozen eggs at the principal Canadian markets. Prices per pound were specified for "mixed eggs" and for yolks and whites processed separately, replacing an earlier order, which set maximum prices only for "mixed eggs". (A-659, Mar. 26.)

Price Orders—Other Food Products

Maple Products.—Regulation of prices of maple products—maple syrup, maple sugar and maple butter—was provided by an order specifying maximum prices at which processors may sell their products and limiting wholesalers' and retailers' markups. Prices are on a more uniform basis this year and are generally in line with those prevailing in recent years for products in this industry. The order, in addition, limits the quantity of maple products which may be purchased for use in the manufacturing of food and other products to the

amount purchased for such purpose in 1941. (Board Order No. 250, Mar. 16.)

Oranges.—A change has been made in Canadian Government subsidy arrangements covering importation of Florida oranges in order to avoid conflict with U.S. price ceiling regulations. In future, the subsidy will be payable only on the excess of the legal Florida f.o.b. price over \$3.25 (U.S.), and the formula for computing wholesalers' maximum prices has been adjusted to give effect to this change. Subsidy payments are not to be included in the cost on which the wholesaler bases his markup. (Board Order No. 259, Mar. 30, amending No. 239.)

Coffee Substitutes.—A new ruling of the Board applies the December reduction of 4 cents per pound in coffee prices to the prices of concentrates, mixtures, or compounds in so far as they contain coffee, by requiring that their prices be reduced in proportion to the amount of coffee contained in them. (Board Order No. 256, Mar. 30, amending No. 217.)

Imported Rice.—The maximum prices of round grain rice sold in one hundred pound lots at certain mills have been increased to the level of prices for long grain rice established last June, in order to reduce subsidy payments. Prices for long grain, Chinese and mill type rice remain the same. Canada is now obtaining rice from the United States and Mexico. Since there has not been a price ceiling in effect on rice in United States for as long a period as the Canadian price ceiling a Canadian subsidy on imported rice became necessary to equalize prices. (A-639, Mar. 10, amending A-201.)

Canned Goods.—An additional incentive subsidy to cover unavoidable increases in costs is to be paid to canners to encourage the packing of tomatoes and tomato juice in 1943. The additional payment will be 3 cents per dozen for tomatoes in 28 oz. cans and two cents per dozen for the same size cans for tomato juice. The ceiling on prices to consumers will be maintained at the old level. (Also during March the Department of Agriculture announced the subsidy assistance which would be paid to growers of the four main vegetable crops, tomatoes, peas, corn and beans.) During the month the allocation division of the Foods Administration authorized the release of a portion of the canned goods held by wholesalers, canners, and processors under A-498 issued last November.

Price Orders—Feeds and Fertilizers

Wheat Millfeed.—An order was passed regarding the pricing of wheat millfeed, de-

signed to provide a uniform and well defined basis upon which maximum selling prices may readily be calculated. The excess of demand over supply has tended to bring about certain undesirable practices within the intermediate channels, and some confusion has arisen as to what should be paid at any buying point as a result of government freight assistance in some areas. In the order, maximum prices for millfeeds as established during the basic period were used as a basis for the price structure, and the markups provided for intermediate and retail sale are in line with those at which the great volume of millfeeds was normally sold. It is specifically required that prices be reduced by the amount of any government freight assistance subsidy and by any reduction in the cost of bags. (A-651, Mar. 22.)

Alfalfa Meal.—The Board has revised the method of determining the processor's maximum prices of alfalfa meal in line with the \$3 per ton subsidy to be paid by the Department of Agriculture to encourage production. The order ensures that the increased return to processors will not affect the cost of meal to consumers. (A-648, Mar. 20, replacing A-365.)

Fertilizer.—The Board has announced an adjustment of the prices of fertilizer in British Columbia which will result in a considerable saving to the farmers. It had been felt that with the recent general reduction in the Eastern Provinces, the differential between Eastern and Western Provinces was too wide. Therefore, the industry at the request of the Administrator of Fertilizers and Pesticides, reviewed its price structure and agreed to reduce prices in British Columbia. (A-635, Mar. 9.)

Price Orders—Services; Tax Changes

Dyeing and Dressing of Furs.—The services of fur dyeing and fur dressing were specifically designated during the month as "services" for the purposes of the Wartime Prices and Trade Regulations, since there was some legal question as to whether they came under the category of "manufacturing services performed on a custom or commission basis". Such services were brought under the Wartime Prices and Trade Regulations in November, 1941. (Board Order No. 235, February 16.) Also during the month an administrator's order authorized a 10 per cent increase over basic period fees charged for dressing or dyeing furs. The order provides that customers must be furnished with an invoice showing separately the charge of the service during the basic period and the increase permitted by the new order. (A-652, Mar. 20.)

Gas Supplied by Certain Companies.—An order has been passed allowing a special war-time surcharge to be charged by certain gas companies on gas sold or supplied to industrial consumers. The revenues of these companies have been adversely affected because they have been required by the Power Controller to discontinue sales of gas for heating purposes to certain domestic and commercial users in order to ensure an uninterrupted supply to industrial users. Previously the supply of gas to industrial users had, in general, been on an interruptible basis at rates substantially below the rates applicable to domestic consumers. (Board Order No. 246, Mar. 2.)

Goods and Services affected by 1943 Federal Tax Changes.—Provision has been made for passing on to consumers the amount of the new or increased taxes in the 1943 Federal Budget. Only the actual amount is to be passed on, no profit or markup is to be allowed on these taxes to manufacturers, distributors or others. The taxes concerned are those on spirits, cigars, cigarettes, and tobacco, and the charges of night clubs, dance halls and similar places of entertainment. (Board Order No. 245, Mar. 2.)

Price Orders—Miscellaneous

Jar Rings.—Maximum manufacturers' prices for jar rings have been specified and limits placed on wholesalers' and retailers' markups in an order intended to standardize the prices of jar rings across the country and provide for wider and more even distribution. Zinc fruit jar rings were formerly subject to the regulations of Order No. 116 which required manufacturers to reduce their maximum prices to the level of June, 1941. (A-667, Mar. 30.)

Swiss Watch Movements.—Wholesalers may increase their prices of Swiss watch movements to retailers by 5 per cent over basic period prices to offset partly an increase of 28.3 per cent in laid-down cost since the basic period. Retailers are not permitted to pass on the increase in price. (A-643, Mar. 12.)

Fuelwood.—Orders were issued respecting prices of sawdust and millwood in the Vancouver and Victoria areas in British Columbia, to replace previous orders, fuelwood orders Nos. 36, 50 and 61, which have been made orders of the Coal Controller and are being revoked. (F-67 and F-68, March 31.) Maximum prices for fuelwood were specified for a northern portion of the Province of Alberta. (F-66, Mar. 23.)

General Price Rulings

Contingent Sales.—The Board has now withdrawn permission to merchants to make contingent sales. During the shortage of butter

immediately prior to its rationing the Board issued the ruling that "although retailers should not make the sale of one commodity conditional upon the purchase of another commodity, they could make the sale of items in short supply conditional upon the purchase of \$1 worth of other merchandise". There has been so much abuse of this ruling in recent weeks that the Board has now withdrawn this exception and no longer permits contingent sales of any kind.

Maintenance of Price Differentials.—In a statement on March 27, the Board emphasized that discounts allowed by sellers of goods and services in the basic period or as a matter of established trade practice must be continued, even though ceiling prices other than those charged in the basic period may have been fixed subsequently under authority of the Board.

Salvage and Used Goods

Fats.—Various forms of edible fats are obtained from beef which may be used either directly in the manufacture of war materials or in the form of substitutes for different vegetable oils which are in short supply. With a view to achieving the maximum conservation of these fats an order has been passed requiring the removal at the time of slaughter of kidneys and certain internal fats from cattle slaughtered for sale as beef. (Board Order 231, Feb. 2, effective Mar. 25.)

Facilities have been provided for the collection of these fats and other household and scrap fats. Prices have been specified which householders, operators of hotels and restaurants, butchers, slaughterers, and salvage committees are entitled to receive for rendered and un-rendered fats and for bones. Bulk collections of fats and bones amounting to 100 pounds or more may be sent transportation charges collect, to renderers or packers who in turn will be able to collect from Wartime Salvage Limited all transportation charges paid by them in excess of 50 cents per 100 pounds. The order is expected to reclaim a large portion of the 150,000,000 pounds of various household and scrap fats estimated to be wasted annually in Canada. (A-642, Mar. 11.)

Non-ferrous Metal Scrap.—Price adjustments have been made to encourage better channelling of non-ferrous metal scrap and terms of sale have been tightened. The dual price system previously adopted in October for dealings in non-ferrous scrap is retained with adjustments being made between prices for licensed dealers and for others dealing in scrap. (A-660, Mar. 27.)

Baskets, Hampers and Boxes.—To aid in the prompt distribution of used fruit and vegetable

baskets and hampers critically needed in the coming season, revisions to existing regulations have been approved, permitting their purchase from other than authorized dealers. This will be of assistance particularly to vegetable growers. Prices for lettuce and berry crates have been added to the schedule to the revised order. (A-663, Mar. 27.)

Stoves.—In line with the policy of getting all re-usable articles into use without delay, two orders have been issued governing the prices and terms of sale of used gas stoves and used coal and wood stoves and ranges. Condition of the stove must be guaranteed by a written warranty, with the provision that, if within 90 days after being delivered it becomes defective, the dealer will repair it or replace the parts, if they are procurable. Maximum prices are determined in relation to basic period prices and prices for similar new stoves. (A-640 and A-641, Mar. 11.)

Rentals and Housing Accommodation

The city of Sydney and the town of Yarmouth and a certain area surrounding each were designated as areas to which A-488 regarding maximum rentals of rooming accommodation applies. In both cases the forms were prescribed, which must be completed in registering rooms rented to boarders, roomers and paying guests and housekeeping rooms, and also the rate cards which must subsequently be posted when rates have been approved. (A-627, March 1, and A-645, March 17.) The town of Aylmer, Ontario, was added to the list of areas which have been designated as congested areas by Order No. 200 and in which barriers to subletting accommodation have been suspended. (A-664, Mar. 29.)

Conservation and Simplification

Small Arms Ammunition.—Since small arms ammunition is in short supply for civilian purposes, the Board has issued a rationing order to ensure, as far as possible, an adequate amount to those rated as essential users. In this category are placed persons who depend on hunting for food, trappers, prospectors, members of the R.C.M.P. and other police forces, plant guards, etc., and persons requiring such ammunition for pest control. Only authorized purchasers may acquire small arms ammunition for use. Authorized purchasers residing in settled areas are required to complete and surrender to the merchant a certificate of essentiality which in the case of certain groups must be approved by the local Ration Board. An order issued last August

by the Controller of Supplies, Department of Munitions and Supply, curtailed the civilian use of small arms ammunition. Jurisdiction was transferred in January of this year to the Wartime Prices and Trade Board. (Board Order No. 251, Mar. 16.)

Metal Products.—As an additional means of conserving metals, an order has been issued freezing electric sump pumps and cellar drainers to types made or imported during 1942, cutting out metal covers and prohibiting manufacture of certain parts in other than ferrous metal. (A-657, March 26.) Amendments were made in the restrictions which had been placed on the manufacture of food choppers, wiring and signalling devices, and circulating and other pumps in order that types and models to meet essential needs would be ensured. (Circulating pumps, A-653, March 26, amending A-484; wiring and signalling devices, A-665, March 29, replacing A-241.) The manufacture of a certain number of styles and sizes of hand operated food choppers for household use is to be allowed, subject to the production restriction that the total weight of iron and steel which may be used in making these choppers must not exceed that used in the 12 months' period ending June 30, 1941. (A-661, March 27, replacing A-171.) The present restriction limiting production of portable lamps in each class to 12½ per cent and lampshades to 25 per cent of the number manufactured during 1941 has been extended to the period April 1 to June 30, 1943, and to succeeding quarterly periods. (A-656, Mar. 26, replacing Section 5 of A-413 as amended by A-537.)

Umbrellas.—Ninety per cent of available supplies of umbrella frames are to be used in women's umbrellas as the result of an order which defines the proportions in which manufacturers must distribute their total quantity of frames between the different types and price ranges allowed. One type of men's and three types of women's umbrellas are specified. (A-634, Mar. 9.)

Small Leather Goods.—The manufacture of certain types of small leather goods such as brush cases, card cases, etc., has been prohibited and the number of kinds of materials, sizes and patterns in which certain other small leather goods may be manufactured, has been restricted. The types and styles of all small leather goods which the manufacturer proposes to make must be submitted to the Administrator for his approval. (A-656, Mar. 26.)

Textiles and Clothing.—An order which was issued in September, 1942, severely restricting the amount of raw wool which could be put into process for various civilian purposes on

the basis of 1941 processing, has been extended to cover an additional 6 months' period, up to the end of September, 1943. (A-658, Mar. 26, amending A-402.)

Styles of knitted outerwear for the 1943 fall range and for following seasons are to be limited in number to 60 per cent of those manufactured during the corresponding season of 1942, and only 4 body colours in addition to Allied Navy, Air Force Blue, and Khaki may be used in any one line or style. The new order also limits patterns, styles and fabrics to the 1942 range, eliminate wasteful features on knitted garments and prohibits manufacture of certain garments—twin sweater sets and flare skirt bathing suits. (A-633, Mar. 9, replacing A-315). Further simplification was also applied to the manufacture of circular knit hosiery by an order which reduces the number of shades, in any one style, and freezes patterns. A schedule specifies the choice of body colours which will be permitted for each type of hosiery. (A-632, Mar. 9, replacing A-244 and A-383.)

Mixed Feeds.—Further action has been taken to conserve high-protein ingredients of commercial mixed livestock feeds by prohibiting the use of certain scarce ingredients such as powdered skim milk, meat scrap, etc., in all but the most essential feed mixtures and reducing the protein content to a generally lower standardized level for all complete feeds

and for many feed concentrate mixtures. The new order, in schedule form, specifies a range within which the minimum protein level must fall. This provides for a reduced level in most cases, but still within the limit that animal nutritionists consider the safe minimum for protein content. As in an earlier order the kinds of commercial mixed feeds and the maximum number of brands which may be manufactured are specified. (A-636, Mar. 9, replacing A-414.)

Paper Products.—A new order drawn up for the manufacture of envelopes sets out a more rigid standardization schedule regarding styles, sizes, and packaging for commercial envelopes with a view to more efficient production with the smaller labour force now available. (A-649, Mar. 22, replacing A-274.) More restrictive specifications have also been applied to the packaging of social stationery. (A-662, Mar. 27, replacing A-15 as amended by A-242.)

Deliveries.—The order regulating the deliveries of building and construction supplies and materials has been amended to allow a uniform maximum credit or refund of 90 per cent of invoice value on any building material ordered and delivered in excess of actual requirements. Formerly the maximum credit on certain materials was only 75 per cent. (A-644, Mar. 12, replacing A-460.)

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

Appointment of Parliamentary Assistant to Minister of Labour

The appointment has been announced of Paul Joseph Martin of Windsor, Ontario, Member of Parliament for Essex East, as Parliamentary Assistant to the Minister of Labour.

Mr. Martin's duties, as outlined by Order in Council, will be to "assist the Minister within and without Parliament in such manner and to such extent as the Minister may determine."

Born at Ottawa in 1903, Mr. Martin was educated at Pembroke Separate School; St. Alexander College, Ironside; St. Michael's College; Osgoode Hall Law School, University of Toronto; Harvard Law School, Harvard University; Trinity College, Cambridge (where he was a member of the Union Society of Oxford and Cambridge); and the Geneva School of International Studies. He holds the degrees of B.A., M.A., and LL.M. A barrister-at-law, he became a King's Counsel in 1937. He has been active in League of Nations activities, and was a Canadian delegate to the Assembly at Geneva in 1938. He has held his seat in the House of Commons since 1935.

Reduction in numbers on direct relief

Figures compiled by the Department of Labour show that 47,168 persons were on direct relief throughout Canada during

the month of December, 1942. The compilation is based on figures secured from the provinces and municipalities across the country.

At the peak of direct relief in April, 1933, figures reported to the Department of Labour showed that 1,517,000 persons were on direct relief at that time. It is considered that due to the high level of employment, relief rolls are now reduced virtually to the unemployables.

The total number of persons on direct relief during December last was made up of 9,171 heads of families, 25,577 dependents of families and 12,420 individual persons.

Compulsory collective bargaining in certain provinces

As described in detail elsewhere in this issue, the legislature of Ontario during April passed a bill making collective bargaining mandatory between an employer and an employees' union which has been accredited by a "labour court" set up under the terms of the Act.

In British Columbia the sections of the Industrial Conciliation and Arbitration Act relating to collective bargaining and freedom of association have been amended. Minor amendments have also been made in the comparable sections of the Alberta Act.

In Manitoba and Saskatchewan bills relating to collective bargaining were introduced but failed to pass.

The British Columbia, Manitoba and Ontario bills are described under the *Labour Law* section of this issue (p. 691). In next month's issue will appear accounts of legislation on this subject passed by the province of Alberta and of the Saskatchewan bill.

Employment and industrial statistics

In the table below are shown the latest statistics available reflecting industrial conditions in Canada.

The index of employment at March 1 was slightly higher than for the previous month and 9.8 per cent higher than at March 1, 1942. It was 2.7 per cent lower, however, than at December 1, when

the index was at the highest point in the record. The increase during the month under review occurred in manufacturing, mining and in transportation. Per capita weekly earnings at March 1 more than recovered the decline at the Christmas holiday season due to reduced operations and were at the highest point since this record was commenced in June, 1941.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	April	March	February	April	March	February
Employment Index ⁽¹⁾		181.5	181.2	165.2	165.1	165.4
Unemployment percentage (trade union members)..... ⁽²⁾	1.3	1.5	1.5	4.5	4.0	4.3
Index numbers, aggregate weekly payrolls..... ⁽²⁾		143.2	139.5	121.4	119.3	118.3
Per capita weekly earnings..... ⁽²⁾		30.70	29.96	28.41	27.92	27.65
Prices, wholesale index ⁽¹⁾		98.5	97.5	95.0	95.1	94.6
Cost of living index ⁽¹⁾	117.6	117.2	116.9	115.9	115.9	115.7
Retail sales unadjusted index..... ⁽¹⁾		151.3	130.9	154.8	144.7	120.0
Retail sales adjusted index..... ⁽¹⁾		167.7	168.5	155.8	161.4	154.7
Wholesale sales..... ⁽¹⁾		173.6	146.2	154.5	155.4	136.1
Common stocks index..... ⁽¹⁾	781.8	79.1	78.7	61.1	62.3	64.7
Preferred stocks index..... ⁽¹⁾		106.4	105.5	94.5	95.6	96.8
Bond yields, Dominion index..... ⁽¹⁾	797.3	97.6	98.5	99.6	99.6	99.3
Physical Volume if Business Index ⁽¹⁾		231.7	227.3	198.1	196.2	192.9
INDUSTRIAL PRODUCTION ⁽¹⁾		269.1	267.8	220.8	217.9	216.3
Mineral production..... ⁽¹⁾		250.6	236.1	228.9	234.2	248.2
Manufacturing..... ⁽¹⁾		294.1	290.8	231.0	225.8	226.3
Construction..... ⁽¹⁾		90.8	140.7	143.0	145.0	98.3
Electric power..... ⁽¹⁾		146.5	141.8	144.3	141.7	137.6
DISTRIBUTION ⁽¹⁾		154.3	143.3	151.3	151.2	144.4
Carloadings..... ⁽¹⁾		139.7	139.7	140.3	136.2	140.4
Tons carried, freight..... ⁽¹⁾			175.5	189.3	177.4	169.3
Bank debits to individual accounts..... ⁽¹⁾		4,011,883,239	3,711,843,123	3,733,218,977	4,176,830,029	2,892,863,582
Bank notes in circulation..... ⁽¹⁾		656,200,000	632,800,000	480,877,819	482,454,936	462,508,080
Bank deposits in savings..... ⁽¹⁾		1,889,542,539	1,795,469,353	1,537,144,724	1,549,628,551	1,270,739,069
Bank loans, commercial, etc..... ⁽¹⁾		936,142,073	978,807,622	1,155,818,008	1,212,990,336	1,055,488,517
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	257,884	253,795	247,407	256,673	252,180	248,549
Canadian National Railways, revenues..... ⁽¹⁾				28,316,000	28,706,000	24,950,000
Operating expenses..... ⁽¹⁾			22,510,000	18,594,913	19,498,684	18,696,053
Canadian Pacific Railway, traffic earnings..... ⁽¹⁾		24,021,211	20,333,526	20,621,507	20,746,000	18,238,000
Canadian Pacific Railway, operating expenses, all lines..... ⁽¹⁾		20,403,792	17,514,158	17,065,360	16,960,522	15,234,101
Steam railways, freight in ton-miles..... ⁽¹⁾			4,455,653,000	4,439,013,000	4,580,226,000	4,031,154,000
Building permits..... ⁽¹⁾	7,342,378	5,025,102	2,420,466	11,295,975	6,972,081	4,405,775
Contracts awarded..... ⁽¹⁾	16,047,300	11,100,600	19,019,000	22,512,100	17,850,400	11,052,200
Mineral production—						
Pig iron..... tons		160,101	157,467	160,408	167,115	143,973
Steel ingots and castings..... tons		270,962	245,588	264,988	265,903	242,921
Ferro-alloys..... tons		18,611	16,356	18,128	20,261	17,355
Gold..... ounces			327,404	420,795	439,203	375,630
Coal..... tons		1,665,853	1,558,532	1,511,872	1,610,232	1,712,014
Timber scaled in British Columbia..... bd. ft.		163,848,119	122,742,641	288,034,268	283,217,525	208,681,936
Flour production..... bbls.		2,193,029	1,990,732	1,960,900	1,806,854	1,584,973
Footwear production..... pairs		3,185,049	2,825,933	2,774,128	2,921,536	2,626,084
Output of central electric stations..... k.w.h.		3,329,266,000	2,951,397,000	3,082,740,000	3,220,953,000	2,864,438,000
Sales of insurance..... \$			39,801,000	35,678,000	35,375,000	38,938,000
Newsprint production..... tons			221,810	277,740	295,840	278,100

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended April 29, 1943.

(¹) Base, 1926=100. (²) Figures are for the end of the preceding month. (³) Base June 1951=100. (⁴) Base, 1935-1930=100.

(⁵) Adjusted, where necessary, for seasonal variation. (⁶) Notes in the hands of the public.

(⁷) Figures for four weeks ended May 1, 1943, and corresponding previous periods.

(⁸) MacLean's Building Review.

The index of the physical volume of business reflecting activity in mining, manufacturing, construction, output of electric power and in the distribution of goods was about 2 per cent higher for March than for February and 18 per cent higher than for March, 1942. Greater volume was indicated for the mining industry in March as compared with the previous month, there being considerable advance in coal production. Manufacturing also recorded advance in this comparison as increases occurred in the production of iron and steel, butter, cheese and in the textile industry. The output of electric power was about three per cent higher.

Comparing the first quarter of 1943 with the corresponding period of 1942, the cumulative figures show the index of the physical volume of business to be 19.2 per cent higher and manufacturing 30.6 per cent higher, while mining declined about four per cent. The production of flour was in 20 per cent greater volume, creamery butter 27.9 per cent greater, boots and shoes 3.2 per cent, and cigarettes released 24.4 per cent greater. The production of factory cheese was 54.4 per cent lower than in the corresponding quarter of 1942, cattle slaughterings 18.7 per cent lower, newsprint production 20.7 per cent, and pig iron production 12.6 per cent lower.

**Industrial
Accident
Prevention
Associations
hold convention**

The annual convention of the Industrial Accident Prevention Associations of Ontario was held in Toronto early in April. A record attendance of 4,053 delegates from six provinces of Canada and from nine states of the Union gathered to discuss all phases of accident prevention, with emphasis on the special importance in wartime of safeguarding the nation's manpower.

As in the past, the exhibit of industrial safeguards was one of the important features of the convention. This year the Associations provided another interesting and instructive feature—a "style show", which demonstrated protective clothing worn by workers in industry.

The retiring president of the Associations, T. A. Rice, International Harvester Company Limited, Hamilton, reviewed the work done by the organization at the opening session of the convention. At the annual banquet he emphasized the importance of keeping barriers against accidental injury in place. "There is no time for accident now", Mr. Rice said.

A prominent speaker at the convention was the noted expert on international labour—

Right Hon. Margaret Bondfield. In discussing the need for unity and co-operation, she said that due to the co-operation of government, management and labour, accidents in Britain had been reduced. "Without placing community welfare above individual good and without the most extensive form of co-operation throughout the world, future peace is impossible," Miss Bondfield pointed out.

The officers elected at the annual meeting of the Associations were: W. H. Munro, Ottawa Light Heat and Power Company Limited, president; E. O. Morgan, Canadian National Carbon Company Limited, first vice-president; A. L. Bennett, P. W. Gardiner & Sons Limited, Galt, second vice-president; C. H. Kercher, Canadian General Electric Company Limited, Toronto, honorary treasurer, R. B. Morley and J. L. Dodington were re-elected general manager and assistant general manager, respectively.

**Association of
Administrators
of Labour
Legislation holds
conference**

The Canadian Association of Administrators of Labour Legislation, an organization of all Dominion and provincial departments, boards and commissions administering labour laws, met

for its sixth annual conference in Ottawa on May 3-5. All the provinces were represented, except Alberta, by their deputy ministers of labour or other chief labour officers and in most cases by the chief factory inspector or officials responsible for the administration of minimum wage legislation.

The sessions were opened with an address by Arthur MacNamara, Deputy Minister of Labour for Canada, speaking on behalf of the Honourable Humphrey Mitchell.

Special features of the conference were the address given at the annual dinner by Mr. Gerard D. Reilly, member of the U.S. National Labour Relations Board, on the administration of the National Labour Relations Act, and the contribution made by Mrs. Clara Beyer, Assistant Director of the Division of Labour Standards of the U.S. Department of Labour, who spoke on factory inspection and accident prevention. Mr. Reilly took part also in the discussion on collective bargaining and Mrs. Beyer was able to give valuable information at several sessions of the conference. Other items on the agenda were: provincial minimum wage regulation in relation to the wages stabilization policy; women in industry; and hours of labour, with particular reference to the hours worked by men.

Mr. S. B. Chambers, Assistant Census Officer of Jamaica, who was in Ottawa on Government business, also attended the conference.

The following are the officers of the Association for the coming year: Past president, H. S. Johnstone, Dominion Industrial Relations Officer at Winnipeg; president, H. R. Pettigrove, Dominion Industrial Relations Officer at Moncton; 1st vice-president, T. D. A. Purves, Deputy Minister of Labour of Nova Scotia; 2nd vice-president, J. F. Marsh, Deputy Minister of Labour of Ontario; secretary-treasurer, Margaret Mackintosh, Dominion Department of Labour.

The following representatives from the provinces attended the meeting: British Columbia: Adam Bell, Deputy Minister of Labour; Robert Morrison, Chief Executive Officer, Regional War Labour Board; Manitoba: R. A. Stewart, Deputy Minister of Labour; James Leslie, Chief Wage and Conciliation Officer; W. Elliot Wilson, Chief Executive Officer, Regional War Labour Board; New Brunswick: N. D. Cochrane, Director of Labour; John S. MacKinnon, Secretary, Fair Wage Board; Charles J. A. Hughes, Chief Executive Officer, Regional War Labour Board; Nova Scotia: T. D. A. Purves, Deputy Minister of Labour; Ontario: J. F. Marsh, Deputy Minister of Labour; J. R. Prain, Chief Inspector, Department of Labour; D. N. Campbell, J. A. Larocque, J. R. Johnson, Factory Inspectors; F. J. Hawes, Director of Apprenticeship, Department of Labour; Prince Edward Island: Hon. Horace Wright, President of the Executive Council; Quebec: J. O'Connell-Maher, Associate Deputy Minister of Labour; Wilfrid Beaulac, Factory Inspector for Quebec District; Gus. Francq, Vice-Chairman, Minimum Wage Board; Brunay Brais, Minimum Wage Board; O. E. Sharpe, Workmen's Compensation Commission; Saskatchewan: C. A. Scott, Commissioner of Labour and Public Welfare; A. J. Smith, Chief Executive Officer, Regional War Labour Board.

**Cost of living
bonus remains
unchanged**

The cost of living index at April 1 was 117.6, three-tenths of a point lower than on July 2, 1942, the date of the last general order of the National War Labour Board requiring a change in the amount of the cost of living bonus. As the decline was less than a full point, no change in the amount of the bonus was ordered.

An order of the National War Labour Board dealing with the cost of living bonus for workers in industry was made public on May 4. Such an order is issued every three months. The present order reads:

"The Dominion Bureau of Statistics has found that the cost of living index number for April 1, 1943, is 117.6 (adjusted index 116.7) as compared with the cost of living

index number for July 2, 1942, of 117.9 (adjusted index 117).

"The Wartime Wages Control Order, P.C. 5963, provides in Section 48 (iv):

'the amount of the bonus shall not be changed unless the cost of living index number has changed one whole point or more since the last general order of the Board requiring an increase or decrease in the amount thereof.'

"The index number not having changed by one whole point or more since July 2, 1942, pursuant to the provisions of P.C. 5963 as stated, the National War Labour Board orders that the terms of its General Order dated August 4, 1942, shall continue to apply for the period May 15, 1943, to August 15, 1943, subject to the right of employers and employees to apply to a War Labour Board for authorization of payment of such an amount of cost of living bonus as a Board may determine to be 'fair and reasonable,' under the provisions of the Order."

As is indicated in the order, no change in the amount of the bonus was made as from May 15, 1943.

**Cost of living
index advances
fractionally**

The Dominion Bureau of Statistics index number of the cost of living (on the base period 1935 to 1939 as 100) again advanced slightly to 117.6 at the beginning of April from 117.2 at the beginning of March and 116.9 at February 1. The increase at April 1 was due mainly to a further increase for foods of one full point, but fractional advances were recorded also for the clothing and miscellaneous groups. Important changes in the food group were advances in the prices of meats, potatoes, cheese, and oranges, and an appreciable decline in eggs. The increase in the clothing group was due to advances in the prices of women's wear while the miscellaneous group advanced because of increases for newspapers and for barbers' charges.

The cost of living index, has advanced 16.7 per cent between August, 1939, and April, 1943. For the equal period during the last war, that is, between July, 1914, and March, 1918, the advance was 44.3 per cent.

**Industrial
Disputes
Investigation
Act**

Twenty-two applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of April. Four boards submitted their reports; six boards were established and the constitution

of ten boards was completed during the month. Twenty-one disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from commissioners in ten cases. Two applications were withdrawn during the month and four applications rejected.

U.S. War Labour Board approves all increases to 40 cents an hour

Employers in the United States may increase wages up to 40 cents an hour without applying to the War Labour Board for approval, according to a recent order by the U.S. Board.

It was stated that many thousands of cases will be handled without delay as a result of this new order which streamlines procedure and which will cut heavily into the backlog of cases pending before the National and Regional Boards. The increases granted under the new order cannot be used as "a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justified reductions in such price ceilings."

The *Labour Information Bulletin* published by the U.S. Department of Labour commented that the new ruling "is important to thousands of workers in laundries, restaurants, stores, and many other small service industries that do not have the protection of either the Federal Wage and Hour Law or State minimum wage laws. The Department of Labour still receives hundreds of letters from such workers complaining of sweatshop wages—17, 20, and 25 cents an hour.

"Often they have said, 'My employer tells me that wages are frozen and so he can't give me a raise.' Until the Board issued this recent order these employers would have had to go through the usual War Labour Board procedure for granting an increase."

Increase in collective bargaining in U.S.A.

On April 12, the sixth anniversary of the United States Supreme Court's decision upholding the constitutionality of the National Labour Relations

(Wagner) Act, the National Labour Relations Board issued a memorandum summarizing the results of the operation of the Act since that date.

The National Labour Relations Act (L.G., Apr., 1935, p. 343) guarantees workers the right to organize and bargain collectively with their employers through representatives of their own choosing. It forbids employers to interfere with, restrain or coerce employees in the exercise of that right. Employers also are forbidden to dominate any labour organization or contribute financial or other support to it. The Act further states that

it shall be unfair for an employer to encourage or discourage union membership by any condition of employment, or to discharge or otherwise discriminate against an employee because he files charges or gives testimony under the Act.

The National Labour Relations Board, established by the Act, is empowered to conduct elections among employees when a dispute arises as to which of two or more labour organizations represents a majority of the employees.

Among the points brought out in the board's summary of the operation of the Act were the following:

1. Unions in the United States now have a total membership of approximately 12,000,000, compared with only about 5,500,000 in 1937, when the Act was upheld, and have collective bargaining agreements covering more than 13,000,000 workers, of whom some 6,000,000 are covered by union shop agreements.

2. During the six-year period the board handed down approximately 8,000 decisions, secured the reinstatement of more than 300,000 discharged workers and brought about the dis-establishment of more than 1,000 company unions.

3. The board's litigation record has been unexcelled by the record of any other government agency. Out of forty-nine Supreme Court cases the board lost only two, and out of 411 orders taken to the circuit courts enforcement was denied in only fifty-eight cases. In addition, the board won 100 injunction suits.

4. The work of the board has shifted from being preponderantly the prevention of unfair labour practices to the duty of designating bargaining agents. In 1937, 67 per cent of all cases handled were unfair labour practice cases, while now election cases account for 67 per cent of the total.

Three of the principles laid down in its decisions are held by the board to have been largely responsible for the rapid increase in collective bargaining. These principles are:

1. The employer must maintain strict neutrality, both in action and in speech, with respect to the collective activities and desires of his employees;

2. When an agreement has been reached between an employer and representatives of his employees the employer may not refuse to embody the terms of the agreement in a written and signed contract;

3. Employees who engage in unlawful violence for the purpose of winning concessions from their employers automatically remove

themselves from the protection of the Wagner Act.

The statement says that last year saw a greater number of cases docketed with the board than any previous year. As in other recent years, eight out of every ten cases were settled informally, without the necessity of hearings and orders.

U.S. court rejects charge of unfair labour practice The Second Circuit Court in the United States ruled on April 5 that an employer who had expressed anti-union views to his employees just prior to an election ordered by the National Labour Relations Board had not thereby committed an unfair labour practice, as held by the board. The decision was based on that of the Supreme Court in the case of the Virginia Electric and Power Company.

The case at issue was that of the American Tube Bending Company, whose president had argued in a letter and in a speech to employees that a union would be against their interest as well as that of the company and that the continued prosperity of the company depended on things going along as they had been. The election resulted in a majority vote against representation by any union, which, in turn, led to the filing of charges of unfair labour practices against the company by the defeated A.F. of L. union.

In reversing the board's order the court pointed out the similarities between the statements complained of in the case at issue and in the case of the Virginia Power Company and then said, "If there was a basis for finding that such a presentation of the employer's side might be a covert threat to recalcitrants, there was as much basis in the Virginia Case. If on the other hand the employer's interest in free speech in the Virginia Case was thought to outweigh an actual prejudice to the employees' right of collective bargaining, the employer's interest is the same in the case at bar and the employees' prejudice no greater. We can find no tenable distinction between the two."

United States policy on employment of young persons

The United States War Manpower Commission has recently issued a statement of policy in regard to the employment of young persons in wartime, and the Children's Bureau of the U.S. Department of Labour has followed it up with a pamphlet entitled "Protecting the Health of Young Workers in Wartime". The policy is based on the principles laid down by the U.S. Commission on Children in Wartime (L.G., 1942, p. 1117) appointed by the Children's Bureau.

In the opinion of the War Manpower Commission,

Youth under 18 can best contribute to the war program by continuing in school and, when their services are required, accepting vacation and part-time employment. . . Their services must be used in such ways as to bring about their maximum contribution to manpower needs consistent with the protection of their health and welfare and the fullest utilization and development of their aptitudes, abilities and interests.

The Commission is opposed to the employment of children under 14 and to any relaxation of school-attendance or child-labour laws. It believes that young persons of 14 and 15 should only be employed when older workers are not available and should not work in manufacturing or mining occupations.

Employers of young persons from 14 to 18 should obtain proof of age, provide adequate sanitary facilities, lunch-rooms and other safeguards of health and safety, and pay wages not less than those paid to adult workers for similar work. Young persons should not be employed at occupations that are hazardous or detrimental to health and welfare, and should have one day's rest in seven, adequate lunch and rest periods and hours not exceeding eight a day. In emergencies, longer hours might be permitted for young persons living on farms and engaged in continuing farm work of a non-seasonal character and for those of 16 and 17 authorized to work longer hours under existing laws. If necessary, safe and adequate transport to work should be provided, but work and travelling time should not exceed 10 hours a day.

Children attending school should not be employed during school hours nor should combined school and work hours exceed eight a day. School programs should be adjusted for pupils who must work during school hours so that educational progress and opportunities will not be curtailed. Employers should certify to school authorities that they are complying with child labour laws and the principles in this statement of policy. School authorities should see that children take jobs which contribute to their educational and vocational welfare.

Young persons seeking work away from home should obtain parental consent and be placed through the U.S. Employment Service which should ascertain whether suitable housing arrangements are available before authorizing a transfer. If young persons are employed in agriculture away from home, their living conditions, health and recreation should be carefully supervised.

The Children's Bureau publication "Protecting the Health of Young Workers in Wartime"

states that the number of employed boys and girls increased from slightly less than a million in April, 1940, to about two million in October, 1942, and that three million worked during the 1942 summer vacation. Attention is drawn to young workers' greater susceptibility to accidents, industrial poisons and over-fatigue. Pre-employment physical examinations, health and safety education and healthful working conditions are urged. The importance of providing nutritious meals and suitable recreation for young workers is stressed. The role which each individual or group in the community from employment officer to parent-teacher association can play in protecting young workers is also outlined in the pamphlet.

**Dispensations
from labour
laws granted
to war plants
in N. Y. State**

A growing number of applications from industrial plants in New York State for exemptions from labour laws is reported in the *Industrial Bulletin* of the State Department of La-

bour. This trend reflects the dispersion of war contracts and the increasing employment of women.

During the 14-month period since Pearl Harbour, 2,900 plants in New York State have applied to the State Industrial Commissioner under the War Emergency Dispensation Act of January 29, 1943, which authorized the Commissioner to grant six-month dispensations from labour laws to individual plants engaged on war production if they can prove the need for relaxing standards in the interests of production and if the health and welfare of the workers are safeguarded.

Only 12 per cent of the applications have been refused by the Industrial Commissioner or by the State Board of Standards and Appeals which hears appeals from decisions of the Commissioner. About half the plants receiving dispensations have been authorized to employ women at night or beyond statutory hours. Over 1,000 plants received permission to operate on a seven-day work-week, though this privilege was usually restricted to a specified number of weeks. Over 1,300 plants were authorized to finger-print employees. Other dispensations related to the employment of women in grinding operations, the length of the lunch period, the age of male and female messengers and hours of minors.

In September, 1942, about 50 per cent of the applications were for permission to employ women more than 48 hours a week. By January, 1943, this proportion had risen to 68 per cent. In 95 per cent of such cases in January the maximum work-week allowed was 54 hours and in many cases the longer hours were for

limited periods only. For example, a company preparing ration books was allowed a number of 11-hour days over a two-month period to complete the job.

Authority to employ women on three-shift systems was requested by about one-quarter of the 242 plants receiving dispensations from hours provisions of the labour laws during January. Requests of this nature came more frequently from upstate plants than from those in metropolitan areas. A seven-day work-week was authorized for men in 101 plants and for women in eight plants in January, but in most cases the seventh day was permitted only for a limited number of weeks in the six-month period of dispensation. Twenty-minute lunch periods were sanctioned for 24 plants.

A report on the experience of a number of plants receiving dispensations indicated that many found that long hours, night work and seven-day weeks were responsible for decreased production, mistakes and increased absenteeism. For example, an aircraft plant reported that six 10-hour days a week for men and a 54-hour week for women impaired morale and efficiency and caused a 15 per cent rise in absences. Another reported a rise in absenteeism from 4 to 17 per cent in the week following a seven-day week. After three weeks of seven-day operation in a plant manufacturing instruments, production fell below that of the six-day week and the girl employees became irritable. A canvas goods manufacturer reported that night work in his plant was not conducive to maximum production and an instrument manufacturer was of the opinion that night shifts should be less than nine hours to be of value.

It was generally recognized that workers could not hold out for long under the strain of long hours, but temporary dispensations were necessary to enable employers "to improve their organization and train additional workers so that they could shorten the hours of work, go on multiple shifts where space and equipment were limited, have a seven-day production week with six days of work per man and employ individual workers seven days a week only in emergency".

**Organization of
Latin-American
workers into
single body**

The organization of nearly 4,000,000 Latin - American workers into a single international central body as the Latin-American Labour Federation (C. T. A. L.)

has been achieved after an extended tour by its President, Vicente Lombardo Toledano, Mexican labour leader. The countries visited

were Cuba, Colombia, Ecuador, Peru, Chile, Bolivia, Costa Rica, Nicaragua, Honduras, Salvador, and Guatemala.

An article in the *Manchester Guardian* refers to the achievement of unity by the C. T. A. L. as a big step forward towards the triumph of the democratic cause. It states that the C. T. A. L. has grouped the majority of the organized workers in all countries where unions are permitted and has been instrumental in gaining greater liberties in countries that hitherto looked upon organization of labour with hostile suspicion. The C. T. A. L. has taken a stand on international issues and has been forthright in opposing the Axis fifth column in Latin America.

Axis propaganda, the article states, has for years traded on a prejudice against what is called "British and Yankee Imperialism". This prejudice has taken the form of latent or open hostility towards foreign ownership of industries, communications, mines and oil fields, the companies concerned being regarded as absentee landlords with no interest in the welfare of their workers. The C. T. A. L. headquarters in Mexico has been issuing a steady stream of information showing that Hitler does not give up control of industry in conquered countries "even to the devoutest Quislings", and that the best working conditions under Nazism are worse than the worst existing in Latin America.

The interchange of reports on conditions in each country and of suggestions for improvement is resulting in a volume of statistical information that is being crystallized into a post-war plan for the whole of Latin America.

The main business of the C. T. A. L. now, Lombardo says, is to become integrated with the surviving international labour movement. The union of the British, Russian, American, and Latin-American workers and, after the war perhaps, the Indian and reconstructed European unions must, he believes, be an important factor in planning the post-war world. Thus he is now urging the unions in the United States to join the Anglo-Soviet Trade Union Committee.

Training of welfare and personnel officers in Australia

Courses to train welfare and personnel officers for industry have been carried on in Sydney and Melbourne since September, 1941. They have been organized by the Commonwealth Department of Labour and National Service in consultation with industrialists, trade unions and the University Departments of Social Studies. They last for six months and to date about

75 officers have been trained. Twenty students are still in training, having commenced their courses on February 8.

As far as possible the courses are modelled on similar courses in Great Britain but have had to be modified because of the pioneering nature of this type of work in Australia. The student, during his first three months of training, is given a background of knowledge of general social conditions in the belief that this is essential if he is to understand the problems of industrial life. The next three months are devoted to specialized work, including a study of the Australian arbitration system, the interpretation of awards and questions of industrial health and safety, fatigue, housing and transport.

Selection of candidates is made in each State by a committee consisting of representatives of the Australian Council of Trade Unions, employers' organizations, the local University, and the Department of Labour and National Service. In order that a uniform standard may be attained, the officer responsible for training is present at all final interviews. There are sometimes as many as 600 applicants of whom about one-fifth are interviewed and a substantially smaller proportion selected.

Of the students who have graduated, the majority are working in Government factories, others in private industry, while a few are engaged in Department surveys. That the courses have met a genuine need is indicated by the fact that after eighteen months' operation the demand for graduates is still heavy.

New Zealand registers groups for direction to essential work

On February 18, 1943, New Zealand issued an Order which called on women 18 and 19 years of age to register in order that they might be directed into essential industry. Seven previous Registration for Employment Orders issued during the past year applied to women from 20 to 31 and men from 46 to 60. These Orders were made under the National Service Emergency Regulations of June 18, 1940, and the Industrial Manpower Emergency Regulations which replaced on October 14, 1942, the provisions of the National Service Regulations relating to civilian employment (L.G., 1942, pp. 953, 1373).

Persons who had been employed within the last fifteen years in the metal trades or in the building and allied trades have also been registered for employment under Orders of March 18, 1942. In addition an Order of October 8, 1942, required men in New Zealand from 18 to 46 who are not British subjects by birth or naturalization to register. All other

men in this age group are already registered for military purposes. Exempted from the registration Orders are such groups as miners, farm workers, hospital employees, doctors, dentists, pharmacists, opticians, clergymen, judges, magistrates, firemen, policemen, seamen, gas or electricity supply workers, members of the General Assembly, the Armed Forces, employees of the Government Railways Department or of the Navy, Army or Air Force, persons in hospitals, prisons or the Institute for the Blind, persons receiving invalids' benefits or disablement pensions, insane persons and persons outside New Zealand.

The Industrial Manpower Emergency Regulations provide that persons who have registered for employment may be directed into essential employment by a District Manpower Officer. Such persons are also covered by the regulations providing for reinstatement in employment at the conclusion of national service and suspending apprenticeship contracts during war service. They must be paid at rates not less favourable than those prescribed in any pertinent Act, award or agreement, or in the absence of such, at rates fixed by the Minister of Labour. Workers in essential employment are guaranteed a minimum weekly wage and may not leave their jobs or be dismissed except for serious misconduct without the consent of a District Manpower Officer. Membership in a trade union connected with their occupation is compulsory for persons in essential employment.

I.L.O. issues Year Book of labour statistics

The International Labour Office has published its annual summary of labour statistics for 1942. The statistics presented cover

sixty countries in all parts of the world, and, with a few exceptions, have been taken from official publications or have been communicated to the Office by the Governments concerned. As far as possible the tables have been brought up to date though this could not be done in all cases, especially in the case of belligerent or occupied countries where many statistical series are no longer published.

The tables are arranged in the following main groups: Total and gainfully occupied population, employment and unemployment, hours of work, wages, cost of living and retail prices, family living studies, migration and industrial accidents. Two new tables have been added this year, one on the distribution of food expenditures on the chief food groups as shown in family living studies and the other showing differences in the percentage of expenditures on the chief groups of items at

different income levels. Moreover, the table on cost-of-living indexes has been expanded by the inclusion of trends of the group indexes of fuel and light, clothing and rent.

Conditions of Soviet workers in Reich described by I.L.O.

One of the great problems confronting Germany to-day is that of compelling workers recruited in the occupied part of the Soviet Union to increase their output while keeping them in a status resembling slavery, it is declared in

an article appearing in the May issue of the *International Labour Review*.

Recent public statements of Nazi leaders emphasize Germany's determination to exploit to the full the labour reserves still available in conquered territory, particularly in the Soviet Union, the article points out.

But, the article says, "while exploiting these reserves, National Socialist Germany is determined, as is proved by the legislative provisions introduced in 1942, to maintain its discriminatory racial policy against the millions of Soviet workers placed in German industry and agriculture.

"To carry out this mobilization and raise the workers' output while keeping them in a special employment status characterized by low earnings, rough lodgings, complete lack of contact with the outside world, and limited medical aid, is one of the greatest problems with which, as a result of over three years of war and all the losses in men and materials they have involved, the German Government is now confronted."

Prepared by the International Labour Office on the basis of information derived from official German sources, the article describes the regulations governing the recruiting and employment of Soviet workers in Germany. It emphasizes, however, that the picture must remain incomplete in the absence of data concerning the practical effect of the regulations.

In some respects, the article says, Soviet workers are worse off even than the Poles who have been recruited for labour in Germany. Beginning in 1941, the report says, Soviet workers were sent to the Reich at the rate of 15,000 to 20,000 a day, and in 1942 a total of 2,000,000 were transported.

A Soviet worker in Germany must wear a badge bearing the word "Ost," and every German who has to have dealings with a Soviet worker is thus warned that he must treat him with "the greatest reserve". Moreover, the article says, the Soviet workers are housed in special barracks to reduce contact between them and the German population to a minimum.

Manpower

Selective Service Begins Transfer of Workers

First Order Issued Applying to Workers in Certain Specified Non-Essential Industries and Occupations

NATIONAL Selective Service has begun the compulsory transfer of men in age groups designated under Mobilization Regulations from non-essential employment to work in agriculture and industries of high essentiality.

This action was taken under Section 210 of National Selective Service Civilian Regulations¹, whereby the Minister of Labour was given power to issue an Order forbidding employers in specified industries to continue the employment of men in such age groups after a specified date unless a special permit in prescribed form is obtained.

Industries and Occupations Covered by the Order

The first of such Orders was announced by the Minister on May 4. It covers men employed in the following industries or establishments:

- (1) taverns or liquor, wine and beer stores;
- (2) retail sale of candy, confectionery, tobacco, books, stationery, news;
- (3) barber shops and beauty parlours;
- (4) retail and wholesale florists;
- (5) service stations (i.e., gasoline-filling stations);
- (6) retail sale of motor vehicles or accessories; and
- (7) retail sale of sporting goods or musical instruments.

In addition, all men designated under Mobilization Regulations are covered by the Order if in any of the following occupations, regardless of whether the occupation is one in those industries listed as covered or not:

- (1) waiter, taxi-driver, elevator operator, hotel bell boy, domestic servant;
- (2) any occupation in or directly associated with entertainment, including but not restricted to theatres, film agencies, motion picture companies, clubs, bowling alleys, pool rooms; and

- (3) any occupation in or directly associated with dyeing and dry cleaning (but not including laundries); baths; guide service; shoe shining.

Procedure to be Followed

The procedure under the Order was officially outlined as follows:

It now becomes obligatory for every man in an age and marital class designated under Mobilization Regulations, engaged in one of the industries or occupations specified in the Minister's Order, to make application to the nearest Employment and Selective Service Office not later than May 19. If there is no higher priority work available for the man, he will be given a special permit to entitle him to continue on a temporary basis in his old employment. On the other hand, if it appears necessary in the interest of the war effort that the man be moved to more essential employment, he will be given a direction to some such employment.

Each man who can call personally at an Employment and Selective Service Office, must do so. A man so far removed from an Office that he can not call, will be required to write the Office and await further direction.

The Order refers specifically to every man engaged in these restricted employments, who was born in any year from 1917 to 1924 and who has reached age 19, regardless of whether married or single; and to every man born from 1902 to 1916 who on July 15, 1940, was unmarried, divorced or judicially separated, or was then a widower without children, even if such a man has since married; and it also refers to a man who has become a widower since July 15, 1940, and has no children now living; as well as to men who since that date have been divorced or judicially separated. All men in the groups mentioned, regardless of their medical classifications, are required to report.

The Minister announced that for the present it is not proposed to compulsorily direct to alternative employment any men who have their discharge from the Armed Forces after

¹P.C. 246, January 19 (L. G., January, 1943, p. 16), as amended by P.C. 2665 April 2 (L. G., April, 1943, p. 449).

active service in the present war. However, this does not mean that such men are not expected to register by May 19. Ex-servicemen where now engaged in the specified low priority industries must register, and they will be encouraged to accept employment at high priority work. Also, for the present it is not proposed to require a married man, regardless of when he married, or a single person who is maintaining a dependent, to accept alternative employment which would involve a change of residence. But married men must register with an employment office, if in a class designated under Mobilization Regulations, and they may be required to accept alternative employment in the district where they now live.

Measures will be taken to ensure fair minimum earnings for those who are directed to alternative work. For example, a single person will not be directed to employment in agriculture unless the prospective employer is prepared to pay at least \$40 a month and board. In all cases, if the current rate of wages for a job is above any minimum rates fixed, the employer will have to pay the going rate.

Men will not be directed to employment where the vacancies arise out of an industrial dispute.

The health and physical condition of a man will be taken into account at the time that a transfer is decided upon.

As it is so necessary to secure the workers required by the agricultural industry, a good many of those directed to employment will be sent to farms, but transfers will not be restricted to that line of work. Some workers will be directed to other essential industries where their services are needed.

Workers objecting to transfers will have a right to appeal to a Court of Referees, whose decision shall be final. Any workers who re-

fuse or neglect to accept employment to which they are directed, and who are not supported in their contention by a Court of Referees, are guilty of an offence, and upon conviction are liable to penalties, and also to compulsory labour service in an Alternative Service Work Camp, on the same basis as conscientious objectors. (See L.G., April, 1943, p. 451.)

Obligations on Employers and Employees

"The Order in regard to compulsory labour transfers," the Minister of Labour stated, "imposes obligations both on employers and on employees. After May 19, it will be illegal for any employer in the industries or occupations covered by the Order, to retain in his employ any employee in a category designated under Mobilization Regulations, unless a special permit in the prescribed form entitling the employer to retain the man's services, has been secured from a Selective Service Officer. Also, of course, it will be illegal for men in the defined classes to remain in such employment without the special permit. Definite check-ups will be made, in order that penalties may be applied against any who commit infractions of the Regulations."

The Minister added that this first Order on compulsory labour transfers will be followed by subsequent orders, dealing with other non-essential employments. "The public will realize, I am sure," the Minister continued, "that the administrative features of compulsory labour transfers subject the Employment and Selective Service Offices to a considerable strain. This has been true in all countries, where the system has been applied. Therefore, from the administrative viewpoint it is necessary that the transfers be made by stages, rather than all at once. We expect that this readjustment within agriculture and industry will go a long way to assist where labour shortages now threaten vital production."

Proclamation Regarding Military Call-up

A PROCLAMATION was issued on April 27 in regard to the calling up of men for military service. It states in consolidated form the age classes and parts of age classes previously designated under the Mobilization Regulations, and makes one minor addition in respect of men born between 1902 and 1916 and who on July 15 were judicially separated.

The proclamation designates every man born in any year from 1917 to 1924 inclusive and who has reached the age of nineteen, regardless of whether married or single; and

every man born from 1902 to 1916 who on July 15, 1940, was unmarried, divorced or judicially separated, or was then a widower without children, even if such a man has since married; it also refers to every man who has become a widower since July 15, 1940, and has no children now living; as well as to men who since that date have been divorced or judicially separated.

All such men are required to submit themselves for medical examination and to report

at a military training centre or district depot to "undergo and perform such military training, service or duty within Canada or the territorial waters thereof during the state of war now existing as the Minister of National Defence (Army) may from time to time require under the Reserve Army (Special

Regulations, 1941, or such other regulations as may be applicable and to report at such places and times and in such manner and to such authorities or persons as they may be required by a Registrar appointed under the National Selective Service Mobilization Regulations."

Progress of Farm Labour Program

Farm Labour Agreements Effected Between Dominion and All Provinces To Recruit Workers for Agriculture—Action Taken Under Program.

A NUMBER of further steps have been taken to augment the farm labour program described by the Minister of Labour to the House of Commons on February 26. This eleven-point plan re-emphasized the Government's policy of keeping essential labour on the farms. It also provided for the release of men and women suitable for farm work from non-essential industry, looked to the direction of military rejects to agriculture, and contained schemes for Dominion-provincial co-operation and the organization of local committees. (This program was outlined in the *LABOUR GAZETTE* for February on page 185. In the January issue, on page 40, appeared an account of the operation of Ontario's "Farm Service Force" scheme, under the program).

The following article describes some of the steps which have been taken in carrying out the program.

Dominion-Provincial Farm Labour Agreements

Farm labour agreements between the federal and provincial governments have been approved by all of the provinces. These agreements provide financial assistance to the provinces, on a dollar for dollar basis, for organizing more effectively manpower now engaged in agriculture, and to recruit, transport and place on farms during 1943-44 workers, whether male or female, suitable for farm work. Last year the agreements were designed to meet the extra demands for seasonal workers for fruit, vegetable and grain harvesting. This year the aim is to meet not only the farm labour requirements for seasonal peaks but also to help meet the more urgent and more difficult problem of supplying steady experienced help for the expanding dairy and livestock production.

An Order in Council, P.C. 3620, passed on May 4, provides for a maximum expenditure on the part of the Dominion under these agreements of \$510,000. This federal commitment has been increased from a total of

\$164,000 last year, when similar agreements were made with six of the nine provinces. In addition, the Order in Council provides for a total expenditure by the Dominion of \$300,000 for transporting harvest and other farm workers from one province to another, which cost as set forth in the agreements is to be borne entirely by the Dominion. The corresponding item last year was \$250,000.

Organization of Dominion-Provincial Farm Labour Committees

Special Dominion-Provincial Farm Labour Committees provided for under these agreements are now operating in each province. These committees are determining the kind of program to be followed in each province. Provincial directors of farm labour have also been named to devote their full time to the farm labour program under the direction of these committees. These provincial directors of farm labour include: Cecil Miller, Department of Labour, Charlottetown, P.E.I.; William Milligan, Department of Agriculture, Truro, N.S.; E. M. Taylor, Department of Agriculture, Fredericton, N.B.; Alex. J. Rioux, Department of Agriculture, Quebec, P.Q.; Alex MacLaren, Department of Agriculture, Toronto, Ont.; E. M. MacLean, Department of Agriculture, Winnipeg, Man.; W. W. Dawson, Department of Municipal Affairs, Regina, Sask.; R. M. Putnam, Department of Agriculture, Edmonton, Alta.; Wm. MacGillivray, Department of Agriculture, Vancouver, B.C.

These men are working closely with the field staffs of the appropriate provincial departments, and with the local committees actively engaged on the agricultural production program. Reports are being received from these Provincial Farm Labour Directors regarding the organization and activities of the local committees. Over eight hundred of these local committees have been organized in Quebec with somewhat smaller numbers in the other provinces. These committees, together with the provincial fieldmen, are surveying farm

labour needs, encouraging the best use of existing labour, assisting in placing other available workers on the most productive farms and supplying valuable information, when requested, to the mobilization boards.

Seven National Selective Service agricultural advisors have recently been named to work closely with these provincial directors of farm labour. They are working under the direction of the regional superintendents and are responsible for seeing that the farm labour activities of local employment and selective service offices are properly co-ordinated with the work of the provincial fieldmen and the farm committees.

The National Selective Service agricultural advisors appointed are: R. D. Gilbert, Maritime Regional Office, Moncton; G. Michaud, Quebec Regional Office, Montreal; William Davison, Ontario Regional Office, Toronto; J. F. Christianson, Prairie Regional Office, Winnipeg; F. J. Jarvis, Prairie Regional Office, Regina; J. K. MacKenzie, Prairie Regional Office, Edmonton; J. E. Wood, B.C. Regional Office, Vancouver.

Return of Farm Workers from Winter Employment in Other Industries

Statistics recently compiled for the Ontario offices indicate that 14,323 temporary permits were issued to farm workers to engage in other industries during the winter months. Of this number, 8,162 were cancelled by the middle of April; 3,034, it is estimated, returned to agriculture on their own account, leaving another 3,027 still employed in other industries. The regional superintendent for Ontario sent instructions to the Employment and Selective Service offices to cancel the remainder of these permits at once, wherever there are unfilled orders for farm help in the offices, and where necessary to follow up individual cases to make sure that they return to agriculture.

Through ten representative Employment and Selective Service offices in the Maritimes, 5,299 temporary permits were issued to farm workers during the winter months. In all of the offices, with the exception of those in northern New Brunswick, the large majority of these permits were cancelled by April 30. Because of the late season in agriculture, and also in river driving, most of the farm workers engaged in logging in northern New Brunswick remained another few weeks.

Similar data are being secured in other provinces. Wherever possible persons returning to agriculture from winter employment

elsewhere are being directed to productive farms. The local community committees and the provincial fieldmen are assisting the local Selective Service offices in this placement work. Besides those who worked in other industries on permits there were many who left agriculture for shorter periods without permits. Most of these persons have already returned.

At the end of April there were 4,666 unfilled orders for farm help in the local Employment and Selective Service offices throughout Canada. This does not represent the total farm labour requirements since in some cases orders have been sent directly to the provincial offices. Many farmers it might be added are sometimes reluctant to send in their orders for help, partly because they have not been accustomed to doing so in the past, and partly because they are not too hopeful of obtaining experienced workers for the wages they can offer. To help overcome this reluctance the provincial and federal officers are actively encouraging farmers to send in their orders for help at the earliest possible date.

Spring Harvest in the Prairie Provinces

In the prairie provinces early in May several hundred men and boys had been placed on farms to help with the threshing left over from last fall. There were over 2,000,000 acres of grain to be threshed. This spring harvesting work was well advanced, and it appeared clear that sufficient help was available to complete the job. It might be added that about 75 per cent of this crop had been saved, and in some cases the quality was actually superior to that of the grain threshed last fall.

Other Recent Developments in the Prairies

There are two other observations which might be added concerning farm labour in the prairie provinces.

In Alberta, a plan of paying supplementary living allowances to the families of farm operators moving from low to high productive farms has been approved. In Saskatchewan, it is reported that about ten per cent of the postponement cases recently investigated are of men found to be non-essential on the farms on which they are at present located. As a condition to receive initial or further postponement many of these persons are moving to productive farms where their services are needed.

Farm Labour Conferences

A series of four conferences has recently been held throughout Ontario, at St. Thomas, Guelph, Peterborough and Kemptville. These

conferences were attended by the managers of the local Employment and Selective Service offices in the area, the provincial agricultural representatives for each county, the field staff of the Ontario Farm Service Force, and the chairman of the County Agricultural War Committees. Also in attendance, at one or all of the conferences were: W. R. Reek, Deputy Minister of Agriculture, Ontario; R. S. Duncan, Director of Agricultural Representative Service; A. T. Martin, Assistant Director of Agricultural Representative Service, Dept. of Agriculture, Ontario; A. Maclaren, Director of the Farm Service Force, Ontario; B. Sullivan, Regional Superintendent, E. & S.S. Offices, Ontario; T. Heatherington, Asst. Regional Superintendent, E. & S.S. Offices, Ontario; Wm. Davison, N.S.S. Agricultural Advisor, Ontario; H. R. Hare, Agricultural Advisor, Employment Service and Unemployment Insurance Branch, Ottawa; T. B. Pickersgill, G. V. Haythorne, Agricultural Division, Labour Supply Branch, Ottawa.

These conferences provided an excellent opportunity to discuss the farm labour program in the light of local conditions. They also helped greatly to clarify the respective roles of those co-operating in the program. With a fuller understanding of the farm labour program and a greater appreciation of the work being done by those participating a more effective united attack will be made on farm labour problems. Similar conferences are being planned in Ontario, Quebec and in some of the other provinces.

Radio Broadcasts and Educational Films

Publicity in connection with the farm labour program is being handled mainly by the

provinces through the Dominion-Provincial Farm Labour Committees. Some steps, however, have also been taken by the Dominion. A national farm labour forum was presented by the Canadian Broadcasting Corporation on April 26. At this time, discussions with the provincial authorities were reviewed, and the broad terms of the farm labour program outlined. Following this national broadcast, regular fifteen-minute farm labour broadcasts were started in the Maritimes, the Prairie Provinces and British Columbia. Similar series were begun earlier in Ontario and Quebec.

Arrangements are being completed with the National Film Board for the preparation of a short newsreel on student help on farms, for release to the Canadian theatres early in June. A second one designed to encourage townspeople to help in haying and harvesting will be released late in June or early in July.

Return of Farm Workers from Less-Essential Industries

The machinery is now in motion to direct workers with farm experience in less-essential industries to employment in agriculture and certain other essential industries. Persons in the designated age categories must report to their nearest Employment and Selective Service office by May 19. Those who are suitable for farm work will be directed by local Employment and Selective Service officers to productive farms. As far as possible this direction will be made on the advice of the provincial fieldmen and the local agricultural committees. No person will be directed to farm work unless the prospective employer is prepared to pay at least \$40 per month and provide board and lodging.

Use of Conscientious Objectors in Forest Work Camps in British Columbia

AN agreement has been entered into between the Dominion and the province of British Columbia with respect to the use of conscientious objectors in forest work camps. The men will be available to fight forest fires, and also to help relieve the shortage of wood fuel in the province.

The camps will be organized and operated by the province, with the Dominion sharing in the cost. The federal Minister of Labour

will assign not more than 600 men, pursuant to Section 251 of National Selective Service Civilian Regulations, to report at such camps as an alternative to military training.

Regulations permitting the employment of conscientious objectors on farms or in essential industry were described on page 451 of the April LABOUR GAZETTE. The present agreement was authorized by Order-in-Council P.C. 2/3314.

Manpower Administration in Canada

Text of Paper by Mr. Arthur MacNamara, Deputy Minister of Labour,
Before Academy of Political Science in New York.

THE following paper on manpower administration in Canada, by Mr. Arthur MacNamara, Deputy Minister of Labour and Director of National Selective Service, was presented before the Academy of Political Science in New York on April 7:

While time will not permit a detailed analysis of the differences and similarities between Canada and the United States, it seems advisable to mention some of the more significant items in any such comparison, as a background against which to consider Canada's manpower policy.

Like the United States, Canada is a federal union but, because there are only nine provinces as against forty-eight states, the opinion of each province probably carries a greater weight in determining federal policy than does that of any single state. As in the United States, there is a constitutional division of legislative authority between the dominion and the provincial governments but not, as in the United States, separation of powers between the legislative and the executive branch of government.

In normal times, jurisdiction over matters of property and civil rights, which includes jurisdiction over employment conditions and related fields, belongs primarily to the provinces. Normally, the Dominion government has less jurisdiction in this field than the federal government of the United States now enjoys in the light of recent interpretations of the Constitution. This may be one of the reasons why Canada has less national labour legislation than the United States. It has no wages and hours act, no national labour relations act and until recently had no unemployment insurance act. The Dominion government therefore had probably less administrative experience than the United States government in these fields which are so closely allied to manpower administration.

Jurisdictional Background

In time of national emergency the Dominion has overriding power to take any measures necessary for the defence of Canada, and there is therefore little practical restriction on the wartime jurisdiction of the Dominion Parliament. By the War Measures Act, Parliament has delegated very broad authority to exercise its wartime powers to the Governor in Council or Cabinet. Most of Canada's wartime policies are therefore expressed in orders in council,

comparable to the President's executive orders in the United States, passed by the Cabinet under this authority and simply tabled in Parliament. Power is therefore somewhat more centralized in Canada than in the United States. This power is exercised, however, subject to democratic consent, since the members of the Cabinet, with one or two exceptions, are elected members of the House of Commons and must be prepared at any time to answer any question which any member cares to ask about government policy or administration. Unlike the President and his appointed Cabinet, the Prime Minister and his Cabinet have no fixed term of office; they retain office only as long as they can command a majority in the House of Commons. All government policy, therefore, has to run the gauntlet of democratic review, in that disapproval of any major policy would necessitate the resignation of the Government and, unless the opposition could command a sure majority in the House, an appeal to the country in the form of a general election.

Although Canada, like the United States, is a land of many peoples the fact that there are two main stocks, French and British, somewhat complicates, although it also enriches, Canadian political and social life. French Canadians, who constitute about one-third of the population, differ in language and in many social and political attitudes from the majority of the population and carefully guard the minority rights which have been guaranteed them by the Constitution. Every government policy must be framed with due regard to their special rights and their convictions.

Canada is less highly industrialized than the United States. Its economy depends more on agricultural and other primary products of its forests and mines. Whereas the United States war program called largely for industrial conversion and expansion, the Canadian war program called in greater degree for industrial establishment and development.

Finally Canada's population is only about one-twelfth of that of the United States and is spread rather sparsely over a strip about 100 miles wide along a 3,000-mile border.

Conditional Factors

All these factors have conditioned the development of manpower policy in Canada, which can be roughly divided into two periods, prior to and after the centralization of authority in

National Selective Service in the Department of Labour.

At the outbreak of the war the problem was that of unutilized manpower. During every month of 1939, although Canadian statistics of unemployment are not satisfactory, about 400,000 workers were unemployed, and from 500,000 to slightly more than 1,000,000 men, women and children were on direct relief. The first problem was to absorb this idle manpower in productive work. The recruiting of volunteers for the armed forces, and government expenditures for war materials and war construction began to take up this slack, but in the early months of the war it appeared that Canada's contribution would take the form of chiefly food supplies and munitions rather than of armed forces and that both men and supplies would be required in numbers that would not strain the country's resources.

It was not until after the fall of France that Canada began to realize the desperate character of the war and the sacrifice it would demand. Without reviewing all the policies that began to develop shortly thereafter in the effort effectively to mobilize Canadian resources, only two major developments will be mentioned: the introduction of conscription, and war emergency training, both dating from the summer of 1940.

In June, 1940, the National Resources Mobilization Act was passed authorizing the Governor in Council to require all Canadians to put their persons and property at the disposal of the state. A new Department of National War Services was established. Every person over sixteen years of age was required to register for National Service, and keep the registrar-general notified of any change of address. In October, men began to be called up at first for military training for limited periods, subsequently for military service for the duration.

Canada's armed forces consist of volunteers, but the method of voluntary recruiting is supplemented by conscription for service in Canada. Since a very large proportion of the draftees enlist for active service anywhere, either before or after their induction into the service, the net effect of the Canadian draft is not very different from the United States draft.

Call-up Procedure

Until December, 1942, when it was transferred to the Department of Labour, the draft was administered by the Department of National War Services. Requisitions for given numbers of men are made by the Department of National Defence. These are distributed to thirteen divisional registrars, who proceed to call men from the national

registration records, by designated age classes for medical examination. Every physically fit man is then ordered to military service unless granted a deferment for occupational reasons. Applications for deferment are denied or granted by thirteen boards, each consisting of a senior judge and two other responsible citizens of the community. Each application for deferment must be supported by the employer and, with the major exception of agriculture which will be referred to later, each is handled on an individual basis. The boards have lists of essential industries and are assisted by special representatives of agriculture, labour and industry who are free to support or not support each application, but each case is handled on the basis of whether the man in question is in an essential war occupation and, if so, whether or how soon he can be replaced. With the one exception mentioned, there are no blanket exemptions either by industry or occupation. Employers have from almost the very beginning been free to submit plans for the orderly call-up and deferment of their employees and individual applications from employees of employers who have done so are considered in the light of such plans. These plans are currently being developed into a program very closely resembling that of the manning and replacement schedules in the United States.

Toward the end of 1940, the first overall estimates of the country's manpower requirements for the armed services, war production and essential civilian production were developed, and of course they are being revised continually in the light of changing conditions. These showed not only the obvious shortage of skilled workers but a threatening shortage of semi-skilled workers. This led to the development of the war emergency training program which was grafted on the existing administration for the training of unemployed youth. Under this program the dominion, in co-operation with the provinces, made use of all the facilities of vocational and technical schools for the pre-employment training of semi-skilled workers. Trainees are paid subsistence allowances while attending classes, which run from two weeks to six months but generally last about six weeks. Most of them are trained at the specific request of employers who agree to employ them at the satisfactory completion of the course. Under the program, training in vocational school classes is given also for tradesmen in the armed services, part-time training is given for employed workers, training within industry in plant schools or otherwise is promoted and a start has been made in the

training of foremen. Nearly 200,000 trainees have been enrolled since the program started, proportionately equivalent to about 2,400,000 in the United States. In 1942, Parliament passed the Vocational Training Co-ordination Act which, puts the dominion-provincial program on a permanent basis, which may make it a powerful instrument of post-war rehabilitation and reconstruction. Already nearly 1,200 discharged soldiers are enrolled in rehabilitation classes.

Phases of the Program

At the cost of interrupting the chronological sequence it may be advisable here to mention related phases of the Canadian program. As a contribution to better utilization of labour and improved personnel policies, early in 1942 the government in co-operation with seven universities sponsored short, practical courses in personnel management. Ten such courses of four weeks' duration have been given with over 500 students. Most of the instructors and substantially all the students are actually engaged in employment and personnel work, and the courses have helped to broaden the understanding and application of sound principles in this field.

To help to maintain the supply of doctors and dentists for military and civilian purposes and of engineers and scientists for the armed forces and the war industries, the dominion, in co-operation with most of the provinces, makes loans or grants to promising university students who might otherwise find it impossible to complete their courses because the acceleration of courses leaves them little opportunity to work their way through. Nearly 2,000 students received such assistance last year.

By the end of 1940 the reserve of unemployed labour had almost dwindled away. As men left industry and agriculture for the armed services and war contracts expanded and multiplied jobs, a great shifting of labour began. Employers began to complain of their difficulty in securing skilled workers and began to compete with one another by offers of constantly increased wages. Many mistakes, of course, were made. Expanding employers often tried to recruit and train young workers, only to find after a few months that they would be called or would volunteer for the armed services. All of us had our sights set too low. Most employers at this stage, for example, refused to believe that they would ever find it necessary to replace men by women. But Canada's war effort continued to expand without any serious dislocation of other activities by the natural and almost automatic turnover of labour in search of better jobs.

There was no central authority directing the movement, no master plan, although conscription and training for war industry had begun.

This process continued through 1941, which was marked chiefly by a crystallization of the wartime economic policy of wage and price control supplemented by increasingly heavy taxation, an increased drive for savings and the beginning of consumer rationing to check inflation. During this year there were, however, two important developments relating to manpower. The first was the establishment of the Wartime Bureau of Technical Personnel, a specialized employment service for engineers, scientists and other professional technicians, set up to avert shortages in and contribute to the better allocation of such essential personnel. Administered by the Department of Labour in co-operation with the professional societies, it was at first simply a facility offered to those who wished to use its services. Gradually it developed into an agency for the control of such personnel under regulations which set the pattern in some degree for general manpower policy.

The second was the establishment under the Unemployment Insurance Act, which was passed after the necessary constitutional amendment in 1940, of a national employment service. This constitutes the indispensable agency for the administration of any manpower policy and it would have been useless to formulate policy until there was a reasonable prospect that it could be administered successfully. A special effort was made therefore to develop the employment service. In 1940 there had been only seventy-five such offices with a staff of about 425, operated by the provinces with a dominion subsidy. By March, 1942, the offices numbered 111 with a staff of nearly 1,500. To-day the staff is nearly 4,500. On the work of these offices the whole success of Canadian manpower policy depends.

Advent of Selective Service

In March, 1942, following a series of special studies in the summer and fall of 1941, the manpower or National Selective Service policy was first announced and began to be applied in a series of gradual steps roughly in pace with the development of the employment offices. These intermediate steps will be passed over in this account and attention given to a summary of the program as it now operates.

There has been a considerable centralization of administrative authority. Previously the armed services conducted their recruiting campaigns, the Department of National War Services called up men for compulsory military

service, the autonomous Unemployment Insurance Commission did a certain amount of civilian placement through its employment offices, employers and employees were free to hire and fire and quit as they liked, and the Department of Labour handled war emergency training, industrial relations and other related aspects of the problem. The employment offices and draft boards have been transferred to the Department of Labour, and, except for voluntary recruiting, in some phases of which particularly as to women and technical officers the Department helps, all authority is centralized in the Director of National Selective Service, supervised by the Minister of Labour.

The regulations which embody policy are enacted by the Governor in Council or Cabinet on the advice of its subcommittee on manpower, generally on recommendation of the Minister of Labour. He in turn is advised both as to policy and administration by the National Selective Service Advisory Board, without the approval of which no major step has yet been taken. This board consists of senior civil servants representing the departments most directly interested in manpower, defence, munitions and supply, agriculture, labour, finance, and the Wartime Prices and Trade Board, five representatives of organized employers and five of organized labour, and a representative of organized farmers. This board serves as a two-way channel. It brings to bear on questions of policy the viewpoints and interests of those most directly affected and conveys back to them the requisite explanations of policy for co-ordinated application.

Under the Director of National Selective Service there are five main branches. The employment service branch, operating through five regional superintendents and 211 local offices, administers the major civilian regulations. The armed services branch, operating through thirteen mobilization or draft boards, administers call-up for compulsory military service. Together the research and labour supply branches prepare estimates of manpower requirements and develop special subsidiary programs as required. Finally, the welfare and related services branch promotes the establishment of day nurseries for the children of working mothers and deals with other welfare problems growing out of the increased employment of women.

The heart of the policy as a schedule of labour priorities with steadily increasing control over the movement and allocation of labour. In co-operation with the Department of Munitions and Supply, which is responsible for war production, and the Wartime Prices

and Trade Board, which is concerned with civilian supply, every industry was first classified as having very high, high, low or no labour priority. The classification has just been extended to every employer or establishment, with some further refinements such as differing priorities for male and female labour. Every employment office therefore knows the labour priority of every employer in its area and uses it to determine where labour should be referred.

With few exceptions, all industrial and commercial employers and employees are required to use the employment offices. No employee can quit or be fired without giving or receiving seven days' notice of separation, a copy of which goes to the employment office. Provision is made, of course, for a reduced period of notice by permission of the local employment manager or selective service officer in special circumstances.

No employer may interview or engage any worker and no worker may seek or accept work unless he has a permit from the local employment office. This permit is given to a worker only if he presents his copy of the notice of separation or shows that he was not previously employed or was employed in one of the few occupations to which the regulations are not applicable. Permits to seek employment may be restricted as to duration, locality, industry, occupation or even to specified employers. Except anonymously in the name of selective service, employers cannot advertise for help and must requisition all their required labour from the employment offices.

These controls, it should be noted, are flexible. At the outset a very large proportion of permits to seek employment were open or unrestricted. As employers began to report their vacancies more adequately and as the employment officers began to understand the employers' requirements and their place in the scale of labour priorities, the controls were tightened and the permits increasingly are assignments to specific employers.

Application to Agriculture

Special arrangements apply to agriculture which amount to a block allocation to agriculture of all workers normally employed there in March, 1942. Since that date, although agricultural workers could move freely from farm to farm, none, except for short-term employment in related seasonal industries, could seek or accept employment outside agriculture without a permit from a selective service officer. Such permits are issued only in special circumstances, except for long-term seasonal employment when farm work is slack. This

was coupled with the provision that all workers employed in agriculture or related seasonal industries in March, 1942, would be entitled to indefinite postponement from compulsory military service, unless it could be shown that they were not essential to agriculture. These agricultural workers are presumed to be essential unless they are proved otherwise. Workers who returned to agriculture after March, 1942, are entitled to claim postponement on the basis of their essentiality but the burden of proof rests on them.

The steady drain of agricultural manpower to the forces and the war industries has thus been checked. Through the operation of the permit and priorities system the employment offices are steadily redirecting all other labour to its most essential uses. In this redirection major reliance is placed on voluntary compliance but the possibility of compulsion remains always in the background.

Any unemployed person may be ordered to accept suitable employment and any partially employed person may be ordered to accept suitable full-time employment. For a period of six months after acceptance of such compulsory employment the employee may not quit or be laid off without official permission. Further, any employed person whose age class has been called for military service but who has been found physically unfit, may be compelled to accept any other employment. The Minister of Labour may order any employer or group or class of employers to terminate the employment of any such person or group or class of such persons or forbid an employer to retain them in employment without a special permit. These powers have been exercised only in special cases so far, but it is contemplated to use them more extensively in the near future.

Manpower Allocation

Here is the general Canadian situation. Since 1939 the armed forces have grown from about 10,000 to about 700,000, the American equivalent of about 8,000,000. Employment in the munitions industry has expanded from practically nothing to well over 1,000,000 of whom a quarter, a steadily increasing proportion, are women. Despite a loss of manpower, perhaps as high as 400,000, agricultural production has been tremendously increased and diversified. The shifts implied in this are evident since the total number in the armed services or at work has increased since 1938 by only slightly more than 1,000,000.

One-third of all male Canadians aged nineteen to forty-five have enlisted in the armed services; slightly over two-thirds of

the total population aged sixteen to sixty-five are in the armed services or at work. Canada begins therefore to approach the peak of its war effort and has begun to exhaust its last manpower reserves.

The present plans through March 31, 1944, call for a net increase of over 160,000 men for the armed services, agriculture and war production. Of these only a small number can be obtained from those now temporarily unemployed. Ten thousands will come from a decrease in male students, another 45,000 from the natural increase in the population of military or working age. For the balance there is no other possible source than the curtailment of less essential industries and services. A net increase of 87,000 women is also required for the armed services and war production. A reduction of female students and the natural increase of population of working age in urban centres will probably furnish about 42,000. That means 45,000 women will have to enter the armed services and essential employments from homemakers and other women not now at work in urban centres. The figures given are net figures. To take one man into the armed forces may now necessitate replacing him with a man not eligible for military service, replacing him in turn with a woman, replacing her with another woman and so on through a series of shifts till we reach a point at which replacement is not needed.

Canada is confident that it can meet its requirements for female labour with little difficulty, since last year the number of women in war production increased by about 200,000, and there are many centres in Canada with a surplus of women known to be willing to work.

The serious shortage is now of able-bodied men for the armed services, agriculture, logging, mining and other heavy work. To meet the requirements of agriculture both for year-round workers and seasonal workers the government is co-operating with provincial departments of labour, education and agriculture. Through a series of local committees estimates are being made of the demand for labour, and the best distribution of existing farm labour is being encouraged. To increase the supply of year-round labour it will be necessary to use compulsion, although it is expected that the seasonal demands will be met by special programs which will organize students and others in seasonal farm services forces.

Apart from the day-to-day operations of the employment service which is diverting the normal turnover of labour to more essential uses, it is planned to meet the most pressing needs for heavy labour by a

compulsory squeeze. If the supply of labour is thought of as represented by a pile ranging from those in the most essential occupations at the top to the least essential at the bottom, it will be squeezed at both ends.

Recruitment of Labour

In the essential industries, plans for the orderly release of men for the armed services and for their replacement, reviewed and approved where necessary by local or industrial committees, will force the release of available men. At the other end, in the less essential occupations, not only will men be called for military service in the regular routine, but substantial numbers of those found unfit or who have previously been found unfit will have to be released by their employers and required to take available essential work. If this proves to be in agriculture, as is expected in many cases, the difficulty arising from the fact that agricultural wages are so much lower than industrial wages will be met by pointing out that each such man will earn at least as much as in the army. If this is not sufficiently persuasive, resort will be had not only to the regular penalties of fine or imprisonment for recalcitrants, but on the authority to assign them, as may be done with conscientious objectors, to alternative service work camps for forestry and similar projects at a nominal wage of 50 cents per day.

Many of the details of the regulations have been ignored in this account—the inevitable exceptions, the provision of travelling expenses, separation allowances and other special allowances to encourage workers to accept distant jobs, the right given to

workers who are transferred to more essential jobs to claim reinstatement without loss of seniority in their old jobs when the more essential work is finished, the establishment of day nurseries, special provisions applicable to engineering and science students and to technical personnel, and the control of emigration by labour exit permits. But the broad outlines of policy and program have been indicated. These may be summed up in the following phrases: democratic formulation of policy in consultation with the interests affected, centralization of authority in one department but increasing decentralization of day-to-day administration in the field, the establishment and refinement of a schedule of labour priorities, an effort to balance the requirements of the armed forces, agriculture, war industry and civilian industry, the control of employment through employment offices which divert the movement of labour in accordance with the schedule of labour priorities so far as possible on the basis of voluntary compliance, special effort to recruit women and to train both men and women toward higher skills, all supplemented as necessary by the exercise of compulsion with special reference to combing men unfit for military service but otherwise reasonably able-bodied out of less essential industries and their compulsory transfers to more essential employments.

In this whole program Canada has felt its way slowly and is still feeling its way. The routine operations are always being supplemented by special programs to meet special situations. To date Canada has met and surpassed all objectives and will continue to do so at the cost of increasing strain.

Registration of Graduate Nurses

THE result of the registration of graduate nurses, carried out by Selective Service at the middle of March (L.G., March, 1943, p. 317), has been announced. A total of 50,455 nurses registered.

Registration figures by Provinces are as follows:

Prince Edward Island and Nova Scotia, 3,364; New Brunswick, 1,948; Quebec, 7,758; Ontario, 23,497; Manitoba, 2,033; Saskatche-

wan, 2,740; Alberta, 3,369; British Columbia, 5,744; Yukon, 2.

The registration somewhat exceeds the number of graduate nurses which had been thought to be available in Canada. The results have been made available by Selective Service to the Canadian Nurses Association at whose request the registration was taken, and also to the Medical Procurement and Assignment Board, who are making a survey of available health services.

National War Labour Board

Change in Membership of National Board

IT was announced on April 29 by the Minister of Labour that Senator J. J. Bench, K.C., had resigned from the National War Labour Board and that Mr. Leon Lalande of Montreal had been appointed to succeed him. The Minister said that Senator Bench had accepted appointment as a member of the National Board in February only because of the necessity of a prompt reconstitution of the Board for the purpose of dealing with urgent matters which were then pending. There was an understanding then that, after the disposition of these matters and the choice of a successor, the Senator would be permitted to resign.

Mr. Mitchell pointed out that the work of the National War Labour Board is now a full-time undertaking for its members and that it was recognized at the time of the appointment that it would not be possible for Senator Bench to continue on the Board indefinitely and, at the same time, discharge his public duties as a member of the Senate as well as maintain his law practice which is very closely

associated with many essential war industries. The Minister added that the Government was particularly grateful to Senator Bench for his services during the early stages of the new Board's development, especially in view of the fact that Senator Bench served without remuneration.

Mr. Leon Lalande is a graduate in law of the University of Montreal and was a student at the School of Commerce and Finance at the University of Detroit. He is a member of the Bars of both Quebec and Ontario and has practised both in Windsor and in Montreal. His interest in problems of industrial relations is evidenced by his address to the Canadian Bar Association at its annual meeting in September, 1941, on "The Status of Organized Labour" which was subsequently published in the *Canadian Bar Review*. Mr. Lalande has also been closely connected with the over-all policy of wage and price control through his work as solicitor to the Ration Administration of the Wartime Prices and Trade Board.

First Sessions of Public Inquiry

Chairman Outlines Scope and Objectives—Organizations Submitting Briefs

THE National War Labour Board convened the preliminary session of the public inquiry into labour relations and wage conditions on April 15 (L.G., April, 1943, p. 437). The chairman, the Hon. Mr. Justice C. P. McTague, outlined the purpose of the inquiry in the following paragraphs:

"In the Order in Council which reconstituted the Board and appointed us, passed on the 11th day of February, 1943, as P.C. 1141, The Wartime Wages Control Order (P.C. 5963) was amended so as to grant the necessary authorization to conduct such an inquiry as we now propose to hold.

"The matters which the Board was thus given power to enquire into and report upon, generally speaking, fall into two main categories:

"1. The question of labour relations, as to which the Order in Council directs the Board's attention to the provisions of P.C. 2685, and

"2. The question of wages, cost of living bonus and associated questions, with particular regard to the provisions of the Wartime Wages Control Order itself and the administration of that Order.

"It appears to us that the enquiry which we now institute, similarly falls into these two main categories, that is labour relations and wages, with their associated questions. These two main categories, in turn, may divide themselves into two further classifications, namely, those which have an immediate impact on the problem of complete mobilization of the forces of industry and labour in the furtherance of the war effort and those which have an effect or influence, or which may extend, beyond the immediate war period.

"When these extensive powers of enquiry and report were conferred on the Board we were of the opinion that the effective

discharge of our responsibilities would be assisted, and indeed might only be possible, if the matters over which we were to exercise jurisdiction, and the legislative provisions and administrative policy relating thereto, were made the subject of the widest possible public enquiry and discussion. It was our view that by this means the public would more completely understand, accept and co-operate with those responsibilities and provisions which are necessary and advisable in times of war, and at the same time bring before the Board's attention, so that we could in our report bring them to the attention of the proper authorities, any additional matters which should be provided for in the interests of curing industrial unrest and assisting harmony in industrial relations and uninterrupted industrial production.

"Quite naturally, the Board considered it necessary to deal first with the current accumulated cases which then required hearing and decision. We have followed that course and at the same time we have reasonably acquainted ourselves with the provisions of the Orders we administer and some of the questions involved in them. Having done so we have now instituted the enquiry which was provided for when we were appointed and which we then regarded, and no less now regard, as necessary in the public interest.

"We need hardly state that the Board enters into this enquiry without bias or prejudice in favour or against any man, class or group whether in industry or labour. While we deplore, with all others, incidents or occurrences which disturb labour relations, to say nothing of retarding production efforts, we are mindful of the fact that there may be conditions, either in respect to existing relations between industry and labour, or in respect to the effect of some of the provisions of existing legislation, or even the administration of such legislation, which contribute to, and which at times may even create, the uneasiness and unrest which results in strike action. Our purpose in this enquiry is to get to the root of these matters so far as it is humanly possible to do so and to institute a process whereby, as a result of co-ordinated thinking and public discussion on these questions, appropriate remedies may be devised and recommended.

"Our announcement of this enquiry indicated four headings:

"1. Examination of the existing provisions of The Wartime Wages Control Order and associated legislation.

"2. The functioning of the War Labour Boards.

"3. Labour relations generally, with a view particularly to making effective the principles enunciated in P.C. 2685.

"4. Any other matters, specific or general, relating to the above and to the furtherance of the war effort.

"These general headings enable the fullest enquiry into all matters bearing upon the labour situation in Canada and we have no desire, either now or at any time during the course of the enquiry, to limit or confine the representations which any person or organization desires to make to us. It does seem to us to be proper, however, to indicate to you, and by this means to those who will later participate in the enquiry, that some specific questions present themselves to the Board in respect to which we would appreciate argument and opinion from those who will appear before us. Treating the matters again as falling within the two main categories of labour relations, on the one hand, and wage and associated questions, on the other hand, these specific topics appear to us to be as follows:

"I. In the field of labour relations—

(a) In what way should existing legislation or administrative practice be revised, amended or implemented with a view to promoting harmonious labour relations and uninterrupted production?

(b) Should any such legislative action be adopted as a war measure only under the authority of the War Measures Act, or should it be implemented in any way by legislative action with a view to extending any of these principles and policies into the postwar period?

(c) What are the underlying causes of strikes or lockouts in war time and what steps should be taken to avoid or deal with strikes or lockouts during the war?

"II. As to wages, cost of living bonus and associated questions:

(a) Generally as to the existing provisions of P.C. 5963 and the administration thereof.

(b) What, if anything, should be provided with respect to bringing about more uniformity in respect to cost of living bonus?

(c) To what extent, and under what circumstances, should new conditions of work be ordered or authorized which involve increased cost of production?

(d) Should there be a floor below which The Wartime Wages Control Order need not be operative?

(e) To what extent should local, zone or national standards govern conclusions as to wages?

(f) To what extent should a "living wage" govern policies and decisions and what are the data and considerations relevant thereto?

"These may not, probably do not, exhaust the matters which the Board should enquire into and deal with, but we suggest them to indicate the main considerations which seem to us to be involved and to illustrate the matters upon which we desire to receive representations....."

Continuation of Hearings

The preliminary hearing, which was intended as a general canvass of the methods and program to be adopted, continued for two days. During that period the Board heard suggestions from a number of organizations and individuals as to the scope and course of the inquiry.

The formal sessions of the inquiry opened on May 4 and will continue into June. On the opening day, reports were presented by the Dominion Department of Labour on the administration of the Conciliation Service, and by the Dominion Bureau of Statistics on the composition and compilation of the cost of living index. Subsequently the Board heard briefs submitted by various provincial Departments of Labour and Regional Boards, and organizations of workers and employers, as well as public bodies and individuals.

Parties Submitting Briefs

Among the parties to submit briefs at the hearings of the Board were the following:

EMPLOYEES

Trades and Labour Congress of Canada;
Canadian Congress of Labour;
Canadian and Catholic Confederation of Labour;
Standard Railway Labour Organizations;
International Association of Machinists, Victoria, Lodge 111.
International Association of Machinists;
International Association of Machinists, Lodge 712;
International Brotherhood of Electrical Workers, Local 1028 B;
Winnipeg Central Labour Council, One Big Union;

United Textile Workers of America;
Dominion Communist Labour Total War Committee;
United Automobile Workers, C.I.O., Region 7;
Quebec Federation of Labour;
Montreal Trades and Labour Council;
United Electrical Radio and Machine Workers of America;
National Association of Technical Employees;
Toronto Fur Workers Union;
Port Arthur Trades and Labour Council;
International Union of Mine Mill and Smelter Workers, District 8.

EMPLOYERS

Canadian Manufacturers' Association;
Chamber of Commerce;
Canadian Construction Association;
International Nickel Company of Canada, Ltd.;
Chambre de Commerce du district de Montréal;
Ontario Mining Association;
Niagara Industrial Relations Institute;
Montreal Board of Trade;
Consolidated Mining & Smelting Co. of Canada;
Midwest Mining Association.

OTHER INTERESTED PARTIES

Co-operative Commonwealth Federation of Canada;
Canadian Tribune;
R. J. Deachman;
C. E. Rice;
James Somerville;
Toronto City Council;
Regional War Labour Boards;
Provincial Departments of Labour;

The limits of space preclude any extensive summary being made of the various submissions. However, the Board is publishing the complete text of the proceedings and copies will be available to the public from the King's Printer, Ottawa.

Applications to War Labour Boards

Statistical Summary of Applications Considered by National and Regional Boards, as to Wage Increases, Cost of Living Bonus, Etc.

THE following statement was presented at the public inquiry by the National War Labour Board into labour relations and wage conditions, by Mr. D. G. Pyle, Secretary of the Board. It covers all applications as to wage increases, cost of living bonus, determination of rank, incentive plans, etc., considered by the National and Regional Boards

from their inception in November, 1941, up to February 28, 1943, as follows:—

As to the applications made to the National War Labour Board and to the nine Regional War Labour Boards, the more important facts may be summarized as follows:—

(a) To February 28, 1943, a total of 21,451 applications were considered by the ten

Boards and if an employee covered by more than one application is counted as a single employee in each such application an estimated 1,567,063 employees were affected.

- (b) Of the applications, 82.6 per cent were submitted by employers, 5.9 per cent by employees, and 11.5 per cent jointly. The employee-applications for cost of living bonus and increases in basic wage rates, however, although they amounted to only a small percentage of the applications, nevertheless covered about 35 per cent of the workers involved in applications of those types.
- (c) 77.2 per cent of the applications covering 51.3 per cent of the employees were direct requests for increased remuneration, that is, applications for cost of living bonus and increases in basic wage rates.
- (d) Of the applications, 89.1 per cent were granted in full or in part.
- (e) From various sources of information it has been estimated that the applications granted in full or in part authorized or directed increases in payroll disbursements by about \$79,237,104 per year.

Taking each of these in turn and first the total applications, more than one-half of the cases were decided by the Regional War Labour Boards for Ontario and Quebec and more than two-thirds by these two Boards and the British Columbia Board. Another 20.9 per cent were handled by the three Boards of the Prairie Provinces and the remaining cases were decided by the Maritime Boards and the National Board. In order that this statement may not become too enmeshed in figures, tables setting forth the statistical information in greater detail have been appended, and more detail relative to the number of cases handled by the Boards may be found in Table I.

Figures as to the number of employees, however, probably throw more light upon the relevant importance of these applications insofar as one application may involve but one employee or a number of employees running into several thousands. It has been estimated that a total of 1,567,063 employees have been covered by applications of the various types. Complete details are given in Table II appended and it is sufficient to note that 39.5 per cent of the employees were covered by decisions of the Quebec Board, 33.1 per cent by the Ontario Board, and 14.1 per cent by the National Board, and to note that there is little relationship between the number of

cases handled and the number of employees covered.

Applications from Employers, Employees and Joint Petition

As to the origin of these applications the predominant number (82.6 per cent) were submitted by employers and only small fractions were submitted by employees (5.9 per cent) and by joint petition (11.5 per cent). Such percentages moreover cannot be said to be representative of all Boards. Indeed in most cases the number submitted by the employers is even greater. In substantiation of this statement, attention is drawn to Table III which indicates that of the total of 2,463 cases made by joint applications, 1,893 or 76.8 per cent were handled by the Regional War Labour Boards for Manitoba and Quebec. Complete figures are given in the accompanying Table III. With reference to the number of employees covered by these applications some indication was sought as to whether or not employers were submitting applications affecting the greater majority of employees. It was not found possible to obtain complete figures in all cases but with respect to those applications involved for the payment of cost of living bonus and increase in wages, of a total of 806,720 employees, 21.9 per cent were covered by those joint applications, 35.0 per cent by the employee petitions, and 43.1 per cent by the employer submissions.

Types of Cases

With respect to the nature of the applications, 10.5 per cent were for the payment of cost of living bonus (either based on the rise in the adjusted cost of living index number from a month prior to October, 1941, or based on the rise in the adjusted cost of living index number from a month prior to October, 1941, prior to a date from which a cost of living bonus then being paid had been computed). More than two-thirds of the cases (66.7 per cent) were for increases in wage rates. The remainder were for the establishment of new positions, deferment of cost of living bonus, determination of rank, the establishment of welfare plans, the establishment of wage incentive plans and other items which have been included as miscellaneous. Tables with respect to these applications are appended (Tables V to XII).

Decisions Rendered by the Boards

Now with respect to the decisions rendered (Table IV). Of all applications only 10.9 per cent were denied, and 6 per cent were granted

in part, the remainder being granted in full. A breakdown by provinces indicates that no Board denied any large proportion. Only Alberta denied more than 20 per cent.

Cost of Living Bonus.—With respect to applications for payment of cost of living bonus 2,250 applications were made and these involved an estimated 324,897 employees (an average of 144 employees per application). 30.9 per cent of the cases covering 56.6 per cent of the employees were handled by the Quebec Board, and 30.0 per cent involving 23.73 per cent of the workers by the Ontario Board; but in contrast the cases handled by the Boards of Alberta and British Columbia, although constituting 20.8 per cent of the total applications, involved only 5.02 per cent of the employees. As to the parties submitting these cases, the majority were submitted by the employers and roughly speaking, one-half of the remainder were by joint application and one-half by employees. However, of the 324,897 employees involved less than half were covered by these applications submitted by the employers (an average of 93 employees per application), and the employee applications covered on the average a larger number of employees per application (an average of 367 employees per application).

As to the decisions more than 85 per cent of the applications involving about 80 per cent of the employees were granted in full. Of possible assistance in appraising figures is an estimate as to the amount of money authorized or directed in monthly figures. Roughly \$2,351,057 per month has been granted in such applications, the amounts by each Board as set forth in an appended table. It is sufficient to mention here that of the total applications more than half were granted by the Regional War Labour Board for Quebec and slightly less than one-third by the Ontario Board.

Wage Increases.—Finally, with respect to applications for wage increases, 66.7 per cent

of all applications were of this type and they covered 30.7 per cent of the employees involved in all applications which were made to the Board on such grounds. Nearly one-half of the cases (47.81 per cent) were handled by the Quebec and Ontario Boards. These Boards covered, roughly speaking, more than half of the employees. Complete figures are given in Tables VII and VII-A.

With reference to the party or parties introducing these applications 11.1 per cent were by joint application and covered 26.8 per cent of the employees as compared with 4.7 per cent involving 28.3 per cent submitted by the employees and 84.2 per cent of the cases and 43.3 per cent of the workers submitted by the employers. Decisions with respect to such applications show more than 80 per cent, involving more than two-thirds of the employees, were granted in full.

Estimates as to the amounts of money involved, while subject to the reservations referred to earlier, indicate that a total of \$4,252,035 per month has been authorized or directed of which a third (33.41 per cent) was granted by the Quebec Board, one-quarter (25.85 per cent) by the Ontario Board, one-fifth (19.77 per cent) by the National Board and one-tenth (9.25 per cent) by the British Columbia Board.

Other Cases.—As stated earlier, the remainder of the cases were divided among applications for deferment of cost of living bonus, establishment of new positions, determination of rank, establishment of group insurance plans, of wage incentive plans, payment of war risk bonus and for other matters which may be regarded as miscellaneous. Details as far as it has been possible to obtain have been compiled and are appended in the form of additional tables (Tables VIII to XII).

TABLE I—CASES HANDLED BY THE BOARDS

Board	Cases Decided	%
National	813	3.8
Prince Edward Island	105	0.5
Nova Scotia	754	3.5
New Brunswick	496	2.35
Quebec	4,484	21.0
Ontario	6,891	32.2
Manitoba	1,487	7.0
Saskatchewan	1,595	7.5
Alberta	1,364	6.4
British Columbia	3,462	16.2
Total	21,451	100.0

TABLE II—EMPLOYEES INVOLVED IN APPLICATIONS (ALL TYPES)

	Nos. of Employees	%
National	220,355	14.1
Prince Edward Island	782	0.05
Nova Scotia	50,140	3.2
New Brunswick	19,576	1.3
Quebec	619,632	39.5
Ontario	519,265	33.1
Manitoba	12,075	0.8
Saskatchewan	8,086	0.5
Alberta	53,471	3.4
British Columbia	63,681	4.05
Total	1,567,063	100.0

TABLE III—APPLICATIONS AS TO PARTY OR PARTIES SUBMITTING

Board	Total	Joint	Em- ployees	Em- ployers
National	813	106	127	580
Prince Edward Island	105	4	5	96
Nova Scotia	754	25	58	671
New Brunswick	496	37	25	434
Quebec	4,484	706	407	3,371
Ontario	6,891	138	158	6,595
Manitoba	1,487	1,187	37	263
Saskatchewan	1,595	2	40	1,553
Alberta	1,364	27	160	1,177
British Columbia	3,462	231	248	2,983
	21,451	2,463	1,265	17,723

TABLE IV—DECISIONS RENDERED BY THE BOARDS

Board	Total	Granted in full	Granted in part	Denied
National	813	617	112	84
Prince Edward Island	105	90	2	13
Nova Scotia	754	615	34	105
New Brunswick	496	448	29	19
Quebec	4,484	3,902	144	438
Ontario	6,891	5,557	482	852
Manitoba	1,487	1,408	17	62
Saskatchewan	1,595	1,182	299	114
Alberta	1,364	932	116	316
British Columbia	3,462	3,074	49	339
	21,451	17,825	1,284	2,342

TABLE V—TYPES OF CASES

	Number	%
To pay or to increase payment of cost of living bonus.....	2,250	10.5
To exempt or defer payment of cost of living bonus.....	182	0.9
Increase wages	14,308	66.8
Establish new position or rate.....	1,937	9.0
Determine rank	424	1.9
Wage incentive plan	204	0.9
Group insurance plan	654	3.0
War risk bonus	43	0.2
Miscellaneous	1,449	6.8
Total	21,451	100.0

TABLE VI—APPLICATIONS FOR PAYMENT AND INCREASED PAYMENT OF COST OF LIVING BONUS

Boards	Cases Handled	%	Employees	%
National	106	4.7	32,785	10.10
Prince Edward Island	3	0.1	33	0.01
Nova Scotia	88	3.9	6,186	1.90
New Brunswick	49	2.2	3,184	0.97
Quebec	695	30.9	183,904	56.61
Ontario	675	30.0	77,128	23.73
Manitoba	84	3.7	2,442	0.75
Saskatchewan	82	3.7	2,979	0.91
Alberta	202	9.0	8,623	2.67
British Columbia	266	11.8	7,633	2.35
Total	2,250	100.0	324,897	100.00

TABLE VI-A—ESTIMATE OF MONEY AUTHORIZED OR DIRECTED IN DECISIONS UPON APPLICATIONS FOR PAYMENT OR INCREASED PAYMENT OF COST OF LIVING BONUS

Boards	Amount Money	%
National	\$ 201,369	8.52
Prince Edward Island	147	0.01
Nova Scotia	36,675	1.57
New Brunswick	17,691	0.76
Quebec	1,233,216	52.45
Ontario	736,357	31.33
Manitoba	24,475	1.04
Saskatchewan	21,866	0.93
Alberta	50,118	2.14
British Columbia	29,143	1.25
Total	\$2,351,057	100.00

TABLE VII—APPLICATIONS FOR WAGE INCREASES

Boards	Cases Handled	%	Employees	%
National	332	2.3	85,278	17.7
Prince Edward Island	77	0.5	577	0.1
Nova Scotia	572	4.0	38,518	7.9
New Brunswick	344	2.4	6,011	1.3
Quebec	2,710	18.9	181,013	37.6
Ontario	4,116	28.8	99,800	20.7
Manitoba	1,256	8.8	6,270	1.3
Saskatchewan	1,266	8.9	4,011	0.8
Alberta	930	6.5	18,880	3.9
British Columbia	2,705	18.9	41,465	8.7
Total	14,308	100.0	481,823	100.0

TABLE VII-A—ESTIMATE OF MONEY AUTHORIZED OR DIRECTED IN DECISIONS UPON APPLICATIONS FOR WAGE INCREASES

Boards	Amount of Money Involved	%
National	\$ 840,472	19.77
Prince Edward Island	3,159	0.07
Nova Scotia	131,889	3.10
New Brunswick	52,295	1.23
Quebec	1,420,715	33.41
Ontario	1,098,946	25.85
Manitoba	76,032	1.79
Saskatchewan	75,979	1.79
Alberta	158,814	3.74
British Columbia	393,734	9.25
Total	\$4,252,035	100.00

TABLE VIII—APPLICATIONS FOR ESTABLISHING NEW POSITION AND RATE

Boards	Cases Handled	%	Employees	%
National	176	9.09	19,047	13.70
Prince Edward Island	1	0.05	1	0.001
Nova Scotia	46	2.37	1,295	0.93
New Brunswick	58	2.99	7,419	5.34
Quebec	895	46.21	73,745	53.04
Ontario	172	8.87	27,208	19.57
Manitoba	64	3.31	616	0.43
Saskatchewan	167	8.62	578	0.42
Alberta	105	5.43	6,085	4.38
British Columbia	253	13.06	3,040	2.19
Total	1,937	100.00	139,034	100.001

TABLE IX—APPLICATIONS FOR DETERMINATION OF RANK

Boards	Cases Handled	%	Employees	%
National	1	0.2	155	2.90
Prince Edward Island	5	1.2	9	0.18
Nova Scotia	14	3.3	204	3.83
New Brunswick	16	3.8	107	2.01
Quebec	147	34.7	2,612	49.00
Ontario	92	21.7	1,067	20.02
Manitoba	26	6.1	85	1.59
Saskatchewan	16	3.8	198	3.71
Alberta	23	5.4	87	1.64
British Columbia	84	19.8	806	15.12
Total	424	100.0	5,330	100.00

TABLE X—APPLICATION FOR ESTABLISHMENT OF WAGE INCENTIVE PLANS

Boards	Cases Handled	%	Employees	%
National	18	8.8	2,975	16.44
Prince Edward Island	4	1.9	62	0.34
Nova Scotia	6	2.9	118	0.65
New Brunswick	3	1.5	97	0.54
Quebec	104	50.9	8,711	48.14
Ontario	22	10.9	3,980	21.99
Manitoba	4	1.9	136	0.75
Saskatchewan	14	6.9	36	0.20
Alberta	11	5.4	1,513	8.36
British Columbia	18	8.9	468	2.59
Total	204	100.0	18,096	100.00

TABLE XI—APPLICATIONS FOR ESTABLISHMENT OF GROUP INSURANCE PLANS

Boards	Cases Handled	%	Employees	%
National	23	3.52	7,767	6.53
Prince Edward Island	3	0.46	31	0.03
Nova Scotia	10	1.53	781	0.66
New Brunswick	14	2.14	1,554	1.31
Quebec	205	31.35	47,394	39.87
Ontario	283	43.27	52,196	43.91
Manitoba	30	4.58	1,570	1.32
Saskatchewan	3	0.46	9	0.01
Alberta	24	3.67	4,618	3.89
British Columbia	59	9.02	2,939	2.47
Total	654	100.00	118,859	100.00

TABLE XII—APPLICATIONS OF MISCELLANEOUS CHARACTER

Boards	Cases Handled	%	Employees	%
National	112	7.7	69,199	15.40
Prince Edward Island	11	0.8	52	0.01
Nova Scotia	16	1.1	2,955	0.66
New Brunswick	12	0.8	1,204	0.27
Quebec	417	28.8	152,081	33.85
Ontario	702	48.5	203,895	45.37
Manitoba	15	1.0	820	0.18
Saskatchewan	41	2.8	255	0.06
Alberta	49	3.4	11,622	2.58
British Columbia	74	5.1	7,267	1.62
Total	1,449	100.0	449,350	100.00

Decisions of National War Labour Board

In the matter of an application by Ford Motor Company of Canada, Limited; and in the matter of a reference by The Regional War Labour Board for Ontario.

THE National War Labour Board on April 19 announced its decision in regard to an application from the Ford Motor Company of Canada, Limited, which had been referred to the National Board by the Regional Board for Ontario. The application was for a premium wage for employees whose work shifts commence between 1.00 p.m. and 5 a.m.

The Board announced its decision in the "Reasons for Judgment" quoted in full below.

Reasons for Judgment

On or about December 31st, 1942, the Ford Motor Company of Canada Limited entered into an understanding with Local 200, United Automobile Workers of America-C.I.O., pursuant to which it is proposed to amend the existing collective agreement between the Company and the Union by incorporating therein a clause reading as follows:—

"The Company will pay all hourly rated employees, when commencing their work between the hours of 1.00 p.m. and the following 5.00 a.m., an extra five cents (5c.) per hour for time worked. For the purpose of implementing this provision the Company will at once make application to the Ontario Regional War Labour Board for any approval which the Board may be required to furnish with respect to such payment."

As there has been heretofore no established practice in the plant of the Ford Motor Company of Canada pursuant to which any such premium payment is made, the inauguration of such a plan would undoubtedly appear to constitute a change in working conditions falling within the prohibition contained in section 23(2) of the Wartime Wages Control Order, P.C. 5963, and as such requires the approval of the Regional War Labour Board. Application for such approval was duly made by the Company supported by the Union. As the Regional Board were divided in their opinion as to the proper disposition to be made of the application, they have referred the matter to the National Board for its advice and direction. A public hearing on the application was held by the National Board at Ottawa on March 24th, 1943. Because of the circumstances that he had been associated with the matter in a private professional capacity prior to his appointment to the National War Labour Board, Mr. J. L. Cohen, K.C., requested that he should be excused from taking any part in

the deliberations in respect of the application, and accordingly, the matter has been dealt with by the remaining two members of the Board.

On the hearing before the National Board, the Company was represented by Mr. W. H. Clark, the Union being represented by Messrs. Thomas McLean, Roy England and W. A. Muir.

It appears that certain of the operations of the Ford Motor Company of Canada are continuously conducted, the work day, in respect of such operations, being divided into three shifts of eight hours each. About one third of the total working force is involved. The first shift works from 12.01 a.m. to 8.00 a.m.; the second shift from 8.00 a.m. to 4.00 p.m. and the third shift from 4.00 p.m. until midnight. The shifts rotate monthly so that each employee engaged in these operations works on three shifts in sequence once in each three months. It is probably also necessary to add that, while the shifts are nominally divided on the basis of the aforementioned hours, all shift workers do not commence their work or finish their work at these respective times. It is said, for instance, that some employees commence their work at two o'clock in the afternoon and there are other various starting times. Apparently, such an arrangement is necessary to meet the problems arising out of the transportation of workers to and from the plant. It is because of these staggered starting times that the Company and the Union have proposed that the five cents per hour premium should be paid to all employees who commence their work between the hours of 1.00 p.m. and 5.00 a.m. of the succeeding day.

It has been argued before us that the payment of the differential for afternoon, evening and night work is merited on the ground that work at these hours imposes upon the employee a comparative hardship for which he should be compensated. It is said that the physical strain of night work is even greater where the shifts rotate than in the case of the worker who is permanently employed on night operations for the reason that the person concerned has no opportunity to adjust himself to a definite routine of living. This irregularity in hours of work is said to result in dislocation of the normal family routine with consequent additions to the normal cost of living. There is also put

forward the feature that the men working on rotating shifts have difficulty in obtaining and retaining places of residence because of their irregular hours of work and the consequent disturbance which this brings about in the routine of the homes where they find their living quarters. For all of these reasons, the Company is experiencing a growing disinclination on the part of the employees to become engaged on night shifts. It is contended both by the Company and by the Union that the payment of the proposed premium would overcome this difficulty since it would offer a measure of compensation for the added comparative disadvantages to the worker on night employment.

It appears to have been a recognized principle for a great many years that men working on night shift are entitled to a premium on their hourly wage. It has been the case in the shipbuilding industry and to a degree in the construction industry. The amount of the differential paid in these industries would seem to suggest that the hazardous nature of night work has been a factor taken into consideration. Production demands in war work are such that extra shifts become necessary and what would be workers' free time in the ordinary nature of things is required for war production. Generally speaking the question of the off shift work being more hazardous is not a factor. Where men remain steadily on night work the differential is recognized. In fact in the automotive industry, Chrysler Corporation of Canada, Limited, appears to have adopted it in 1937. The fact that shifts are made to rotate fundamentally we think should make no difference. It may be said that workers should sacrifice in time of war by spreading the inconvenience over all. No one doubts that. The real question is whether in a war economy, workers should not receive a premium recognized as payment for submitting to what would ordinarily be recognized as an unusual working condition.

It is our view that the true basis for payment of a premium as applied for here

should be rested on the principle that it should represent some compensation to the worker for the time worked outside of normal working hours. In the average case we do not think there can be much error in classifying for this purpose normal working hours as the hours between 7 a.m. and 7 p.m. In other words the premium applied for should be allowed the worker for the hours worked between 7 p.m. and the following 7 a.m.

Having regard to the Government's War-time Economic Control Policy, the Board considers that the approval of proposals for the payment of night work premium is warranted chiefly by reason of the necessity of maintaining the highest possible production of munitions and supplies for war purposes. The inauguration of such plans particularly those made after the effective date of P.C. 5963 should be scrutinized with care. The present application should not be taken as any precedent except as to the cases of employers engaged in the production of munitions and supplies. It does not seem to the Board in cases of companies in ordinary war production that there is good reason for payment of more than the premium involved here—namely 5c. per hour.

While each application, of course, must be dealt with on its individual merits, the National Board considers that what we are dealing with primarily is industries engaged in war production. Industry other than that engaged in war production may have a more difficult case to make out although we think it unsound to engage in too much prognostication.

Accordingly we should advise the Ontario Regional Board that we deem it fair and reasonable that the application should be granted to the extent that the workers concerned should receive a premium of 5c. per hour for the time worked between the hours of 7 p.m. and the following 7 a.m. This might well be made retroactive to the date of the agreement between the parties.

Reconstruction

New Orders Benefit Discharged Members of Armed Forces

Increase in Scale of Payments to Discharged Men and Dependents— Opportunities for Training and Education—Improvements in Provisions for Treatment of Disabilities

THREE Orders in Council have been announced by the Minister of Pensions and National Health affecting men discharged from the armed forces. They are as follows:

1. An amendment to the Post-Discharge Re-establishment Order, raising the scale of out-of-work benefits for those awaiting re-establishment in civilian life; and increasing allowances for those who take vocational training, attend a university, or otherwise continue their education.

2. An amendment broadening the scope of the Treatment Regulations in respect of men with non-pensionable disabilities, providing free hospital treatment, cash allowances, and allowances for dependents.

3. An amendment to the War Veterans' Allowance Act to do away with deductions because of casual earnings from the allowance paid to a veteran who on account of age or disability is unable to provide maintenance for himself and dependents.

An article on Canada's post-discharge plan of rehabilitation, which is brought up to date by the present Orders, appeared in the October, 1941, *LABOUR GAZETTE* on page 1235.

Post-Discharge Re-establishment Order

The Post-Discharge Re-establishment Order, which has just been amended, was originally passed on October 1, 1941, and was subsequently amended on April 1, 1942. It provided that persons discharged from the armed forces subsequent to July 1, 1941, may receive for a period not exceeding their length of service, with a maximum period of 12 months:

1. Benefits similar to Unemployment Insurance benefits to those capable of employment but for whom no work is immediately available;

2. Similar benefits to those temporarily incapacitated; those engaged in farming or other enterprise on their own account while awaiting returns from their enterprise;

3. Similar benefits to those who are eligible under the Order to receive vocational training or to complete interrupted education.

Any such persons who have been in insurable employment for 15 weeks in any 12-month period after discharge will have their military service subsequent to July 1, 1941, counted as insured employment, with the Government making the necessary employer's and employee's contributions to the Fund.

The original Order as amended has now been entirely replaced, apart from the preamble and paragraph 1, by an amending Order in Council of April 20, (P.C. 2/3241) which came into effect on May 1. This new Order in Council, however, does not alter the basic provisions of the original Order, its purposes being to raise the scale of benefits, to make some other adjustments and to consolidate these new amendments as well as the amendments effected by the Order in Council of April 1, 1942, with the provisions of the original Order.

The benefits and grants payable under the Order originally amounted to \$9 per week in the case of single persons and \$13 for married persons. These sums are now considered to be inadequate and they have been raised to \$10.20 and \$14.40 per week or \$44.20 and \$62.40 per month. In addition the following monthly allowances may now also be paid on behalf of dependents: \$12 for each of the first two children, \$10 for a third child, \$8 for each additional child not in excess of three; and \$15 for a parent or parents.

A person who is pursuing technical training may also be paid an additional allowance of \$5 per week while he is necessarily living away from his usual place of residence, if he is married or a person in respect of whom an additional allowance for dependents is being paid. Transportation and other travelling expenses may also be paid under certain circumstances.

The original Order empowered the Minister of Pensions and National Health to diminish grants in cases where a pension was being

paid. In the Order as now amended more specific provisions are made on this matter so that "a pensioner shall not be deprived of the entire grant, but shall, by the allowance to him of a portion of the grant, be encouraged and enabled to pursue a course under the said Order." In the case of persons who are pursuing vocational, technical or other educational training or who resume interrupted university courses including post-graduate courses, the grant will not be reduced on account of a pension if the discharged person's pensionable disability has been assessed below 15 per cent. Where the disability has been assessed at 15 per cent or more, the grant may be reduced but not below a point where the grant and the pension together equal certain specified amounts.

It is now also stated that this Order applies to persons discharged from the Women's Royal Canadian Naval Service. This Service had not been established when the original Order and the amendment of April 1, 1942, were passed.

In announcing the Order, the Minister pointed out that, in addition to making more generous cash provision for the immediate needs of discharged members of the forces the Order is of a significance in Canada's post-war planning in its provisions for vocational training and education. He expressed the hope that discharged men would take a long range view and undertake such courses. Vocational training is available to veterans free of charge, together with the cash allowances outlined above.

Treatment Regulations

The treatment regulations of the Department of Pensions and National Health have been amended (by P.C. 3/3241, April 20, 1943) to extend the provisions under which persons discharged after active service during the present war may be afforded free treatment as a further means of re-establishment. Any person now applying within one year of discharge may be given free treatment for any non-pensionable disability either in hospital or as an out patient, irrespective of his financial circumstances. Formerly his assets and income were taken into account in determining his eligibility. Earlier limitations against providing treatment in the case of tuberculosis, mental diseases and certain chronic and long-range illnesses have also been removed.

In addition to such treatment (which may

be continued until discharge from hospital is indicated) hospital allowances, including additional allowances for his dependents, may be paid for a period equal to the length of service in the forces or up to a limit of 12 months within the first 18 months after military discharge. The rates of hospital allowance correspond with those authorized under the Post Discharge Re-establishment Order and are subject to a deduction equal to any income from pension or from other source.

The Minister also announced a plan for creating special reconditioning centres for men suffering from psychological ailments. "Such a centre will not be a hospital but there will be a doctor on the premises," he said. "It will not be an industry but the men will be asked to work.

"They will do the chores about the premises. They will in some cases, be encouraged to undertake some simple handicraft. There will be a garden, a workshop and perhaps a small farm attached to the work together.

"The psychological theory is that through any activity, developing into useful occupation and graduating into real work, these men can be rehabilitated and become useful citizens once more.

"This will afford us an opportunity of observing the men under out-door healthful conditions and at the same time give him an opportunity of finding himself."

Amendment to War Veterans' Allowance Act

The War Veterans' Allowance Act provides that an allowance may be paid to a veteran who on account of "age, physical or mental disability or insufficiency and limited income", is unable to provide maintenance for himself and his dependents. The stipulated amounts to be paid (not in excess of \$20 a month for a single man or of \$40 for a man with a dependent) were deemed insufficient in view of the rise in the cost of living, and an Order in Council of December 3, 1941, provided for the payment of a supplementary allowance of \$5 a month for a single man and \$10 for a man with a dependent. The latest Order (P.C. 1/3241, April 20, 1943) provides that such supplementary allowance shall not be reduced by the amount of income the veteran may receive through casual earnings up to \$125 a year or interest calculated on the value of his owned home up to a capital value of \$2,000.

Reconstruction Plans in British Columbia

Interim Report of the Post-war Rehabilitation Council Deals with Long-term and Immediate Post-war Problems—Employment, Development of Resources, New Industries, Public Works, Etc.

THE British Columbia Post-war Rehabilitation Council presented an Interim Report in January, containing recommendations on the following among other subjects: the preservation and development of natural resources, the development of new industries, the decentralization of industry, public works, housing, apprenticeship, vocational training and education. This Council was set up under the Post-war Rehabilitation Act, 1942 (L.G., Apr., 1942, p. 433). As originally constituted in March, 1942, it consisted of seven members of the Provincial Legislative Assembly under the chairmanship of the Minister of Education. Three additional members were appointed in July, 1942. With the consent of the Executive Council, four advisory sub-committees composed of senior officials from the provincial government departments have been set up to deal with agriculture and land settlement, parks and forests, industrial development and public works.

Statement of Problem

The Council expresses the conviction that

... it would be idle to adopt the comforting assumption that, without special forethought, British Columbia will be able to avoid the grave repercussions of post-war readjustment, which can be reasonably expected to arise out of the dislocations of the present war. . . . Victory will bring the opportunity to reorganize our civilian way of life upon a more efficient basis, but solutions to the unsolved problems of the 'thirties and the new problems of the 'forties must first be found, if the institutions we now seek to preserve are not once again to be exposed to the ravaging effects of the depression.

A higher level of employment than ever before is now being experienced, but it does not rest on a permanent foundation, and when the abnormal wartime demand disappears the problem of taking up the slack will be intensified by the fact that the peace-time economy has been seriously disturbed. British Columbia, like the rest of Canada, is normally dependent on foreign markets. These markets have steadily declined in importance as a result of the war, while at the same time the productive capacity of the province has been greatly increased for purely temporary purposes. The necessary re-adjustments after the war will be difficult to make and the difficulty will be increased by the situation in the employment market. Men and women have left

their pre-war employment to join the armed services or engage in war work, and they will return to the labour market. Moreover, workers from the Prairie Provinces are now employed in British Columbia and many may prefer to remain there. Finally, British Columbia faces a special problem in that an entire racial minority—the Japanese—has been temporarily uprooted.

The short-term and long-term problems are distinguished and it is pointed out that each requires appropriate measures. In the first instance the effect of dislocations will be alleviated by the expenditures which have been deferred during the war, and there may even be a boom which will require the continuation of existing economic controls. It is improbable, however, that private investment and expenditure will be sufficient in quantity or variety to overcome all the dislocations which may take place. Considerable expenditures by the federal, provincial and municipal governments, it is considered by the committee, will be necessary, and it is important that these expenditures should be undertaken early enough and that they should be of sufficient volume. The long-term problem relates to the basic industries of the province, agriculture, forestry, mining and fishing, with which the prosperity of the entire province is bound up.

Co-operation with Other Governments and Private Citizens

The Council considers that the provincial government alone cannot satisfactorily deal with these problems. To an important extent the question is an international one and thus not under the direct control of even the federal government; and within Canada itself the Dominion will of necessity play the leading role. Thus, every effort has been made to avoid duplication of the inquiries and actions taken or proposed by the federal government and close relations have been maintained with the federal authorities.

At the same time, the responsibility of the province is not less real because of its restricted scope:

... the Dominion Government has already assumed leadership in this field, establishing advisory committees and preparing legislation on a wide variety of post-war topics. But, as the largest custodians of national resources,

and the constitutionally responsible authorities for considerable economic and social policies, the Provincial Governments will be implicated voluntarily or involuntarily in these Federal post-war measures.

That other provinces are taking the same view is indicated by the fact that four of them—Alberta, Ontario, Quebec and Saskatchewan—have passed or are considering bills for the establishment of advisory councils to deal with the problems of post-war reconstruction.

The British Columbia Council has also taken the view that in addition to the co-operation of governments, "the intelligent co-operation of workers, farmers, industrialists and all citizens" is required. Letters were therefore sent to all public bodies in the province, including cities, district and village municipalities, boards of trade, chambers of commerce, and organizations of veterans, farmers, labour, manufacturers, as well as service organizations, women's institutes and others. In addition, visits were made to as many centres as possible and public hearings held. Much of the information received from these sources is published in the Appendix to the Interim Report.

Findings of the Council

As the first step in its investigations, the Council has attempted to estimate, as far as is possible at present, the number or returned men and displaced war workers who will be seeking employment in British Columbia after the war. Consideration is then given to the present vocational training program and it is recommended that training centres should be established in appropriate centres in the interior of the province, that the entire system should be under one organization throughout the province and that special attention should be given to training persons for farming. The first part of the Report concludes with a summary of the measures which have so far been taken by the Dominion in the field of post-war reconstruction.

With these preliminary matters disposed of, the Council proceeds to devote the bulk of its Report to a consideration of the four basic industries and other industrial developments, particularly the possibility of developing new industries. It is recommended that detailed surveys of the agricultural, mineral, forest and fishing resources of the province be made and that steps be taken for the preservation of these resources. It is urged that particular care

be taken to ensure that men settled under the Veterans' Land Act should be placed on land which can be expected to be productive within a reasonable period and that the Dominion Government should give early consideration to a national policy of planned production and controlled marketing which will give the farmer a stable market and guaranteed fair prices. It is suggested that the provincial government should actively promote a steel industry in the province and that plans should be considered for the orderly development, conservation and production of petroleum resources. In regard to new industries, fibre flax and the production of medicinal herbs are considered to have particular possibilities. It is felt that encouragement should be given to the establishment of secondary industries in the smaller towns of the province in order that employment might be created, markets and marketing facilities provided for farmers and the development of latent resources encouraged.

The last part of the Report is devoted to a variety of matters, notably public works, regional planning, housing, apprenticeship and education. It is recommended that complete programs of public works, including alternative projects, should be prepared by the federal, provincial and municipal governments. The provincial government, it is felt, should establish a Department of Planning and Reconstruction and regional areas should be established in the province for the purpose of planning. A provincial Planning and Housing Authority should be established, the federal government should be requested to grant subsidies or loans to municipalities undertaking housing projects and an interprovincial conference should be held at an early date to consider necessary revision of the National Housing and Home Improvement Acts.

Apprenticeship policy should be planned in accordance with a long-term scheme of providing skilled artisans and technicians to fit into the industrial future of the province, a reasonable minimum apprenticeship subsistence allowance should be established by regulation, and educational aid should be given to learners. An immediate survey should be made of the needs of post-war education in the province and the school-leaving age should be set at 16 with a system introduced for compulsory part-time education up to the age of 18. A Dominion-provincial conference should be arranged to consider social security.

"Hold-the-Line" Order Issued in United States to Check Inflation

Presidential Order Establishes Further Control Over Prices, Wages, and Change of Employment

ON April 8 President Roosevelt issued an executive order designed to prevent further increases in the cost of living in the United States.

The order forbids further increases in prices affecting the cost of living and further rises in general wage or salary rates "except where clearly necessary to correct substandards of living." It also bars workers from changing jobs for the purpose of securing higher pay unless the change will aid in the prosecution of the war.

In announcing this action, President Roosevelt made a statement describing the order as a "hold-the-line" order.

"To hold the line", he declared, "we cannot tolerate further increases in prices affecting the cost of living or further increases in general wage or salary rates except where clearly necessary to correct substandard living conditions. The only way to hold the line is to stop trying to find justifications for not holding it here or not holding it there."

The President also stated: "Some groups have been urging increased prices for farmers on the ground that wage earners have unduly profited. Other groups have been urging increased wages on the ground that farmers have unduly profited. Any continuance of this conflict will not only cause inflation but will breed disunity at a time when unity is essential."

The order is described as intended to "safeguard the stabilization of prices, wages and salaries, affecting the cost of living on the basis of levels existing on Sept. 15, 1942", as authorized and directed by an act of Congress of Oct. 2, 1942, and an Executive Order of Oct. 3, 1942. (L.G., Oct. 1942, p. 1140). It is further designed to prevent increases in wages, salaries, prices and profits, which, "however justifiable if viewed apart from their effect upon the economy tend to undermine the basis of stabilization."

Control of Prices

The President said that some prices affecting the cost of living had risen above the levels of September 15, 1942. "All these", he declared, "cannot be rolled back. But some of these can and should be rolled back."

Under the order the Price Administrator and the Food Administrator are directed to take immediate steps to place ceiling prices on all commodities affecting the cost of liv-

ing; to authorize no further increases; to use their powers to prevent indirect increases and profiteering; and to reduce prices which are "excessively" high, unfair or inequitable." Seasonal and certain other variations are, however, to be allowed for, also such subsidies or other inducements as may be authorized by law to maintain or increase production; provided that such action does not increase the cost of living.

Wage Stabilization

The Order limits the United States War Labour Board's discretionary power over wages by removing the power to grant increases to remove inequalities or gross inequities. Specifically, the order directs the Board and the Commissioner of Internal Revenue "to authorize no further increases in wages or salaries" beyond the Little Steel formula (L.G., Mar. 1943, p. 303), "except such as are clearly necessary to correct substandards of living."

The only other exception to the ban on wage and salary increases is that the Board and the Commissioner are permitted, "subject to the general policies and directives of the Economic Stabilization Director," to "authorize reasonable adjustments of wages and salaries in cases of promotions, reclassifications, merit increases, incentive wages or the like, provided that such adjustments do not increase the level of production costs appreciably or furnish the basis either to increase prices or to resist otherwise justifiable reductions in prices."

Control of Employment

The new restrictions on job changing are stated as follows: "The chairman of the War Manpower Commission is authorized to forbid the employment by any employer of any new employee or the acceptance of employment by a new employee except as authorized in accordance with regulations which may be issued by the chairman of the War Manpower Commission, with the approval of the Economic Stabilization Director, for the purpose of preventing such employment at a wage or salary higher than that received by such new employee in his last employment unless the change of employment would aid in the effective prosecution of the war."

Other Terms of the Order

Agencies of federal, state and municipal governments controlling common carriers or other public utilities are directed to disapprove further rate increases.

The Economic Stabilization Director, James F. Byrnes, is authorized, under the terms of the Act of October 2 and of the executive orders, to continue such action as he deems necessary to "stabilize the national economy, to maintain and increase production, and to aid in the effective prosecution of the war."

In concluding his statement the President referred to the necessity for increased taxation as part of the stabilization program. He declared: "We cannot stop inflation solely by wage and price ceilings. We cannot stop it solely by rationing. To complete the job, Congress must act to reduce and hold in check the excess purchasing powers. We must be prepared to tax ourselves more, to spend less and save more."

Repeal of \$25,000 Salary Limitation

President Roosevelt announced early in April that he had allowed to become law without his signature the public debt extension bill including a rider repealing his order limiting salaries after taxes to \$25,000 a year (part of the economic stabilization order of October 3, 1942). He said that he took this course only to avoid embarrassment to the Treasury's war financing program, and that had circumstances been different, he would have vetoed the bill because of the rider, which he termed "irrelevant and unwarranted."

The President asserted that the rider struck a blow at the stabilization program because "the essence of stabilization is that each should sacrifice for the benefit of all," and called on Congress to remedy the situation by "imposing a special war super-tax on net income, from whatever source derived, which after the payment of all taxes, exceeds \$25,000."

Stabilization of Wages and Prices in New Zealand

THE New Zealand Government on December 15, 1942, introduced an over-all program of wage, salary, rent and price stabilization, replacing a system of partial price control that had been in effect since 1941.

In explaining the necessity for the stabilization measures, the Prime Minister, Mr. Peter Fraser, said: "Since 1939 the national income has increased by about £50,000,000, but the supply of goods people can buy has decreased by more than £40,000,000. That is, the gap between the supply of goods and purchasing power is of the order of £100,000,000. This excess of purchasing power has begun to swamp our price controls."

Referring to the advances his country had made in the field of social security (L.G., Jan. 1943, p. 50), the Prime Minister declared: "It should be unnecessary to say that if social security is not built on a stable currency it is built on sand. If the wage earner is not sure that his wages will buy approximately the same amount of goods a month or a year hence as they buy to-day, there is no real social security. The Social Security Act and the minimum wage are only one side of social security in this country. The other side is the measures we have taken . . . to control the cost of living."

The Prime Minister announced that price control now applies to a list of 110 items, mainly in the field of living essentials, including "a wide range of groceries, dairy products, meat, some fresh fruit and vegetables, fuel and lighting, clothing, footwear,

drapery, furniture and a large number of miscellaneous articles. . . .

"There are no luxuries in it," he said, "but it is not the business of our Government to make it easier for people to buy luxuries in wartime."

Wage stabilization, the Prime Minister announced, applies to all rates of remuneration, including time and piece wages and overtime, allowances fees, commissions, traveling expenses and directors' fees. These are frozen at the rates prevailing on November 15, 1942.

General changes in rates of remuneration may be made, however, in conformity with movements in the price level. December 15, 1942, is taken as the base date for calculating a "wartime price index". The Government Statistician is to publish quarterly statements of this index, and the Court of Arbitration will make a general order increasing or reducing rates of remuneration whenever the price level as shown by the index rises or falls by not less than 5 per cent, provided that the first general order increasing rates of remuneration will be made when there is an increase of not less than 2½ per cent in the basic level of prices. Any such general order, however, will apply only to the first £6 per week earned by a worker, provided that the Court of Arbitration may reduce this figure to such amount as it thinks fit in the case of female workers, junior workers, and apprentices.

Rents are frozen at the level of September 1, 1942.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1941 appeared in the *LABOUR GAZETTE* for May, 1942.

The latest available information as to strikes and lockouts in Great Britain and other countries appear from month to month.

Recent Proceedings under the Industrial Disputes Investigation Act

IN the month of April, five Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:

(1) Between Shawinigan Chemicals Limited, Shawinigan Falls, P.Q., and its employees, members of Local 357, International Moulders and Foundry Workers' Union of North America.

(2) Between the Levis Ferry Limited, Quebec, P.Q., and its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

(3) Between the Schultz Die Casting Company Limited, Wallaceburg, Ontario, and its employees, members of Local 251, United Automobile Workers of America.

(4) Between The F. X. Drolet Company, Quebec, P.Q., and its employees, members of Local 74, International Moulders and Foundry Workers' Union of North America.

(5) Between the George W. Reed Company, Limited, Montreal, P.Q., and its employees, members of Local 2735, United Steelworkers of America.

The text of the reports of the Boards will be found at the conclusion of this statement.

Applications Received

Twenty-two applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour during the month of April. These were:

1. From employees of the Lake St. John Power and Paper Company, Limited, Dolbeau, P.Q., members of the National Catholic Syndicate of Pulp and Paper Makers of Dolbeau Inc. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, was said by the applicants to affect 210 employees directly and 290 indirectly.

2. From the employees of Sawyer Massey Limited, Hamilton, Ontario, members of Local 520, United Electrical, Radio and Machine Workers of America. The dispute, which involves 280 employees directly and 380 indirectly, concerns union recognition and the negotiation of a collective labour agreement. On April 13, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner, having satisfied himself that the union represented a majority of the employees concerned, which fact was previously confirmed by a representation vote, recommended that a board be established. On April 22 the Minister of Labour established a Board of Conciliation and Investigation.

3. From the employees of the Canadian National Railways, Work Equipment Department, Winnipeg, Manitoba, members of Division 142 and 226, Canadian Brotherhood of Railway Employees and other Transport Workers. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, is said by the applicants to affect 61 employees directly.

4. From employees of the Breithaupt Leather Company, Limited, Kitchener, Ontario, members of Local 300, International Fur and Leather Workers Union of United States and Canada. The dispute, which was said by the applicants to affect 75 employees, concerned union recognition and the negotiation of a collective labour agreement. On April 14, Mr. J. P. Nicol, Industrial Relations Officer,

Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute and also charges of discriminatory dismissals as charged by the union. The Commissioner reported that he was successful in having the parties concerned reach an amicable settlement in the dismissal cases and that the investigation into the board application would be proceeded with at a later date.

5. From the employees of the Sorel Industries Limited, Sorel, P.Q., members of the Metal Trades Council of Sorel. The dispute, which concerns union recognition, is said by the applicants to affect 2,800 employees. Mr. Bernard Rose, K.C., was authorized as Industrial Disputes Inquiry Commissioner on April 20 to investigate that dispute.

6. From employees of the Commonwealth Electric Corporation Limited, Welland, Ontario, members of the Commonwealth Electric Shop Union. The dispute, which concerns union recognition and the negotiation of a labour agreement, is said by the applicants to affect 43 employees directly and 53 indirectly. On April 15 Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

7. From employees of Machinery Services Limited, Ville la Salle, P.Q., members of Local 631, International Association of Machinists. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, is said by the applicants to affect 65 employees.

8. From employees of the Morrow Screw and Nut Company, Limited, and Ingersoll Machine and Tool Company, Limited, Ingersoll, Ontario, members of Local 2918, United Steelworkers of America. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, is said by the applicants to affect 1,400 employees. On April 13, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

9. From employees of the Canadian Marconi Company, Montreal, P.Q., members of the Metal Trades Council, Marconi Union. The dispute, which concerns the failure of the Company to carry out its undertaking to have a representation vote taken to determine the employees' bargaining agency, is said by the applicants to affect 1,400 employees. On April 15 Mr. Bernard Rose, K.C., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

* By P.C. 5963, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

10. From employees of Price Bros. and Company, Limited, Kenogami, Jonquiere and Riverbend, P.Q., members of the National Catholic Union of Pulp and Paper Workers. The three disputes, which were said by the applicants to affect 849 employees directly and 1,288 indirectly, concern union recognition and the negotiation of a collective labour agreement. As the applications were lacking in certain details they were returned to the applicants for revision and have not yet been re-submitted. On April 6, a strike occurred affecting approximately 1,400 employees engaged in the company's mills at Riverbend, Jonquiere and Kenogami. This strike was terminated on April 16. A further strike occurred on April 20 and terminated on April 27. Further reference to these strikes will be found in the section of this issue of the Labour Gazette entitled "Strikes and Lockouts in Canada".

11. From employees of the George T. Davie and Sons Limited, Quebec, P.Q., members of Local 7, Boilermakers and Iron Shipbuilders' Union of Canada (C.C.L.). The dispute which concerns the negotiation of a collective labour agreement, is said by the applicants to affect 1,500 employees. On April 19, the Minister of Labour authorized that this dispute be referred to the Board of Conciliation and Investigation established to deal with the dispute between the Davie Shipbuilding and Repairing Company, Limited, Lauzon, P.Q., and its employees (L.G. April 1943, p. 470).

12. From employees of the Morton Engineering and Dry Dock Company, Limited, Quebec, P.Q., members of Local 6, Boilermakers and Iron Shipbuilders' Union of Canada (C.C.L.). The dispute, which is said by the applicants to affect 2,000 employees, concerns the negotiation of a collective labour agreement. The Minister of Labour, on April 19, authorized that this dispute be referred to the Board of Conciliation and Investigation established to deal with the dispute between the Davie Shipbuilding and Repairing Company, Limited, Lauzon, P.Q., and its employees (L.G. April, 1943, p. 470).

13. From the employees of John Palmer, Company, Limited, and Palmer McLellan Shoepack Company, Limited, Fredericton, N.B., members of Local 23, Shoe and Leather Workers' Organizing Committee. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, is said by the applicants to affect 106 employees directly and 159 indirectly. On April 20, Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., was authorized

as Industrial Disputes Inquiry Commissioner to investigate the dispute.

14. From employees of the York Township Hydro System, Toronto, Ontario, members of Branch No. 1, Canadian Electrical Trades Union. The dispute, which concerns the renewal of the corporation's agreement with the union, is said by the applicants to affect 37 employees directly and 28 indirectly. On April 30, Mr. J. Douglas McNish, K.C., was appointed as Industrial Disputes Inquiry Commissioner to investigate the dispute.

15. From employees of the Dominion Oilcloth and Linoleum Company, Limited, Montreal, P.Q., members of Aircraft Lodge 712, International Association of Machinists. The dispute, which is said by the applicants to affect 256 employees directly and 1,002 indirectly, concerns union recognition and the negotiation of a collective labour agreement. Mr. B. Rose, K.C., was authorized on April 28 as Industrial Disputes Inquiry Commissioner to investigate the dispute.

16. From the employees of the Massey Harris Company, Limited (Verity Works), Brantford, Ontario, members of the United Automobile Workers of America. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, is said by the applicants to affect some 1,230 employees.

17. From the employees of the Cockshutt Plow Company, Limited, Brantford, Ontario, members of the United Automobile Workers of America. The dispute, which concerns the negotiation of a collective bargaining agreement, is said by the applicants to affect 2,300 employees. The Minister of Labour on April 29 authorized Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, as Industrial Disputes Inquiry Commissioner to investigate the dispute.

18. From the employees of the Briethaupt Leather Company, Limited (Leather Tannery), Penetanguishene, Ontario, members of Local 24, Shoe and Leather Workers' Organizing Committee. The dispute, which is said by the applicants to affect 75 employees, concerns union recognition and the negotiation of a collective labour agreement.

19. From employees of the Canadian Car and Foundry Company, Limited, (Aircraft Division), Fort William, Ontario, members of Lodge 719, International Association of Machinists. The dispute, which concerns the dismissal of an employee allegedly for union membership and activity, was said by the applicants to affect 4,000 employees.

20. From employees of the James Pender Company, Limited, Saint John, N.B., members of Local 2957, United Steelworkers of America. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, is said by the applicants to affect 90 employees directly and 25 indirectly.

Boards Established

On April 14, a Board of Conciliation and Investigation was established to deal with a dispute between the Canada Paper Company, Limited, Windsor Mills, P.Q., and its employees, members of the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. (L.G., January 1943, page 69). Mr. Bernard Rose, K.C., who had been authorized as Industrial Disputes Inquiry Commissioner being unable to bring about an amicable settlement of the dispute recommended the establishment of a Board of Conciliation and Investigation, and on April 14 the Minister of Labour established a Board. The Board was fully constituted on May 1, the personnel being as follows: Honourable Mr. Justice Lucien Cannon, Superior Court of Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members of the Board, Mr. E. M. Moisan, Montreal, P.Q., appointed on the recommendation of the employer; and Mr. J. E. Beaudoin, Montreal, P.Q., appointed on the nomination of the employees.

On April 12, a Board of Conciliation and Investigation was established to deal with a dispute between the Galt Brass Company, Limited, Galt, Ontario, and its employees, members of Local 2903, United Steelworkers of America (L.G., March 1943, p. 324). Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized on April 7 as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner ascertained that the Union represented a majority of the employees concerned, but was unable to bring about a settlement, and consequently recommended that a Board of Conciliation and Investigation be established. The Commissioner's recommendation was concurred in and a Board established on April 12. The personnel of the fully constituted Board was as follows: His Honour Judge James Parker, Toronto, chairman, appointed on the joint recommendation of the other two members; Mr. J. J. Robinette, Toronto, appointed on the recommendation of the employer; and Mr. F. Andrew Brewin, Toronto, Ontario,

appointed on the recommendation of the employees.

On April 16 a Board of Conciliation and Investigation was established to deal with a dispute between Canada Packers Limited, St. Boniface, Manitoba, and its employees, members of Local 216, United Packinghouse Workers of America (L.G., April 1943, p. 470). Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Winnipeg, who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, recommended the establishment of a Board of Conciliation and Investigation as he was unable to bring about an amicable settlement of the dispute. The Board was established on April 16, the personnel of which was as follows: Professor William Loughheed, Winnipeg, Manitoba, chairman, appointed on the joint recommendation of the other two members; Mr. E. K. Williams, K.C., Winnipeg, Manitoba, appointed on the recommendation of the employer; and Mr. George Brown, Winnipeg, nominated on the recommendation of the employees.

On April 21, a Board of Conciliation and Investigation was established to deal with a dispute between Defence Industries, Limited, and its employees, members of Munitions Workers Federal Union (T. & L.C.), (L.G., April 1943, p. 470). Mr. Frank LaFortune, Industrial Relations Officer, Dominion Department of Labour, Ottawa, Ontario, was appointed on April 13 as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner reported that he was unable to effect a mutually satisfactory settlement of the dispute, and as the applicant union represented a majority of the employees of Defence Industries, Limited, he recommended that a Board of Conciliation and Investigation be established. This recommendation was concurred in by the Minister who on April 21 established a Board. At the end of the month Mr. A. Feiner, Montreal, P.Q., was appointed on the recommendation of the employees and Mr. D. A. Paterson, Montreal, appointed on the recommendation of the employer, and the two members were conferring with a view to making a joint recommendation of a person to act as third member and chairman of the Board.

On April 9, a Board of Conciliation and Investigation was established to deal with a dispute between the Whitehall Machine and Tools Limited, Galt, Ontario, and its employees, members of Local 2871, United Steelworkers of America (L.G., April 1943, p. 470). On April 2, a report was received from Mr. F. J. Ainsborough, Industrial Relations

Officer, Dominion Department of Labour, Toronto, recommending the establishment of a Board of Conciliation and Investigation in view of the fact that a mutually satisfactory settlement could not be reached. Accordingly, the Minister of Labour on April 19, established a Board, the personnel of which was as follows: His Honour Judge James Parker, chairman, appointed on the joint recommendation of the other two members: Mr. J. J. Robinette appointed on the recommendation of the employer; and Mr. F. Andrew Brewin, appointed on the recommendation of the employees. All three reside in Toronto.

The constitution of the Board of Conciliation and Investigation established on March 23, to deal with a dispute between the Davie Shipbuilding and Repairing Company, Limited, Lauzon, P.Q., and its employees, members of Local No. 3, Canadian Union of Boilermakers and Iron Shipbuilders (C.C.L.) (LABOUR GAZETTE, April 1943, p. 470), was completed on April 14. The personnel of the Board was as follows: Mr. Ernest Godbout, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. Walter A. Merrill, K.C., Montreal, P.Q., appointed on the recommendation of the employer; and Mr. Guy M. Desaulniers, Montréal, P.Q., appointed on the recommendation of the employees.

The Board of Conciliation and Investigation established on March 22, to deal with a dispute between the J. A. M. Taylor Tool Company, Limited, Galt, Ontario, and its employees, members of Local 2903, United Steelworkers of America (LABOUR GAZETTE, April 1943, p. 471) was fully constituted on April 6. The personnel of the Board was as follows: His Honour Judge James Parker, chairman, appointed on the joint recommendation of the other two members; Mr. J. J. Robinette appointed on the recommendation of the employer; and Mr. F. Andrew Brewin, appointed on the recommendation of the employees. All three members reside in Toronto.

The constitution of the Board of Conciliation and Investigation established on March 22 to deal with a dispute between the R. McDougall Company, Limited, Galt, Ontario, and its employees, members of Local 2890, United Steelworkers of America (LABOUR GAZETTE, April 1943, p. 471), was completed on April 7. The personnel of the Board was as follows: His Honour Judge James Parker, Toronto, Chairman, appointed on the joint recommendation of the other two members; Messrs. J. J. Robinette and F. Andrew Brewin, both of Toronto, appointed on the recommendation of the employer and employees respectively.

Reference was made in the April issue of the LABOUR GAZETTE, page 472, to the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Galt Metal Industries, Galt, Ontario, and its employees, members of Local 2894, United Steelworkers of America. During the month the personnel of the Board was completed, and was as follows: His Honour Judge James Parker, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Mr. J. J. Robinette, Toronto, Ont., appointed on the recommendation of the employer; and Mr. F. Andrew Brewin, Toronto, Ont., appointed on the recommendation of the employees.

The constitution of the Board of Conciliation and Investigation established on March 22, to deal with a dispute between the Galt Malleable Iron Company, Limited, Galt, Ont., and its employees, members of Local 2899, United Steelworkers of America (LABOUR GAZETTE, April 1943, p. 468), was completed on April 7. The personnel of the Board was as follows: His Honour Judge James Parker, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs. J. J. Robinette and F. Andrew Brewin, both of Toronto, Ont., appointed on the recommendation of the employer and employees respectively.

The constitution of the Board of Conciliation and Investigation established on March 22, to deal with a dispute between the Canada Machinery Corporation, Galt, Ontario, and its employees, members of Local 2905, United Steelworkers of America (LABOUR GAZETTE, April, 1943, p. 468), was completed on April 7. The personnel was as follows: His Honour Judge James Parker, chairman, appointed on the joint recommendation of the other two members; Mr. J. J. Robinette appointed on the recommendation of the employer; and Mr. F. Andrew Brewin, appointed on the recommendation of the employees. All three members reside in Toronto.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

An application for the establishment of a Board of Conciliation and Investigation was received in March from employees of the Toronto Terminals Railway Company, Toronto, Ontario, members of the Canadian Association of Railwaymen (LABOUR GAZETTE, April 1943, page 469). On April 15, Mr. J. Douglas McNish, K.C., Toronto, Ontario, was appointed as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

An April 9, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour,

Toronto, Ontario, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between the Office Specialty Manufacturing Company, Limited, Newmarket, Ontario, and its employees, members of Local 7, National Union of Furniture Workers (C.C.L.).

Mr. Bernard Rose, K.C., was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the Canadian Pacific Railway Company, Montreal, P.Q., and its dining-car employees, members of the Brotherhood of Railroad Trainmen (LABOUR GAZETTE, April 1943, page 469).

On April 8, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between Welland Chemical Works, Niagara Falls, Ontario, and its employees, members of Local 165, United Gas, Coke and Chemical Workers of America. (LABOUR GAZETTE, April 1943, p. 470)

An application for the establishment of a Board of Conciliation and Investigation was received in March from the employees of the Canadian Furnace Limited, Port Colbourne, Ontario, members of Local 1177, United Steelworkers of America (LABOUR GAZETTE, April, 1943, p. 470). On April 15, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

On March 25 an application for the establishment of a Board of Conciliation and Investigation was received from the employees of B. Greening Wire Company, Limited, Hamilton, Ontario, members of Local 2950, United Steelworkers of America (LABOUR GAZETTE, April 1943, p. 470). On April 16 Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

On April 21, Mr. Harold Perkins, Industrial Relations Officer, Dominion Department of Labour, Ottawa, Ontario, was appointed as Industrial Disputes Inquiry Commissioner, to investigate the dispute between the Anacanda American Brass Limited, New Toronto, Ontario, and its employees, members of Local No. 1, Industrial Union of Copper and Brass Workers (C. C. L.) (LABOUR GAZETTE, April 1943, p. 470)

Other Reports of Industrial Disputes Inquiry Commissioners

In a dispute between the Underwood Elliott Fisher, Limited, Toronto, Ontario, and its

employees, members of Local 518, United Electrical, Radio and Machine Workers of America (LABOUR GAZETTE, April 1943, p. 469), a report was received from His Honour Judge Ian M. Macdonell, Toronto, Ontario, who had been appointed as Industrial Disputes Inquiry Commissioner to investigate the dispute as well as charges of discrimination against three employees because of their alleged union membership and activity. In regard to the charge of discrimination, the Commissioner reported that in one case the dismissal was for cause other than for union membership and activity and in the other two cases, the company, acting on his suggestion, agreed to take the parties back. In the matter of the main dispute which resulted in the application for a Board of Conciliation and Investigation the Commissioner reported that he had been successful in having the company and the union agree to the taking of a representation vote under the supervision of the Department of Labour. The vote was held on April 7 and resulted in favour of the shop union. In view of the result of the vote the Commissioner expressed the opinion that there was no necessity for the establishment of a Board. The opinion of the Commissioner was concurred in by the Minister of Labour and the parties concerned were advised that a board would not be established.

In the dispute between Clark Ruse Aircraft Limited, Lakeburn, N.B., and its employees, members of Local 2889, United Steelworkers of America (LABOUR GAZETTE, April 1943, p. 472), a report was received from Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., who had been appointed as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner reported that from an examination of union records it was found that the applicant union represented a majority of the employees. Subsequently, the company expressed its intention of negotiating a collective labour agreement with the Industrial Union of Aircraft Workers at Dartmouth, N.S., but not until an agreement in similar terms was negotiated with Local 2889, United Steelworkers of America at Lakeburn, N.B.

Applications Rejected

On January 15 an application was received from employees of the Wallaceburg Brass Company, Limited, Wallaceburg, Ontario, members of Local 251, United Automobile Workers of America (LABOUR GAZETTE Feb. 1943, p. 194). The dispute was referred to Mr. J. P. Nicol, Industrial Relations Officer,

Dominion Department of Labour, Toronto, Ontario, who had been appointed as Industrial Disputes Inquiry Commissioner. Subsequently a representation vote was arranged to determine the agency which the employees wished to have represent them in negotiations with their employer. The result of the vote indicated that a majority of the employees desired to be represented by an organization other than the applicant union. The application therefore, was rejected and the interested parties were informed.

In connection with the disputes between Silverwood Dairies Limited, and Purity Dairies Limited, Windsor, Ontario, and their employees, members of the Windsor Milk Drivers and Dairy Workers Union (C.C.L.) (LABOUR GAZETTE, April 1943, p. 470), Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, was authorized as Industrial Disputes Inquiry Commissioner to make an investigation. The Commissioner reported that the small amount of war work undertaken by these companies did not bring them within the scope of the Industrial Disputes Inquiry Act as amended and therefore recom-

mended against the establishment of Boards of Conciliation and Investigation. The recommendation of the Commissioner was concurred in, and the interested parties in each case were advised that a board would not be established.

Applications Withdrawn

On April 28, on the request of the applicant employees the application for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, March 1943, p. 326) to deal with a dispute between Yarrows Limited, Victoria, B.C., and its employees, members of Local 324, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada was withdrawn.

The application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between Weston's Bread and Cake (Canada) Limited, Winnipeg, Manitoba, and its employees, members of the Inside Bakery Employees United (O.B.U.), Weston section, and the Weston's Salesmen's Unit (O.B.U.) (LABOUR GAZETTE, April 1943, p. 470), was withdrawn by the applicants on April 16.

Report of Board in Dispute between the Shawinigan Chemicals Limited, Shawinigan Falls, P.Q., and its Employees

On April 9, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Shawinigan Chemicals Limited, Shawinigan Falls, P.Q. and its employees, members of Local 357, International Moulders and Foundry Workers' Union of North America (L. G., Jan., 1943, P. 69).

The personnel of the Board was as follows: Mr. Walter F. Johnson, K.C., chairman appointed on the joint recommendation of the other two members; Mr. Gerald M. Almond, appointed on the nomination of the employees; and Mr. D. A. Paterson, appointed on the nomination of the employer. All three reside in Montreal.

The report of the Board is signed by the chairman and Mr. Paterson; Mr. Gerald M. Almond submitted a minority report.

The texts of the report of the Board and the minority report follow.

Majority Report

Montreal,
March 26, 1943.

To the Honourable
Humphrey Mitchell,
Minister of Labour,
Ottawa.

Re: Industrial Disputes Investigation Act and Re: Dispute between Shawinigan Chemicals, Limited, Shawinigan Falls, and certain employees, Members of Local 357, International Moulders' & Foundry Workers' Union of North America.

Sir:

The Board of Conciliation and Investigation composed of Mr. D. A. Paterson, nominated by the employer, Mr. Gerald Almond, nominated by the employees, and Mr. Walter S. Johnson, K.C., Chairman of the Board and appointed by you, has completed its investigation and now presents its report, as follows:

MATTER IN DISPUTE

The application for this Board, dated October 17, 1942, filed with you by or on behalf of the employees, states the "nature and cause of dispute" as being:

"Refusal on the part of the Company to recognize Union as the negotiating agent for its employees, members of the Union, in the matter of working conditions, classifications, adjustments of grievances, making joint representations to the Regional War Board re wages and overtime; dis-

crimination against members because of membership in the organization."

The application outlines efforts made by the parties concerned to adjust the dispute:

"Several interviews with management with a view to securing recognition of the Union as negotiating agent for employees, members of the organization, without effect. Company refusing to recognize or deal with the Union in connection with disputes, grievances and adjustments."

The application gives an "approximate estimate of the number of employees affected or likely to be affected—

<i>Directly</i>	<i>Indirectly</i>
175	2000

The application was authorized by a meeting of the Union on Friday, October 9, 1942, and is accompanied by a statutory declaration by Louis Brindisi, styled president of the Union, asserting that failing an adjustment of the dispute, or reference thereof to a Board, "a strike will be declared".

The nature and importance of the dispute are, therefore quite apparent.

This board's duty, under your instructions, was, first, to endeavour to bring about a settlement of the dispute, and failing that, to report to you with such recommendation as in good conscience it feels constrained to make.

SITTINGS OF THE BOARD

The board has had four sittings with representatives of both parties. On January 18, 1943, Mr. H. S. Reid, vice-president, and Mr. J. A. Fuller, its secretary, represented the Company; while the employees' representatives were Louis Brindisi, president of the Local Lodge, No. 357, of the International Moulders' Union, Mr. Adrien Duchesne, a core maker, both employees of the Stainless Steel Division of the Company's plant at Shawinigan Falls, and Mr. Robert Y. Menary, International Representative of the International Moulders' and Foundry Workers' Union. At the second, third and fourth general meetings, the above were present, and, as well Mr. Joseph S. Guilbault and G. A. Massicotte, also employees of the Stainless Steel Division. All four workmen were, we understand, members of the union in question.

The board has had other necessary private sittings, as elsewhere reported.

At the first general meeting, on January 18, the employees presented no written brief, and the board insisted, despite protests, that such a brief must be presented. A few days later, Mr. Menary sent the board a written

brief, and a copy is filed herewith. A copy of the Company's brief is also attached.

At the second general meeting of February 2, the two briefs were discussed.

DISTRIBUTION OF EMPLOYEES

In the Stainless Steel Division, which alone comes into this dispute, there were 185 employees when this investigation began. A communication to the board from Mr. Menary, dated March 15, 1943, states that on that date there were 165 employees, of whom 146 "are members in good standing of our organization".

The total number on the payroll of the division, was as follows, on December 31 of the following years:

1938	37 men
1939	43 "
1940	67 "
1941	103 "
1942	185 "

The effect of the war is obvious. The cessation of the war will also doubtless have its effect on the enrolment.

Of the 185, it was claimed by the Union representative when this investigation began, that 80% were members of the Union. At the meeting of Union members in October, 1942, called to authorize the application for this board, there was an indication that approximately 80 members were present—constituting less than 4% of the total employees of the plant who number over 2000; and less than one-half of the employees of the steel division. At our meeting of February 2, Mr. Massicotte said that at the last meeting of the Union 67 members were present.

It seems clear, then, that, when this investigation began, there were some men who did not belong to the Union.

DISPUTE

According to the application for this board, and as our investigation established, this entire dispute arises because of the Company's refusal:

"to recognize the union as the negotiating agent for its employees, *members of the union*" (Stainless Steel Division).

The plant at large is not unionized. There is an employees' association, to which we shall now refer.

THE EMPLOYEES' ASSOCIATION

The Shawinigan Chemicals Employees' Association was incorporated, under the Quebec Professional Syndicates Act, on or about

May 24, 1937. Several competing unions had sought the adherence of the employees who refused to recognize any of them, and chose to group themselves as an employees' association and to deal directly with the Company. The Association, comprised, we understand, at first and for several years, the entire personnel, each department or division sending freely chosen representatives as members of a Works Council. It still consists of some 2000 employees—all the employees, except the Union members of the Steel Division.

How successfully and harmoniously, on the whole, this association and the council have collaborated with the management ever since, is fully explained in the letter of January 19, 1943, addressed by the association's president, Mr. Georges Bergeron, to the Company's Works Manager. A copy of this letter is Exhibit No. 1 of the Company's brief. After enumerating the many advantages and progressive results of this collaboration over several years, the letter concludes:

"I trust the foregoing statement will tend to show that the Company and our Association have worked together in harmony and in a constructive manner, and it is our sincere hope and belief that our two bodies can and will continue to maintain such satisfactory relations."

The employees' association or Syndicate, after its formation, entered into a collective labour agreement, on July 27, 1938, with the Company, which was renewed from year to year, subject to agreed upon changes.

The last such agreement was made on August 3, 1942, and was in force when this dispute arose in October, 1942. It was to remain in force for six months from its date—to February 3, 1943, and to be renewed automatically, subject to 30 days' notice prior to the end of any six-month period. The 175 employees mentioned in the application for this board were among those mentioned at page 10 of that collective agreement. They are less than 9% of the total employees of the plant.

After the incorporation of the employees association in May, 1937, the Steel Division, by ballot in July, 1937, elected as its representative upon the council, Mr. Rosaire Jacques. At the next election, on May 19, 1938, Mr. Louis Brindisi was elected representative. He resigned later in the summer. Since his resignation, no other representative was regularly elected, but in 1940 a group of Steel Division employees requested one of their number, Mr. Adam Guillemette, to ask for admission on the council to care for their interests. He was admitted, and acted until after April 20, 1942, when he withdrew; since then that division has had no formal representative.

On November 9, 1942, Mr. H. S. Reid, vice-president of the Company, wrote the Regional Labour Board as follows (Company's brief, Exhibit "D"):

"On Saturday morning (7th Nov.) I had the three representatives from the Stainless Steel, (who were present at the meeting on November 2nd) for a talk in my office; and I again invited them to have representatives from the Stainless Steel Division elected as members of the Works Committee of the Shawinigan Chemicals Employees' Association. I again told them that I would be only too glad to discuss wage rates at the Foundry Division, and if investigations showed that any rates were too low, I would be glad to sign a joint petition with representatives of the works council, petitioning the Regional War Labour Board for increases in such rates.

Personally, I really believe that, without any outside influence, we could make an amicable arrangement with our employees at the Stainless Steel Division; and I am hopeful that we will get together."

EFFORTS OF THE BOARD TO CONCILIATE

At all general meetings with the parties, the board explored patiently and consistently the possibility of an agreement between the parties.

The precise point of difference, as we have said, was whether the Union should be the recognized bargaining agent of its members. In his brief, Mr. Menary says this:

"Our organization is made up entirely of those employed in the Stainless Steel Division The members of the Works Council cannot properly represent the Company's employees working in the foundry. At no time were representations made by the Foundry workers given any consideration by the Works' Council. The employees in the Foundry were not a party to the agreement entered into between the Company and the Works' Council which was organized."

As for the last statement—it has already been shown that these employees did form part of the Association at its foundation, and elected and sent representatives for several years to the works' council. Nor was there evidence before the Board that representations of the foundry workers were given no consideration.

Mr. Menary continues:

"The moulders learned by experience that it was useless to seek the aid of the Works' Council to obtain redress of grievances or substantial increases in rates to which they were entitled upon a comparable basis. You will thus understand the reason why our organization refuses to in any way submit proposals to the Company through the Works' Council or be bound by any of its decisions in connection with matters which it may discuss with the Company."

As to the above, the Company explains that, as above shown, the employees rose suddenly from 67 in 1940, to 103 in 1941,

and to 185 in 1942. Many of the new employees were inexperienced, in a greater or lesser degree, and wages had to be graded. In the Company's brief, Exhibit No. 4, dated October 12, 1942, the Company tells the Regional Board that:

"We admitted to Mr. Menary (on August 11, 1942), that in the press of work and changing personnel at our Steel Division, a considerable number of employees should have been raised to higher classifications sooner and that we were in the process of rectifying this error on our part. Our belief was that we could make the necessary changes under our present Collective Agreement, so that our employees would be just as well paid as those of the Canada Iron Foundries; and asked for a few more weeks' time to get this ironed out. Mr. Menary agreed to this and said he would be back in a few weeks' time for further discussion.

In the interval between this first visit and the visit (of Mr. Menary) of Saturday last, 10 October, we made the necessary changes . . . ; and again asked our employees at the Steel Division to elect their representative to the Works Committee. They, however, did not do this. We could not, therefore, submit any joint petition as suggested by you. . . ."

And again Mr. Menary's brief continues:

"Let me repeat what I said at the session of the Commission which I attended, that our Union will insist upon being given recognition as the body entitled to discuss with the Company grievances that arise in the Stainless Steel Division.

We shall accept nothing less and should your Board not see fit to urge upon the Company giving the recognition demanded, we shall govern ourselves accordingly."

This brief, which was presented subsequent to the meeting of January 18, 1943, is a statement of what Mr. Menary orally indicated at that meeting. The Company was asked, at that meeting, to write the Board expressing its point of view, and at the meeting of February 2 the Company tabled a letter, dated February 2, which has since been slightly modified and which in its final form reads as follows:

February 2, 1943.

"Walter S. Johnson, Esq., K.C.,
Chairman of Board of
Conciliation and Investigation,
437 St. James Street W.,
Montreal, Que.

Re: Industrial Disputes Investigation Act and re dispute between Shawinigan Chemicals Limited, Shawinigan Falls, P.Q., and its employees, members of Local 357 International Moulders' and Foundry Workers' Union of North America.

Dear Mr. Johnson:

At the meeting of the Conciliation Board to-day I was asked if our Company would be willing to meet representatives of our Stainless Steel Division to discuss any grievances or to make any adjustments, and to have

present at the discussion Mr. Menary, representing the International Moulders' Union. I promised to discuss this with my associates, which I have done. We feel that we cannot comply with this request.

We will be very glad, however, to meet with any group of our employees at the Stainless Steel Division, who may or may not be members of the International Moulders' Union.

We will also be quite glad to meet Mr. Menary at any time he wishes to see us to discuss matters affecting the employees of this Division who are members of the Moulders' Union.

When as a result of meetings with this committee of the Stainless Steel Division, and after consultation by us with other interested parties, agreement is reached as to redressing any grievances or making any adjustments in wages and bonuses, the Company will enter the same for inclusion in the collective agreement; and in default of a mutual agreement being arrived at, the committee of the Stainless Steel Division shall be free to apply directly to the Quebec War Regional Labour Board.

Yours very truly,

Shawinigan Chemicals Limited,
(Signed) H. S. Reid,
Vice-President."

Your Board has been unable to induce the Company to alter, or the Union representatives to accept, the position taken in that letter.

RECOMMENDATION OF THE BOARD

The plant of Shawinigan Chemicals Ltd. has about 2200 employees.

In May, 1937, the employees formed an Employees' Association, after having refused to join any of several unions seeking their adherence. Every department for several years sent representatives to a Works Council which negotiated all matters between the Company and the employees, and the result was periodically incorporated in a collective agreement, under Provincial law.

The President of the Association has recently testified to the spirit of harmony, goodwill and co-operation that has always existed, and still exists, between it and the Company. They co-operate to solve and iron out their mutual problems.

About 2000 employees recognize the Works Council as their bargaining agent. A group of Union members in the Steel Division refuse to do so. This Division has not more than 185, possibly not more than 165, employees, not all of whom are members of the Foundry Workers' Union.

The Union members insist that they are a class apart, and that as such they will ignore the Association and be represented only by a Union representative in all negotiations with the Company.

The Company declines to treat with the Union as sole bargaining agent.

What should your board recommend?

One question naturally occurs—though your board has not to answer it: If more than 2000 employees, who are not unionized, can work harmoniously in a free association with the Company, is the outside influence a helpful one which induces part of a group in one small section of the plant to refuse collaboration, in a spirit of fellowship and goodwill, with the great mass of their fellows, and with the employer of them all, for the sake of peace, and for the avoidance of rancour and hostility, in industry?

The ideal condition for the co-operation of labour and management, is that of an Association of Employees, such as that in this case, working harmoniously with the management, in a common adventure, without coercion, or taxation by dues, or shrewd stimulation of "grievances" for purposes of agitation.

Where that ideal condition exists, as it seems preponderantly to do here, the situation should not be disturbed on the demand of the men in one small department of a great plant, still less of a part only of them, when more than 2000 other workmen are satisfied with the essential justice which they obtain, or feel they can obtain, through the Association.

Your board has carefully studied P/C 2685 (June 20, 1940), in the light of the above. That P/C expresses a hope for the "establishment and maintenance of good relations" between employers and employees, in war industries; that "employees should be free to organize in trade unions"; and that "employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers—".

The core and centre of that appeal by the Government is, that labour and management should try to avoid disputes that common sense and the larger view may settle in the interest of the greater number, and in the interest of the war effort.

But the Company's difficulty, as indicated to the Board, is this—that the Employees' Association was formed as a positive indication that the employees definitely repudiated connection with any labour union, and chose the method of free association with the employer, under the protection of the Quebec Collective Labour Agreement Act and the Quebec Professional Syndicates Act.

If now the Company voluntarily enters into an agreement recognizing the A.F. of L. as sole bargaining agent for some only, or even for all, of the employees of the Steel Division, and thus against the principles strenuously

adhered to by some 2000 other employees in the Association, the Company only invites trouble and disorder throughout its plant. Its action would be regarded by the vast majority of its workmen as a breach of faith, and might well result in very serious disturbance of war work in hand.

The Company offers to negotiate all matters with a *committee* from the Steel Division—whether composed of Union or Non-Union members; that is, in the alternative words of P/C 2685, "through other representatives chosen by them"—other, that is, than the Union. There is every willingness to negotiate, and there always has been. The men can belong to a Union—but the Company will not recognize the Union as sole bargaining agent. It will at any time welcome a visit from a Union representative—but not as heading and with the Committee and as such representing the Union as bargaining agent.

Your Board, after most careful consideration, has concluded that nothing in P/C 2685 intends or directs that 165 employees, or a part of them, in one division of a great plant employing over 2000, are entitled to force a Union upon the employer as their sole bargaining agent, or to force upon it a separate agreement or a confusing multiplicity of agreements, and thus to trouble the harmonious relations existing now for several years between the Company and the overwhelming mass of its employees.

This country is still supposed to be a democracy, wherein the few bend to the majority, for the presumed greater good of all and for freedom within the law. If it is not, then one proof that it is not would be in this instance to let a very small minority disturb and possibly wreck those friendly and co-operative relations in what seems a genuine effort by all concerned to work out their mutual problems upon a democratic basis of reason, negotiation, and essential justice to all.

Your Board recommends, therefore, that, so far as it can see at this time, the peace and quiet of the Plant and of the undertaking, as a whole, of Shawinigan Chemicals Limited, and the welfare of all the employees, without exception, will best be conserved by declining to recognize the demand of the Union which led to this investigation, and by accepting as not unfair to the minority, the offer of the Company.

The whole respectfully submitted.

(Sgd.) Walter S. Johnson,
Chairman.

(Sgd.) D. A. Paterson,
Member.

Minority Report

Montreal,
April 5th, 1943.

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa.

Report of the employees' representative on the Board of Conciliation to inquire into the dispute between employees in the Stainless Steel Division of the Shawinigan Chemicals Limited and the said Company.

Sir:

The undersigned nominated by the employees on the said Board herewith submits his minority report.

I wish to take this occasion of expressing my appreciation for the courtesies at all times extended to me as a member of the Board by my colleagues, Mr. Walter S. Johnson, K.C., chairman, and Mr. D. A. Paterson, representing the employers. I regret that I cannot concur in their conclusions.

Reference is made in the report of the majority of harmonious relations existing between the Company and the majority of its employees. This is based upon a letter forming part of the exhibits and signed by Mr. Georges Bergeron, President of the employees' association.

These harmonious relations apparently do not apply to the employees of the Stainless Steel Division. It came out during the course of the investigation that the employees in this department of the Company's activities at no time wished to be represented by the employees' association, or in any way form part of it. Their contention is that being employees of the foundry, they could best discuss working conditions and other matters through their own organized group.

Throughout the course of the inquiry, the employees' representative, Mr. R. Y. Menary, said that all they sought was recognition of a committee of the employees of the Stainless Steel Division, members of the International

Moulders' and Foundry Workers' Union. This recognition was refused by the Company. Subsequently, the employees' representative stated that they were prepared to adjust the dispute upon the basis of an employees committee of which Mr. Menary would also be a member, and being allowed to meet the Company's officials to discuss and adjust grievances. No demand was made by the employees for a closed shop, or even that the Union be the sole bargaining agency for the Stainless Steel Division. It resolved itself, in the circumstances, to a fair request that organized employees of the Stainless Steel Division meet the company through a committee of their own choosing which would also include an officer of the organization. The request is one, in the opinion of the undersigned and particularly in view of Order in Council P.C. 2685 that merits the favourable consideration of the Company.

It is quite evident that the representatives of the Union have made all the concessions they possibly could. The right to collectively bargain is recognized as one to be exercised by the workers and is in line with Government Labour Policy as set out in P.C. 2685.

RECOMMENDATION

The undersigned therefore recommends that the Company be requested to accept the proposition of the organized employees of the Stainless Steel Division, to wit: that all differences and disputes between the said employees and the Company be discussed and adjusted through the medium of an employees' committee of the Stainless Steel Division members of the International Moulders' and Foundry Workers' Union of North America, which committee shall have the right to associate with itself an officer of the above organization.

The whole respectfully submitted.

(Sgd.) Gerald M. Almond,
Employees' Representative.

Report of Board in Dispute between the Lévis Ferry, Ltd., Quebec, P.Q., and its Employees

On April 26, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Lévis Ferry, Limited, Quebec, P.Q., and its employees, members of Division 229, Canadian Brotherhood of Railway Employees and other Transport Workers (L.G., Feb., 1943, p. 195).

The personnel of the Board was as follows: Mr. Andre Montpetit, Montreal, P.Q., chairman, appointed on the joint recommendation of the other two members; Messrs. Paul Lesage, K.C., Quebec, P.Q., and Guy M. Desaulniers, Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the Board is signed by the chairman and Mr. Lesage; Mr. Desaulniers submitted a minority report.

The texts of the report of the Board and the minority report follows.

Majority Report

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between the Lévis Ferry Limited and its Employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

Montreal, April 5, 1943.

The Hon. Humphrey Mitchell,
Minister of Labour,
Ottawa, Ont.

Mr. Minister,

On January 13, 1943, in your capacity as Minister of Labour and in conformity with the provisions of Section 7 of the Industrial Disputes Investigation Act (R.S.C., 1927, Sec. 112, as amended), you appointed a Board of Conciliation and Investigation to deal with a dispute between the Lévis Ferry Limited and its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The members of the board were Messrs. Andre Montpetit and Guy Merrill Desaulniers, of Montreal, and Paul Lesage, of Quebec.

Your board held a preliminary meeting at Montreal on February 6, 1943, to determine the scope of its investigation, and on February 15 and 16, 1943, and March 5, 1943, met in the office of the Lévis Ferry Limited, at Quebec. During said three days of proceedings your board obtained information on all facts relating to the dispute and also heard a number of witnesses and, furthermore, received briefs from both the employees and the Lévis Ferry.

The official representatives of the Lévis Ferry Limited were Messrs. Stanislas Germain, attorney, J. E. Cote, President of the Company, and J. L. Roberge, vice-president and general manager of the Company; those of the employees were Messrs. J. E. McGuire, National secretary-treasurer of the Canadian Brotherhood of Railway Employees and Other Transport Workers, George Fortin, President of Division 229 of the Brotherhood, and E. Bolduc, Provincial Organizer of the Brotherhood.

Following the above sittings, your board took the whole matter under consideration with a view to the preparation and submission to you of its final report.

However, on March 26, 1943, the chairman of your board received as such, from the Lévis Ferry Limited, a written request for the re-opening of the investigation. On March 27, 1943, your board officially noted said request for the re-opening of the investigation and, after thorough examination of the matter, feeling that such was its duty, your board decided to agree to the request and to hold another sitting on April 2, 1943, at Quebec. At said special sitting, certain important events having occurred subsequent to March 5, 1943, and which will be referred to hereinafter, were submitted to your board. Your board wishes to mention at once that, in view of their exceptional importance to the mass of the employees concerned in this dispute and their future relations with the Company, consideration was given said subsequent facts in the board's report (Mr. Desaulniers dissenting).

The two questions before your board for decision were the following:

1. Must the Lévis Ferry Limited recognize and accept the Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 229, as exclusive bargaining agent for the purpose of concluding an agreement covering the working conditions of the Company's employees?

2. In case of an affirmative reply to the above question, must the draft agreement submitted by the Brotherhood be accepted by the Company as prepared?

1. MATTER OF THE RECOGNITION OF THE BROTHERHOOD BY THE LÉVIS FERRY LIMITED

On or about July 1, 1942, the employees of the Lévis Ferry Limited, in the proportion of one hundred and one (101) out of a total of one hundred and five (105) employees, joined the Canadian Brotherhood of Railway Employees and Other Transport Workers. From that date, they were recognized as Division 229 of the Brotherhood. Evidence was submitted to the board showing that all these employees, up to March 6, 1943, were members in good standing of the Brotherhood.

By communication dated March 6, 1943, and addressed to the Lévis Ferry Limited, eighty-three (83) employees, including the president and the secretary-treasurer of Division 229, advised the Company of their intention of forming a local union "free from any outside intervention". The request in question, duly signed by the employees concerned, further added that the main matter said local union wished to examine with the Company was the recognition of the new labour body as the sole agent and bargaining

agency between the employees and the Company; it even added that "the request to that effect signed by all the employees of the Lévis Ferry Limited would result in the maintenance of good relations with the management and the improvement of the employees' welfare generally".

No evidence whatever was submitted to your board in any attempt to show that the request had been signed by said employees through fear or under any threat.

To further add to the confusion, on March 12, 1943, at a meeting of the membership of Division 229 a ballot was held to determine whether the employees of the Lévis Ferry Limited wished to be represented by the Brotherhood or by the proposed local union as sole bargaining agent with the Company. Out of the eighty-three (83) members present at the meeting, forty-six (46) voted in favour of the Brotherhood, thirty-three (33) in favour of the proposed local union, while three (3) ballots were voided, and one ballot could not be found. As to said meeting, your board considers there is no reason to believe that said votes were not regularly registered or that there was any illegality whatever. The ballot, however, clearly showed that on March 12, 1943, the employees of the Lévis Ferry Limited, who a week previous had indicated their intention of breaking away from Division 229, were still divided. There was undoubtedly great confusion then in the mind of the employees, and the previous unanimity to belong to the Brotherhood was a thing of the past.

Following said meeting of March 12, 1943, certain employees of the Lévis Ferry Limited, and particularly Mr. C. A. Proulx, former secretary of Division 229, and a Mr. Demers continued their efforts to have their fellow-employees duly and properly organize in the form of a Syndicate the proposed local union.

In the Quebec Official Gazette of March 27, 1943, Mr. Jean Bruchesi, the Provincial Under-Secretary, gave notice that, in conformity with the provisions of the Professional Syndicates Act of Quebec, the Provincial Secretary had authorized on March 18, 1943, the creation of a body, under the name of "Le Syndicat des Employés de la Traverse de Lévis Limitée", to study, safeguard and promote the economic, social and moral interests of the trade. In conformity with the provisions of the Professional Syndicates Act of Quebec, the declaration of the creation of said new Syndicate was filed on March 29, 1943, with the Protonotary of the Superior Court, at the Court House, Quebec City.

It was established during the proceedings before your board on April 2, 1943, that the new Syndicate had sixty-six (66) members in good standing, with six (6) other applications not yet accepted by the executive; that at the same date the secretary-treasurer of Division 229, Mr. Belanger, had received sixty-eight (68) resignations from members in good standing of the Brotherhood; and that by letter dated March 19, 1943, the Lévis Ferry Limited had officially recognized the new Syndicate "as the sole body with which in future it would negotiate about working conditions for all the Company's employees".

In conclusion of this factual report, your board would point out that during its sitting of April 2, 1943, Mr. Bolduc, a representative of the Brotherhood, requested the holding of a secret ballot of the employees under the board's control and direction but, in view of the existing situation as shown at said sitting, and in consideration also of the probable effects of such a ballot on the employees, your board came to the conclusion not to grant Mr. Bolduc's request (Mr. Desaulniers dissenting).

Whereas it is your board's opinion that, both in the letter and the spirit, the Industrial Disputes Investigation Act requires the Board of Conciliation and Investigation to consider all the circumstances relating to the dispute and decide thereto in the manner best suited to give satisfaction and justice to the parties concerned, while at the same time endeavouring as much as possible to ensure to both the employer and the employees future equitable relations based on good order and mutual understanding;

And whereas your board, from the working class viewpoint, must place itself above associations or groups as such and endeavour honestly to find out where, in its opinion, lie the interests of the mass of the employees, without favouring one group to the detriment of another;

And whereas your board cannot recommend the recognition of a certain labour organization where the employees themselves, members of said organization, do not consider it advisable to remain members thereof and abandon it to join up with another trade organization;

And whereas it is clearly established in the present dispute—

(a) that since March 18, 1943, there existed among the employees of the Lévis Ferry Limited a professional syndicate duly and properly constituted under the provisions of the Professional Syndicates Act of Quebec;

(b) that said Syndicate, on April 2, 1943, had sixty-six (66) members in good standing and six (6) candidates for membership;

(c) that, on the other hand, by April 2, 1943, the secretary of the Brotherhood, Division 229, had received sixty-eight (68) resignations from employees until then members of the Brotherhood, so that at said date the Brotherhood only had thirty-three (33) declared members out of its previous membership of one hundred and one (101);

(d) that no evidence was adduced or found to the effect that the employees of the Lévis Ferry Limited had thus decided to change organization as a result of undue influence from the Company or its management or of unbecoming or dishonest dealings on their part;

(e) that the president of Division 229, Mr. Fortin, in a letter dated April 2, 1943, which he wrote in his official capacity to the chairman of your board, stated that having ascertained that a majority of the members of the Brotherhood had tendered to him their resignation, he had to acknowledge the accomplished fact;

(f) that the Lévis Ferry Limited had stated in writing its recognition of the new Syndicate as the sole agent and bargaining agency on behalf of its employees;

And whereas, should your board recommend the recognition of the Brotherhood by the Company, the danger of friction between employer and employees would be greater and aggravated, since the Company would be faced, on the one hand, with a Syndicate recognized by the Company and having the majority of the employees, and on the other hand, with a minority union which it was attempted to force upon the Company;

And considering the nature and effects of the above-mentioned events preceding the official creation of the new Syndicate:

Under the circumstances, and considering all the various aspects of the present dispute, your board (Mr. Guy Merrill Desaulniers dissenting) feels that the Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 229, should be denied the right to be recognized as the exclusive bargaining agency with the Lévis Ferry Limited.

2. MATTER OF DRAFT AGREEMENT SUBMITTED BY THE BROTHERHOOD

Your board, in view of its answer to the first question submitted for consideration, is not required to report on the second question as drafted.

All of which is respectfully submitted.

(Sgd.) ANDRE MONTPETIT.

(Sgd.) PAUL LESAGE.

Minority Report

On November 18, 1942, an application for a Board of Conciliation and Investigation was submitted by the members of the Brotherhood of Railway Employees and Other Transport Workers, Local 229, all employees of the Lévis Ferry Limited.

On January 13, 1943, I received from Mr. M. M. Maclean, Director of Industrial Relations and Registrar, my appointment as member of and employee representative on said board.

On January 18, 1943, I was informed of the appointment of Mr. Paul Lesage, K.C., as member of and employer representative on the said board.

On January 28, 1943, both members of the board having agreed on him as board chairman, Mr. Andre Montpetit was appointed by the Minister of Labour third member and Chairman of said board.

Therefore, exactly two months and ten days elapsed between the date of the application for the board and the full completion of said board's organization. Following discussion as to the date of the first session of the board, it was decided to hold a meeting at Quebec, Friday, February 12, 1943.

The meeting of Friday, February 12, however, had to be postponed until Monday, February 15, 1943, as some members could not be present on said date.

Therefore, from the date of the application to that of the board's first meeting, almost three months elapsed.

The first sitting was held Monday, February 15, 1943, and the board met again on February 16 to receive the brief submitted by the Brotherhood.

The two main problems submitted for our consideration, and concerning which we had to make recommendations, were the following:

1. Recognition of the Brotherhood of Railway Employees and Other Transport Workers, Local 229, by the Lévis Ferry Limited as the sole authorized agency of its employees, members of said Brotherhood, in any possible negotiations or labour agreement between said Company and its employees, and, as a corollary, that a labour agreement, in the form of a collective labour agreement, be made between the Lévis Ferry Limited and the Brotherhood, representing the employees.

2. Adjustment of certain working conditions.

Before examining the facts concerning which I propose making recommendations, I wish to make certain comments about our board, its justification, the objects it should have in view, its powers and duties under the Industrial Disputes Investigation Act (Chap.

112, R.S.C., 1927, as amended), and the attitude of the Lévis Ferry Limited before the Board.

ESTABLISHMENT

Our board was established in accordance with the regulations provided under the Act governing said board.

EXISTENCE

The Board's existence was the result of the inability of the parties before the board to settle the dispute between themselves. Notwithstanding the denial by one of the parties thereto of the existence of a dispute, the mere fact of the application to the Dominion Department of Labour by the other party, namely the employees of the Lévis Ferry Limited, for the establishment of a Board of Conciliation and Investigation, is sufficient proof of the existence of such a dispute.

OBJECTS

As to the objects to be attained by the board, I will give them by summarizing Sections 24, 25 and 26 of the Industrial Disputes Investigation Act.

A board to which is referred a dispute must firstly and before anything else try to obtain a settlement of the matter and, to that end, the board may, in the course of the investigation, make such suggestions and other things as it may consider reasonable and proper in inducing the parties concerned to settle their dispute in a fair and friendly way. The Board must even encourage the parties, should they be in agreement, to sign a binding agreement. In the event of the parties being unable to come to an understanding notwithstanding the board's endeavours to that effect, the latter must then submit to the Minister of Labour a report indicating the best methods to be followed and also making the necessary recommendations for the settlement of the dispute in accordance with the justice and merits of the case.

POWERS AND DUTIES

The board's powers may be summarized in a few words: all the necessary powers to have knowledge, through investigation, of the facts and circumstances relating to the dispute. The investigation completed, it is the board's duty to submit to the Minister of Labour a report covering said investigation and containing the board's recommendations.

It follows from the above that a board is not a tribunal required to make, following investigation, a finding legally binding upon the parties, but rather a body required to conciliate the parties, if possible, and, if not,

to ascertain the causes of the dispute and the remedies likely to improve the relations between the parties concerned.

I may say that when I accepted appointment to said board, I intended doing my utmost to bring the parties to an understanding and settlement of their dispute, but I soon realized that this was impossible, due to the uncompromising attitude taken from the very outset by the Lévis Ferry Limited. The Company not only refused to grant the smallest part of the employees' requests, but even denied the necessity of a board by insisting that there never existed, either then or in the past, any dispute between the Company and its employees, an attitude clearly indicating the Company's opposition to showing the facts as they were or a lack of observation on its part.

The evidence shows that in August, 1942, requests were submitted by the Brotherhood, on behalf of the employees of the Lévis Ferry Limited, not a single one of which was granted by the Company. It was as a result of this refusal that the employees made an application for a Board of conciliation. If the Company's refusal of the employees' requests does not constitute a dispute, then I certainly would like to know the meaning of the expression "dispute" between employer and employees.

It is clear that there existed a dispute between the Lévis Ferry Limited and its employees, represented by the Brotherhood, and that the present board was required to make recommendations as to the necessity of granting or refusing in whole or in part the employees' requests.

During the board's sessions of February 15 and 16 evidence was adduced before the board that of the one hundred and five (105) employees of the Lévis Ferry, one hundred and one (101) were members in good standing of the Brotherhood, Local 229, and such was the situation until March 6, 1943.

Following said two sessions, the board decided that a new session should be held to receive the memorandum submitted by the Lévis Ferry in reply to the Brotherhood's requests on behalf of its members.

The board was unable to meet again before March 3, 1943, so that a month elapsed between the board's first meeting of February 6, 1943, and March 5, 1943.

At the meeting in question, the board heard the Company's reply through its spokesman, Mr. Stanislas Germain, attorney.

It is to be noted from the Company's prepared memorandum that it objected strenuously to every request made by the Brotherhood on behalf of its members, employees of the Company.

The Company insisted upon its complete inability to grant even the smallest part of the requests in question, with the exception of that concerning the payment of semi-annual remuneration. Concerning the union question, the Company expressed the opinion (page 19 of the memorandum, par. "b") "that unionization of the employees is not essential for the employees to obtain fair working conditions", and its attitude towards the Brotherhood is clear and definite. It refuses categorically to recognize the Brotherhood as the official agent of its employees.

Following the session of March 5, it was decided that the board would meet again to deliberate and then make recommendations to be submitted in a report to the Minister of Labour. The date of said meeting was not set immediately, and it was only on March 17 that it was decided by Mr. Montpetit that it would be held on March 26 in his office, at Montreal.

Between March 5, date of the last session, and March 17, the date at which the meeting of the Board on March 26 was decided, a letter dated March 12 was addressed to Mr. Montpetit by Mr. Stanislas Germain informing him that the Lévis Ferry had received from its employees a request expressing their wish to organize into a local union. It is mentioned in said request: (1) that the main question to be considered by the management of the Lévis Ferry would be the recognition of the new local union; (2) that the Lévis Ferry would be the sole agent and negotiator with its employees, to be represented by a committee (this clause appears to be intentionally vague, and I am curious to know with what other agent or negotiator the employees' committee could have dealt or negotiated); (3) that this request signed by all the employees of the Lévis Ferry would result in maintaining good relations with the management and in improving the welfare of all employees.

Said request, dated March 6, 1943, was presumed, according to the copy adduced, to have been signed by eighty-three employees of the Lévis Ferry.

On March 12, 1943, a vote was taken at a meeting of the members of the Brotherhood, Local 229, for the purpose of deciding if the employees of the Lévis Ferry Limited wished to be represented by the Brotherhood or by the proposed local union as exclusive bargaining agent with the Company. Of the eighty-three members present at the meeting, forty-six voted in favour of the Brotherhood, thirty-three in favour of the proposed local union, three ballots were voided, and one ballot could not be traced.

On March 26, 1943, a deliberative meeting of the board was held at Montreal, in Mr. Montpetit's office. The chairman of the board then informed the two other board members that a request for the re-opening of the investigation had been received from the Lévis Ferry Limited, the reason being given by the Company that it had been informed by a majority of its employees of their desire to form a local union and break away from the Brotherhood.

The question of re-opening the investigation was renewed at the board's meeting of March 27. Following discussion, it was decided by two votes to one (I was the dissenting member) that the investigation would be re-opened and that another session would be held at Quebec on April 2, 1943.

My reasons for objecting to the re-opening of the investigation were as follows:

(a) Our board had been established to find out if the employees' requests were reasonable and whether they should be granted or rejected;

(b) The parties concerned had had every opportunity to support their claims;

(c) Evidence had been adduced by the employees' representatives that they wished to be represented by the Brotherhood, and that the Company had not proven that it was not so;

(d) If the employees were personally interested in a change of union, it was up to them to make the request, and not the Company, who had always opposed union recognition under any form;

(e) If the Company, who had so strongly objected to the board recommending improvements in working conditions requested by the employees, wished to bring about the dissolution of the Brotherhood and the establishment of a local union, it was because it was certain of having control over the new union and knew very well that it would be easier to run a local union controlled by people who would work in the Company's interests rather than those of the employees they were supposed to represent;

(f) Information I had obtained personally from representatives of the employees, and which were given in a memorandum dated March 16, 1943, addressed by Mr. McGuire to Mr. Montpetit and forming part of the evidence, showed the measures taken by Mr. C. A. Proulx, whom I consider an agent of the Company, to have the employees sign the notorious request of March 6, 1943;

(g) The new local union organized by agents of the Company to disorganize and divide the

employees certainly did not represent a majority of the employees, and those who joined did so only on the word of their own fellow-employee, Mr. Proulx, that they would never get anything from the Lévis Ferry as long as they remained members of the Brotherhood, whereas, on the contrary, if they joined the new local union the Company would grant them their requests.

Notwithstanding my objections, it was decided by a majority vote that the board would proceed back to Quebec on April 2, 1943. Thus, four months after the Brotherhood's application for a Board of Conciliation, the dispute between the employer and its employees still remained unsettled.

During the session of April 2, 1943, evidence was adduced to show that the new syndicate in question had sixty-six (66) members in good standing, that six (6) applications for membership had not yet been passed upon by the executive, and that on the same date Mr. Belanger, the secretary treasurer of Local 229, had received sixty-eight (68) resignations from members in good standing of the Brotherhood. Mr. Proulx was president of the syndicate, and Mr. Lionel Demers its secretary treasurer.

Mr. Germain, attorney for the Lévis Ferry, then submitted a letter dated March 19, 1943, and addressed to the new syndicate in which the Company gave official recognition to the new organization as "the sole body with which it would negotiate in future concerning the working conditions of all the Company's employees".

During the session, Mr. Bolduc, District Representative of the Brotherhood, requested the board to hold, under the board's own direction, a secret ballot among the employees. He insisted, and with reason, that only through a secret ballot could the employees express their wishes concerning the choice of union, without fear of repercussions on their working conditions by a majority vote (I was the dissenter) the request was rejected.

During the session of April 2, wishing to have all facts leading to the new situation, in order to be able to make proper recommendations in my report, I requested Messrs. Proulx and Demers to give me information on certain points by answering my questions. Mr. Germain objected frequently during my questioning, however Mr. Montpetit, the chairman of the board, allowed me to proceed.

Mr. C. A. Proulx, the president of the new syndicate, informed us that on March 5 or 6 he met Mr. Maurice Carrier, assistant manager of the Lévis Ferry, and that between March 5 and 10 he had also met Mr. Cote, the president of the Company. Mr.

Proulx at the time was secretary of Local 229 of the Brotherhood and, though an officer of said Local, he had meetings with Messrs. Carrier and Cote in the course of which he discussed matters of interest to all the members of the Brotherhood and, therefore, of the great majority of the Company's employees, without previously notifying the Brotherhood of the fact and without any authority from them to act as their spokesman. As secretary of the Local, Mr. Proulx had certain responsibilities, and I feel that before taking any steps he should have at least notified his fellow-employees.

Mr. Proulx admitted having met the employees of the Lévis Ferry and having encouraged them to resign from the Brotherhood and join the new local union. He also admitted that to induce his fellow-employees to break away from the Brotherhood he resorted to the following arguments: that the Lévis Ferry would never recognize the Brotherhood as its employees' agent, but would so recognize the local union; that with the local union he felt certain the employees would obtain acceptance of the requests made by the Brotherhood; that he was certain the Company would willingly advance a sum between four and five hundred dollars to establish a fund for the new local union, and that the employees would therefore not be required to pay their union a quarterly sum of \$1.00.

Now could Mr. Proulx make such promises, unless he had been advised by the Company officials? If the Company made such promises, how can these be reconciled with its uncompromising attitude and absolute refusal, as expressed in its memorandum, to grant even part of the employees' requests?

In explanation of his position, Mr. Proulx declared he knew absolutely nothing concerning the Brotherhood's requests for the Company's employees previous to February 15, 1943, that is the first day of the Board's proceedings. How can he make such a statement knowing full well that all requests were discussed before Mr. Bernard Rose, Industrial Disputes Commissioner, even before the establishment of the board, and that he was present at and took part in said discussion.

In a letter dated February 20, 1943, addressed to me, Mr. Proulx, as spokesman for the members of the Brotherhood, mentioned his satisfaction with what had been done to date and promised the full co-operation of the members. How then that two or three weeks later Mr. Proulx shows a complete change about? And why such a change after meeting with the Company's officials, since he well knew the latter's opposition to the requests made by the employees?

Mr. Lionel Demers was the second witness heard at the session of April 2. He is an accountant and, I believe, the only office employee, outside the officials. He admitted he was not a member of the Brotherhood and that he had been refused membership; he considered the local union a good thing and felt certain that, through it, the employees would be granted requests by the Company. On the other hand, however, he considers the employees' requests frankly 'excessive, and stated he had himself prepared data proving them so. I may say that a man, the secretary of a union (Mr. Demers is effectively the secretary of the new local union), is decidedly in bad faith in asserting that the employees exaggerate when they request a working day of ten hours instead of one of twelve, and a day or at least an afternoon off weekly to take a well-earned rest.

Concerning the organization of the local union, Mr. Demers admitted that, with printed forms of resignation from the Brotherhood and of application for membership in the new local union in hand, he had called upon the employees. He also admitted that he had done this during his working hours and with the approval of Company officials. I do not believe that the Company, having heard the above, could maintain that the change of unions was made without it having anything to do in the matter and resulted from a spontaneous move on the part of the employees.

During said session of April 2, while I was questioning witnesses and trying to find out just what had been done to have the employees resign from the Brotherhood and join the new local union, Mr. Stanislas Germain, attorney for the Lévis Ferry, objected to my method of procedure and insisted that my duties as arbitrator were not to defend a union, that is to say, in the case considered, the Brotherhood.

I will acknowledge with Mr. Germain that as arbitrator, my first duty is to try and conciliate the parties, but I believe that, when conciliation is impossible, it is then my duty to inform myself on everything I consider necessary to permit me to make fair and well-founded recommendations.

Furthermore, I firmly believe that, should a change in the condition of the parties concerned detrimental to either of them occur during the course of our proceedings, it is then my duty to inform myself about the causes of such a change and discuss its merits in my recommendations.

In the present case, after hearing the evidence and examining the facts leading to the establishment of the new local union, I have concluded that the instigators of said

new union most assuredly did not work for the best interests of their fellow-employees, but for those of the Company.

Never, and not even as member of an arbitration tribunal, could I recommend recognition of a local union established under circumstances such as those in the present case.

I wish to repeat that it is my duty, even as an arbitrator, to object to any action I sincerely consider prejudicial to one of the parties concerned.

Considering, in the light of the facts and evidence adduced, the methods employed in inducing the employees to join the new local union;

Considering that practically all the employees, due to the methods thus used, were not in a position to fully and freely appreciate the occasion offered of resigning from the Brotherhood to join the new local union;

Considering that, for the previously given reasons, the request for the re-opening of the investigation should not have been granted by the board;

Considering that even should such re-opening of the case have been required, which I deny, only a secret ballot among the employees, conducted under the board's direction and supervision, could have allowed us to really and definitely know the true wish and will of each of the employees of the Lévis Ferry;

Considering that a local union established under conditions such as those shown in the present case is not a protection for the employees;

Considering that the delay, wilful or not, on the part of the board in making its recommendations and final report is one of the factors that enabled certain persons to break down the solidarity previously existing among the employees and make them accept the principle of the local union, which is undeniably to their disadvantage;

Considering that the chairman of the board, Mr. Montpetit, admitted himself that he would have recommended recognition of the Brotherhood as sole bargaining agent of the Company's employees, had not the change, as above indicated here, occurred:

I cannot accept said fact of the change of unions as freely desired by the employees as an expression of their true will and wish, and I recommend to the Department of Labour to see, in so far as it may do so, that in future, three or four months are not allowed to elapse between the date of the application for a Board of Conciliation and Investigation and that of the report of the

board's members, especially where ten or twelve sessions were sufficient for the board to inform itself fully about the case. It is generally recognized in life that the time element often solves difficulties, but in the

case of the settlement of industrial disputes experience is there to show that such a factor is always unfavourable to the working class. Montreal, April 24, 1943.

(Sgd.) Guy Merrill Desaulniers.

Report of Board in Dispute between the Schultz Die Casting Company of Canada, Limited, Wallaceburg, Ont., and its Employees

On April 5, the Minister of Labour received a unanimous report from the Board of Conciliation and Investigation established to deal with a dispute between the Schultz Die Casting Company of Canada, Limited, Wallaceburg, Ont., and its employees, members of Local 251, United Automobile Workers of America.

The personnel of the board was as follows: Honourable Mr. Justice J. G. Gillanders, Supreme Court of Ontario, Toronto, Ont., appointed on the joint recommendation of the other two members; Mr. J. A. McNevin, K.C., Chatham, Ont., appointed on the recommendation of the employer; and Mr. Drummond Wren, appointed on the recommendation of the employees.

The text of the board's report is printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between Schultz Die Casting Company Limited, Wallaceburg, Ontario, and its employees members of Local 251 U.A.W. C.I.O.

To:

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation and Investigation appointed by you in this matter begs to submit its report.

The board held sittings in Wallaceburg to hear the representations made by the parties. The applicant Union was represented by Hans H. McIntyre, International Representative U.A.W. C.I.O., Ivan McCallum, Chairman of the Plant Committee of Local 251 U.A.W. C.I.O., and Harry Wilson, a member of the Publicity Committee of Local 251 U.A.W. C.I.O. The Company was represented by J. B. Aylesworth, K.C. counsel for the Company, the Honourable A. St. Clair Gordon, President and General Manager, and D. J. McGorman, Superintendent.

In view of the provisions of sec. 42 of the Act, it should be noted that the union representatives and the board consented to Mr.

Aylesworth appearing as counsel on behalf of the Company.

The dispute arose out of the demand by the applicant union to be recognized as the collective bargaining agency to negotiate a collective agreement with the Company on behalf of the employees. The Company claimed to have a current collective agreement with their hourly-rated employees. Representatives of the union presented and read a written brief to the board setting out their submissions. The board then suggested that the matters in question be settled by taking of a vote of the hourly-rated employees by secret ballot. After discussion both parties to the dispute agreed to this suggestion. Subsequently Mr. Douglas Yates, President of the Employees Association with which the Company now has a collective agreement, stated to the board on behalf of the Association that he was willing that the rights of all parties, including the Association of which he was president, should be decided in the manner suggested, that is, by a secret ballot. Thereupon the parties settled the form of ballot desired to be submitted as follows.

"In the Matter of the Industrial Disputes Investigation Act and In the Matter of a Dispute between Schultz Die Casting Company Limited, Wallaceburg, Ontario, and its Employees Members of Local 251 U.A.W. C.I.O.

(Mark "X" opposite your choice)

I want to bargain collectively with my employer through Schultz Employees Union _____

—or—

I want to bargain collectively with my employer through Local 251 U.A.W. C.I.O. _____

It is suggested that a vote be taken by secret ballot under the supervision of the Department of Labour at as early a date as possible. The parties have undertaken to be bound by the result of this vote, and that the employees' organization obtaining the majority

of votes shall be recognized as the bargaining agent on behalf of the hourly-rated employees of the Company.

The board desires to express its appreciation to all parties for the very conciliatory and reasonable attitude adopted and for their co-operation with the board in having the question in dispute determined in a practical and conclusive manner.

All of which is respectfully submitted.
Dated this 1st day of April, 1943.

(Sgd.) J. G. Gillanders,
Chairman.

(Sgd.) Drummond Wren,
Member.

(Sgd.) J. A. McNevin,
Member.

Report of Board in Dispute between the F. X. Drolet Company, Quebec, P.Q., and its Employees

On April 24, a unanimous report was received by the Minister of Labour from the Board of Conciliation and Investigation established to deal with a dispute between the F. X. Drolet Company, Quebec, P.Q., and its employees, members of Local 74, International Moulders' and Foundry Workers' Union of North America (L.G. April, 1943, p. 472).

The personnel of the Board was as follows: The Honourable Mr. Justice Oscar L. Boulanger, chairman, appointed on the joint recommendation of the other two members; Messrs. Guy Hudon and Joseph Matte, appointed on the nomination of the employer and employees respectively.

The Board's report follows:—

Report of Board

Department of Labour
of Canada

Re Industrial Disputes Investigation Act; and re dispute between The F. X Drolet Company, (Employer), and its employees, members of Local 74, International Moulders and Foundry Workers' Union of North America, (Employees).

The board was established in conformity with the Industrial Disputes Investigation Act (R.S.C., 1927, Chap. 112) by Order of the Honourable Humphrey Mitchell, Minister of Labour of Canada, dated February 27, 1943. (Exhibit "A" attached). The board was made up of Mr. Guy Hudon, barrister, appointed on the recommendation of the employer, of Mr. Joseph Matte, Alderman for the City of Quebec, appointed on the recommendation of the employees, and of the Honourable Justice J. Oscar L. Boulanger, of the Superior Court of the Province of Quebec, appointed on the joint recommendation of the other two members of the board. The members of the board took the oath provided under the Act before undertaking their duties. (Exhibits "B" and "C" attached). Seven sessions were held by the board, attended by all three members, at which

sessions twelve witnesses were heard for the employees and fourteen for the employer. (List "E" attached). These witnesses testified under oath, and their statements were translated from French into English by Mr. Paul Miquelon, barrister, whose services as interpreter were retained by the board at the request of Mr. R. Y. Menary, District Representative and Organizer of the International Moulders and Foundry Workers' Union of North America. Messrs. Menary and J. Arthur Boulanger, vice-president of Local 74, represented the employees at the inquiry, while Mr. Emile Drolet, president of the F. X Drolet Company, represented the employer. Mr. Joseph Senechal, sworn process-server, was employed to serve subpoenas on the employer's witnesses. Mr. Menary submitted a brief, hereto annexed.

NATURE OF THE DISPUTE

On January 8, 1943, at a meeting of Local 74, a resolution was adopted requesting the establishment of a Board of Conciliation and Investigation appointing the employees' representatives in connection with the investigation, recommending the employee representative for the board, and declaring in favour of strike action should the request be refused. The application for the establishment of a board is dated January 9, 1943, (Exhibit "F" attached) and is supported by solemn declaration by Messrs. Menary and Boulanger dated January 12, 1943. The employees' grievances against their employer as expressed in said application may be summarized as follows:

1. Employer's refusal to recognize Local 74 as agent and representative of his employees and negotiate with it concerning working conditions, wage adjustments, classifications of labour, cost-of-living bonus and overtime; employer's refusal to join with Local 74 in a submission to the Regional War Labour Board of matters concerning wages, cost-of-living bonus, classification of labour and overtime work. Many meetings were held with the employer, but without any satisfactory results;

2. Discrimination by the employer against those of his employees, members of Local 74.

On January 23, 1943, the employer replied to his employees' application for a Board of Conciliation and Investigation, and he not only definitely opposed said application, but also opposed the holding of a vote to determine the labour union desired by a majority of employees, (Exhibit "G" attached), the reasons given by him being as follows:

"1. Our Company has already formally recognized another labour organization, namely the National Catholic Syndicate of the Metal Trades of Quebec;

"2. Said syndicate's membership includes two-thirds of our employees, and the membership control is easy as the result of our agreement to collect union dues from the employee's pay;

"3. Our Company signed a collective labour agreement with the Syndicate on December 24, 1942, recognizing said Syndicate as the sole agent for all employees (Copy of said agreement is attached to the present letter);

"4. We do not propose to recognize two labour unions, considering the practical difficulties in connection therewith, and considering further that such a situation would be such as to affect production unfavourably and retard Canada's war effort;

"5. Nothing in the Dominion legislation or in the wartime Orders in Council compels any employer to recognize two labour unions."

The employer's reply to the charge of discrimination is as follows:

"Finally, the International Union speaks of discrimination against its members. We consider that, as the employer, we may give a greater preference to the syndicate, which represents the majority of our employees. We might add, however, that to date the members of the International Union have received the same wage increases as those of the Catholic Syndicate, in accordance with a general finding of the Regional War Labour Board."

The employer also submits that matters concerning wages, cost of living bonus and overtime work are within the exclusive jurisdiction of the Regional War Labour Board.

The Minister of Labour of Canada decided that, under Paragraph 2, Section 7, of the Act, the establishment of a Board of Conciliation and Investigation in connection with the above mentioned dispute was justified.

REASONS FOR THE DISPUTE

In 1938 or 1939, the plant's employees wished to organize a National Catholic Syndicate, under the Professional Syndicates Act of Quebec (R.S.Q., 1941, Chap. 162). The employer objected, and nothing more was done. The employer stated that the main reason for his objection was that the proposed Syndicate would have covered his foundry only, leaving out the two other foundries at Quebec and one at Levis.

In late August, 1942, the foundry workers of the district took steps towards the creation in Quebec of a local of the International Moulders and Foundry Workers' Union of North America.

On August 29, 1942, Mr. J. M. Landriault, Organizer for the American Federation of Labour at Quebec, wrote a certain Mr. Smith, in Cincinnati, to the effect that the foundry workers wished to establish a Local Union in Quebec City affiliated with the international organization. (Exhibit P-1 attached).

Francois Julien, corresponding secretary of Local 74, a fitter at the foundry of the James Hazel & Sons at Quebec, met Mr. J. M. Walsh, organizer of the Federation of Labour, and Mr. Landriault in late August, 1942, for the purpose of establishing a local union. He was advised to get in touch with Montreal, and the Montreal officers sent Mr. Menary to Quebec to make necessary arrangements. There were meetings of foundry workers in early September. On September 15, 1942, the local union was established at Hudon Hall, 110 du Pont Street, Quebec. The officers of the new local were elected and a charter obtained from the central organization early in November.

About November 20 a meeting of the new local was held, at which the charter was read, the members initiated and officers installed. It was decided to request an interview with the employer to start negotiations.

According to Mr. Julien, of the 85 employees of the Drolet plant, 40 have joined Local 74, namely 22 out of 23 in the foundry department, and 18 out of 62 in the machine shop. At first, only foundry workers were accepted, but after October, 18 machine shop employees were also taken in. It was noted after November 20 that the shop employees favoured the Catholic Syndicate rather than Local 74, and it was then decided not to enroll them any longer and, after the date given, notices of meetings were sent to foundry employees only.

On November 25, 1942, Mr. Menary, on behalf of Local 74, requested an interview with the employer to discuss the making of a collective agreement. (Exhibit P-7 attached). Mr. Menary's letter closes by stating that unless a reply is received before December 7, it would be considered that the employer had refused to meet his employees, and the establishment of a Board of Conciliation and Investigation would be sought.

On December 17, 1942, the shop committee appointed by Local 74 submitted to the employer a draft agreement similar to Exhibit P-8 hereto attached. It was stated therein that the parties agreed to meet for the pur-

poses of discussion, remedying abuses, making adjustments, and the formulation of a joint submission to the Regional War Labour Board concerning wages, cost of living bonus and working hours.

On December 22, the shop committee had another meeting with the employer to receive his reply. The employer refused to accept the draft agreement, his main reason given being that there was nothing concrete, definite or specific in said draft. In the meantime, the organization of a Catholic syndicate to displace Local 74 in the plant was proceeding, and the collective agreement with said syndicate, which was signed on December 24, was under preparation.

The employer, being unable to effectively oppose the organization of his employees into a union, favoured the establishment of a National Catholic Syndicate. A syndicate was organized at a meeting held at the plant between the hours of 5 and 6 on November 20, 1942, by the Rev. Father Dionne and other Catholic syndicate organizers. Such a meeting was possible only with the employer's benevolent permission; the men were paid by the employer for the working hour lost while attending said meeting. Furthermore, the employer did not disguise his preference for the syndicate. He prefers dealing with an organization controlled in the Province of Quebec, rather than with an international body, and also prefers dealing with people of his own creed, nationality and language. These are understandable reasons. No official of the F. X. Drolet Company attended the meeting in order not to be exposed to the charge of having tried to influence the employees by their presence. The syndicate was established at said meeting.

A certain number of the members of Local 74 joined the syndicate; not one of them was forced to do so against his will, and there was no intimidation, that is to say, no action that could be called compulsion or intimidation. Nevertheless, it is evident that those people gave in to pressure and incitement. The syndicate propagandists stressed the religious angle; they insisted on the non-denominational character of the International Union, in which no prayers are recited (Albert Cloutier's testimony), gave prospects of wage increases, and proffered threats of dismissal. Mr. Georges Bedard, an accountant in the plant, was a propagandist for the syndicate, but apparently the management of the Company did not participate actively in the campaign. Romeo Paradis, recording secretary of Local 74, declared he joined the syndicate because the pressure he had been subjected to had made him nervous and caused him loss of

sleep and appetite (Exhibit P-3 attached). Another, Euclide Hince, gave in to a promise of a daily wage increase of one dollar (Exhibit P-4 attached). J. Arthur Paquet, another member of Local 74, joined the syndicate because he was threatened with losing his job. Paradis, Hince and Paquet repeated under oath before the Board their statements in Exhibits P-3, P-4, and P-5. Georges Vidal, member of Local 74, signed up with the syndicate for the sake of peace and not to be pestered any longer. Laurent Roy signed in favour of the syndicate to keep his job, having been told that members of the International Union would be the first to go. On the other hand, the thirteen witnesses, testifying for the employer, declared they joined the syndicate of their own free will. Others who testified on behalf of Local 74, Lucien Petillot for instance, stated they had done so to be agreeable with the employer, but without formal request on his part.

On December 24, 1942, an exclusive labour agreement was signed between the syndicate and the employer (Exhibit "H" attached). It was effective from its signing and remains in force until April 30, 1944. The agreement was prepared by Mr. Gerard Picard, president of the Central Council of the National Catholic Syndicates and secretary of the Canadian and Catholic Confederation of Labour, who also signed it together with Mr. Georges Bedard as witnesses. According to the following quoted clauses, the agreement is a closed shop one:

"1. The National Catholic Syndicate of the Metal Trades of Quebec is the sole labour organization recognized by the employer.

"2. The syndicate will fully co-operate with the employer for the maintenance of good discipline in the plant and in everything bearing on trade relations, and to insure the greatest production possible.

"3. The syndicate will be granted union preference by the employer and, to that end, the employer shall employ only members in good standing of the syndicate in all operations and occupations covered by the present agreement. It is understood, however, that every new employee will be allowed a month to join the syndicate. If at a meeting of the syndicate a majority of the members should decide in favour of the check off of syndicate membership dues once monthly, the employer agrees to make such dues collection.

"By the agreement the employer grants the employee an hourly wage increase of five cents."

Following the signature of the agreement, on January 20, 1943, a letter signed on behalf of the syndicate by Marcel Vidal (formerly an organizer for Local 74) was distributed among the employees inviting them to join the syndicate (Exhibit P-10 attached).

Together with said letter, another of the same date and under the employer's signature was distributed informing the employees that they had to join the syndicate to keep their jobs, as the employer had signed a closed shop agreement with the syndicate (Exhibit P-2 attached).

On January 29, 1943, the employees who had not joined the syndicate received from National Selective Service, a Notice of Separation identical to Exhibit P-9 hereto attached.

FINDINGS

It follows from the investigation:

That the employer refused to recognize Local 74 as representative and agent for his employees. He refused to deal with Local 74 and to enter into an agreement with that organization. The employer does not deny the fact, but maintains Local 74 was not authorized to speak on behalf of his employees, since it did not represent a majority of them. The employer dealt with the National Catholic Syndicate and made an agreement with it because, he maintained, two-thirds of his employees belong to that syndicate. Such was not the situation at the start, that is in August, September, October and November, 1942, since it is established that Local 74 had organized the employees before the syndicate. The syndicate entered the situation on November 20, 1942, if not at the employer's formal invitation, at least with his indulgence.

As to the charge of discrimination against members of Local 74, according to the evidence it may be summed up as follows: The action charged was not carried out, but was attempted. As threatened, the employer did not discharge the employees who refused to join the syndicate and did not follow up the separation notices he had had addressed to his objecting employees, because Section 502a of the Criminal Code prevented him from doing so. Compulsion to join the syndicate, to the detriment of Local 74, was not enforced.

ATTEMPT AT SETTLEMENT

The investigated completed, appreciating that there is not room for two Unions in a plant of 85 employees and that the continuation of the existing difficulty retarded production, the Board attempted to obtain a friendly settlement of the dispute (Section 24 of the Act). We suggested a conference of the officers of both unions concerned, without interference from the employer. At such a conference each party would have had to give definite proof in order to determine which had a majority in the plant, the minor-

ity union having then to give way to the other. Both parties turned down the suggestion.

It was then suggested to hold a secret ballot in the whole plant, under supervision of the Department of Labour of Canada, to determine which union was authorized to speak on behalf of all the employees. At first, Local 74 insisted that the balloting be restricted to the foundry employees, originally 99 per cent under its control, but finally agreed without reservation, with the suggestion that all of the plant's employees should vote, and pledged to leave the field to its rival union and competitor should the vote go against it. Mr. Picard did not accept the suggestion. At first he rejected it categorically; then he amended his statement by saying that the body of which he was the president would only participate in an advisory capacity, and that the matter would have to be dealt with at a meeting of the Metal Trades syndicate, an autonomous body, which was solely competent to decide on the point. However, Mr. Picard gave the impression that were his organization consulted, he would advise against accepting the suggestion.

RECOMMENDATIONS

The board, following its investigation, considers it should make the recommendations which follow for the settlement of the dispute in accordance with the justice and the merits of the case:

1. A secret ballot, under the direction and control of the Department of Labour of Canada, but with the assistance of the officers of the syndicate and of Local 74, should be held throughout the plant, in order that all employees may indicate freely, without coercion or undue influence, whether they wish to belong to the International Moulders and Foundry Workers' Union of North America or to the National Catholic Syndicate of the Metal Trades of Quebec. Said vote should be taken within thirty days of the issuing of the report.

2. The employer should accept the results of the voting without further objection and recognize as spokesman of its employees the successful union in said voting. The employees should also abide by the results of the voting and discontinue all agitation thereafter, as division among themselves is contrary to their best interests. However, consideration should be given the present collective Agreement, concerning which it is not within our power to express an opinion. Quebec, April 20, 1943.

(Sgd.) J. O. L. Boulanger
(Sgd.) Jos. Matte
(Sgd.) G. Hudon.

Report of Board in Dispute between the Geo. W. Reed & Company, Ltd., Montreal, P.Q., and its Employees

The Minister of Labour recently received a report from the Board of Conciliation and Investigation established to deal with a dispute between the Geo. W. Reed & Company, Ltd., Montreal, P.Q., and its employees, members of Local 2735, United Steelworkers of America (L.G. Feb. 1943, p. 196).

The personnel of the board was as follows: Mr. Ayne Lafontaine, K.C., Montreal, P.Q., Chairman, appointed by the Minister of Labour in the absence of a joint recommendation of the other two members; Mr. D. A. Paterson, Montreal, P.Q., and Mr. R. L. Calder, K.C., Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the board is signed by the Chairman and Mr. D. A. Paterson; Mr. R. L. Calder, K.C., submitted a minority report.

The texts of the report of the Board and the minority report follow:

Report of Board

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Geo. W. Reed & Company, Limited, Montreal, P.Q., and its employees, members of Local 2735, United Steelworkers of America.

This Board of Conciliation and Investigation, composed of Mr. R. L. Calder, K.C., nominated by the employees, Mr. D. A. Paterson, nominated by the employer, and Mr. Ayne LaFontaine, K.C., chairman, appointed by you, has concluded its numerous sittings, terminated its lengthy investigation, and has the honour to submit respectfully the following report:

The application for the establishment of a Board of Conciliation and Investigation, dated November 4, 1942, states the nature and cause of dispute as follows: "Refusal of the Geo. W. Reed & Company, Limited, to negotiate a contract with Local 2735, U.S. of A., covering sole bargaining rights, hours of work, grievance procedure, seniority, reclassification of wages and occupations. They also request that the Government hold a vote in the Geo. W. Reed Richelieu St. Plant to determine who the employees wish to have represent them".

The board held all its sittings in the City of Montreal, on the following dates: January 26, 1943, February 1, 1943, February 8,

1943, February 10, 1943, February 15, 1943, February 16, 1943, February 18, 1943, February 19, 1943, and February 23, 1943. Messrs. Ivan J. Campbell, R. J. Lamoureux, Ulric Renaud and Maurice Brisebois represented the United Steelworkers of America at most of the meetings. Mr. J. Hastie Holden, Manager, and Jos. Nairn, Superintendent, represented the employer. At the second meeting of the board, Mr. I. J. Campbell, on behalf of the United Steelworkers of America, stated that the whole issue should be limited to the sole bargaining rights being vested with the United Steelworkers of America to represent the employees to deal with the Company. This was agreed by the board.

At the sitting of February 1, 1943, Mr. I. J. Campbell filed a short brief of even date summarizing the dispute as follows:

On or about October 22, 1942, we met by pre-arrangement Mr. J. H. Holden, Manager of the Geo. W. Reed & Company, Limited, to discuss with his Company the possibility of securing for Local 2735, United Steelworkers of America, a collective agreement. Mr. Holden inquired as to the number of his employees who are paid-up members of our organization, and, when told that we had secured well over the majority of his employees, he stated that he did not believe this to be true, and requested that we furnish him with the membership list. This we refused. Mr. Holden stated that he thought collective bargaining was a good thing, but that he had already been in negotiations with the Sheet Metal Workers International Association's representative. We thus suggested that both the Company and the involved Union should agree to a vote being taken, and in the event of the United Steelworkers of America losing such a vote we would retire from the picture. Mr. Holden would not agree to this, but required ten days to think it over. On November 2, 1942, Mr. Holden wrote the Honourable Humphrey Mitchell stating his objections to dealing with the United Steelworkers of America, and stated that he preferred to deal with the Sheet Metal Workers (A.F. of L.). On November 3, 1942, Mr. M. MacLean, Director of Industrial Relations, answered Mr. Holden's letter for the Honourable Humphrey Mitchell, quoting the following excerpt: "It is our view that the desire of the employees themselves should be given paramount consideration". After two meetings in Mr. Bernard Rose's office (Industrial Disputes Inquiry Commissioner) Mr. Holden refused to negoti-

ate further. Mr. Rose advised a vote be taken in the plant. The vote was taken on December 3, 1942, with the result that over 53 per cent favoured the United Steelworkers of America as the bargaining agency for the employees. In view of this result, we again wrote to Mr. Holden on December 4, 1942, requesting the resumption of negotiations and, on December 7, 1942, Mr. Holden replied that he did not believe the result of the ballot to be conclusive and therefore was not free to negotiate with us. The result of this attitude was the setting up of the board. Having secured the majority of the vote, the United Steelworkers of America should be recognized as the sole bargaining agency for the employees of the Geo. W. Reed & Company, Limited. Mr. Campbell filed, as Exhibits P.1 and 5, the correspondence and telegrams with the Director of Industrial Relations and Registrar, in Ottawa, and with the Minister of Labour, in Quebec, and others, and as Exhibit P.9, a draft of Memorandum of Agreement between the United Steelworkers of America and the Geo. W. Reed & Company, Limited, and, as Exhibit P.10, fourteen affidavits signed by employees of the Geo. W. Reed & Company, Limited, alleging that they had been requested to sign the petition against the United Steelworkers of America.

At the sitting of February 8, 1943, Mr. I. J. Campbell and Mr. J. H. Holden produced a summary of the ballot held on December 3, 1942, at the plant of Geo. W. Reed & Company, Limited, which gave the following result to the said question: "Are you in favour of Geo. W. Reed & Company, Limited, negotiating an agreement with the United Steelworkers of America, Local 2735?"

Number of Voters	Voted	Yes	No	Spoiled ballots
679	579	364	209	6

100 employees did not register their vote, and the result indicated that slightly over 53 per cent of the eligible voters had cast their votes in favour of the United Steelworkers of America. Mr. Campbell contended, as a result of the above ballot, and by inference to letters of Mr. M. Maclean, Director of Industrial Relations and Registrar, addressed to Mr. J. H. Holden, Manager of the Geo. W. Reed & Company, Limited, dated November 3, 1942, and of Honourable Edgar Rochette, Minister of Labour for the Province of Quebec, addressed to Mr. R. J. Lamoureux, dated December 31, 1942, that the United Steelworkers of America, representing the majority of the employees, had the right to enter into a bargaining agreement with the Geo. W. Reed & Company, Limited, and this concluded Mr. I. J. Campbell's evidence.

On behalf of the employer, Mr. J. H. Holden, Manager, produced a brief, dated February 5, 1943, and requested the privilege of having certain witnesses appear before the board to substantiate certain statements contained therein. After discussion, it was unanimously agreed that the testimonial evidence be limited to a maximum of four witnesses for each side.

Mr. J. H. Holden's brief could be summed up as follows:—

(a) Certain of the employees have been operating under an agreement signed with the International Union (A.F. of L.) and the Syndicat Catholique, since 1934;

(b) During July and August, 1935, the Company, together with certain of the Sheet Metal firms in the City of Montreal, commenced negotiations towards an agreement covering shop work, but it was never consummated;

(c) During the summer of 1937, eight Sheet Metal Companies in Montreal again commenced negotiations for an agreement between themselves and the Sheet Metal Workers International Association, Local 116 (A.F. of L.). In March, 1938, this agreement was completed and signed by the Companies and the Steel Metal Workers International Association. It was forwarded to Quebec to be published, but the Department of Labour refused to give province-wide jurisdiction to the agreement;

(d) Early in September, 1942, Mr. J. H. Holden had various conversations and meetings, in his office, with Mr. O. Renaud, of the Sheet Metal Workers International Association, Local 116, discussing the possibilities of an agreement covering all the employees and the International Association. On October 8, 1942, Geo. W. Reed & Company, Limited, received a letter from the Sheet Metal Workers International Association, Local 116, suggesting an agreement with the Company and/or the formation of a collective labour agreement for the Sheet Metal industry;

(e) On October 19, 1942, the Geo. W. Reed & Company, Limited, received a letter from the United Steelworkers of America (C.I.O.) in which they claimed a majority of the employees and asked that the Company negotiate an agreement with their organization;

(f) Since early in the Fall, 1942, a number of sheet metal companies had been discussing together towards working at a collective labour agreement covering the Sheet Metal industry in this territory. Finally, an agreement was consummated and sent to Quebec pursuant to provisions of the Collective Labour Agreement Act (R.S.Q. 1941, Chap. 163) and published in the *Quebec Official Gazette*, under date of December 5, 1942. The

following eleven companies were signatories to the agreement: Cresswell-Pomeroy Limited, Eastern Steel Products Limited, Michel A. Chouinard Limitee, Forget-Powell Company, Henderson Barwick Company Limited, Liquid Carbonic Canadian Corporation Limited, McGruer, Fortier, Meyers Limited, Douglas Bros., Norman & Collie Limited, Geo. W. Reed & Company Limited, Ventilating & Blow Pipe Company Limited;

(g) Mr. J. H. Holden contended that the situation in the factory had materially changed since the time of the voting. There is a substantial group of employees who do not wish to have the Company negotiate any agreement with the United Steelworkers of America (C.I.O.) and still another large group who belonged to the Sheet Metal Workers International Association, Local 116, and this preponderant number of the employees all desired to be covered only by the collective labour agreement embracing all sheet metal firms in this district;

(h) The Employer feels that the collective labour agreement which has been signed and forwarded to the Department of Labour, at Quebec, is adequate and comprehensive and that nothing can be gained by attempting to negotiate any further agreement with the second group.

The first witness called by Mr. J. H. Holden was Mr. Henri Guay, who has been in the employ of the Geo. W. Reed & Company Limited for 27 years and 8 months. Mr. Guay declared that he had been a member of the International Union (A.F. of L.) for 6 or 7 years, and that, since the ballot, there had been a change of opinion and sentiment. Cross-examined at length by Mr. I. J. Campbell, the witness stated that he was aware of the different negotiations which had taken place, since 1934, with reference to certain agreements and contracts. He further reiterated that, in his opinion, many of those who had voted "yes" would now vote "no", because they had not then understood the meaning of the vote.

The next witness called by Mr. J. H. Holden was Mr. James Wilson, sheet metal worker, employee of the Company for 14 years, who declared that he was a member of the International Union (A.F. of L.) and that, since the vote, a change of heart took place and the sentiment of the employees was against negotiating with the United Steelworkers of America (C.I.O.). Four or five days after the vote, 4 or 5 leading men approached him in his capacity of Chairman of the Shop Committee and asserted that they did not wish the Company to deal with the United Steelworkers of America and had asked him to

pass a petition to that effect. The witness then filed a petition signed by 392 employees of the Geo. W. Reed & Company, Limited, and the heading, both in English and French, of the petition, dated September 7, 1942, was worded as follows: "To Whom It May Concern: This is to advise that, if the Company has any dealings or makes any arrangements with the 'C.I.O.', we, the undersigned absolutely refuse to work under these conditions."

The witness James Wilson was closely cross-examined by Mr. I. J. Campbell. He reaffirmed his previous statement to the effect that many had changed their mind and the evidence is in the number of United Steelworkers of America (C.I.O.) who signed the petition. He declared that there was no foreman on the Shop Committee and that no foremen handled the petition. He further contended that promises had been made by the United Steelworkers of America to influence the vote, such as an increase of 20 cents an hour, for night shifts, and one week holiday.

Miss Mary Murphy is an electric welder, employed by the Geo. W. Reed & Company, Limited, and is not a member of any union. She declared that there was a disinclination against the United Steelworkers of America before and after the vote, but that this disinclination was worse now. She was elected on the Shop Committee. Cross-examined by Mr. I. J. Campbell, she stated that the majority of the girls (about 95 girls in the plant) did not favour the United Steelworkers of America, but she did not know the reasons why.

Mr. Rolland Pelletier, a machine operator, has been 20 years with the Employer. He is a member of the International Union, Local 116, and he declared, under oath, that he was aware of the result of the ballot of last Fall, but that a change of sentiment was noticeable, and that a petition had been circulated against the United Steelworkers of America and there are some who had voted "yes" who would now vote "no". The cross-examination of Mr. Rolland Pelletier by Mr. I. J. Campbell brought no additional evidence.

Mr. Onesime Renaud, business agent for the Sheet Metal Workers International Association, Local 116 (A.F. of L.) referred to the agreement signed jointly with the International Union and the Syndicat Catholique, in 1934. He also mentioned the existence of the collective agreement, which he had signed on behalf of his union, and the decree which was in force with the different Sheet Metal Companies and the International Union. He believed that the International Union had a preponderant vote in the plant. Upon cross-examination by Mr. I. J. Campbell, Mr. Renaud declared that there were approximately 2,000

employees in the eleven plants who were signatories to the collective agreement, and the International Union, with the exception of the Geo. W. Reed & Company, Limited, had a 99 per cent majority in the other plants.

Mr. Ernest Lavoie, who had received his dismissal notice from the Company, appeared voluntarily before the board and made a lengthy statement with reference to his trade as a blacksmith. An affidavit signed by Mr. Lavoie had been previously filed by Mr. I. J. Campbell, together with thirteen other affidavits. His evidence did not bring any additional light on the question.

Mr. I. J. Campbell wished to call three additional witnesses: Mr. Harry Ralph, Sheet Metal Worker, Mr. A. Pare, Tinsmith, and Mr. Alfred Richard, Tinsmith mechanic, all employees of the Geo. W. Reed & Company, Limited.

Mr. Harry Ralph was examined by Mr. I. J. Campbell and said that he was a member of the International Union, but that he had a membership card with the United Steelworkers of America (C.I.O.), dated November, 1942. He stated that he was one of the four or five who had started the petition and that he heard of a change of sentiment and that the employees would favour a collective agreement. Mr. Ralph was also cross-examined by Mr. Holden and Mr. Nairn.

Mr. A. Pare, Tinsmith, who had been with the Company for 18 years, declared that he had signed the petition and that he was not a member of any union at the present time, but that he had been in the International Union previously. He believed that it was good policy to sign the petition. He gave his opinion that the men originating the petition did so because they did not want a union. He further emphasized that he could not state whether there was a change of sentiment as a result of this petition.

Mr. Alfred Richard, Tinsmith mechanic, 6 years' service with the Company, asserted that he believed there had been a change of opinion since the ballot and he was one of the four or five who circulated the petition in the plant. He was a member of the International Union about 5 years ago and felt that, if a vote were taken, it would certainly favour the International Union.

Mr. I. J. Campbell, in his brief of February 1, 1943, summarized the negotiations which had taken place between the Geo. W. Reed & Company, Limited, and the United Steelworkers of America, and concluded by the result of the ballot of December 3, 1942, favouring the United Steelworkers of America, and these facts are not being contested. On the other hand, Mr. J. H. Holden, on behalf of the employer, in his brief of February 5,

1943, also gave a history of the dealings of his Company with organized labour, since 1934, and the testimonial evidence corroborated these dealings and these were not contested by the other side.

It was alleged by Mr. Holden that, since the ballot was held on December 3, 1942, the situation had materially changed and this board feels that all the witnesses called by both parties (with the exception of Mr. A. Pare, called by Mr. I. J. Campbell, who favoured the petition, but could not say whether a change of mind had taken place or not) have corroborated, under oath, the above allegation. This change of sentiment did not favour the United Steelworkers of America. The second witness, Wilson, called by the Employer, substantiated his verbal evidence by producing a petition signed by 392 employees, dated December 7, 1942, four days after the ballot was held. The evidence demonstrated that the originators of the petition were mechanics at the plant who acted solely of their own accord. Mr. Holden produced the following documents: copy of letter, dated February 1, 1943, addressed by the Secretary of the Regional War Labour Board, to the Minister of Labour, Quebec, referring to the collective labour agreement with the sheet metal industry of Montreal for presentation to the Lieutenant-Governor-in-Council, in order that the decree may be extended. A printed extract from the *Quebec Official Gazette* of December 5, 1942, was also produced, requesting the Honourable Edgar Richette, Minister of Labour, to render obligatory the collective labour agreement entered into between the eleven above-mentioned firms, represented by the Builders Exchange Inc. on the one part and, on the other part, by the Sheet Metal Workers International Association, Local 116. The decree establishing the approval of the petition came into force from the date of its publication in the *Quebec Official Gazette*, to wit: on February 20, 1943.

The board has come to the following conclusions:

1. The result of the ballot held on December 3, 1942, does not represent the true desire of the majority of the employees to negotiate an agreement with the United Steelworkers of America, Local 2735, the vote showing that slightly over 53 per cent of the total number of eligible voters had voted "yes", and it does not indicate that the United Steelworkers of America composes a majority of the employees of the Geo. W. Reed & Company, Limited;

2. The petition, dated December 7, 1942, signed by 392 employees of the Company, out

of a total of 656, at that time, which is close to 60 per cent, offsets the result of the ballot of December 3, 1942, and the non-equivocal wording of the petition can leave no doubt in one's mind;

3. The testimonial evidence bore the fact that the change of sentiment of the employees had not favoured the United Steelworkers of America since the ballot of December 3, 1942;

4. The decree rendering obligatory the collective labour agreement between the Sheet Metal Manufacturing Companies (including the Geo. W. Reed & Company, Limited) and the Sheet Metal Workers International Association, Local 116, became effective February 20, 1943, and will remain in force until January 1, 1944; its provisions should apply to the employees of the Geo. W. Reed & Company, Limited, for the duration of the decree. The Regional War Labour Board has approved of the remuneration mentioned in the collective labour agreement which is now binding to the Geo. W. Reed & Company, Limited, together with the ten other companies, until January 1, 1944;

5. It is a known fact that an election or a ballot is always a cause or source of disturbance and agitation and means a loss of time, much more so in a war industry, at the present time, and its results are not always satisfactory or conclusive, as has been illustrated. Whatever the outcome of a new ballot might be, it could not interfere with the above recited facts or alter the existing situation.

RECOMMENDATION

The recommendation of this board is that the application of the United Steelworkers of America, Local 2735, to negotiate a contract or agreement, on behalf of the employees, with the Geo. W. Reed & Company, Limited, should be disallowed.

Respectfully submitted.

(Sgd.) **AYME LAFONTAINE,**

Chairman of the Board.

(Sgd.) **D. A. PATERSON,**

Member.

Dated at Montreal, this sixth day of March, 1943.

Minority Report

To the Honourable **HUMPHREY MITCHELL,**
Minister of Labour,
Ottawa, Canada.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Geo. W. Reed & Company, Limited, Montreal, P.Q., and its employees, members of Local 2735, United Steelworkers of America.

This Board of Conciliation and Investigation, composed of Mr. R. L. Calder, K.C.,

nominated by the employees, Mr. D. A. Paterson, nominated by the employer, and Mr. Ayme Lafontaine, K.C., Chairman, appointed by you, has concluded its numerous sittings, terminated its lengthy investigation, and has submitted a majority report, from which the undersigned begs to differ for the following reasons:

The dispute referred to this board arises out of the refusal of Geo. W. Reed & Company, Limited, to negotiate a contract with Local 2735, U.S. of A., covering among other things, but principally, the concession to the Local of sole bargaining rights for the employees of the Company.

Local 2735, U.S. of A., bases its claim to recognition upon a vote taken in the plant on December 5, 1942. The sole question upon the ballot was whether the voter wished to be represented by the U.S. of A., Local 2735. 364 employees voted "Yes"; 209 voted "No"; 6 ballots were spoiled; and 100 did not vote. The Local's majority was 155. Their supporters nearly doubled the vote of their dissenters. As for those who did not vote, I suggest that no account should be taken of them.

It is nowhere enacted that the Union proposing itself as sole bargaining agency should register a certain proportion of support in the voting. Technically, a mere majority suffices, as it does in every electoral decision, in any democracy. This is particularly true where no other Union offers itself, alternatively, as the bargaining agency.

In this case there was no other candidate. At a conference in Mr. Rose's office, it was suggested by him that the Local of Sheet Metal Workers, A.F. of L., should go upon the ballot, but the shadowy representatives of that body turned the suggestion down.

There has been a controversy between the representatives of the disputants, over the date to which the Board should refer its decision. Should it be found upon circumstances at the time the vote was taken, or upon circumstances existing immediately prior or contemporaneous with, its own sittings? The representative of Local 2735, U.S. of A., strongly contends that only those facts are material which were in being when the vote was taken and when the refusal to negotiate was formulated—which followed close upon. Otherwise the setting up of a Conciliation Board, with its inevitable delays, would constitute an irresistible temptation to create later circumstances, apparently contradictory of the vote; this vote I submit, being the only expression of the employees' choice which can be taken under consideration. I am going to submit that the temptation operated in this instance.

In urging that the vote be disregarded, and the present situation only be taken into consideration, the Company argues along two lines.

1

Hitherto, it sets forth, the Company has, since 1934, been dealing with the employees through other bargaining agencies, namely, Local 116 of the Sheet Metal Workers International Association (A.F. of L.), and, in one instance, the Catholic Syndicate in the same trade. It instances the contacts as follows:

(a) In 1934 it negotiated and concluded a contract (covering the outside, or structural, workers in its employ), with the A.F. of L. and the Catholic Syndicate.

(b) In July and August, 1935, the Company, with other companies in the same line, commenced negotiations towards an agreement covering its shop-workers, but it did not materialize.

(c) In 1937 the same companies and the same Union reached an agreement to cover the trade throughout the Province, but the Provincial authorities disallowed it.

(d) In September, 1942, Mr. Holden, for the Company, discussed the matter with Mr. Renaud, for the A.F. of L.

(e) On October 8, 1942, the Company got a letter from Local 116 of the Sheet Metal Workers, International Association (A.F. of L.), "suggesting an agreement with the Company and for a collective labour agreement for the Sheet Metal Industry".

In September and October, 1942, the U.S. of A. had been occupied busily in organizing the plant, and felt confident it had a majority of the employees behind it. Any suggestion that the Company was not aware of this, and that the conversation with Mr. Renaud, culminating in the letter of Local 116, was not the result of this awareness, puts a strain upon belief. The subject of the conversation and of the letter had been in abeyance for 5 years, and the resurrection of it in October, 1942, is more than merely coincidental.

On October 19, 1942, Geo. W. Reed & Company, Limited, received a letter from the United Steelworkers of America (C.I.O.), claiming a majority of the employees, and asking that the Company negotiate an agreement with their organization.

But the recollection of the contacts and negotiations above set forth prompted Mr. J. H. Holden, Manager of the Company, to write to the Minister of Labour, objecting to dealing with the U.S. of A., and expressing a preference for the Sheet Metal Workers International Association (A.F. of L.). He was sharply reminded by the Department

that "the desire of the employees themselves should be given paramount consideration". And, after some discussion, which is irrelevant, the vote was taken.

Meanwhile, the collective bargain, which had been unpromoted since 1937, was pushed through with vigour, and, at an early session of the Board of Conciliation, the Company was able to present to the Board a "fait accompli"—an agreement consummated and sent to Quebec pursuant to the Collective Agreement Act (R.S.Q. 1941, Chap. 163) and published in the *Quebec Official Gazette* under the date of December 5, 1942. It became effective on February 20, 1943, and will remain in force until January 1, 1944.

The undersigned submits that, whatever merits this collective agreement may possess, intrinsically, the circumstances in which it was put through raise a presumption that its main object was to create what is believed to be an insurmountable bar to contracting with Local 2735 of the U.S. of A.

2

Until it was revived and galvanized into a rival of the U.S. of A., Local 116 of the Sheet Metal Workers International Association seems to have been dormant or comatose for some time in the Geo. W. Reed & Company's plant. Witnesses called have testified to having been members of it, but are indefinite as to their present standing. Their knowledge of negotiations on their behalf by Local 116 of the Sheet Metal Workers International Association (A.F. of L.) is limited to their taking place, but there is ignorance as to their nature. The inaction of the Local 116 (A.F. of L.) is best established by the related experience of one Ralph, called as a witness. He had always belonged to the A.F. of L. and was an active proponent of it. Yet he joined the U.S. of A. Local 2735, at Geo. W. Reed & Company's plant. Pressed for a reason he stated that he did not know that the A.F. of L. had an existence in the plant. As he had been in that plant since June, 1942, the degree of activity of Local 116 may be deduced, as well as the cause of its remarkable revival in the early winter of 1942-1943, after the vote had been taken.

3

We come now to the petition, round-robin or declaration of intention, signed by 392 employees of the plant, and conveying to the management the rather truculent threat; "This is to advise that, if the Company has any dealings or makes any arrangements with the 'C.I.O.', we, the undersigned absolutely

refuse to work under these conditions." This threat the Company took smiling, and gladly had it produced, as evidence of a change of heart on the part of a large number of the "Yes" voters of December 3, 1942.

The petition was initiated, we are told by two witnesses—one of whom, however, retracted his statement—by the older men in the plant, who didn't want any union. Other witnesses who spoke to their signatures said, practically, "It was brought to me and I signed it". The signatures were collected during working hours, but "surreptitiously". None of the signers testifying realized that they were threatening a walk-out.

It seems to me that the worst method of consulting employees, in respect of their relations with their employers, is the open petition. Every one in the plant realized that the Company was against the C.I.O. If the petition has any use at all, it is because of its presentation to the employer. And, if the individual worker's name is not on it, may not its absence be a matter of comment by the "boss" or somebody in his immediate employ? Under these circumstances it is a matter of wonderment to me that it was not unanimous.

On the other hand, in a secret ballot-casting, properly conducted, the employee can look the employer in the face and say "Thou canst not say I did it".

That is why, coming personally to the conclusion that there has been pressure on the part of the Company, and the creation of circumstances posterior to the vote, to nullify its effect, I cannot concur in the majority report.

The pivotal issue is—Do the employees of Geo. W. Reed & Company, Limited, wish to bargain with that Company through Local 2735, U.S. of A. or through Local 116 Sheet Metal Workers International Association (A.F. of L.), or individually and personally? There is only one way to find out, and it is by taking another vote.

And this is my sole and minority recommendation.

Respectfully submitted.

(Sgd.) R. L. CALDER,

Representative of Local 2735,
United Steelworkers of America
(C.I.O.)

Montreal, March 8, 1943.

Special Commissioner Named on Steel Plant Adjustments

THE following statement was issued on April 30 by Hon. Humphrey Mitchell, Minister of Labour:—

It will be recalled that, at the time of the settlement of the steel workers' strike in January last, it was agreed by the Government that certain requests of the employees in regard to wages and working conditions would be followed up by the Minister of Labour and the National War Labour Board.

On March 31st last, after having considered in its entirety the "Memorandum of Understanding with respect to the settlement of the dispute in the steel industry of Canada", the Memorandum which provided a basis of settlement for the January strike, the National War Labour Board gave its judgment thereon.¹ While the Board dealt specifically with some points, in reference to four items in the Memorandum, it stated as follows:—

.... we have adopted the view that those matters set out in the "Memorandum of Understanding" which involve administrative or conciliatory treatment are intended to be implemented by the Minister of Labour. This would seem to us to involve the conclusions that all of the items 1, 2, 3, and 4, set out in Section 1 of the "Memorandum of Understanding" referring to negotiations with

respect to maintenance men, payment of time and a half for the seventh consecutive working day, the making of a "careful study having in view the reclassification and evaluation of jobs" and "that management-union employee committees be appointed in the different departments of each company" are matters which in the first instance fall within the administrative purview of the Minister of Labour and that, unless it should later become necessary to render a decision on some question arising from the application of any of these matters, they do not now require any intervention by this Board (i.e., the National War Labour Board).

Recently a delegation from the United Steel Workers of America met the undersigned, and requested that a special Commissioner be appointed in pursuance of the Industrial Disputes Investigation Act, to bring together the employers affected by this recommendation of the Board, and their respective employees, for discussion and agreement on the points which the National War Labour Board regards as requiring the initiative of the Minister of Labour. The employers interested are the Algoma Steel Corporation, Sault Ste. Marie, and the Dominion Steel and Coal Corporation, Sydney.

Therefore, as Minister of Labour, I have appointed Mr. J. P. Nicol, an Industrial

¹ L.G., April, 1943, p. 439.

Relations Officer of the Dominion Department of Labour at Toronto, as a special Commissioner under P.C. 4020, to endeavour to effect an adjustment between the managements of the steel plants mentioned and their employees in regard to 3 of the points above referred to, which are stated in full as follows:

1. That the management and the maintenance men enter into negotiations and that an application be made to the National War Labour Board for such increased wage rates or range of wage rates with respect to such maintenance men as pipe fitters, steamfitters, millwrights, electricians and carpenters as will bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications.
2. That time and a half be paid for the seventh consecutive day worked by any employee.
3. That arrangements be made for the making of a careful study having in view reclassification and an evaluation of jobs.

Mr. Nicol will immediately undertake the necessary investigations, in an effort to bring about agreement between the employers and their employees.

The fourth point in the Memorandum of last January, which the National War Labour Board felt should be dealt with by the Minister of Labour, reads: "That management-union-employee committees be appointed in the different departments of each company". This matter I have referred to the Interdepartmental Committee on Labour Management Production Committees, who will deal with it.

It might be pointed out that the four points above referred to, which were incorporated into the Memorandum of Understanding at the time the January strike was settled, were all recommendations made in the majority report of the Barlow Commission when reporting on affairs of the steel industry early in January.

Conciliation Work of the Department of Labour During March and April, 1943

NINETY-THREE industrial disputes came to the attention of the Industrial Relations Branch of the Department during March and April, and were dealt with by Industrial Relations Officers and, in Ontario, by the additional services of the Conciliation Officers of the province working in co-operation with the Federal Department. In nearly every instance an amicable adjustment of the matters in dispute was secured by the investigating officer. The disputes of peculiar interest or importance are summarized in the statement below which represents a partial review of the activities of the Branch during the two months.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of Quebec and one officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

AUTOMOTIVE WORKERS, WINDSOR, ONTARIO— About 15,000 workers were idle at plants of the Ford Motor Company at Windsor, On-

tario, from April 22 to 25 inclusive because of disputes over two different sets of circumstances. On April 20, nine workers employed in Plant No. 2 on the operation of Sun-Strand machines were asked to run two machines instead of one. They did this on their respective shifts that day but on April 21 they refused to operate two machines, claiming that the work entailed so much lifting of heavy hub drums that the work was physically impossible. In Plant No. 4 certain employees demanded that the foreman on the final assembly line be relieved of his position or severely disciplined because he would not co-operate with the stewards in dealing with grievances and was generally gruff and abusive. On April 21, certain employees resorted to continued booing of the foreman in question and the workers involved were suspended for the day. On April 22 the men were requested by the Management to discontinue the booing but refused to do so. The line was then shut off and approximately 5,000 employees ceased work in various departments. All were instructed to vacate the premises but a large proportion remained in the plant. By the time all shifts became involved, some 15,000 workers were idle. Five other "feeder" plants in the area laid off large numbers of men in anticipation of storage problems. The Minister of Labour notified the parties that the services of the Honourable Peter Heenan, Minister of Labour for Ontario, and the joint staff of Conciliation Officers of the Dominion and Province were at their disposal. Joint

conferences were held at which it was agreed that Mr. Louis Fine, Chief Conciliation Officer for Ontario, would arbitrate the matters in dispute and that his decisions would be final and binding. Mr. Fine decided that inasmuch as the Company had installed electrical hoisting equipment to remove the lifting operation, each Sun-Strand operator should in future operate two machines. With regard to the dispute involving employees on the final assembly line, Mr. Fine refused to support the employees' contention that the foreman in question should be either dismissed or severely disciplined. To eliminate the cause of the dispute, he directed the Company to make certain changes in regard to its grievance procedure. Work was resumed on the night shift April 25.

STEELWORKERS, TRENTON, N.S.—A strike of 35 boiler firemen, members of Local 1231, United Steelworkers of America, employed by Trenton Industries, Limited, Trenton, Nova Scotia, occurred on April 27 in connection with demands for punitive overtime pay and time and one half for Sundays and holidays. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, New Brunswick, investigated the situation. After conferences with the parties, he reported that an application for the desired adjustments in wages would be made to the National War Labour Board. The strike ended on April 27.

METAL WORKERS, WINDSOR, ONT.—Following a representation vote (referred to below under "Union Representation Votes") 24 employees of the De Vilbiss Manufacturing Company, Limited, Windsor, Ontario, staged a walk-out on March 31, reportedly because they were denied the privilege of smoking at their machines. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, investigated. A committee of workers refused the Company's proposal to reinstate the striking employees as quickly as they could be reabsorbed. Nothing further could be done by way of mediation and the employees either resumed their work on April 8 or sought employment elsewhere.

PAPER WORKERS, PORTNEUF, P.Q.—Failure of the management of Bishop and Sons, Ltd., Portneuf, P.Q., to dismiss a non-union employee who refused to operate a certain machine, as had been done in the case of five members of the National Catholic Union of Paper Workers resulted in a strike by 48 workers on April 17. The dispute was investigated by Mr. L. Pepin, Industrial Relations Officer, Montreal, who arranged a joint meeting of the interested parties. After discussion a satisfactory arrangement was agreed to and work resumed on April 24.

TEXTILE WORKERS, MONTREAL, P.Q.—As the Strathcona Garment Company would not conclude an agreement with the Amalgamated Clothing Workers of America a strike occurred on April 27 when three cutters walked out because a non-union cutter was hired. After mediation by R. Trepanier, Industrial Relations Officer, Montreal, and meetings between the Company's President and union representatives an agreement was signed and the difficulty terminated.

MACHINE CUTTERS, STELLARTON, N.S.—A protest by the Acadia Local of the United Mine Workers of America against cutters' helpers' rates to be paid by the Acadia Coal Company, Limited, of Stellarton, N.S., under a new levelling-up agreement involved 8 machine cutter's helpers in a two-day strike which commenced on April 6. About 70 workers were indirectly affected. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., investigated the situation which resulted in the employees returning to work on April 8 and agreeing to refer the matter in dispute to an officer and a sub-district board member of District 26, United Mine Workers of America for investigation.

PAINTERS, CORNWALL, ONTARIO.—Seventeen unorganized painters employed by the Carter-Halls-Aldinger Company, Limited, on a defence project at Cornwall, Ontario, went on strike for 15 days commencing March 10 on the ground that they had been treated unfairly by their foreman. Mr. Raoul Trepanier, Industrial Relations Officer, Montreal, investigated the case and the strikers went back to work on being assured of good treatment.

COAL MINERS, CAPE BRETON, N.S.—In the early part of March there was a threatened strike at Dominion Coal Co., Ltd., and the Old Sydney Collieries Ltd., Cape Breton Island, when the members of certain local unions of the United Mine Workers of America, District 26, demanded an increase in butter rations for mine workers. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., and representatives of the War-time Prices and Trade Board, held conferences with union leaders at Glace Bay on March 9 and 10. The principles and practices governing the rationing of butter and other staple commodities were fully explained and an undertaking was given to study the distribution of non-rationed goods in order to assure fair treatment for Cape Breton Island. Union officials expressed gratitude for the prompt and thorough action taken by the Government to avert a general strike in the area.

TRANSPORT WORKERS, WINDSOR, ONT.—The demand for a closed shop and the check off

by Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (A.F. of L.) led to stoppage of work by about 64 truck drivers and warehousemen on March 10. It affected several carriers including Inter-City Forwarders Ltd., Martins Transport Ltd., Morris Cartage Ltd., Direct-Winters Transport, Raitar Transport and Western Freight Lines, all of Windsor, Ontario. Support was given to the strike by the United Automobile Workers of America whose members at local war factories refused to unload other trucks pressed into service. For a time picketing occurred at the International Border. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, arranged meetings with the interested parties. Through the good offices of officers of Windsor Trades and Labour Council (A.F. of L.) and the U.A.W.-C.I.O., the Teamsters and Chauffeurs Union was induced to accept a signed agreement providing for recognition of Local 880 as bargaining agent for the employees concerned who were members of that organization, and the employers agreed not to recognize any other organization during the life of the agreement. The strike was terminated on March 13.

LAUNDRY WORKERS, GLACE BAY, N.S.—A strike of ten days' duration involving 16 workers began on March 2 in the Glovers Dry Cleaning Company, Glace Bay, N.S. It was caused by the refusal of the Company to recognize the Dry Cleaning and Laundry Employees' Local Union No. 1. The union demanded improved sanitary conditions, two weeks' vacation with pay, Wednesday afternoons off and guaranteed steady work. The employees were willing to return to work on March 6 pending investigation by the Department of Labour, but the Glace Bay Health Inspector refused to grant permission to reopen the plant until certain conditions had been remedied. On March 9 a collective bargaining agreement was signed and by the middle of the month renovations were well under way.

COAL MINERS, MINTO, N.B.—A strike involving 27 employees of the Minto Coal Company of Minto, N.B., began on March 3 and lasted six days. The causes of the dispute were the demands of the night machine-cutting crew for a 75 cent per day increase in basic rates, and an increase in the number of men in the crew. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., arranged conferences between the Manager of the Minto Coal Company and a committee of employees, members of Local 7409, United Mine Workers of America. It was agreed that the matter of increased wages would be re-

ferred to the National War Labour Board. The other questions were settled satisfactorily to all concerned.

PAPER WORKERS, GEORGETOWN, ONT.—On April 9 a strike commenced at the Alliance Paper Company, Georgetown, Ontario, affecting 35 employees and 33 indirectly. The employees were on strike because of dissatisfaction over the wages paid. After striking they joined the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and demanded union recognition along with wage increases. After discussions with both parties, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, arranged a joint meeting and proposed a formula to end the dispute. The formula contained provisions for union recognition and an application concerning the wage rates to the Regional War Labour Board. The strike terminated on April 15.

COAL MINERS, DRUMHELLER, ALTA.—Eighteen mines in the Drumbeller Valley were closed down because of a strike on April 15 by members of various locals of District 18, United Mine Workers of America. The strike, which was not sanctioned by the District Officers of the Union, was staged in an effort to compel the management of Rosedale Collieries Ltd., to reinstate a former local union official in employment at Star Mine, Aerial, Alta. Previously, a strike had occurred at the Star Mine which was contrary both to the Union's constitution and Agreement, and to federal Statutes (LABOUR GAZETTE, March, 1943, p. 329). This earlier strike was terminated only after the revocation of the Charter of Aerial Local No. 4685 by District 18 officers, which action resulted in all employees of Star Mine having to make application for re-employment. The Company refused to re-hire four men, three of whom promptly secured work elsewhere. The question of the reinstatement of the fourth man, one Mike Bokos, was referred along with two other matters to arbitration by an Independent Chairman. The decision of the Independent Chairman had not been made known when the strike of all mines in the sub-district was called. All parties were notified on the afternoon prior to the strike that the Chairman's decision was that he could not in the circumstances direct the Company to re-employ Bokos, but in spite of this 2,015 miners ceased work at midnight on April 15. Mr. F. E. Harrison, Western Representative, Department of Labour, Vancouver, B.C., investigated the strike and, on April 27, secured an undertaking from another coal mining company that it would give Bokos employment. Work was resumed at midnight April 28.

METAL WORKERS, WINNIPEG, MAN.—A strike lasting four working days occurred at the Vulcan Iron Works Limited, Winnipeg, Manitoba, on April 20. It involved 245 employees, members of Local 174, International Moulders and Foundry Workers Union, and was caused by a dispute over union recognition. The Company was prepared to sign an agreement with the union if the ballot showed that a majority of employees in the foundry wished the union as their bargaining agent. The union wanted recognition without a ballot being taken. On April 26 Mr. Ronald H. Hooper, Industrial Relations Officer, Winnipeg, conducted a ballot with the question "Are you a member in good standing of International Moulders and Foundry Workers Union, Local 174?" Out of 215 votes cast, 193 voted "Yes" and 20 voted "No"; there were 2 spoiled ballots. Immediately after the result of the ballot was known the Company and the union signed an agreement and the same day work was resumed.

AIRCRAFT WORKERS, FORT WILLIAM, ONT.—Early in March, Mr. R. H. Hooper, Industrial Relations Officer, Winnipeg, dealt with a dispute between the Canadian Car and Foundry Company, Limited, Aircraft Division, Fort William, Ontario, and its employees, members of Lodge 719, International Association of Machinists. The dispute arose out of changes desired by the Company in the clause of its Collective Agreement with the Union relating to adjustment of grievances. An amicable arrangement was secured upon the terms of revision. These set out with more particularity than before the rights and privileges of union representatives in dealing with grievances during working hours. The Company undertook to give consideration to a request that a Union Business Agent should be admitted to meetings between the shop committee and the management.

COAL MINERS, COLEMAN, ALTA.—On March 4, some 1,000 miners in two mines laid off work to discuss the situation created by the lack of a surgeon in the Coleman Miners Union Hospital. This action left both mines idle for the day and other stoppages were threatened unless governmental agencies allocated a surgeon to the institution. The Director of Industrial Relations, Ottawa, and Mr. F. E. Harrison, Western Representative, Department of Labour, Vancouver, appealed to officials of District 18, United Mine Workers of America, to forestall further precipitate action by the men while the situation was canvassed. Although under existing controls, doctors require permits to accept employment as salaried persons, they are left free otherwise and the Government

could not order any doctor to accept the Coleman post. Nevertheless the Minister of Labour asked the Canadian Medical Procurement and Assignment Board to undertake a study of what can be done in the local situation. The problem was solved on March 8 when the hospital itself concluded satisfactory arrangements with a surgeon and increased the hospital fees of the union members by 20 cents per month.

COAL MINERS, RIVER HEBERT, N.S.—On March 3 some 150 employees of the Hillcrest Mining Company, River Hebert, N.S., ceased work ostensibly because of a minor infraction of the Mines Act on the part of a shot firer, which the men claimed to constitute a dangerous practice. The men reported for work on March 8 but the Company refused to resume operations. Owing to a shortage of shot firers, Mr. H. R. Pettigrove, Industrial Relations Officer for the Maritimes, who was investigating the situation on behalf of the Department, took steps to have special shot-firer permits issued by a Deputy Mine Inspector to three employees. The Company then agreed to reopen the mine and work was resumed on March 13, following a loss of nine working days. At about the same time employees of the mine were checked up in regard to leaving work before shifts were finished by having deductions made from the pay of the offenders.

FOUNDRY WORKERS, NEW WESTMINSTER, B.C.—About the middle of March approximately 100 moulders, core makers and helpers, employees of Heaps Engineering (1940) Limited, at New Westminster, B.C., refused to work overtime unless the Company compensated them for the payment of income taxes on overtime wages earned. Messrs. F. E. Harrison and G. R. Currie, Representatives of the Department of Labour, Vancouver, interviewed a committee of employees, and the Manager of the firm spoke to a mass meeting of the workers involved. Later the men voted by 53 to 27 to continue working overtime as required, without remuneration.

COAL MINERS, SPRINGHILL, N.S.—On the afternoon of March 12 certain car shunters employed by the Cumberland Railway and Coal Company, Limited, Springhill, N.S., refused to supervise the delivery of coal to the domestic pocket of the mine unless the man assigned to the task was granted an extra hour's pay per day. This created a shortage of coal for household purposes in the vicinity and all employees, numbering about 1,400, went on strike demanding that domestic coal requirements be supplied. The strikers were

members of Local 4514, United Mine Workers of America. Complicating the dispute was certain unrest within the Union over a special levy of \$1.50 by District 26, U.M.W.A., upon its members, which had already resulted in the threat of a strike scheduled for the following week. Work was resumed after a one-day stoppage. One week later, on March 19, the same group stopped work again claiming that a shortage of domestic coal existed. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, New Brunswick, offered his services to both parties and urged upon the officials of District 26 the importance of settling the dispute in accordance with established grievance machinery. Further complicating factors arose when a considerable number of union members endeavoured to have the company alter the check-off system so that union dues would be paid to the local union instead of the District Office. This move was successfully opposed and the employees agreed to resume work under protest on March 22 and to adopt regular grievance procedure.

AIRCRAFT WORKERS, NEW WESTMINSTER, B.C.—On April 20 employees in the repair plant of Canadian Pacific Airlines, Limited, New Westminster, B.C., protested to the Minister of Labour against the cancellation on April 17, by order of the Director General of Aircraft Production, of two ten-minute rest periods in each eight-hour shift which had been in effect since the plant went into operation. On April 19 and 20 some 950 of the employees, who were members of Aeronautical Mechanics Lodge 756, International Association of Machinists, had taken unauthorized rest periods as a result of which the Director General of Aircraft Products ordered the plant to be closed forthwith. The employees then applied for the appointment of an Industrial Disputes Inquiry Commissioner to investigate the situation and agreed to forego rest periods during the time of the investigation. The management of the Company expressed their concurrence in the request of the employees in the interests of "present industrial harmony and high morale". At the end of the month representations with regard to the appointment of a Commissioner were under consideration.

AIRCRAFT WORKERS, SEA ISLAND, B.C.—On April 13 employees of Boeing Aircraft of Canada Limited, Sea Island, B.C., members of Aeronautical Mechanics Lodge No. 756, International Association of Machinists, requested the initiation of rest periods. The Department of Munitions and Supply refused to permit the Company to grant this request. The employees then proposed taking two ten-minute rest periods without authority. Officials of the Union were warned by Mr. G. R.

Currie, Industrial Relations Officer, Vancouver, against pursuing this course, and on April 20 the Union Executive agreed to cancel its plans and work normal hours. A request was made by wire to the Department of Labour on April 22 for the appointment of an Industrial Disputes Inquiry Commissioner to make an investigation of the merits of the request. The Union Executive and the Shop Stewards of the various plants were not in full agreement in regard to this pacific procedure and at a largely attended meeting a deadline of April 28 was set for the appointment of a Commissioner. When the deadline was reached about 5,000 day-shift employees took an unauthorized rest period, whereupon the Company on instructions closed down operations. Other shifts were refused entrance to the plant, affecting a total of some 6,700 workers. The Department's Industrial Relations Officer kept in constant touch with the situation and urged the Union Executive to bring about a resumption of work, after which the employees' grievance could be dealt with in the customary manner. On March 3 the employees voted by approximately 10 to 1 to return to work and the Union Executive gave the management written assurance that the conditions of the signed contract existing between the Company and the Union would be maintained. The various plants of the Company were reopened with the morning shift on May 4.

METAL WORKERS, SAINT JOHN, N.B.—During March the management of T. McAvity and Sons, Limited, Saint John, N.B., received notice from Lodge No. 835, International Association of Machinists, requesting the negotiation of a new agreement to replace one expiring March 31. The company demanded a check of union records or a vote to establish the present status of the union's membership. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., arranged joint conferences at which a ballot was agreed to by the parties. (The results are given below "Union Representation Vote"). Following the taking of the vote the company, on April 16, executed two agreements, one with a committee of Local No. 835, I.A. of M., and the second with a committee of unorganized employees in its foundries and allied departments.

SHIPYARD WORKERS, VANCOUVER, B.C.—A strike by some 6,000 employees of the North Van Ship Repairs, Limited, Vancouver, B.C., occurred on March 30 after a group of shop stewards posted men at each gate to the yard and prevented the entry of about 70 employees who did not have union cards or who were in arrears with union dues. The company had

been advised of the proposed check-up and co-operated by allowing the shop stewards to post notices regarding it on the bulletin boards. The stewards then demanded that the company refuse admission to the non-members, but the company denied this demand because it could not recognize the self-appointed shop stewards' committee as a union executive. When this information was given to the employees about 4,000 members of the Boilermakers and Iron Shipbuilders Union went out on strike and were joined by some 2,000 men belonging to other craft unions. Conferences were held with the various groups by Mr. F. E. Harrison, Western Representative of the Department of Labour, and Mr. G. R. Currie, Industrial Relations Officer. The company persisted in its refusal to change the customary practice, namely that the union furnishes the names of employees who have not become members or who are not in good standing, after which the management takes action to enforce membership. The parties agreed that the 70 employees who were not members or were in arrears of dues to the union would be given a reasonable time to join up and work was resumed during the forenoon of March 31.

FOUNDRY WORKERS, MONCTON, N.B.—On March 20 a strike was threatened by 59 employees of the Record Stove and Furnace Company, Limited, Moncton, N.B., members of Local No. 236, International Moulders' and Foundry Workers' Union, over the dismissal of four moulders on four consecutive days. These men had been discharged for refusing to use a double mould which the company had just instituted in place of a single mould. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., arranged conferences of the parties and the company agreed to reinstate three employees. The fourth workman had secured another job in the meantime. The company also undertook to have an international representative of the union instruct the workers in the use of a double mould. On March 25 the company signed an agreement including recognition of the union as bargaining agent and grievance procedure.

PACKINGHOUSE WORKERS, ST. BONIFACE, MAN.—On March 29 a foreman of Canada Packers, Limited, St. Boniface, Man., disciplined an employee with a two-weeks suspension for failing to carry out certain instructions. The employee appealed his case and was promised it would be reviewed by the plant superintendent. Later in the day, before the appeal was heard, about 600 employees went on strike without warning, but remained on the premises.

Meetings with the management, officials of Local 216, United Packinghouse Workers of America, and a Plant Relations Committee were held by Messrs. H. S. Johnstone and R. H. Hooper, Industrial Relations Officers, Winnipeg, Manitoba. The employees decided to resume work and the night shift went on duty as usual the same evening. In negotiations the following day the employee whose suspension caused the stoppage admitted that he was in the wrong and his penalty was reduced to a half-day lay-off without pay. There was no relation between the cause of the strike and an application for the establishment of a board of conciliation and investigation, described elsewhere in this issue.

OFFICE WORKERS, FORT WILLIAM, ONT.—When negotiations for a collective agreement between the Canadian Car and Foundry Company, Limited, Fort William, Ont., and certain of its employees, members of the Office Employees Union, No. 23302 (A.F. of L.), became deadlocked during April, the Department was asked for the service of a conciliation officer. Mr. R. H. Hooper, Industrial Relations Officer of Winnipeg, was assigned to the situation and during joint conferences assisted in the negotiation of a draft agreement that was acceptable both to the company and the union committee. The proposed agreement was to be presented to the union membership at an early date, but at the end of the month the department had not been advised as to the outcome.

MUNITIONS WORKERS, CHERRIER, P.Q.—On April 6 some 1,200 employees in the shell filling department of Canadian Car Munitions, Limited, Cherrier, P.Q., went on strike in protest against an alleged delay by the company in making adjustments in wage classifications. This strike had been preceded by a stoppage of work for one hour and a half by a small number of employees in group number one on April 1. Following mediation by Mr. Raoul Trépanier, Industrial Relations Officer, Montreal, P.Q., the union agreed to take up with the company and representatives of the Allied War Supplies Corporation the matter of reclassifications within the existing range of wage rates and to make an application to the Regional War Labour Board for special increases covering some 600 employees retroactive to October 1, 1942. Later, on joint request, the Minister of Labour nominated Mr. Bernard Rose, K.C., Montreal, to act as an independent arbitrator whose decisions in regard to categories and adjustment of classifications within existing ranges of wage rates would be final and binding.

Union Representation Votes

WITH increased industrial activity occasioned by the needs of war, there has been a corresponding increase in the number of disputes requiring the attention of the Industrial Relations Branch of the Department of Labour.

The plant vote, whereby employees indicate at a poll the collective bargaining agency which they desire to represent them in negotiations with their employer has been, particularly since January, 1942, in great use as a technique to aid in the settlement of those industrial disputes where the employer denies that his employees favour a particular organization or where two or more rival bodies both claim to represent the employees.

The votes are taken under the auspices of the Department of Labour in those cases where all parties have reached an agreement as to the details of the ballot. In certain cases involving procedure under the Industrial Disputes Investigation Act votes have been arranged by order of the Industrial Disputes Inquiry Commissioner investigating the dispute but generally mutual agreement regarding voting procedure is obtained from the parties before a vote is taken.

To facilitate the taking of votes the Department has formulated regulations which concern proper balloting procedure with regard to secrecy, fairness, electioneering, protests, etc.

Votes Taken, 1940-43

A summary of the votes taken from January, 1940, to April 30, 1943, is as follows:

Votes taken by the Dominion Department on its own behalf.....	92
Votes taken by the Dominion Department on behalf of the Ontario Department of Labour.....	9
Votes taken by the Ontario Department of Labour on behalf of the Dominion Department	19
Votes taken by the Ontario Department of Labour on its own behalf..	27
Votes taken by the Nova Scotia Department of Labour on behalf of the Dominion Department	3
Total	150

Summary

Dominion Department of Labour Votes. 114
Ontario Department of Labour Votes.. 36

Period Covered

This summary covers the period January, 1940, to April 30, 1943. All but 25 votes, however, have been taken since January, 1942.

Votes Taken During March and April

BEDDING COMPANY EMPLOYEES, WINDSOR, ONTARIO. By joint consent of the parties a vote was conducted on March 16 by Mr. G. F. Fenwick, Conciliation Officer, Toronto, among the hourly-rated employees of the Windsor Bedding Company, Limited, upon a ballot reading as follows: "Do you want to bargain collectively with your employer through U.A.W.-C.I.O.?" The vote resulted as follows: voting "yes", 87; voting "no", 13; spoiled ballots, 1.

TEXTILE WORKERS, WINDSOR, ONTARIO. On March 16 Mr. G. F. Fenwick, Conciliation Officer, Toronto, supervised a representation vote among the hourly-rated employees of R. A. Potvin and Company, Windsor. The vote resulted in favour of the U.A.W.-C.I.O. by 34 to 0.

STEELWORKERS, WALKERVILLE, ONTARIO. Following a joint application by the parties, Mr. G. F. Fenwick, Conciliation Officer, Toronto, conducted votes on March 25 among the hourly-rated employees in two plants of the Truscon Steel Company of Canada, Limited, in regard to bargaining collectively through Local 195, U.A.W.-C.I.O. In plant No. 1, there were 130 votes cast in favour of the Union and 50 against. In plant No. 2 the vote was 113 to 36 in favour of the Union. There was one spoiled ballot in each plant.

DAIRY WORKERS, WINDSOR, ONT. By joint consent of the parties a vote was conducted on April 1, by Mr. G. F. Fenwick, Conciliation Officer, Toronto, to determine if the employees of the Peerless Countryside Dairies, Limited, Windsor, Ontario, wished to be represented by the Windsor Milk Drivers' and Dairy Workers' Union (C.C.L.) for the purposes of collective bargaining. The vote resulted in favour of the Union by 25 to 5.

METAL WORKERS, SAINT JOHN, N.B. On March 27, a vote was held by mutual consent, under the supervision of Mr. H. R. Pettigrove, Industrial Relations Officer, to determine the wishes of the employees of T. McAvity, Saint John, N.B., in regard to representation in their dealings with the management through Lodge No. 835, International Association of Machinists. A total of 239 employees voted in favour of the Union as their bargaining agent; 5 voted against the Union and there were 2 spoiled ballots.

METAL WORKERS, TORONTO, ONTARIO.—By joint consent of the parties a vote was conducted on April 6, under the supervision of Mr. H. Perkins, Industrial Relations Officer, Toronto, to determine the wishes of the employees

of Metal Stampings Company, Limited, Toronto, Ontario, in regard to the following question: "Do you want to bargain collectively with your employer through United Steelworkers of America, or do you wish to be represented by an Employees Company Union"? Out of 268 ballots cast, 178 were in favour of the United Steelworkers of America and 88 in favour of an Employees Company Union. There were 2 spoiled ballots.

METAL WORKERS, WINDSOR, ONTARIO.—On March 16, Mr. G. Fenwick of the Provincial Conciliation Service, supervised a representation vote to determine whether the hourly-rated employees of the De Vilbiss Manufacturing Company, Limited, Windsor, Ontario, wished to bargain collectively with the Company through the U.A.W.-C.I.O. Out of a total of 53 votes, 26 were cast for the U.A.W.-C.I.O. and 27 against.

MACHINE TOOL WORKERS, WALKERVILLE, ONTARIO.—A representation vote was conducted by Mr. G. Fenwick of the Provincial Conciliation Service, on March 24 concerning the recognition of the U.A.W.-C.I.O. as the bargaining agency of the employees of the Dominion Forge and Stamping Company, Limited, Walkerville, Ontario. There were 343 votes for the union and 162 against; there were 9 spoiled ballots.

PACKING PLANT EMPLOYEES, ST. BONIFACE, MANITOBA.—With the consent of the parties

concerned Mr. Ronald H. Hooper, Industrial Relations Officer, Winnipeg, conducted a representation vote *re* a collective bargaining agreement between the Swift Canadian Company, Limited, and Local 219 United Packinghouse Workers of America, (C.I.O.). Out of 539 votes cast, 506 were for the union and 27 against. There were 6 spoiled ballots.

STEEL WORKERS, TORONTO, ONTARIO.—The alleged refusal of the Toronto Iron Works, Toronto, Ontario, to deal with a committee of Local 2820 United Steel Workers of America (C.I.O.) was the basis of a demand for a representation vote which was conducted by Mr. J. P. Nicol, Industrial Relations Officer, Toronto, on April 20. Out of 141 votes cast, 88 were for the Steel Workers Union, 42 for the Company union and 7 were against any union. There were 4 spoiled ballots.

METAL WORKERS, WALKERVILLE, ONTARIO.—A vote among hourly rated employees of the Walker Metal Products Limited of Walkerville, Ontario, was conducted by joint request of the parties on March 25, under the supervision of Mr. G. Fenwick of the Provincial Conciliation Service, to ascertain whether or not the employees wished to bargain collectively with the Company through Local 195 of the U.A.W.-C.I.O. Out of a total of 456 ballots cast, the voting favoured the union, 333 to 107 with 16 spoiled ballots.

Strikes and Lockouts in Canada during April, 1943

FOR the month of April, 1943, the record of strikes and lockouts showed an increased number of strikes, with substantial increases in the number of workers involved and in the time loss in man working days as compared with the previous month. There were 37 strikes on record, involving 30,526 workers, with a time loss of 102,685 man working days, as compared with 28 strikes in March, involving 17,008 workers and showing a time loss of 31,183 days. For April, 1942, the number of strikes was 17, with 6,838 workers involved and a time loss of 20,403 days.

During the month four work stoppages, involving coal miners in the Drumheller Valley, pulp and paper mill workers in the Lake St. John District, aircraft factory workers at Vancouver and motor vehicles factory workers at Windsor, accounted for about 80 per cent of the workers involved and 90 per cent of the time loss.

The following table gives information for April and March, 1943, and April, 1942:—

Date	Number of strikes	Number of workers involved	Time loss in man working days
*April, 1943.....	37	30,526	102,685
*March, 1943.....	28	17,008	31,183
*April, 1942.....	17	6,838	20,403

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

Two strikes, involving 204 workers, were carried over from March and 35 commenced during April. Of these 37 strikes, four resulted

in favour of the workers, thirteen in favour of the employers, one was partially successful, three were compromise settlements and eleven were indefinite in result. At the end of the month five strikes were reported as un-terminated, namely: fur factory workers at Toronto, clothing factory workers (cutters), at Montreal, cotton factory workers at Montmorency Village, aircraft factory workers at Vancouver and shipyard workers at Saint John.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to April, 1943				
MANUFACTURING— <i>Boots and Shoes—</i> Shoe factory workers, Quebec, P.Q.	1	180	180	Commenced March 19, 1943; for a closed shop union agreement; terminated April 1; conciliation (provincial); return of workers pending settlement; indefinite.
<i>Metal Products—</i> Sheet metal workers, Windsor, Ont.	1	24	150	Commenced March 31; against order forbidding smoking while at machines; terminated April 8; conciliation (federal); in favour of employer.
Strikes and Lockouts in Progress During April, 1943				
MINING— Coal miners (powder men), Mercoal, Alta.	1	(a) 21	21	Commenced April 2; <i>re</i> delay in issuing powder; terminated April 2; return of workers; in favour of employer.
Coal miners (machine cut- ters' helpers), Stellarton, N.S.	2	(b) 8	16	Commenced April 6; <i>re</i> adjustments in wages; terminated April 8; return of workers pending reference to Joint Adjustment Board; indefinite.
Coal miners, Glace Bay, N.S.	1	(i) 42	84	Commenced April 9-10; <i>re</i> working condi- tions; return of workers; in favour of em- ployer.
Metal miners (shaft sinkers) Sudbury, Ont.	1	19	85	Commenced April 11; <i>re</i> discipline of a miner; terminated April 16; negotiations; in favour of employer.
Coal miners, Drumheller District, Alta.	18	2,000	20,000	Commenced April 16; for reinstatement of a worker; terminated April 28; conciliation (federal); (worker given employment in another mine) compromise.
Metal miners (nickel), Le- vack, Ont.	1	100	100	Commenced April 21; against alleged delay in change of management of company hotel; terminated April 21; negotiations; in fa- vour of employer.
Coal miners, Springhill, N.S.	1	100	100	Commenced April 28; <i>re</i> working conditions; terminated April 29; conciliation (federal); in favour of employer.
MANUFACTURING— <i>Rubber Products—</i> Tire factory workers, Kitchener, Ont.	1	(c) 155	155	Commenced April 19; against alleged delay in negotiations <i>re</i> wage adjustments; ter- minated April 20; return of workers pending settlement; indefinite.
<i>Fur and Leather Products—</i> Fur factory workers, To- ronto, Ont.	1	22	220	Commenced April 19; against agreement signed with another union; un-terminated.
<i>Textiles and Clothing—</i> Clothing factory workers, Quebec, P.Q.	1	125	188	Commenced April 9; against check-off and closed shop union agreement with a certain union; terminated April 10; negotiations; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA, DURING APRIL, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress During April, 1943—Con.				
MANUFACTURING—Con.				
Textiles and Clothing—Con.				
Clothing factory workers (cutters), Montreal, P.Q.	1	3	12	Commenced April 27; against employment of a non-union worker; untermi- nated.
Cotton factory workers, Montmorency Village, P.Q.	1	(d) 420	630	Commenced April 29; for union representation in presenting grievances; untermi- nated.
Pulp and Paper—				
Pulp and paper mill workers, Kenogami, Jonquiere and Riverbend, P.Q.	3	1,400	15,000	Commenced April 6; re union jurisdiction; terminated April 26; conciliation (provin- cial); return of workers pending reference to a Royal Commission; indefinite.
Paper mill workers, Georgetown, Ont.	1	(e) 58	200	Commenced April 9; for increased wages and union recognition; terminated April 14; conciliation (federal); return of workers pending reference to the Regional War Labour Board as to wages; (union recog- nition granted) partially successful.
Metal Products—				
Metal factory workers, Cherrier, P.Q.	1	329	120	Commenced April 1; re classification of wage rates; terminated April 1; conciliation (fed- eral); return of workers pending settlement; indefinite.
Metal factory workers, Cherrier, P.Q.	1	(f) 1,260	2,900	Commenced April 7; re classification of wage rates; terminated April 9; conciliation (fed- eral); return of workers pending arbitration; indefinite.
Freight car factory workers, (heaters and stick- ers) Trenton, N.S.	1	109	164	Commenced April 14; for increase in piece work rate; terminated April 15; negotia- tions; return of workers pending settlement; indefinite.
Foundry workers (piece moulders), Toronto, Ont.	1	36	36	Commenced April 19; for increased wages; terminated April 19; conciliation (federal); return of workers pending reference to the Regional War Labour Board; indefinite.
Motor vehicles factory workers, Windsor, Ont.	3	15,000	40,000	Commenced April 22; against suspension of workers on April 21-22 for demonstration against a foreman and alleged speed-up order; terminated April 25; arbitration; compromise.
Foundry workers, Winni- peg, Man.	1	245	1,200	Commenced April 20; for union recognition and agreement; terminated April 26; con- ciliation (federal); in favour of workers.
Steel mill workers (fire- men), Trenton, N.S.	1	(g) 35	55	Commenced April 27; re wages and overtime rate for Sundays and holidays; terminated April 28; return of workers pending reference to the National War Labour Board; in- definite.
Aircraft factory workers, Vancouver, B.C.	4	6,739	17,700	Commenced April 28; re adoption of rest periods; untermi- nated.
Metal factory workers, Hamilton, Ont.	1	81	50	Commenced April 30; for union recognition; terminated April 30; return of workers; ni favour of employer.
Shipbuilding—				
Carpenters, Saint John, N.B.	1	255	890	Commenced April 1; against dismissal of a union worker; terminated April 5; concilia- tion (federal); (dismissed worker reinstated on a month's trial) compromise.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1943*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts in Progress During April, 1943—*Conc.*

MANUFACTURING—<i>Con.</i>				
<i>Shipbuilding—Con.</i> Steel erectors, Vancouver, B.C.	1	53	27	Commenced April 8; <i>re</i> working conditions; terminated April 8; negotiations; in favour of employer.
Electric welders, Vancou- ver, B.C.	1	131	40	Commenced April 16; against appointment of a charge-hand; terminated April 16; return of workers; in favour of employer.
Shipyard workers, Saint John, N.B.	1	100	50	Commenced April 30; for dismissal of a fore- man; untermiated.
MISCELLANEOUS—				
Building products factory workers, Portneuf Station, P.Q.	1	48	288	Commenced April 17; <i>re</i> transfer of workers to certain work under rotary system; ter- minated April 24; conciliation (federal); in favour of employer.
CONSTRUCTION—				
<i>Miscellaneous—</i> Municipal labourers, Ed- monton, Alta.	1	21	10	Commenced April 26; for increased wages; terminated April 26; return of workers; in favour of employer.
TRANSPORTATION—				
<i>Water—</i> Seamen, Vancouver, B.C.	1	(h) 8	8	Commenced April 7; <i>re</i> payment of war risk bonus; terminated April 8; conciliation (federal); return of workers pending refer- ence to the National War Labour Board ; indefinite.
Freight handlers, Halifax, N.S.	1	300	300	Commenced April 23; <i>re</i> number of men per gang; terminated April 24; conciliation (fed- eral); in favour of workers.
<i>Air—</i> Aircraft repair workers, New Westminster, B.C.	1	951	60	Commenced April 19; against cancellation of rest periods; terminated April 19; negotia- tions; in favour of employer.
TRADE—				
Newspaper delivery boys and girls, New Waterford N.S.	1	40	80	Commenced April 7; for increased commis- sion; terminated April 9; negotiations; in favour of workers.
Wholesale grocery employ- ees, Saint John, N.B.	1	8	16	Commenced April 28; against dismissal of five workers; terminated April, 29; negotia- tions; in favour of employer.
SERVICE—				
<i>Business and Personal—</i> Garage mechanics and servicemen, Regina, Sask.	8	100	1,550	Commenced April 9; for union recognition ; terminated April 28; conciliation (provin- cial); return of workers pending negotiations for a union agreement; indefinite.

* Preliminary data, based where possible on reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 42 indirectly. (b) 70 indirectly. (c) 700 indirectly. (d) 1,200 indirectly. (e) 10 indirectly. (f) 2,953 indirectly. (g) 310 indirectly. (h) 43 indirectly. (i) 1,100 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing down to date that given in the May, 1942, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1941". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the *LABOUR GAZETTE*, August, 1940, page 760.

The number of disputes beginning in February was 75, and 8 were still in progress from the previous month, making a total of 83 disputes in progress during the month; 16,100

workers were involved in the disputes in progress during the month and the time loss was 34,000 working days.

Of the 75 disputes beginning in February, 13 arose out of demands for increased wages and 21 over other wage questions; 4 over working hours; 10 over questions as to the employment of particular classes or persons; 22 over other questions as to working arrangements; and 5 on questions of trade union principle. Final settlements were reached in 69 disputes, of which 15 were settled in favour of workers, 35 in favour of employers and 19 resulted in compromises; in 10 other disputes, work was resumed pending negotiations.

New Zealand

The number of disputes during the year 1942 was 64, involving 14,282 workers, with a time loss of 51,436 working days, as compared with a time loss of 26,237 working days for 1941.

United States

For the month of March, the number of strikes beginning in the month was 260, involving 72,000 workers in these new strikes. The time loss for all disputes in progress during the month was 230,000 working days.

Post-War Agricultural Education in Great Britain

IN the majority report of the Luxmoore Committee on Post-War Agricultural Education in England and Wales which was published on April 10, it was advocated that a National Council should be set up to provide a comprehensive system of agricultural education for the country and that the school-leaving age should be raised as soon as possible to 15 with provision being made for compulsory part-time education from 15 to 18. The Committee was appointed in July, 1941, by the Minister of Agriculture and Fisheries "to examine the present system of agricultural education in England and Wales and to make recommendations for improving and developing it after the war." The chairman was the Rt. Hon. Lord Justice Luxmoore. The Committee started from the propositions that agricultural education is mainly vocational and that no vocational education can be satisfactory unless it is based on a sound foundation of general education. All the evidence pointed to the conclusion that suitable accommodation and teaching facilities for children

over 11 years of age is generally lacking in rural areas. The defects in the present system were found to be the absence of any authority charged with the positive duty of providing any form of agricultural education, the number of different authorities which now provide such education, and the diversity of sources and available means of finance.

The Committee felt that the establishment of a National Council would eliminate these difficulties. Such a Council should have the duty of providing, at the cost of the national exchequer, for the different branches of agricultural education and the necessary powers to enable it to perform this duty. It should be outside the Ministry of Agriculture but under the control of the Minister, who should be answerable for it to Parliament. It should include representatives of the farming industry, the Board of Education, the Agricultural Research Council and the universities. Its detailed work should be carried out through an organization committee and a technical committee.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Animal Foods

EDMONTON, ALBERTA.—CANADA PACKERS LTD. AND THE PACKING PLANT EMPLOYEES FEDERAL UNION No. 78 (TRADES AND LABOUR CONGRESS OF CANADA).

Agreement to be in effect from January 27, 1943, to January 26, 1944, and thereafter from year to year, subject to notice. The Company recognizes the union as the exclusive bargaining agent for all employees in the plant and will not bargain collectively with any other labour organization for its Edmonton employees while this agreement is in effect.

Hours: 8 per day, 48 per week are basic hours, but may be increased to 10 per day, 50 per week for male employees, and 9 per day, 48 per week for female employees, and overtime over the latter hours is payable at time and one half; for work on Sundays and holidays, time and one half. Vacation: one week with pay annually after one year's service; two weeks annually after 5 years' service; three weeks after 20 years' service for men, 15 years for women.

Minimum hourly wage rates: for regular adult male employees 45 cents; for regular female employees and for male employees under 19 years of age, 36 cents.

Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Textiles and Clothing

FORT ERIE NORTH, ONTARIO.—IRVIN AIRCHUTE CO. LTD. AND THE IRVIN AIRCHUTE WORKERS' ASSOCIATION.

Agreement to be in effect from December 4, 1942, to December 4, 1943, and thereafter from year to year, subject to notice. The Associa-

tion is the sole bargaining agency for all employees. Employees who were members of the Association at date the agreement made were to remain members for the duration of the agreement, but the association agrees not to coerce any employee because of non-membership.

Hours: 9 per day, 5 on Saturday, a 50-hour week, with a ten-minute rest period in each half day. Overtime and all work on Sundays and holidays to be paid at time and one half. Vacation: one week per year, with pay after one year's service.

Basic hourly wage rates: female floor workers commence at 35 cents, with increase to 40 cents after 30 days; machine operators (female) commence at 35 cents, with increase to 40 cents after 30 days and to 45 cents after 90 days; machine operators (male) commence at 50 cents, with increase to 60 cents after 30 days and to 65 cents after 60 days; metal assemblers commence at 50 cents, with increase to 55 cents after 30 days and to 60 cents after 60 days; floor workers and truck drivers commence at 50 cents, with increase to 55 cents after 30 days; lead hands 5 cents per hour extra. For work on night shift, 25 cents per shift extra. A cost of living bonus is payable according to federal government Orders in Council, the amount at the signing of this contract being \$4.25 per week.

Provision is made for seniority rights and for the adjustment of grievances.

Manufacturing: Pulp, Paper and Paper Products

BEAUHARNOIS, QUEBEC.—HOWARD SMITH PAPER MILLS LTD. AND THE NATIONAL SYNDICATE OF THE PAPER WORKERS OF BEAUHARNOIS AND THE NATIONAL CATHOLIC FEDERATION OF PULP AND PAPER EMPLOYEES, INC.

Agreement reached during proceedings of a board under the Industrial Disputes Investigation Act noted elsewhere in this issue. Agreement to be in effect from March 22, 1943, to March 21, 1944, and thereafter from year to year, subject to notice. The company recognizes these unions as representing their membership and will co-operate in retaining members; the union will not intimidate employees to join.

Hours for day workers, 9 per day; for tour workers, 8 per day; mill normally operates 6 days per week. Overtime: for day workers, time and one-half for work before 7 a.m. and after 5 p.m. (3 p.m. on Saturdays); for tour workers, time and one-half if recalled back to work outside his regular shift; time and one-half for all work on Sundays and holidays. Vacation: one week with pay to employees with 18 months' employment. Wage rates to remain as paid at the time the agreement was

made, but the parties may submit a joint request or the parties may request separately the Regional or National War Labour Board for changes in wages and any changes authorized by such board will be put into effect. The cost of living bonus to be paid, as provided for by federal government decrees. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Metal Products

SAINT JOHN, N.B.—T. McAVITY & SONS LTD.
AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 835.

Agreement to be in effect from April 16, 1943, to March 31, 1944, and thereafter, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, May 12, 1942, p. 628, with these exceptions:

A wage scale for female employees is in this agreement: beginners 20 cents, learners 25 cents, productive machine operators and assembly workers 28 to 35 cents, inspection work 28 to 32 cents.

SAINT JOHN, N.B.—T. McAVITY & SONS, LTD.
AND EMPLOYEES OF FOUNDRIES AND ALLIED DEPARTMENTS OF THE COMPANY.

Agreement to be in effect from April 16, 1943, to March 31, 1944, and thereafter subject to notice, but wage rates are effective from February 16, 1942, for the duration of the war. The Company recognizes the shop committee as the sole bargaining agency.

Hours: 8 per day, 5 on Saturday, a 45-hour week; if a night shift worked, 9 per night for 5 nights, also a 45-hour week. Overtime is payable at time and one half until midnight; thereafter, double time; double time for work on Sundays and holidays.

Hourly wage rates: floor and tub moulders 45 to 75 cents, machine moulders 45 to 52 cents, machine moulders' helpers 40 to 45 cents, core makers 48 to 68 cents, miscellaneous workers 43 to 55 cents, general labour 38 to 40 cents, firemen 48 and 55 cents, male employees under 18 years of age, 20 cents. Supervisors to be paid 5 cents per hour over the rate for his classification. Piece rates may be established but the minimum wages are guaranteed. Provision is made for the settlement of disputes.

MONCTON, N.B.—THE RECORD STOVE AND FURNACE CO. LTD. AND THE INTERNATIONAL MOULDERS' AND FOUNDRY WORKERS' UNION.

Agreement reached with the assistance of an officer of the Department of Labour. Agreement to be in effect from March 25, 1943, to March 24, 1944, and thereafter until a new agreement made. The company recognizes the union as the bargaining agent for its employees. Questions as to wages may be taken up at any time with the Regional War Labour Board before any action is taken by either the company or the union. Provision is made for the settlement of disputes.

FORT ERIE, ONTARIO.—FLEET AIRCRAFT LTD. AND THE FLEET AIRCRAFT WORKERS' ASSOCIATION.

Agreement to be in effect from November 26, 1942, for the duration of the war and until

a new agreement is made. The Company recognizes the association as the sole bargaining agency for employees. All employees who are or who become members must maintain their membership as a condition of employment, but no discrimination against any employee who desires to remain unaffiliated with it.

Hours: 8 per day, with a 10 minute rest period in each half day, a 48-hour week. Overtime and all work on Sundays and holidays is payable at time and one half.

Hourly wage rates for journeymen: wood pattern maker 95 cents, tool and die maker \$1, aircraft fitter 75 cents, machinist 90 cents; welder, steel, aluminum or arc 75 to 80 cents; other journeymen 75 cents. Other hourly wage rates: tool room improver 90 cents, tool room bench hand 70 to 85 cents, tool room helper 55 cents to 65 cents; class A production workers 65 and 70 cents, class B production workers 55 and 60 cents, class C 40 cents, class D (beginners) 20 to 35 cents; labourers 45 and 50 cents; stores clerks 45 to 70 cents; stock-chasers, material forward ticket writers and shop production clerks 40 to 55 cents; despatchers 55 to 70 cents. For night shift work, 25 cents per shift extra. The cost of living bonus to be paid in accordance with federal government orders in council, the amount at the date the agreement made being \$4.25 per week. Provision is made for seniority rights, for the settlement of disputes and for the employment of learners and trainees.

WINNIPEG, MANITOBA.—VULCAN IRON WORKS LTD. AND THE INTERNATIONAL MOULDERS' AND FOUNDRY WORKERS' UNION, LOCAL 174.

Agreement reached following the strike reported elsewhere in this issue and mediation by an officer of the Department of Labour. Agreement to be in effect from April 26, 1943, to April 26, 1944, and thereafter from year to year, subject to notice. The company recognizes the union.

With regard to hours and wages, if the management and employees cannot agree on a joint submission to the Regional War Labour Board, each party may make a separate submission. Provision is made for seniority rights and for the settlement of disputes.

CALGARY, ALBERTA.—RIVERSIDE IRON WORKS LTD. AND HOURLY RATED EMPLOYEES IN THE CONSTRUCTION SHOP OF THE COMPANY, MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS AND HELPERS OF AMERICA, LOCAL 451.

Agreement reached with the assistance of an officer of the Department of Labour. Agreement to be in effect from May 3, 1943, for the duration of the war and thereafter subject to 30 days' notice. No discrimination against any employee by either party on account of membership or non-membership in any union. The company recognizes the union executive (if employees) as the sole bargaining agency for the employees.

Hours: 8 per day, 44 per week. Overtime is payable at time and one half for the first four hours; thereafter and all work on Sundays and holidays, double time. Wage rates may be submitted to the Regional War Labour Board for revision. The full cost of living

bonus is paid in accordance with federal government orders in council. Provision is made for regulation of apprenticeship, for seniority rights and for the settlement of disputes.

Manufacturing: Non-metallic Minerals, Chemicals, etc.

TRANSCONA, MANITOBA.—DEFENCE INDUSTRIES LTD. AND THE WINNIPEG POWDER AND HIGH EXPLOSIVE WORKERS' FEDERAL UNION
No. 150.

Agreement reached with the assistance of an officer of the Department of Labour. Agreement to be in effect from April 20, 1943, to April 20, 1944, and thereafter from year to year, subject to notice. No discrimination by either party against any employee for union membership or non-membership or union activity.

Hours: 8 per day, 48 per week. Shift workers to be allowed $\frac{1}{2}$ hour with pay for lunch; day and night workers whose hours are restricted by the transportation facilities of the plant are also allowed $\frac{1}{2}$ hour with pay for lunch. Overtime is payable at time and one half; for work on employees' weekly day of rest and on holidays, time and one half. Penalties of suspension or discharge are stipulated for absence from work without sufficient cause. Subject to the approval of the Regional War Labour Board, vacations with pay are to be granted.

Hourly wage rates as in effect from July 1, 1942, for some classes: craftsmen 82 to 87 cents, tradesmen 75 cents, tradesmen's helpers 53 to 70 cents; operators 60 to 69 cents; operators' helpers 50 to 60 cents; labourers 46 to 53 cents. After six months' satisfactory service, employees are eligible for a 2 cents per hour increase. The cost of living bonus is paid in accordance with federal government Orders in Council.

Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Shipbuilding

VICTORIA, B.C.—VICTORIA MACHINERY DEPOT CO. LTD. AND YARROWS LTD. AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 230.

Supplementary agreement effective from January 1, 1943. (See L. G., April, 1942, p.

481, Feb. 1943, p. 218, April p. 488). Wages: the basic hourly wage rate for inexperienced helpers is 50 cents for first month and 60 cents for next five months; for experienced helpers (those with six months or more at the trade) 67 cents; specialists 75 cents; improvers 80 cents; (Journeyman's rate remains at \$1.); charge hands \$1.10 and \$1.15. Not more than one helper to each journeyman; one improver allowed to seven journeymen. After one year as improver, journeyman's examination to be tried.

Construction: Buildings and Structures

EDMONTON, ALBERTA.—EDMONTON GENERAL CONTRACTORS' ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1325.

Agreement to be in effect from April 1, 1943, to March 31, 1944. Union carpenters to be given preference of employment. Hours: 8 per day, 4 on Saturdays, a 44-hour week. In case of night shifts, $7\frac{1}{2}$ hours' work for 8 hours' pay. Overtime is payable at time and one half, with all work on holidays at double time. Minimum basic hourly wage for carpenters is 95 cents, to which is added a cost of living bonus of 8 cents per hour.

Transportation and Public Utilities: Street and Electric Railways

TORONTO, ONTARIO.—TORONTO TRANSPORTATION COMMISSION AND THE EMPLOYEES OF THE ELECTRICAL DEPARTMENT (MEMBERS OF THE CANADIAN ELECTRICAL TRADES UNION).

The agreement which was summarized in the LABOUR GAZETTE, December, 1938, p. 1413, and January, 1942, p. 107, was amended August 15, 1942. The previous cost of living bonus of 8 cents per hour together with a further increase of 5 cents per hour, making a total increase of 13 cents per hour, is added to the basic rates making these: repairmen 88 and 92 cents, linemen 85 to 91 cents, operators 74 and 85 cents, helpers 74 to 81 cents, chauffeurs 70 $\frac{1}{2}$ cents, lamptender 73 cents, line foreman \$48.78 per week. A cost-of-living bonus of 60 cents per week is paid.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain

district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by

a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under the Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the amendment or extension of period of twelve agreements all of which are noted below. A request for the extension of a new agreement for barbers and hairdressers at Valleyfield was published in the *Quebec Official Gazette*, April 24.

In addition, Orders in Council were published in the *Quebec Official Gazette*, during April, approving or amending the constitution and by-laws of certain parity committees, the levy of assessments by certain other parity committees or amendments to previous Orders in Council in this connection.

Manufacturing: Vegetable Foods

BAKERS AND BAKERY SALESMEN, MONTREAL

An Order in Council, dated April 16, and gazetted April 17, amends the previous Orders in Council for this trade (L.G., Oct., 1939, p. 1064; Sept., 1940, p. 970; Jan., 1941, p. 70, Feb., p. 183; Jan., 1942, p. 110, March, p. 352, April, p. 483). Regular hours for employees (except salesmen, foremen and inspectors) are reduced from 60 to 57 per week; if regular hours consist of less than 57 hours, minimum weekly wages will still be paid for such hours. Overtime is payable on the basis of the minimum wages for the 57-hour week. Vacation: after one year's service, employees to be entitled to an annual vacation of one week with pay; in smaller bakeries it is permitted instead for the employer to substitute 13 days with pay consisting of one weekday each week in June, July and August if employees consent to this.

Manufacturing: Fur and Leather Products

FINE GLOVE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated April 3, and gazetted April 10, extends the term of this agreement (L.G., Apr., 1941, p. 472, July, p. 854; Oct., p. 1314; Jan., 1942, p. 110; March, 1943, p. 340) to May 1, 1943.

WORK GLOVE CUTTERS, PROVINCE OF QUEBEC

An Order in Council, dated April 3, and gazetted April 10, extends the term of this agreement (L.G., March, 1940, p. 282; March, 1941, p. 333, Oct., p. 1314; Jan., 1943, p. 87, March, p. 340) to May 1, 1943.

WORK GLOVE OPERATORS AND BLOCKERS, PROVINCE OF QUEBEC

An Order in Council, dated April 3, and gazetted April 10, extends the term of this agreement (L.G., Sept., 1940, p. 971; March, 1941, p. 333, Oct., p. 1314; Jan., 1942, p. 110; March, 1943, p. 340) to May 1, 1943.

Manufacturing: Printing and Publishing

LITHOGRAPHIC INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated April 14, and gazetted April 17, extends the term of this agreement (L.G., Dec., 1940, p. 1310; May, 1942, p. 631; Feb., 1943, p. 219, April, p. 111) to May 1, 1943.

Construction: Buildings and Structures

BUILDING TRADES, MONTREAL

An Order in Council, dated April 14, and gazetted April 17, extends the term of this agreement (*LABOUR GAZETTE*, November, 1942, page 1348, December, page 1490; April, 1943, page 490) to July 31, 1943.

BUILDING TRADES, HULL

An Order in Council, dated April 14, and gazetted April 17, amends the previous Orders in Council (*LABOUR GAZETTE*, July, 1938, page 798, November, page 1300; March, 1939, page 335, October, page 1066, December, page 1280; February, 1940, page 172; March, 1941, page 334, August, page 1012, December, page 1573; September, 1942, page 1097; March, 1943, page 341) by providing that when paying wages the employer give to each employee a statement of all the amounts deducted from their wages.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, QUEBEC

An Order in Council, dated April 3, and gazetted April 10, amends the previous Orders in Council for these trades (*LABOUR GAZETTE*, August, 1941, page 1013; May, 1942, page 631, August, page 978) by making a change in the arrangement of hours in one zone.

BARBERS AND HAIRDRESSERS, ST. HYACINTHE

An Order in Council, dated April 14, and gazetted April 17, amends the previous Orders in Council for these trades (*LABOUR GAZETTE*, November, 1941, page 1426; September, 1942, page 1098; April, 1943, page 490) by making a slight change in the hours.

BARBERS AND HAIRDRESSERS, SHERBROOKE

An Order in Council, dated April 14, and gazetted April 17, amends the previous Orders in Council for these trades (*LABOUR GAZETTE*, October, 1941, page 1315; October, 1942, page 234; April, 1943, page 490) by regulating the hours in Danville and Asbestos, allowing 52 hours per week during which barber shops may be open.

BARBERS AND HAIRDRESSERS, ST. JOHN AND IBERVILLE

An Order in Council, dated April 3, and gazetted April 10, amends the previous Orders in Council for these trades (*LABOUR GAZETTE*, December 1, 1941, page 1573; May, 1942, page 631) by reducing the hours from 56 to 49 per week.

FUNERAL UNDERTAKERS, MONTREAL

An Order in Council, dated April 16, and gazetted April 24, extends the terms of this agreement (*LABOUR GAZETTE*, March, 1942, page 354; March, 1943, page 353) to June 26, 1943.

Unemployment Insurance

Unemployment Insurance in Canada

Historical Background of Legislation—Outline of Administration of Unemployment Insurance Act, 1940-1943

THE following article constitutes an historical summary of the background and evolution of unemployment insurance legislation in Canada, culminating in the Unemployment Insurance Act of 1940, which set up the Unemployment Insurance Commission and defined its functions. The article outlines the administration of the Act from the time of its formal passage by the Parliament of Canada in August, 1940, until March 31, 1943.

Included also is a description of the functioning of the Dominion employment service under the Act, with an outline of the administration of National Selective Service wartime measures for the control of employment in Canada through the employment offices.

Other sections of the article, describe the scope and coverage of the Act, and deal with contributions and benefit payable.

I. Background of the Legislation

Provisions by means of which persons involuntarily unemployed would receive aid have been under discussion in Canada at intervals since the first Unemployment Insurance Act was passed in Britain in 1911.

Royal Commission of 1919

In June 1919 the report submitted by a Royal Commission, which had been appointed to investigate industrial conditions in Canada, contained the following recommendation:

"We recommend to your Government the question of making some provision by a system of State Social Insurance for those who through no fault of their own are unable to work, whether the inability arises from lack of opportunity, sickness, invalidity or old age. Such insurance would remove the spectre of fear which now haunts the wage earner and make him a more contented and better citizen."

A bill was introduced in 1926 to implement the recommendation of that Commission regarding old age pensions. This legislation was federal in character but each province had the option of coming within the scheme.

It was generally believed that under the provisions of the British North America Act unemployment insurance came within the jurisdiction of the Provinces. In 1929 and 1930 when the Provinces were consulted relative to the possible introduction of a national scheme of unemployment insurance, various objections were raised by a number of the Provinces.

Unemployment Insurance Bill, 1935

The subject continued to be discussed and in 1935 the Government introduced a measure providing for a national plan of insurance against unemployment. The right of the Federal Government to enact such legislation was challenged and on submission of the act to the Supreme Court of Canada it was declared ultra vires of the Federal Parliament, a decision which was upheld by the Privy Council in London in a decision handed down in 1937.

Further investigations were undertaken by the Government and in 1938 the services of Mr. Christie Tait, International Labour Office expert, were obtained. Mr. Tait favoured federal unemployment insurance legislation as against provincial. Both the National Employment Commission report in 1938 and the Royal Commission on Dominion-Provincial Relations at a later date stressed the decisive advantages which would result from the adoption of a federal scheme. Still a number of the Provinces were reluctant to consent to the introduction of legislation providing for a federal plan of unemployment insurance. Eventually, however, consent was given by each province and an amendment to the British North America Act obtained.

Unemployment Insurance Act, 1940

In July 1940 the Government introduced a draft unemployment insurance bill. A House of Commons Committee considered the bill

in detail and heard representations from employer and employee groups on specific provisions of the legislation. The bill received the approval of the House of Commons and the Senate and became law on

August 7th, 1940—the first piece of social legislation to be enacted in Canada and administered by the Dominion Government. Contributions under the Act commenced on July 1st, 1941.

II. Objectives of the Legislation

The provisions of the Act are intended to apply insurance principles and techniques to the uncertainties of employment, that is to the unemployed days of persons normally in employment. For this purpose insurance may be considered as a means of making provision against future uncertainties through the payment of premiums or contributions for protection.

In such a gigantic undertaking, it is not practicable to adhere to every insurance principle with a high degree of theoretical nicety. Some principles are more imperative, or of more universal validity, than other principles, and in practical everyday affairs may swallow up many lesser principles. Again, many principles which have imperative validity in commercial insurance have a lesser validity, or practically none at all, in social insurance. It is important to recognize the insurance principles which do apply to a particular plan of social insurance, and then ensure that care is taken to adhere to them in a practical fashion.

Employment Service Primary Purpose

The primary function of the Act is to provide an employment service. The fundamental objective is to find suitable employment for every employable person who may desire employment. To the extent that there is failure to reach this objective, the Act makes some provision for unemployed persons by way of insurance benefit.

Unemployment insurance is basically concerned with the unemployed days of persons in employment, and "persons in employment" is to be taken to mean "persons in

their employment environment" in the widest sense of that expression. For insurance purposes it becomes necessary in the first instance to draw the line of demarcation between the persons in their employment environment who are considered appropriate for inclusion in insurance, and the persons in their employment environment who, it is felt, must for practical reasons be excluded. The line of demarcation is not susceptible of scientific or logical definition; it must in large part be determined on the basis of practical expediency rather than of theory. It follows that the "persons in their employment environment" so included will show a considerable heterogeneity in important respects. Consequently a good deal of flexibility in the details of an insurance scheme is necessary if it is to answer reasonably well the needs of the diverse classes of persons included.

It is of no less importance that there should be a clear understanding of the broad lines on which the Act distinguishes between unemployed days which may properly be considered as such for benefit purposes and idle days, that is, days on which the insured person would not in the normal course be available for employment or be in fact employed. All such days must be excluded from consideration for benefit purposes if there is to be adherence to insurance principles.

The rationale of the excepted employments is covered in Section V—The Scope of the Act—and the distinction between idle days and benefit days is made in Section VII—Insurance Benefit.

III. Administration

The Act is administered by a Commission of three. Of these, other than the Chief Commissioner, one is appointed after consultation with organizations representative of workers, and one after consultation with organizations representative of employers. The scheme is in fact a co-operative enterprise between employers and workers under Government supervision and direction, and it is hoped that this co-operation will be extended and will develop to the mutual advantage of workers, employers and the public generally.

The term of office of the Chief Commissioner is ten years and for the others five

years, subject to reappointment, but no Commissioner may continue in office beyond the age of seventy years. The purpose of the five-year period is to make the Commissioners representing workers and employers truly representative.

Powers of Unemployment Insurance Commission

The Commission is a body corporate with power to contract, sue and be sued and to acquire, hold and dispose of personal property, and, with the approval of the Governor in Council, real property. Authority is conferred upon the Commission to make

regulations with respect to specific provisions of the legislation, and generally for carrying the Act into effect.

The Commission functions through an integrated and unified network of Employment Offices which have been established in two hundred and sixteen centres across the country. These Offices replace entirely the Employment Service of Canada which was under provincial jurisdiction and was assisted by a grant from the Federal Treasury.

The Employment Offices are open and available to all employers and all workers whether or not they are covered by insurance, but no compulsion is ordinarily imposed in the use of the Offices. This is modified at present by the National Selective Service Civilian Regulations which require employers to notify vacancies to Local Offices, and employees to register at Local Offices to obtain the permits necessary to enter employment. It is insisted that no person using the Employment Offices shall be discriminated in favour of or against by reason of racial origin, religious beliefs or political affiliations. In addition to their functions as Employment Offices, the Local Offices are also responsible for insurance work; as for example, the issuance of insurance books and the registration of claims for insurance benefit.

For convenience of administration the country has been divided into five Regions—Maritimes, Quebec, Ontario, Prairies and Pacific—with Regional Offices at Moncton, Montreal, Toronto, Winnipeg and Vancouver. The Local Offices within a Region are directed and controlled by the Superintendent in charge of that Region. Regional Superintendents are responsible to the Commission with Head Office in Ottawa.

Unemployment Insurance Advisory Committee

Reference may be made here to the Unemployment Insurance Advisory Committee which the Act provides shall consist of a Chairman and not less than four nor more than six other members. The Committee is required to make a report to the Governor in Council not later than the end of February in

each year on the financial condition of the Unemployment Insurance Fund as of the preceding December 31st.

If the Committee considers that the Fund is likely to be insufficient to discharge its liabilities or is likely to be more than reasonably sufficient to discharge its liabilities, its report is required to contain recommendations for the amendment of the Act or the Regulations.

The Advisory Committee may be directed by the Governor in Council to investigate and report upon the extension of the employments covered by the Act and the adjustment of rates of contribution and benefit for insured persons.

National Employment Committee

Likewise there is a provision that the Commission shall establish a National Employment Committee for the purpose of advising and assisting the Commission in carrying out the purposes of the Employment Service.

In the case of both the Unemployment Insurance Advisory Committee and the National Employment Committee, it is provided that one member at least shall be appointed after consultation with organizations representative of workers and an equal number after consultation with organizations representative of employers.

Selection of Staff

The selection of staff for Head Office, Regional Offices and Local Offices is made by the Civil Service Commission. With a staff of more than four thousand persons, including those engaged in National Selective Service work, it is evident that there is a tremendous task to be accomplished in staff training. Due to the extent of the country many of the Local Offices are widely separated, with the result that personal contact between officers to discuss procedures and techniques is difficult. Much of the staff training work is carried out by Travelling Supervisors visiting the Local Offices, as a supplement to the Manuals of Instruction issued by Head Office on the different phases of Local Office work.

IV. Employment Service

The nature of an employment service is such that its operations are largely local in character, as the Local Office is the point of contact between persons in a particular district seeking employment and employers in that district seeking workers. For this reason the pattern of the Employment Service is set in the Local Offices.

The importance of employer relations in each Office is axiomatic and stress has been

laid in the organization on the very real advantages which accrue to the operation of the Service from the maintenance of thoroughly satisfactory contacts with employers. Likewise guidance has been given to the Local Offices in the interviewing of applicants in an intelligent manner in order to obtain the fullest information on background and experience with a view to assisting applicants to the greatest possible extent, and

making the best selection of applicants for referral to employers.

The Offices are graded according to the population of the centre and the surrounding district in which they are located. Thus the number of staff in the Offices varies from one or two in the smaller centres to more than three hundred in Montreal and in Toronto.

Employment Committees

Establishment of National, Regional and Local Employment Committees with membership representative of employers, employees, veterans, women, agriculture, etc., has proven of real benefit in the operation of the Employment Service. All Committees are advisory. Local Committees, of which there are now 43, advise local managers; Regional Committees perform a similar function for regional superintendents. The National Committee, with supervision over both Local and Regional Committees, is advisory to the Unemployment Insurance Commission and the Director of National Selective Service. As the National Committee receives copies of minutes of all meetings held by Local and Regional Committees, it is constantly informed of National Selective Service and employment problems, and can pass on this information for appropriate action.

The value of such a set-up is obvious. Not only can these Committees assist in reaching solutions for employment and National Selective Service problems, but they can in addition act as interpreters of the public viewpoint for the benefit of the official mind and vice versa as interpreters of the official viewpoint to the public. Being in touch at one and the same time with the public and with the Offices they can see both sides and advise accordingly. This is particularly important in a country like Canada where there is great variety of occupation and activity.

In each Regional Office there are a number of Employment Advisors who are concerned with employment problems within the Region, such as assessing labour requirements and the possibilities of supply, and the best use which can be made in the employment of persons with specialized skills and trades, and of women.

National Selective Service Regulations

The introduction in March 1942, of the first regulations controlling employment, the administration being through the Employment Offices, reflected the growing need to direct the flow of labour to industries providing goods and service essential for the prosecution of the war.

These first regulations restricted the entry of physically fit male persons aged seventeen to forty-five into specified occupations without the written permission of a National Selective Service Officer, who is in practice a Local Office official. Similarly, persons engaged in agriculture could not undertake employment outside of agriculture, other than seasonal employment in certain primary industries, without such permit.

The scope of the regulations controlling employment was greatly extended in June, 1942, by providing that, except in agriculture and certain other specified employments, no employer could take any person into employment unless he had received a permit from a National Selective Service Officer.

The third stage of this development was reached in September, 1942, when advertising was brought under control, compulsory notices of separation from employment instituted, and applicants were required to appear personally at the offices in order to secure their permits.

The administration of the National Selective Service Regulations naturally has greatly increased the volume of work passing through the Local Offices, and, by making the use of the Employment Offices compulsory, has changed the arrangement contemplated when the Unemployment Insurance Act was passed.

Co-operation with other Government Agencies

The organization is working closely with the Wartime Bureau of Technical Personnel which has registered all members of the engineering and scientific professions. The regulations regarding control of employment for technical persons are handled exclusively by this Bureau.

The Local Offices are in close association with the Mobilization Boards for the Armed Forces and every effort is made to dovetail the requirements of the Forces and industry in general to the end that each person may be used where he will be of most value. The Local Offices are now acting as information centres for women who wish to serve in the Armed Forces and thereby relieve men for active service.

Control of Employment

A schedule of labour priorities has been established in which whole industries and selected firms have been classified as having very high, high, low or no labour priority. This, together with the requirement that employers shall not interview or engage an employee (unless the occupation in which he is engaged is specifically excepted) without a permit to seek employment, and the

limiting of the issuance of these permits by Local Office officials designated as National Selective Service Officers, has made it possible to direct labour into essential undertakings.

Employers are required to give their employees seven days' notice of separation from employment, and employees are required to serve the same notice of their intention to separate, with certain exceptions; for example, employees engaged on building construction work, or persons employed by an employer for less than a month, etc. This has tended to reduce labour turnover and at the same time has given employers an opportunity to replace workers who are leaving.

This control of employment has made it possible, for example, to utilize agricultural workers in industries of high priority during the winter months when farm work is at a low ebb. Fishermen and farmers have been directed into mines to ease the real shortage of labour there and a campaign has been conducted to encourage farmers to engage in logging this past winter. This feature of inducing workers to engage in particular types of work is one that is not ordinarily found in the Employment Service, but in time of war it has made it possible to utilize the available labour supply to the best possible advantage.

Provision has been made whereby no person may leave Canada with the intention of seeking and entering employment outside the country unless he obtains a Labour Exit permit. The issuance of these permits has been restricted in order that persons whose services are required in the furtherance of the war effort might be retained in this country.

Recruitment of Labour Through Clearance

Another phase of the work of the Employment Service which has felt the impact of wartime requirements is the recruitment of labour from other areas through clearance. While the clearance of labour at any time is of vital

significance, in wartime it is absolutely essential to so distribute labour across the country that maximum production for war may be reached and maintained. For convenience in clearance and labour transfers, the Local Offices are grouped together to form zones of first clearance. Offices constituting a zone of first clearance keep in close correspondence in order that each may be aware of any pending employment changes in the zone of another, to facilitate the clearance of labour. If the required workers are not secured within the zone of first clearance, the Local Office is then required to notify the Regional Office. Action at the Regional Office may be to communicate with particular Local Offices in the region where it is known workers of the type required may be available, or contact all Offices within the Region. If the requirements cannot be met within the Region, the Regional Office may notify Head Office that Inter-Regional clearance is necessary, subject in all cases to the employer's approval. Local Offices have been instructed to give particular attention to Inter-Regional clearance orders.

Some of the transfers of labour which have been arranged are of particular interest. Workers have been obtained from as far east as Quebec for work on the Prince Rupert-Terrace-Cedarvale highway in B. C. and from as far west as Saskatchewan to meet the urgent needs of H. M. Dockyards at Halifax. Men have been recruited for projects in Labrador and Newfoundland, and from the gold mining area around Kirkland Lake and Timmins have come many of the much-needed workers to increase the production of nickel.

Thus the Employment Service continues in its task of supplying labour requirements in this time of emergency. It is confidently expected that when the controls are relaxed somewhat the experience which has been gained in times of stress will prove of inestimable value when it is necessary to distribute the labour force in the way most suitable for a peacetime economy.

V. Scope of the Act

In broad outline the provisions of the Act apply to all persons employed in Canada under a contract of service unless their employment is specifically excepted. The reasons for the exclusion of certain industries and occupations are considered in the following paragraphs.

It will have been evident from the section on Administration that at the foundation of the administration are the employment offices and the inspection services. Employment Offices are the places where employers will most readily obtain satisfactory workers of

certain classes; the places where certain classes of workers, whether insured or not, will have the best chance of obtaining suitable employment. When unemployed, insured persons must register and keep in touch with the Employment Office as evidence of continued unemployment and availability for work, and so that they may avail themselves of any opportunities for work. For some excepted persons who work for wages or salary, as for example, teachers, civil servants, police, etc., Employment Offices may be of little value in

securing employment, and that fact is reason enough for thinking that insurance is not particularly appropriate for persons so employed; but that is not the only reason. For any class of insurance, whether commercial or social, inspection is essential. For unemployment insurance, continuous and effective inspection is necessary to establish (1) that persons contributing are in fact in insurable employment; (2) that employers are making contributions for all insurable persons; and (3) that persons claiming to be unemployed are in fact unemployed. For practical reasons there are limits to the area which can be served by Employment Offices, and there are limits to the inspection which can be done with efficiency.

Excepted Employments

In the Act, some excepted employments are defined by reference to an industry as a whole, for example, agriculture, fishing, lumbering and logging, hunting and trapping, and transportation by water and air. These industries are usually carried on in such places or under such circumstances as to make sound inspection difficult if not impossible. Certain professional persons are also excluded, such as teachers and nurses, as are employments connected with Government; for example, employment by the Government of any Province unless the Province consents to insure, employment by the Government of Canada and by municipal authorities if the employment is certified to the satisfaction of the Commission to be permanent in character. Other miscellaneous exceptions include domestic service other than in a club or in a business carried on for gain, employment in a hospital or charitable institution not carried on for the purpose of gain, casual employment other than for an employer's trade or business, and persons engaged in professional sport. From the above comments it will be clear the employment to be insurable must be employment under a contract of service and that persons who are "self employed" must be excluded.

It will be seen that the main exceptions exclude certain industries as a whole. The remaining excepted employments are outside industry. Thus, generally speaking, an industry is either wholly within or wholly outside the insurance scheme of the Act. Obviously it would give rise to most serious practical difficulties if an attempt were made to cut across an industry for insurance purposes, insuring some persons employed therein and excluding others.

Generally speaking, those earning high fixed salaries are also fairly independent of the expansions and contractions in industry, whether

seasonal or not. Those earning very high salaries have virtually passed into the employer class; their interests and outlook are of that class although they are technically still wage-earners. Furthermore, the rate of benefit must for several reasons be kept so low that it is not likely to be very useful or attractive to a person of really high salary if he should be unemployed.

Wage "Ceiling"

The present wage ceiling stands at \$2,000 a year. However, in order to afford protection to persons whose earnings exceed this wage ceiling by reason of an increase in earnings due to the war—for example, a cost of living bonus, increased hours or overtime, increase in basic wage rates—an Order in Council was passed on January 7, 1942, providing that where earnings exceed \$2,000 for one or other of the reasons enumerated, the employment continues insurable under the Act.

Representations have been made by a number of groups urging an increase in the wage ceiling. This question has been before the Advisory Committee and a recommendation has been made which, if implemented, will result in a considerable number of persons being insured who are by reason of their earnings at present outside the scope of the Act. Investigations have also been made into the feasibility of extending insurance to employment in stevedoring and in lumbering and logging. These reports have both been placed before the Advisory Committee.

Removal of Anomalies

The Commission is empowered to remove anomalies resulting from the condition of employment of a class of persons insured under the Act being so similar to the terms and conditions of service of a class of persons excepted from the Act, by providing by regulation for the inclusion of the class of persons employed in excepted employment within the insurable classes, or the exception of the class of persons employed in insurable employment.

The Commission has taken action under this provision in the case of miners who work under conditions where, owing to the fluctuation in earnings resulting from methods of payment, it was extremely difficult to estimate annual remuneration with any degree of certainty, making some miners insurable whereas others were excepted. The regulation, which became effective on February 16, 1943, provides for the inclusion within the insurable classes of persons employed in a mine, regardless of total earnings, unless they are paid on a fixed salary basis exceeding in value \$2,000 a year.

An anomalous situation also existed in the case of life insurance salesmen, resulting from those salesmen employed under a contract of service being insured, subject to their earnings not being in excess of the ceiling, whereas others not clearly employed under a contract of service were excepted. By a regulation which became effective on November 21, 1942, the Commission provided for the exception of all life insurance agents.

Determination of Questions

Inquiries as to whether or not a particular employment is insurable are handled in the first instance by the Local Office where they are received. If the case falls clearly within those covered by written instructions, the Local Office may express an opinion on the case.

Any doubtful cases are referred to the Regional Office and if there is a new principle involved the question is referred to Head Office. On the basis of the information available Head Office expresses an opinion as to the application of the Act. If either of the parties concerned is not satisfied with the opinion expressed, the necessary formalities are completed and the case referred to the Commission for a decision under Section 46 of the Act. Any person aggrieved by a decision of the Commission may appeal to the Umpire who is appointed by the Governor in Council from amongst the Judges of the Exchequer Court of Canada and of the Superior Courts of the Provinces of Canada. Provision is also made whereby the Commission may refer any question direct to the Umpire for decision.

VI. Contributions

One of the important principles in social insurance is that there must be an intimate connecting link between the scheme of benefit and the scheme of contributions. It is likewise important that the scale of benefit should meet reasonably well the needs of the insured persons, and contribution rates be determined with a view to financing soundly the scale of benefit considered adequate.

Contribution Techniques

Consideration was given before the Canadian Act became effective to the question of collecting contributions as a direct percentage of wages through an employer wage-reporting system. Bearing in mind the principles enunciated, it may be of interest here to note some of the reasons for the rejection of such a method of collecting contributions in favour of the stamp plan.

(1) Collection of contributions as a percentage of wages would make impossible preferential grading of contributions in favour of the low wage earner, while still retaining the direct insurance relationship between contributions and benefit.

(2) In Canada there is a ratio rule for the duration of benefit requiring a five-year contribution history, and this would hardly be feasible on any wage-reporting system.

(3) To make deductions from the earnings of each individual practical for accounting purposes, percentages must necessarily be in round figures and certainly not at finer intervals than one-half of one per cent. Under a scheme where both employers and employees contributed, this meant that the contributions would have had to be either two per

cent, three per cent or four per cent. Actuarial calculations demonstrated that for the schedule of benefit in the Act, two per cent was insufficient, and three per cent and four per cent oversufficient.

(4) Non-compliance in any wage-reporting scheme has always proved to be high, particularly in industries where there is a heavy turnover. It is almost impossible to extract adequate wage reports from the small employers, thereby limiting coverage.

(5) Wage-reporting makes almost impossible any system of contributions and benefit related directly to exact days of employment and unemployment, which system is the solution to the partial unemployment problem.

(6) The stamp system would probably prove impractical under any percentage system of contribution, unless stamps were issued in a sufficient number of denominations (like currency) to make it possible to arrive at an exact amount.

(7) The stamp system has been found to have specific advantages of its own. In Britain it has made it possible to extend coverage to agriculture and domestic service, and other employments which present difficult administrative problems.

(8) The stamp system makes possible fine adjustments in the contribution table. A one-cent adjustment, for instance, might represent two per cent of a total contribution, whereas a one per cent adjustment in any percentage scheme of deduction would have to be at something like 33 per cent intervals. Under the Canadian scheme, the amount of benefit is a direct multiple of the

employee's contribution—34 or 40 times respectively for a single person or a person with a dependent. A change of one in the multiplying factor would represent only a three per cent change in the rate.

(9) A stamp—adhesive or metered—is direct evidence of payment of a joint employer-employee contribution and, at the same time, by its position in an insurance book, indicates a complete employment history. For large employers generally equipped with mechanical payroll systems, a special bulk payment technique has been devised whereby the employer remits the total amount of the contributions due every month, and records contributions on individual ledger cards for insertion in the insurance book.

The Canadian plan provides for a unified and completely integrated scheme of contributions and benefit based on earnings classes. The contributions of employers and insured persons are equal in the aggregate and the Dominion Government is required to contribute an amount equal to one-fifth of the amount jointly contributed by employers and insured persons. In addition the Government is required to pay the expenses of administration.

The schedule of contributions is as follows:

SCHEDULE OF CONTRIBUTIONS

Reference Number for Class	Class of Employed Persons	WEEKLY RATE	
		Employer	Employed Person
0	While earning less than 90 cents a day..... or While under 16 years of age.	18 cents	9 cents (paid on his behalf by the employer).
1	Earning \$5.40 but less than \$7.50 in a week.....	21 cents	12 cents
2	Earning \$7.50 but less than \$9.60 in a week.....	25 cents	15 cents
3	Earning \$9.60 but less than \$12.00 in a week.....	25 cents	18 cents
4	Earning \$12.00 but less than \$15.00 in a week.....	25 cents	21 cents
5	Earning \$15.00 but less than \$20.00 in a week.....	27 cents	24 cents
6	Earning \$20.00 but less than \$26.00 in a week.....	27 cents	30 cents
7	Earning \$26.00 but less than \$38.50 in a week or \$2,000 a year.....	27 cents	36 cents

Payment of Contributions

The contributions of both the employer and of the employed person are paid in the first instance by the employer by affixing a special stamp in the insurance book of the employed person in the space provided for the particular week. For employment of less than a full week, one-sixth of a weekly stamp is required for each day on which work is done. The rate of contribution is based on gross earnings. The employer may deduct the insured person's share of the total contribution from his remuneration except in those cases where the earnings of the insured

person are less than an average of ninety cents a day, where he is under sixteen years of age, or the insured person does not receive any pecuniary remuneration. In these cases the employer is required to pay the insured person's share of the contribution as well as his own.

Examination of a considerable number of insurance books at the time of renewal on March 31st, 1942 and 1943, has shown that with few exceptions the insurance books have been carefully stamped. The issuance of stamps representing the contributions due on earnings in Classes 5, 6 and 7 where wages are paid on a semi-monthly basis has facilitated the stamping of insurance books for the large number of employers with monthly or semi-monthly paydays.

There is provision for one contribution only each day in respect of an insured person, and normally the contribution is payable by the first employer of the day. Provision is made by regulation, however, whereby a joint arrangement may be entered into between two or more employers employing an insured person on the same day, resulting in contributions being made in respect of the combined earnings payable to the insured person. The Commission may require an employer other than the first employer of the day to make contributions in respect of an employee,

if a joint arrangement, as outlined above, is not made.

Contribution Records

After the end of each insurance year (March 31st) the contributions recorded in an insurance book are transferred onto a ledger card, showing for each week the number of days for which contributions have been paid and the amount of the employee's share. These ledger cards are the basis for determining the rate and duration of benefit at such time as an insured person files a claim.

Statistics available at this date indicate that there are 167,529 employers registered under the Act as having one or more insurable employees. The number of persons who have contributed at least for some period since the Act became effective on July 1st, 1941, is approximately three million.

Insurance Revenue Inspectors

The field of work of Inspectors of Insurance Revenue was originally conducted as a check-up of employer registrations and did not extend to the making of a complete examination of unemployment insurance records. The functions of the Inspectors in the early months of operation were more along educa-

tional lines than inspectional and it was not until March 1st, 1942, that complete audits were conducted. In the thirteen months ending March 31st, 1943, there were 35,759 inspections completed and 23,673 investigations of complaints, non-registration, etc. 94.8 per cent of the amount of assessments established to March 31, 1943, has been paid and 34.4 per cent of the balance outstanding represents assessments less than thirty days old.

The experience of nearly two years in the collection of contributions by means of stamps or meter impressions has confirmed the views of those who held that this method of collecting contributions for social insurance has sound advantages.

VII. Insurance Benefit

Unemployment insurance benefit is payable as a right to any insured person who fulfils the prescribed conditions. There is no upper age limit and the receipt of a pension or income other than from employment does not affect entitlement to benefit. To qualify for benefit the insured person must comply with four statutory conditions. Stated briefly, these are as follows:

- (i) The insured person must have made contributions for at least one hundred and eighty days while in insurable employment during the two years immediately preceding his claim for benefit;
- (ii) He must apply for benefit in the prescribed manner and prove unemployment;
- (iii) He must prove that he is capable of and available for work and unable to find suitable employment;
- (iv) He must prove that he duly attended, or that he had good cause for not attending, any course of instruction or training approved by the Commission which he may have been directed to attend by the Commission for the purpose of becoming or keeping fit for entry into or return to employment.

The first statutory condition limits the period within which the minimum qualifying contributions must be paid to two years preceding a claim for benefit, but if during a period within these two years the insured person was incapacitated for work by disease or injury, or was employed in an excepted employment, or was engaged in business on his own account, the two years may be extended to a period not exceeding four years. It is manifestly fair that an insured person should not lose his insurance status by reason of illness or injury, and it is undesirable that

freedom to engage in excepted employment or in business on his own account should be inhibited through the possibility of loss of status under insurance. The date on which an insured person first makes application for benefit and proves that he has contributed for one hundred and eighty days during the preceding two years fixes the date of commencement of his first Benefit Year. The date of commencement of any subsequent Benefit Year is determined in the same manner except that a further condition must be complied with, namely that the insured person has paid contributions for at least sixty days subsequent to the last day for which he received benefit in his preceding Benefit Year. Compliance with this requirement establishes that the insured person who has exhausted his benefit rights in any Benefit Year has thereafter continued in insurable employment.

Disqualifications for Benefit

There are certain disqualifications for the receipt of benefit. These are as follows:

(1) Loss of employment through a labour dispute at the place of work of the insured person. This disqualification does not apply if the insured person proves that he is the innocent victim of the labour dispute. Also, if he becomes bona fide employed elsewhere during the currency of the dispute and later becomes unemployed, such unemployment will be valid for benefit purposes even during the currency of the dispute at his former place of work. The disqualification for loss of employment through a labour dispute continues for the duration of the stoppage of work.

(2) If an officer of the Commission proves that the insured person has refused suitable employment or failed to do what

he reasonably should have done to obtain such employment or follow out the written instructions of an Employment Office with a view to his obtaining suitable employment. The disqualification in this case is for a period not exceeding six weeks.

(3) In case of discharge for misconduct or voluntarily leaving employment without just cause, but discharge by reason of membership in or for lawful activity in a labour organization is not deemed to be misconduct. Any disqualification is for a period not exceeding six weeks.

(4) While under sixteen years of age.

(5) While an inmate of a prison or public institution.

(6) If more than half the number of contributions made on his behalf during the year preceding his claim for benefit are in Class O, resulting from earnings being less than ninety cents a day or the employee being under sixteen years of age.

Claims for insurance benefit (which include registration for employment) are filed at local Employment Offices either by personal call or, if the applicant lives some distance from the office, by mail. The verification of the reasons for separation from employment and the completion of the application for dependency benefit are also handled at the Local Office. Details of the contributions recorded in the current insurance book are noted at the time the claim is made.

Functions of Insurance Officers

The Act authorizes Insurance Officers (specially designated by the Commission for the purpose) to examine all claims for benefit. Insurance Officers are located at present in each of the five Regional Offices and in four District Insurance Offices.

An Insurance Officer may allow any claim for benefit and there is no appeal from his decision to allow a claim. If the Insurance Officer does not consider that he can allow a claim, he advises the applicant of the reason the claim is not allowable.

Within twenty-one days of the receipt of information from the Insurance Officer that he has not allowed a claim, the applicant may appeal to the Court of Referees. The Insurance Officer may refer a claim direct to the Court of Referees for decision also.

Courts of Referees and Umpire

A Court of Referees normally consists of three persons, one member selected from a

panel of employers' representatives, one member selected from a panel representative of insured persons, and a Chairman appointed by the Governor in Council. The members of panels representative of employers and insured persons are chosen by the Commission after consultation with employer and employee organizations. Courts of Referees are empowered to give decisions on all claims for benefit referred to them by Insurance Officers and appeals by claimants. An appeal may be made from a decision of a Court of Referees to the Umpire appointed under the Act; by the claimant if the decision of the Court is not unanimous; with the leave of the Chairman of the Court in other cases; by an Insurance Officer; or by an association of employed persons of which the claimant is a member, in any case. The decision of the Umpire on an appeal from a Court of Referees is final.

Duration of Benefit—Ratio Rule

The benefit rights of an insured person are determined as of the commencement of the Benefit Year and are not affected either by his subsequent employment or his claim experience in that year. His benefit rights in any Benefit Year are determined by what is known as the ratio rule; that is, benefit for one day for every five days' contributions paid by him in the preceding five years, less one day for every three days' benefit paid to him in the preceding three years. Quite apart from the obvious advantages to the worker at all times to seek employment, under this benefit formula there is an added inducement in that every day's work in insurable employment adds something to his benefit rights for the future when he may need protection. There is too, a suggestion to the insured person that it is to his advantage to conserve and not to squander his benefit rights. The insured person with five full years' work to his credit will be entitled to unemployment benefit for a full year if unemployed so long.

The weekly rate of benefit of an insured person is thirty-four times the average contribution he has made as an employee in the previous two years, or forty times if he is claiming for a dependent wholly or mainly maintained by him.

The following table shows the rates of benefit where contributions paid in respect of an insured person during the two years immediately preceding his claim are all in the same contribution class. The daily rate of benefit is one-sixth of the weekly rate.

WEEKLY RATE OF BENEFIT

Class	Single Person	Person with Dependent
	\$ cts.	\$ cts.
1.....	4.08	4.80
2.....	5.10	6.00
3.....	6.12	7.20
4.....	7.14	8.40
5.....	8.16	9.60
6.....	10.20	12.00
7.....	12.24	14.40

Advantages of Graded Benefit Rates

A number of advantages result from the grading of insurance benefit. Grading adjusts benefit to the normal standard of living of the insured person as the benefit rates are in direct ratio to wages while in employment, the ratio varying with each contribution class. The benefit rates of lower paid claimants are in a higher ratio than the rates of those contributing in the higher classes. The grading of benefit makes automatic provision for differences in the cost of living between large cities and small towns, and between one part of the country and another. In Canada this consideration is most important as variations in wage rates between one part of the country and another are very great. Were a flat rate of benefit provided there would be a real danger of over-insurance with the consequent possibility of malingering. The intensity of the desire of the individual to get work is one of the most important factors in his getting work.

Another adjustment which is made automatically—although here a slight time lag is inevitable—is the provision for fluctuations in the value of money, and consequently for fluctuations in the cost of living from time to time. As benefit rates are a multiple of the *average* contributions paid by a worker during the two years preceding his claim for benefit, and as contributions in turn are related to wages, a serious fall in the purchasing value of money may be expected to be followed by a rise in benefit rates. Benefit rates, therefore, will not require incessant amendment. This advantage is particularly pertinent in the fluctuations which may be expected after the war.

Non-Compensable Days

While the benefit formula gives the number of days for which benefit may be drawn in a benefit year, some days of unemployment do not count as benefit days. It would be very costly and unnecessary to undertake to pay benefit for every day of unemployment, for

there are many occasional days or other short periods of unemployment which, if not too frequent, do not constitute a serious burden on the worker. With a view to using the available funds to serve the greatest general good, unemployment insurance schemes in general attempt to exclude such periods.

In Canada, the first nine days of unemployment in a benefit year constitute a waiting period and do not count for benefit purposes. Apart from the considerations outlined above, it is convenient for administrative purposes to have such a period before payment of benefit begins.

Subject to one exception, the first day of unemployment in a week of broken employment does not count as a benefit day. In some employments, for example that of dock workers, a full week of employment may be normally the exception rather than the rule, and if benefit were paid for all unemployed days the Fund would be used to pay benefit which should be provided for in regular wage rates. Dropping the first day of unemployment in any week means that a person who loses one day in the week gets no benefit for that day; for two days of unemployment he gets benefit for one day; for three days he gets benefit for two, and so on. If, however, he should be unemployed for the full week, the Act provides that he shall get benefit for six days. By this means the Fund will not be needlessly used to bolster up industries in which it is normal for employment to be broken to a large extent.

Due to the greatly increased industrial activity resulting from the war, only 38,147 initial claims had been filed to March 31st, 1943. The insured population is, therefore building up potential benefit rights which will be of the greatest value in the period of adjustment in industry which will follow on the cessation of hostilities.

Reciprocal Agreement with the United States

On April 12th, 1942, the Governments of Canada and of the United States entered into an agreement by an exchange of notes to provide for the preservation of benefit rights of insured persons who had changed their place of residence from the one country to the other. The forty-eight States, the Territories of Alaska and Hawaii and the District of Columbia were already co-operating in an interstate scheme for this purpose, under the supervision of the Federal Social Security Board at Washington. The agreement with Canada had the effect of bringing in Canada as an additional co-operating agency for unemployment insurance claims purposes, on a

basis of reciprocal relations with each of the fifty-one agencies that were already enjoying such relations with each other.

Under this reciprocal scheme the unemployment insurance agency of any jurisdiction (a jurisdiction is defined as any State or Canada) may perform services for the agency of any other jurisdiction in the taking and developing of any claim for benefit by an individual absent from such latter jurisdiction and desirous of claiming benefit under the unemployment insurance law of such jurisdiction. An American living in Canada, for example, may have built up benefit credits in previous years in the State of New York. On becoming unemployed he may file a claim with a local office in Canada. The local office, if it cannot find employment for him, will first take his claim for any benefit to which

he may be entitled under the Canadian Unemployment Insurance Act. After this is exhausted, it will transmit his claim to the unemployment compensation authority of the State of New York, where the claim will be adjudicated. The reverse procedure will take place if a Canadian files a claim at any American local office.

This arrangement provides not only that benefit rights are not lost by an insured person's removal from one country to the other, but that duplication of benefit payments for the same period of unemployment is avoided, as no benefit is payable by another jurisdiction until the claimant's benefit rights, if any, under the law of the jurisdiction in which he files his claim have been exhausted or otherwise terminated.

VIII. Insurance Fund

As at March 31st, 1943, the Insurance Fund showed the following position:

Employer & Employee		Benefit Payments	\$ 743,810.68
Contributions	\$ 93,871,960.55		
Gov't. Contribution	18,774,392.11	Balance	113,764,167.07
Interest	1,861,625.09		
	<u>\$114,507,977.75</u>		<u>\$114,507,977.75</u>

Recent Activities of the Unemployment Insurance Commission

FARM LABOUR problems and steps which are being taken to solve them were reviewed by the National Employment Committee at its regular monthly meeting in Ottawa on Monday, May 10. The committee, established under the Unemployment Insurance Act, is advisory to the Unemployment Insurance Commission and the Director of National Selective Service. The Acting Chairman is Commissioner R. J. Tallon, of the Unemployment Insurance Commission, and its membership is representative of employers, employees, women, welfare organizations, veterans, the retail trade, and agriculture. The agricultural representative, R. J. Scott, of Belgrave, Ontario, nominated recently by the Canadian Federation of Agriculture attended for the first time.

The meeting was attended also by H. R. Hare, Employment Adviser for Agriculture to the Unemployment Insurance Commission, and G. V. Haythorne, of the Labour Supply Branch of the Department of Labour, both of whom have been actively engaged in the organization of Dominion-Provincial commit-

tees designed to assist in the organization and distribution of farm labour. Mr. Haythorne and Mr. Hare gave the committee a resume of what has been accomplished thus far in the organization work (see page 568) as well as some idea of what is planned for the future.

Mr. Hare said that while Selective Service Offices were located in nearly all centres of any size, it had been deemed advisable to organize agricultural committees in each community which would be immediately available to the farmers. Advantage had been taken of the agricultural extension service of the provinces in organizing these committees which would be used partially to spread farm labour where it would be most productive.

Mr. Haythorne said he thought that these committees, of which there were now more than 800 in the Province of Quebec, would see that labour and machinery for the farm were used to the best advantage. All local committees were voluntary.

Members of the National Committee brought up the question of adequate harvest labour for Western Canada this fall and the

desirability of seeing that it was properly organized in good time so that unsatisfactory features associated with last year's movement from the East to the West would not be repeated.

The question of obtaining gasoline supplies for urban dwellers who were willing to go out and work on the farms was also discussed.

The Committee will make recommendations in respect to some of the matters discussed.

One suggestion made was that industry should be approached to arrange holidays for workers at such times as men would be usefully employed on the farms. A survey of harvest requirements in Western Canada and accommodation available for harvest workers should be made.

The Committee was advised that the holding of "open meetings" in the National Selective Service Offices, at which business men were given a demonstration of the operation of National Selective Service, had proven successful in a number of places. These open meetings are being encouraged in order to familiarize the public with National Selective Service activities. (L.G., April, 1943, p. 497).

Another meeting of the Committee will be held about the middle of June.

Insurance Registration

Reports from Local Offices of the Unemployment Insurance Commission showed that at May 1, 1943, 168,833 employers establishments and 3,939,578 persons were registered. Of the persons registered 3,074,235 were insurable and 865,343 were uninsurable.

The insurable group consisted of insurable employees of registered firms and unemployed persons whose last employment was insurable. The other group of persons registered included employees of registered firms not coming within the coverage of the Act, and partners and proprietors of these firms. Also forming a part of this group were persons unemployed at date of registration whose last employment was uninsurable and women between the ages of twenty and twenty-four not engaged in insurable employment at the time of the recent registration.

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period February 1, 1942, to March 31, 1943, was \$743,810.68. In this period 37,796 claims were received for adjudication at the nine offices of the Commission, of which 29,266 claims were allowed, 7,499 claims were not allowed, with 1,031 claims pending.

An analysis of the 7,499 claims not allowed by insurance officers reveals the following reasons for non-allowance: 2,551 claims under Section 28 (i) in which 2,550 had insufficient contributions and 1 was not in insurable employment; 229 claims under Section 28 (ii) in which 145 applications were not made in the prescribed manner, and 84 of the claimants were not unemployed; 146 claims under Section 28 (iii) in which 93 claimants were not capable of work and 53 were not available for work; 149 claims under Section 43 (a) for loss of work due to labour disputes; 53 claims under Section 43 (b) (i) for refusal of an offer of work; 59 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 4,243 claims under Section 43 (c) in which 775 were discharged due to their own misconduct, and 3,468 were disqualified for voluntarily leaving without just cause; 6 under Section 43 (d) for being under 16 years of age; 2 under Section 43 (e) for being inmates of prisons, etc.; 60 under Section 43 (f), 59 of which were in class "O" contributions, and 1 for other reasons.

Appeals and References

During the period from February 1, 1942, to March 31, 1943, there were 684 references and 54 appeals made by claimants to Courts of Referees. In addition there were 126 references by insurance officers to Courts of Referees. Of the 864 references and appeals, 687 were heard, 110 have not yet been heard, and 67 were withdrawn. The Courts of Referees disallowed 454 claims and allowed 233.

PROGRESS OF REGISTRATION AT APRIL 1, 1943

Region	Employers Establishments Registered	Insured Persons Registered	Other Persons Registered	Total Persons Registered
Maritimes	12,674	242,503	76,372	318,875
Quebec	47,647	942,302	234,099	1,176,401
Ontario	62,005	1,206,436	285,874	1,492,310
Prairies	32,751	426,374	189,619	615,993
Pacific	13,756	256,620	79,379	335,999
Total for Canada	168,833	3,074,235	865,343	3,939,578

Appeals to Umpire

Fifteen claimants have sought permission from the Chairman of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii). Eleven requests to appeal were re-

fused and 1 was granted. In addition, 3 other appeals were made by a claimant or association on behalf of the claimant. Of the four appeals reaching the Umpire, 2 have been heard and disallowed, and 2 have not yet been heard.

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD FEBRUARY 1, 1942, TO
MARCH 31, 1943

Insurance Offices	Claims received at Local Offices	Claims received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton.....	5,875	5,566	4,878	588	100
Montreal.....	15,168	13,895	9,889	3,515	491
Toronto.....	6,303	5,809	4,113	1,592	104
London.....	1,136	929	769	147	13
North Bay.....	897	854	738	112	4
Winnipeg.....	4,705	4,205	3,328	738	139
Saskatoon.....	1,762	1,616	1,357	224	35
Edmonton.....	2,558	2,284	1,971	279	34
Vancouver.....	3,015	2,638	2,223	304	111
TOTAL.....	41,419	37,796	29,266	7,499	1,031

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD FEBRUARY 1, 1942, TO
MARCH 31, 1943

Districts	REQUESTS FROM CLAIMANTS		Refer-ences by Insurance Officers	Total Refer-ences and Appeals	Not Yet Heard	With-drawn	Heard	COURT'S DECISION	
	Refer-ences	Appeals						Allowed	Dis-allowed
Moncton.....	2	4	3	9	1	1	7	3	4
Montreal.....	299	22	104	425	64	11	350	158	192
Toronto.....	176	16	3	195	20	31	144	35	109
London.....	14		5	19	1	8	11	4	7
North Bay.....	13			13		1	11	2	9
Winnipeg.....	107	2	8	117	9	7	101	21	80
Saskatoon.....	15	4		19	3		16	1	15
Edmonton.....	22	6	3	31	7	4	20	6	14
Vancouver.....	36			36	5	4	27	3	24
Total.....	684	54	126	864	110	67	687	233	454

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY-ONE MONTHS ENDED MARCH 31, 1943

Month	REVENUE							EXPENDITURE		
	CONTRIBUTIONS* (Gross, less refunds)							BENEFITS		
	Stamps	Meter	Bulk	Misc.	Total er and ee	Government	Interest	Monthly Total Revenue	Monthly Total	Cumulative Total
Total from July to December 31, 1941.....	\$ 14,958,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,586,804 88	\$ 4,717,360 97	\$ 177,720 00	\$ 28,481,885 85	\$ Nil	\$ Nil
Total for the year ended December 31, 1942.....	29,869,802 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65	11,019,421 74	1,409,797 39	67,526,327 78		349,655 94
1943										
January.....	2,470,473 51	1,174,517 53	1,237,776 61	544 05	4,883,311 70	976,662 34	22,778 38	5,882,752 42	69,851 82	419,507 76
February.....	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66	913,189 53	12,369 32	5,491,506 51	129,112 43	548,620 19
March.....	3,203,965 39	1,286,165 19	1,246,228 75	2,428 33	5,738,787 66	1,147,757 53	238,960 00	7,125,505 19	185,190 49	743,810 68
GRAND TOTAL..	52,845,646 53	20,853,889 17	20,166,167 71	6,257 14	93,871,960 55	18,774,392 11	1,861,625 09	114,507,977 75	743,810 68	743,810 68

The Interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to March 31st.

Employment and Unemployment

Summary

IN the Employment and Unemployment section of the *LABOUR GAZETTE*, information regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of March, as reported by employers.

—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

This month's article shows a reversal of the seasonal downward trend in employment which set in during December and was first noted in the figures for January 1. The 13,532 establishments co-operating in the latest survey reported a combined working force of 1,818,942 men and women at March 1, as compared with 1,816,505 the month previous. This represented an increase during the month of 2,437 persons.

The index number of employment (based on the average for the calendar year 1926 as 100) rose to 181.5 at the date under review, as compared with 181.2 at February 1. A year previously, at March 1, 1942, the index had stood at 165.1. In spite of the increase, the index was still below the maximum of 186.5 which had been reached at December 1, 1942. At the outbreak of war, the index stood at 119.6.

The same employers also submit each month information regarding payrolls, which is incorporated in this article.

The per capita average wage in the Canadian industries submitting returns rose from \$29.96 a week in the last report to \$30.70 at March 1, 1943. The figure for March 1, 1942, had been \$27.92.

Employment conditions at the end of April as reported by Employment and Selective Service Offices.—Reports from the

Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situation at the end of April. These reports describe employment conditions in the Maritimes, Quebec, Ontario, the Prairie Provinces, and British Columbia.

Applications for employment, vacancies, and placements, March.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports of the Employment and Selective Service Offices during the five week period February 26th to April 1st, 1943, showed an increase of over 35 per cent in the average daily placements as compared with those of the four week period ending February 25th, and a gain of 488 per cent in comparison with the records covering the month of March, 1942. Advances in placements over the period January 29th to February 25th, 1943 were noted in all industries except logging and mining, the most pronounced gain being in manufacturing. When a comparison was made with the month of March, 1942, all industries showed an increase in placements, the greatest being in manufacturing with substantial additions in services, construction and transportation. The marked increase over last year was due to National Selective Service Regulations under which employers seeking workers, and persons desiring employment, must notify Employment and Selective Service Offices. Vacancies during the five weeks numbered 274,651. There were 252,039 applications for employment and 177,114 placements were effected in regular and casual employment.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of April, 1943, the percentage of unemployment among trade union

members was 1.3 as compared with percentages of 1.5 in March and 4.5 in April a year ago. The April percentage was based on returns compiled from 2,249 labour organizations with a total membership of 411,662 persons.

It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

The Employment Situation at the Beginning of March, 1943, as Reported by Employers

THE trend of employment in the Dominion as a whole was slightly upward at March 1, in accordance with the movement indicated in 12 of the 22 earlier years for which statistics are available. The 13,532 establishments co-operating in the Dominion Bureau of Statistics' latest survey of employment and payrolls reported a combined working force of 1,818,942 men and women, as compared with 1,816,505 at February 1; the weekly salaries and wages paid at the date under review amounted to \$55,835,282, exceeding by \$1,421,324, or 2.6 per cent the aggregate disbursed at the beginning of February.

The increase of 2,437 employees, or 0.1 per cent, at March 1 slightly raised the index of employment, on the 1926 base, from 181.2 at February 1, to 181.5 at the date under review, as compared with 165.1 at March 1 of last year. The gain was somewhat larger than the average at the beginning of March in the period upon whose experience the seasonal adjustment factors are based; accordingly, the seasonally-corrected figure showed a small advance, rising from 188.2 at February 1, to 189.1 at March 1.

The average weekly earnings of the persons in recorded employment increased from \$29.96 paid on or about February 1, to \$30.70 at March 1, 1943, as compared with \$27.92 at March 1, 1942. In the period since then, the index of employment has risen by 9.9 per cent, and the index of aggregate payrolls, by 20.0 per cent. The pay envelope of the typical employee of the co-operating firms has advanced by ten per cent.

Further expansion was reported in employment in factories at March 1, this, like that indicated at February 1, was rather below-normal for the time of year, but nevertheless raised the crude index to a new maximum. The seasonally-adjusted index, however, again showed a decline. A substantial proportion of the latest gain was reported in iron and steel plants. Lumber mills and electrical apparatus factories also showed considerably more activity. The largest losses in manufacturing at March 1 took place in chemical and clay, glass and stone works.

Among the non-manufacturing classes, logging, communications, construction and maintenance and trade reported seasonal curtailment, which was generally of less-than-average proportions, except in trade. There was improvement in services, mining and transportation, that in the first two being relatively slight, while transportation showed a gain on a rather larger scale. The increase in the latter and in mining were contra-seasonal in character.

Payrolls

The weekly payrolls reported at March 1 by the firms furnishing statistics aggregated \$55,835,282, as compared with \$54,413,958 distributed on or about February 1. The gain amounted to 2.6 per cent. The weekly average earnings of the typical individual in recorded employment reached a new high, standing at \$30.70, as compared with \$29.96 at February 1. The previous maximum was that of \$30.06 at December 1, while the March 1, 1942, figure had been \$27.92.

The latest survey shows that, when the statistics for financial institutions are included, the number of persons in recorded employment was 1,882,309, as compared with 1,879,642 at February 1. The salaries and wages paid in weekly payrolls to these employees were given as \$57,814,396, as compared with \$56,384,323 paid at February 1. The per capita average for the nine main industries, including finance, was \$30.71, as compared with \$30.00 at the beginning of February, and \$27.99 at March 1, 1942. These averages were slightly higher than those given in the preceding paragraph for the eight leading industries, for which records of employment are available for a lengthy period, so that they are used in the general comparisons of this report.

Table 1 summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at February 1, 1943, and March 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating

firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, there has been a general increase of 18·7 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these workers are higher by 43·2 per cent. Including finance, the gain in employment from June 1, 1941, to March 1, 1943, amounted to 18·1 per cent, and that in payrolls, to 42 per cent.

From March 1, 1942, to March 1, 1943, there was an increase of 9·9 per cent in employment in the eight industries, accompanied by that of 20·0 per cent in the weekly payrolls. The explanation previously given for the much greater rise in the latter than in employment may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the extension of the system of paying a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



increased on more than one occasion since its institution, and (3) the progressive up-grad- ing of employees as they gain experience in their work. In certain cases, higher wage- rates have also been granted. In spite of these main factors reacting favourably upon the earnings of the typical wage-earner, the average weekly pay envelope, as a result of the continued dilution of labour and other factors, has not shown advances commensurate with those in the index of aggregate payrolls. Thus, the latter has risen by 20.0 per cent from March 1, 1942, while the index of per capita earnings has increased by ten per cent in the 12 months.

Chiefly as a result of wartime demand for manufactured commodities, the growth in employment and payrolls in factories in the period of observation has been much greater than that in the non-manufacturing industries; where the index of employment in the former has risen by almost 33 per cent from June 1, 1941, that of payrolls has advanced by 62.5 per cent. The weekly earnings of the typical individual engaged in factory work have increased by practically 23 per cent, while the all-industries average has risen by 21.6 per cent. The factors given above as influencing the all-industries trends operate with greater force in the case of manufacturing.

The buoyant movement in employment and payrolls in the production of durable goods has been particularly noteworthy in the months

for which data are available; in this class, the index of employment shows a gain of 51.9 per cent, accompanied by an increase of 88.4 per cent in the salaries and wages distributed in the interval from June 1, 1941, to March 1, 1943. Although there has more recently been some contraction in certain non-durable goods, the index number of employment in this group at March 1 was higher by 16.5 per cent than that indicated at June 1, 1941, since when there has been an increase of 36 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages.

Employment and Payrolls by Industries

Manufacturing.—There was a further gain in employment in manufacturing at March 1, according to data received from 7,587 establishments with a combined working force of 1,164,853 men and women; as compared with 1,157,832 at February 1, this was an increase

TABLE 1—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Number of		
	Employ- ment	Aggregate Payrolls	Per Capita Earnings	Employ- ment	Aggregate Payrolls	Per Capita Earnings
			\$			\$
June 1, 1941	100.0	100.0	25.25	100.0	100.0	25.57
July 1	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1	110.4	119.5	27.32	112.1	123.4	28.15
Jan. 1, 1942	108.4	112.1	26.13	111.4	114.3	26.32
Feb. 1	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1	108.0	119.3	27.92	116.5	129.8	28.58
April 1	108.0	121.4	28.41	118.7	133.9	28.94
May 1	109.5	123.8	28.59	120.4	137.0	29.19
June 1	112.3	125.3	28.20	122.6	137.2	28.73
July 1	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1	122.0	144.3	30.06	132.0	160.1	31.17
Jan. 1, 1943	120.1	131.9	27.92	130.7	142.9	28.11
Feb. 1	118.5	139.5	29.96 ¹	132.2	157.4	30.65 ¹
Mar. 1	118.7	143.2	30.70	133.0	162.5	31.45

¹ Revised.

of 7,021 employees, or 0.6 per cent. The rise was seasonal, although it was rather below-average for March 1 in the experience of the years since 1920. It was decidedly smaller than the gain at March 1 in either 1941 or 1942. Nevertheless, the improvement at the date under review raised the index to a new high. Standing at 223.4, it exceeded by 14.2 per cent the figure of 195.7 at the beginning of March of last year. The seasonally-adjusted index, however, was slightly lower, at 228.2, as compared with 230.5 at February 1, 1943.

The payrolls disbursed on or about March 1 by the co-operating firms amounted to

\$35,483,216 reported by the same employers at February 1. The per capita weekly average, at \$31.45, was higher than that of \$30.65 in the preceding period of observation. The March 1, 1942, figure had been \$28.58. In the 12 months since then, the index of payrolls has risen by 24.8 per cent, a gain substantially larger than that of 14.2 per cent in the index of employment in manufacturing in the same period. The greater growth in the wages distributed by the co-operating establishments in the twelve months has been dealt with briefly in an earlier paragraph, under the heading "Payrolls".

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at March 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at March 1, 1943, February 1, 1943, and March 1, 1942, based on June 1, 1941, as 100 p.c.

Geographical and Industrial Unit	Number of Employees Reported at Mar. 1, 1943	Aggregate Weekly Payrolls at Mar. 1, 1943	Per Capita Weekly Earnings at		INDEX NUMBERS OF					
					Employment			Aggregate Weekly Payrolls		
			Mar. 1 1943	Mar. 1 1942	Mar. 1 1943	Feb. 1 1943	Mar. 1 1942	Mar. 1 1943	Feb. 1 1943	Mar. 1 1942
(a) PROVINCES		\$	\$	\$						
Maritime Provinces	126,231	3,565,961	28.25	25.93	110.5	109.8	104.5	144.5	134.5	128.5
Prince Edward Island.....	2,153	49,312	22.90	20.11	103.5	104.6	105.4	111.6	108.1	99.8
Nova Scotia.....	74,755	2,225,477	29.77	27.29	110.1	109.7	102.9	146.9	134.2	129.4
New Brunswick.....	49,323	1,291,172	26.18	24.19	112.3	111.3	107.8	141.9	136.2	128.3
Quebec	582,313	16,827,042	28.90	25.71	126.4	126.3	113.5	155.7	152.5	124.4
Ontario	757,234	24,087,238	31.81	29.32	115.1	115.3	107.7	135.9	134.9	118.0
Prairie Provinces	183,397	5,527,987	30.14	28.34	105.5	105.0	98.3	122.2	120.1	107.3
Manitoba.....	87,294	2,588,967	29.66	28.26	106.7	106.4	99.4	119.9	119.3	106.7
Saskatchewan.....	34,044	982,614	28.86	27.60	96.4	95.6	85.4	111.7	110.7	94.9
Alberta.....	62,059	1,956,307	31.52	23.83	109.7	108.9	104.8	131.7	126.7	115.6
British Columbia	169,767	5,827,153	34.32	30.35	135.2	134.5	106.1	167.9	151.8	118.8
CANADA	1,818,942	55,835,282	30.70	27.92	118.7	118.5	108.0	143.2	139.5	119.3
(b) CITIES										
Montreal.....	279,635	8,507,150	30.42	27.14	130.3	129.3	111.1	159.7	155.3	119.9
Quebec City.....	37,186	928,820	24.98	22.71	158.5	157.8	121.6	192.7	193.3*	133.2
Toronto.....	249,619	7,862,102	31.50	29.18	126.5	126.1	112.4	149.7	149.2	124.1
Ottawa.....	21,644	5,766,689	26.64	24.91	108.8	108.0	103.9	126.5	125.2	113.7
Hamilton.....	62,441	2,077,245	33.27	30.92	118.1	119.4	111.6	143.0	140.5	125.8
Windsor.....	42,371	1,783,933	42.10	38.78	135.6	137.2	113.7	150.4	152.0	116.4
Winnipeg.....	55,578	1,557,014	28.01	26.41	109.1	109.2	104.3	120.9	120.6	109.4
Vancouver.....	85,542	2,913,878	34.06	29.30	168.7	169.2	120.2	223.0	196.0*	137.6
(c) INDUSTRIES										
Manufacturing.....	1,164,853	36,631,813	31.45	28.58	133.0	132.2	116.5	162.5	157.4	129.8
Durable Goods.....	643,732	22,273,527	34.60	31.51	151.9	150.1	120.1	186.4	179.4	136.9
Non-Durable Goods.....	504,057	13,748,308	27.28	25.16	116.5	117.2	114.1	138.0	134.9	123.5
Electric Light and Power.....	17,064	609,978	35.75	34.14	89.4	90.1	92.0	99.1	102.1	97.6
Logging.....	69,151	1,562,208	22.59	18.97	146.0	147.7	141.9	174.9	160.9*	131.5
Mining.....	75,850	2,795,007	36.85	34.84	91.5	91.1	99.5	107.7	104.4	112.0
Communications.....	27,473	792,737	28.86	27.68	105.8	105.1	103.1	112.6	113.1	105.3
Transportation.....	135,247	4,919,825	36.38	34.71	108.0	106.4	98.3	123.9	121.4	107.8
Construction and Maintenance.....	154,709	4,588,694	29.66	25.28	87.9	90.1	74.3	114.5	114.4*	85.0
Services.....	40,197	736,583	18.32	16.99	105.3	105.1	98.9	120.5	120.2	105.2
Trade.....	151,462	3,808,415	25.14	23.84	93.8	95.2	96.7	103.8	105.0	101.9
Eight Leading Industries	1,818,942	55,835,282	30.70	27.92	118.7	118.5	108.0	143.2	139.5	119.3
Finance.....	63,367	1,979,114	31.23	29.88	105.7	105.3	112.6	114.6	114.1	116.8
Total—Nine Leading Industries	1,882,309	57,814,396	30.71	27.99	118.1	117.9	107.8	142.0	138.4	118.8

* Revised.

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

Employment in iron and steel works continued to expand, the staffs recorded at March 1 being larger by almost 6,900 than those indicated in the preceding survey. Shipyards, aircraft and other vehicle and firearm plants again showed heightened activity. Lumber mills and electrical apparatus factories also reported considerable increases, while there were moderate gains in rubber, textile, miscellaneous non-metallic minerals and miscellaneous manufactured product plants. On the other hand, food, beverage, chemical, clay, glass and stone and non-ferrous metal factories released employees. In some cases the reductions were seasonal.

Recent monthly reports on employment and payrolls have pointed out that, largely as a result of wartime shortages of labour, the employment afforded by an increasingly large number of factories turning out consumers' goods has declined from the extraordinarily high levels reached before the labour stringency became so marked; where none of the industrial groups had reported less activity at March 1, 1942, than at the same date in 1941, 18 divisions at the beginning of March, 1943, showed a reduction in the 12 months' com-

parison. Notable among these were the vegetable food, boot and shoe, lumber, pulp and paper, tobacco and beverages and several branches of textiles; in these groups, however, employment was still in greater volume than in the period prior to the outbreak of hostilities. The recent falling-off in many of these classes merits more attention for the reason that, in a great many cases, they are engaged in manufacturing commodities or parts directly required in the war effort. On the other hand, employment in an important number of industries has reached new all-time highs in recent months; especially noteworthy among those in this category are the chemical, electrical apparatus and various metal-using industries.

Based on the weekly salaries and wages disbursed by the reporting employers at June 1, 1941, as 100, the index number of payrolls at March 1, 1943, was 162.5, as compared with 157.4 at the beginning of February, and 129.8 at March 1, 1942. There was thus an increase of 25.2 per cent in the reported payrolls during the 12 months, accompanying that of 14.2 per cent in the index number of employment. An explanation has been given elsewhere in

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,
(AVERAGE CALENDAR YEAR 1926=100).

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Mar. 1, 1927.....	97.5	97.4				96.2	100.1	95.2				93.0
Mar. 1, 1928.....	102.6	97.5				100.0	106.3	101.8				97.0
Mar. 1, 1929.....	111.4	106.8				104.7	118.4	112.3				103.7
Mar. 1, 1930.....	110.2	110.2				106.6	115.6	105.3				104.2
Mar. 1, 1931.....	100.2	104.5				99.7	101.6	98.6				93.8
Mar. 1, 1932.....	88.7	93.1				86.5	91.8	88.2				78.7
Mar. 1, 1933.....	76.9	76.8				74.1	79.8	80.0				67.7
Mar. 1, 1934.....	92.7	103.2				89.1	97.8	83.8				85.6
Mar. 1, 1935.....	96.4	98.6				91.3	103.5	87.2				91.9
Mar. 1, 1936.....	98.9	101.7				95.1	103.8	95.1				92.4
Mar. 1, 1937.....	102.8	106.6				102.5	108.9	91.3				89.2
Mar. 1, 1938.....	107.8	108.3	83.6	115.0	101.6	110.1	113.7	92.2	91.0	90.4	95.2	96.2
Mar. 1, 1939.....	106.5	101.2	83.8	112.6	88.3	112.8	109.1	94.3	89.6	96.9	99.6	96.7
Mar. 1, 1940.....	113.5	116.0	93.8	125.5	105.8	114.3	120.0	98.5	94.5	97.5	103.5	101.8
Mar. 1, 1941.....	135.3	135.1	144.0	147.3	119.7	137.7	145.7	111.3	107.5	107.0	120.0	116.8
Mar. 1, 1942.....	165.1	159.3	112.9	172.8	145.4	178.6	174.8	126.1	123.9	108.8	141.0	143.1
April 1.....	165.2	155.6	92.0	175.0	135.3	176.8	174.8	127.2	125.5	112.9	139.4	146.6
May 1.....	167.4	156.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.9	158.8
June 1.....	171.7	166.1	107.0	185.2	145.0	182.8	178.5	137.4	133.0	132.0	147.9	161.9
July 1.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
Aug. 1.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.3
Sept. 1.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	138.8	154.0	179.4
Oct. 1.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Nov. 1.....	183.3	189.0	108.0	214.1	162.6	198.1	185.2	140.2	138.0	135.6	146.6	187.2
Dec. 1.....	186.5	193.1	108.6	220.4	169.6	202.2	188.2	141.9	139.1	136.2	149.9	187.4
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1.....	181.2	167.4	108.3	184.2	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Mar. 1.....	181.5	168.4	110.9	184.8	151.5	198.9	186.4	135.4	133.1	122.8	147.5	182.4
Relative weight of Employment by Provinces and Economic Areas as at Mar. 1, 1943	100.0	6.9	0.1	4.1	2.7	32.0	41.6	10.1	4.8	1.9	3.4	9.4

NOTE.—The relative weight, as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

this report regarding the disparity in the rates of increase in employment and payrolls; the up-grading of employees as they acquire experience is a factor of particular and increasing importance in the manufacturing industries, tending to counteract the effect of the large scale dilution of labour resulting from the

existing shortage. Another factor exercising unusual influence in the case of manufacturing is the changing industrial distribution of the wage-earners in recorded employment. The effect of this is clearly shown by a comparison of the figures for the durable and the non-durable goods groups. Thus, the payroll index

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	¹ Relative Weight	Mar. 1 1943	Feb. 1 1943	Mar. 1 1942
Manufacturing	64.1	223.4	222.1	195.7
Animal products—edible.....	1.0	171.8	172.9	162.0
Fur and products.....	0.2	126.3	124.4	113.1
Leather and products.....	1.6	142.4	142.5	142.4
Boots and shoes.....	1.0	127.6	127.5	133.4
Lumber and products.....	3.2	109.2	107.5	109.7
Rough and dressed lumber.....	1.8	90.1	88.7	97.7
Furniture.....	0.5	109.4	107.8	115.1
Other lumber products.....	0.9	180.6	175.0	150.3
Musical instruments.....	0.1	46.5	45.7	89.0
Plant products—edible.....	2.4	136.6	137.6	140.1
Pulp and paper products.....	4.3	126.0	125.8	133.6
Pulp and paper.....	1.9	113.7	113.6	122.5
Paper products.....	0.8	185.0	185.0	189.0
Printing and publishing.....	1.6	121.8	121.3	129.2
Rubber products.....	0.9	128.9	127.9	128.6
Textile products.....	7.9	165.5	165.3	166.3
Thread, yarn and cloth.....	2.8	169.8	170.8	175.2
Cotton yarn and cloth.....	1.4	124.5	125.0	129.7
Woolen yarn and cloth.....	0.7	197.0	197.5	193.9
Artificial silk and silk goods.....	0.6	551.9	558.8	585.3
Hosiery and knit goods.....	1.2	138.4	138.8	145.2
Garments and personal furnishings.....	2.9	172.0	170.7	166.9
Other textile products.....	1.0	176.2	174.6	172.1
Tobacco.....	0.8	174.5	174.8	182.3
Beverages.....	0.7	218.5	223.8	222.3
Chemicals and allied products.....	5.2	755.5	760.6	680.4*
Clay, glass and stone products.....	0.8	129.1	133.7	126.7
Electric light and power.....	0.9	134.0	135.1	137.9
Electrical apparatus.....	2.3	289.2	284.0	233.2
Iron and steel products.....	25.7	343.3	338.3	258.5*
Crude, rolled and forged products.....	1.8	259.1	255.0	241.7
Machinery (other than vehicles).....	1.5	255.5	256.5	251.4
Agricultural implements.....	0.6	135.6	132.8	115.9
Land vehicles.....	9.7	279.7	277.5	224.7
Automobiles and parts.....	2.5	316.3	317.7	278.9
Steel shipbuilding and repairing.....	3.9	1,579.2	1,497.2	695.7
Heating appliances.....	0.3	161.7	162.4	160.8
Iron and steel fabrication (n.e.s.).....	1.2	334.5	329.2	272.7
Foundry and machine shop products.....	1.0	332.7	332.0	269.3
Other iron and steel products.....	5.7	483.8	480.0	344.1*
Non-ferrous metal products.....	3.4	403.0	404.7	326.3
Non-metallic mineral products.....	0.9	205.0	202.5	191.2
Miscellaneous.....	0.9	394.3	392.6	291.7
Logging	3.8	231.1	233.8	258.3
Mining	4.2	162.2	161.4	176.4
Coal.....	1.4	93.4	93.5	100.2
Metallic ores.....	2.2	320.5	317.7	357.4
Non-metallic minerals (except coal).....	0.6	149.4	149.0	152.1
Communications	1.5	102.8	103.1	100.2
Telegraphs.....	0.4	130.2	129.6	116.6
Telephones.....	1.1	95.4	95.8	95.7
Transportation	7.4	107.1	105.5	97.5
Street railways and cartage.....	2.2	161.6	164.9	145.3
Steam railways.....	4.3	99.5	97.4	90.7
Shipping and stevedoring.....	0.9	74.7	69.4	70.0
Construction and Maintenance	8.5	122.6	125.7	103.7
Building.....	4.2	174.1	180.3	133.6
Highway.....	2.0	92.9	98.1	92.5
Railway.....	2.3	97.9	95.8	83.8
Services	2.2	179.9	179.7	169.1
Hotels and restaurants.....	1.4	173.7	174.2	162.9
Personal (chiefly laundries).....	0.8	190.5	189.3	179.9
Trade	8.3	147.1	149.3	151.7
Retail.....	6.3	154.0	156.9	157.7
Wholesale.....	2.0	129.0	129.3	136.0
All Industries	100.0	181.5	181.2	165.1

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

* Revised.

in the former at the date under review, was 37.6 per cent higher than at March 1, 1942, while that in the non-durable goods division was 10.1 per cent higher; in the year, the index of employment in durable goods has risen by 26.5 per cent while that in the non-durable classes has gained by only 2.1 per cent.

Since the institution of the payroll statistics early in 1941, there have been especially pronounced increases in the salaries and wages paid in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and tobacco industries. The advances in these industries* have been accompanied by important though relatively smaller gains in employment. In practically every case, and notably in the industries just mentioned, the per capita averages in the various branches of manufacturing were considerably higher at March 1, 1943, than at the same date of 1942.

Many factors contribute to the differences found in these averages. Prominent among these is the sex distribution of workers in the various industries, a factor which is associated with that of age, the women workers, in general, tending to belong in the younger age groups, where earnings normally are less than among more experienced employees. The presence or absence of overtime work also substantially affects the per capita average earnings.

Logging.—Employment in logging was rather quieter at March 1. The loss was seasonal, but was considerably below-average for the time of year. Information was furnished by 499 firms, with a staff of 69,151 persons at March 1, as compared with 69,970 in their last monthly report. The index of employment, at 231.1, was lower than that of 258.3 at the same date of last year, the falling-off amounting to 10½ per cent. The reported weekly salaries and wages, at \$1,562,208, were higher than at February 1, 1943, or March 1, 1942; the increase in the payroll index in the latter comparison was 5.6 per cent.

The per capita average earnings rose from \$20.54¹ at February 1, 1943, to \$22.59 at the date under review. The gain partly resulted from better weather; operations at February 1 had been affected by unsatisfactory conditions in this respect. The March 1, 1942, average had been \$18.97. It must be noted that the figures of aggregate and per capita earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an

important factor in lowering the reported earnings.

Mining.—Moderate contra-seasonal improvement was indicated in mining; the extraction of coal afforded slightly less employment, but the mining of other non-metallic minerals and of metallic ores was somewhat brisker. Statistics were received from 441 operators, with a personnel of 75,850, 345 more than at February 1. The index in the mining group rose slightly from 161.4 in the preceding report, to 162.2 at the beginning of March, when it was eight per cent lower than that of 176.4 at the same date in 1942. The index of payrolls showed a decrease of 3.8 per cent over the 12 months. The salaries and wages disbursed at the date under review amounted to \$2,795,007, as compared with \$2,709,967 in the preceding period of observation. The per capita figure rose from \$35.89 at February 1 to \$36.85 at March 1, as compared with \$34.84 at March 1, 1942.

Communications.—Little general change was noted in communications at the date under review, by the 61 employers whose data were compiled, and who had a personnel of 27,473. At February 1, they had reported 27,528 employees. The slight falling-off was below-normal for the season. The salaries and wages paid at the date under review aggregated \$792,737, as compared with \$795,736 in the preceding report. The per capita average declined from \$28.91 at February 1, to \$28.86 at the first of March, as compared with \$27.68 at the same date of last winter. The latest index of employment was 102.8, a few points above that of 100.2 at March 1, 1942, since when the payroll index has risen by 6.9 per cent.

Transportation.—Contra-seasonal expansion was noted in employment in transportation at the beginning of March, when returns were received from 587 employers of 135,247 workers, as compared with 133,223 in their last report. There was a reduction in the local transportation group, but steam railway operation and shipping and stevedoring afforded considerably more employment. The index, at 107.1, was 9.8 per cent higher than that of 97.5 at March 1, 1942.

The persons in recorded employment in transportation at March 1 received the sum of \$4,919,825 in weekly payrolls; those on the staffs of the same employers at February 1 had been paid \$4,820,430. The latest per capita average was \$36.38, 20 cents higher than that at February 1, and \$1.67 more than at March 1, 1942. The index of payrolls then was 14.9

*Except tobacco.

1/ Revised.

per cent lower than that at the date under review.

Construction and Maintenance.—Further curtailment was indicated in *building and highway construction* and maintenance at the beginning of March, but work on railway maintenance moderately increased, largely as a result of seasonal conditions. A combined staff of 154,709 persons was reported by the 1,527 co-operating contractors, who had employed 158,586 in their last return. The weekly payrolls distributed were given as \$4,588,694, as compared with \$4,581,521 at February 1. The per capita average at the latest date was \$29.66, as compared with \$28.99 at the beginning of February, and \$25.28 at the first of March in 1942. The index of employment, at 122.6 at March 1, 1943, was 18.2 per cent higher than that of 103.7 at the same date of last winter, while the latest payroll index was higher by 34.7 per cent.

Services.—There was a minor gain in the services division at the beginning of March, a slight decline in employment in hotels and restaurants being rather more than offset by a small increase in laundering and dry-cleaning plants. The 612 establishments furnishing returns at March 1 reported a personnel of 40,197, as compared with 40,140 at February 1. Improvement on a larger scale is ordinarily indicated at the beginning of March. The salaries and wages paid the persons in recorded employment amounted to \$736,583, a sum higher by 0.3 per cent than that reported at February 1. As compared with March 1, 1942, there were gains of 6.4 per cent in employment, and 14.5 per cent in payrolls. The latest per capita average was \$18.32, as compared with \$18.30 at February 1, and \$16.99 at March 1, 1942. Attention must again be drawn to the fact

that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 61 per cent of the total reported in the service division as a whole at the beginning of February.

Trade.—Further seasonal contractions in employment were indicated in trade at the beginning of March. The percentage loss approximated the average, according to the experience of the years since 1920. Statistics were tabulated from 2,218 retail and wholesale houses employing 151,462 workers, as compared with 153,721 in their last return. The weekly payrolls distributed by these firms amounted to \$3,808,415, as compared with \$3,851,332 at February 1. The per capita average showed a small increase, standing at \$25.14 at Mar. 1, as compared with \$25.05 at the beginning of February, and \$23.84 at March 1, 1942.

The latest index number of employment in trade was 147.1, a figure which was lower by three per cent than that of 151.7 at the same date of last year. Over the 12 months, however, the index of payrolls has risen by 1.9 per cent.

Financial Institutions.—Returns were furnished by 753 financial institutions, with a staff of 63,367, as compared with 63,137 at February 1. The weekly salaries and wages were reported as \$1,979,114, as compared with \$1,970,365 disbursed in the preceding period of observation. The per capita weekly average was \$31.23, as compared with \$31.21 at February 1, 1943, and \$29.88 at March 1, 1942. The index of employment in financial institutions, at 122.7, was the same as that at March 1, 1942, since when the index number of payrolls has risen by 4.5 per cent.

Employment Conditions at the End of April as Reported by Employment and Selective Service Offices

THE following abstract of regional summaries of reports from Local Employment and Selective Service Offices of the Unemployment Insurance Commission indicate that employment conditions across Canada at the end of April were as follows:

Maritime Region

Many farm workers who had been employed in industry under temporary permits during the winter months, were returning to the farms. This was especially true in Prince Edward Island where fairly large numbers

were arriving daily from Nova Scotia and New Brunswick. Work on the land had not become general, but spring ploughing was being done in a few districts. Some farm workers were accepting temporary jobs as river drivers and fishermen, pending the commencement of active operations on the land.

No shortages of fishermen were reported. Fish catches were good and preparations had been completed for the opening of the lobster season on May 1st. Several fish processing plants were having difficulty in obtaining a sufficient number of workers.

River driving was underway in most of the lumbering districts. Hundreds of men were employed in this work and, with the exception of a few small local shortages, there appeared to be a sufficient number available.

All of the mines in Cape Breton were working at capacity. Some salt mines were employing female workers. There was a fairly large labour turnover in limestone quarries and more men were required.

Practically all manufacturing plants were working full time. Skilled craftsmen were needed for work on aircraft, and trainees were being sought for aircraft maintenance and assembly work. Pulp mills, which had been handicapped by the lack of sufficient water, reported that conditions were improving and it was expected that they would be working full time in the near future. Relatively small labour troubles in the steel industry had thrown about 200 men out of work for a brief period, and one of the steel plants in Cape Breton was reported to be employing a small number of women.

Several important building construction companies had commenced operations and a large number of carpenters and labourers were needed. Efforts were being made through clearance to supplement local supplies of such labour. One district reported a small shortage of bricklayers.

Motor truck transportation was being hampered by the poor condition of the roads, but no shortage of truck operators was reported. The coastal steamships trade was getting underway for the spring and summer seasons.

Several stenographers recently graduated from a large commercial school were seeking positions in the business world. Others of them planned to apply for enrollment in the Air Force. The problem of providing sufficient domestic help was still unsolved.

Quebec Region

Farm workers were in general demand throughout the province. A few were being supplied, but difficulties were being encountered in many instances due to the long working hours on farms and to dissatisfaction with rates of pay. The maple syrup season was practically over and only a few men were needed to complete refining operations.

River driving was getting under way slowly and for the time being, farmers and other local labour satisfied the demand for river drivers. However a shortage was in prospect when spring work on farms becomes general. Pulp companies were employing all available woodsmen at a number of centres.

Experienced miners were needed in northern Quebec, but current demands of the base metal mines were being met fairly well. There was a shortage of workers for the production of asbestos and, in one instance, plans for setting up a second shift had to be abandoned as a result.

Paper mills in the Lake St. John area had reopened but production was "spotty", due in part to low water and consequent power shortage. Lay-offs had occurred at some points, although labourers were wanted at Hull and women workers at Beauharnois. Sawmills and furniture factories were working steadily.

Textile mills were active and sufficient unskilled labour was available. However, experienced power sewing machine operators and seamstresses were needed in all textile centres. For the most part, the clothing trades were busy, but shortages of materials were being felt to some extent. Fur workers were required in Quebec and shoemakers in Montreal. Shortages of skilled tradesmen for wartime and heavy industries, as well as for shipbuilding were causing concern. Solderers, electricians and pipe-fitters were wanted at Quebec City. At Lévis, the problem of absenteeism at week-ends was serious. Munitions plants at Montreal and Three Rivers were increasingly active. Difficulties were being encountered in securing 500 helpers and trainees of non-military age in Montreal. Steel production had declined at Hull and about 100 men had been laid off. The demand for workers for the Quebec arsenals had fallen off. Almost all the industries in Montreal, including those engaged in wartime work, were able to obtain only about fifty per cent of the women workers they required. Potmen were needed for the aluminum industry and the situation was being aggravated by the withdrawal of farmers, who had been doing this work under temporary permits, to return to spring work on farms.

Building construction was picking up somewhat. Projects at Lévis and one or two other points were expected to employ all carpenters available, although there were small surpluses at the moment. More painters and strong construction labourers were being employed at Montreal and a shortage of such workers seemed likely in the near future.

Railway maintenance men and truck drivers were in demand. There were sufficient available, but some dissatisfaction appeared to exist concerning the wages that were being paid.

Qualified office workers were very much in demand in Montreal and more salesclerks were being employed as a result of increasing seasonal activity in the retail trade. Hotels

and restaurants in almost all centres were facing shortages of labour. Waitresses and cooks especially were needed. The labour situation in connection with the hospitals in Montreal was growing steadily worse.

Ontario Region

There was a general shortage of farm labour throughout the older portion of the province, in spite of the fact that the late spring was delaying land operations in many sections. There seemed to be widespread dissatisfaction with the wage scales being offered to farm workers.

Logging operations were reported to be progressing favourably, although more bushmen were needed at a few points and in a few instances river drivers were wanted badly. Many sawmills were busy and sawyers and mill-hands were required in a number of places.

Underground miners were in demand at Sudbury and Kirkland Lake and mine labourers at Sault Ste. Marie. Muckers were required for the feldspar and mica mines at Perth and diamond drill helpers and female mica trimmers at North Bay.

The manufacturing industries in Ontario were handicapped by a shortage of semi-skilled and unskilled workers, both male and female. Aircraft plants needed workers to train as assemblers and fitters. There was a heavy demand for male and female help in the textile industry. Power sewing-machine operators were wanted urgently at Guelph and weavers and menders at Kingston. The graduates from the new War Emergency Training classes at Toronto were finding employment quickly. Foundry help was the most noteworthy need of the iron and steel industries. Men in the skilled trades, such as machinists, lathe operators, welders, grinders, electricians and stationary engineers were urgently required.

Building construction was showing increasing activity. Wartime Housing, Limited had completed projects at two important centres, but the men laid off were readily placed with other employers. Work had been commenced on airport hangars, military training centres and on several other important undertakings. Carpenter's and builder's labourers were in general demand.

Both skilled and unskilled railway workers were needed at Niagara Falls, North Bay and Toronto, and railway machinists, boiler makers and blacksmiths' apprentices were required at Stratford. Steamship companies wanted stevedores and freight handlers and competent garage mechanics were in demand in a few centres.

Experienced office workers, stenographers and typists were required in several places. Clearance was being resorted to in efforts to obtain a large number of gardeners and clean-up men for summer hotels in the Muskoka Lakes district. Mess helpers, both men and women, were needed for Air Force camps and the supply of domestic help for private homes was quite inadequate.

Prairie Region

Although the number of men accepting employment on farms was increasing, the shortage of farm labour was acute.

Large numbers of men were required for the lumbering and logging industries, especially for camps engaged in getting out mining props. As this was seasonal work and essential for mine operations the demand was urgent.

Semi-skilled labourers were being given employment at the Steep Rock iron mines and it was expected that the number would be increased as soon as additional housing facilities had been provided. Base metal and gold mines were in need of certificated miners and unskilled labourers. The base metal mines were being given priority as far as possible. The strike in the Drumheller coal field had been settled and the mine operators were having some difficulty in getting their crews re-organized. There was a shortage of all classes of mine workers and labourers were required for the oil fields in Alberta.

It was proving difficult for meat-packing establishments to obtain sufficient male and female help and milk and bread companies were finding it hard to retain their staffs. In the case of the latter, it was alleged that the wage scales did not seem to attract workers. Sawmills in Northwestern Ontario were taking on additional men. There was a demand for skilled mechanical workers for aircraft plants and for garages. A "change-over" had been completed in a munitions plant at Fort William and its staff will be increased by about 200 within the near future. Most of these will be women, but preference will be given to former employees. The supply of workers appeared to be adequate. Junior girls were being given employment in various industries and a number of girls had been transferred to Toronto for wartime work.

There was an increase in the demand for construction labourers and some builders were employing women for light work. Highway construction, particularly in Northern Alberta, was progressing rapidly. However, due to a revision of the Public Roads Administration Contract there had been definite curtailments in the amount of such work to be undertaken.

As a result, the labour situation was "satisfactory", although operators of various types of road construction machinery, as well as some clerical help, were needed. There was a temporary surplus of carpenters.

The railways were in urgent need of section workers and also men for extra road gangs. There were not sufficient available. Bus and truck drivers were wanted and waterfront firms in Selkirk, Manitoba, were preparing their boats for summer trading operations on the lakes.

Junior clerks were required for banks. Young women were being given employment as service station attendants, truck drivers and in the mechanical part of the motor trade. Experienced salesclerks were wanted for ladies' ready-to-wear establishments and some demand existed for experienced office clerks, typists and stenographers. Cooks and mess men were needed for R.C.A.F. camps and there was a definite shortage of domestic help for hotels, restaurants, institutions and private homes.

Pacific Region

There seemed to be no immediate prospect of supplying the heavy demand for farm workers in British Columbia. The organization of the Provincial Land Army was proceeding, but actual requirements were not yet completely available.

The shortage of loggers was increasing in both coastal and interior areas. Several operators intimated that they might have to close down if adequate labour, especially fallers and buckers, were not obtained in the near future. Every effort was being made to secure experienced loggers from other occupations. Weather conditions had improved in the interior of the province, making more extensive timber operations possible, and the movement of Japanese into the logging camps was assuming larger proportions.

The supply of miners and other mine workers for coal, base metal and gold mines appeared to be hopelessly inadequate. As a result, several base metal mines reported a serious decrease in production. Transport of

men by air to the Takla Landing mercury mine had been discontinued until after the spring break-up.

Saw-mill workers were in urgent demand in the interior and on Vancouver Island. That factor, coupled with a shortage of logs, resulted in an abnormally low production of lumber during the month. Differences in wages and working conditions were said to be responsible for a rapid turnover of labour on the lower mainland.

Skilled and unskilled workers of all kinds were increasingly in demand for the ship-building and metal industries. Additional housing had been provided for shipyard workers at Prince Rupert, but difficulties in obtaining more workers had not been completely surmounted. A labour dispute in an aircraft plant at Vancouver resulted in approximately 8,000 employees stopping work.

On most National Defence projects the shortage of construction workers was becoming acute. The demand for carpenters for such undertakings could not be met, as carpenters in the larger centres were reluctant to accept out-of-town jobs. Building construction was confined almost entirely to essential wartime work. The chief labour requirements in the industry were for Wartime Housing, Limited and Army and Air Force Camps as well as for highway building in the northern portions of the Region.

The demand for men for navigation and other transportation systems was in excess of the supply.

There was a widespread and an acute shortage of waitresses, kitchen help and domestic help in both high and low priority industries.

In general, there was no improvement in the trades and labour shortages in British Columbia, in spite of the fact that a close watch was being maintained on workers leaving essential industries. Housing shortages at centres on Vancouver Island and on the mainland coast prevented the placing in clearance of certain high priority requirements. This condition was attributed in some measure to the influx of families of the armed services.

Applications for Employment; Vacancies and Placements; March, 1943

REPORTS of the Employment and Selective Service Offices during the five week period February 26th to April 1st, 1943, showed an increase of over 35 per cent in the average daily placements as compared with those of the four week period ending February 25th, and a gain of 488 per cent in comparison

with the records covering the month of March, 1942. Advances in placements over the period January 29th to February 25th, 1943, were noted in all industries except logging and mining, the most pronounced gain being in manufacturing. When a comparison was made with the month of March, 1942, all industries

showed an increase in placements, the greatest being in manufacturing with substantial additions in services, construction and transportation.

The accompanying chart shows the trend of employment since January, 1941, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at employment offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed upward courses. The ratio of vacancies to each 100 applications being 108.9 during the five weeks ending April 1st, in contrast to 105.0 during the previous period of four weeks duration and 61.5 during the month of March, 1942. The ratio of placements to each 100 applications during the period under review was 70.2 compared with 69.9 for the four weeks January 29th to February 25th, 1943, and 46.9 during March last year.

The average number of vacancies reported daily by employers to the Employment and Selective Service Offices throughout Canada during the five weeks February 26th to April 1st, 1943, was 9,155 as compared with 8,567 during the preceding four weeks and with 1,316 during the month of March a year ago. The average number of applications for employment received daily by the offices during the period under review was 8,402, in comparison with 8,160 during the previous period and with 2,140 during March, 1942. The average number of placements made daily by the offices during the five weeks ending April 1st, 1943, was 5,904, of which 5,717 were in regular employment and 187 in work of one week's duration or less, as compared with a total daily average of 5,702 during the previous four week period ending February 25th. Placements in the month of March last year averaged 1,003 daily, consisting of 686 placements in regular and 317 in casual employment.

During the period February 26th to April 1st, 1943, the offices referred 244,512 persons to vacancies and effected a total of 177,114 placements. Of these, the placements in regular employment were 171,494, of which 112,556 were of males and 58,938 of females, while placements in casual work totalled 5,620. The number of vacancies reported by employers was 174,629 for men and 100,022 for women, a total of 274,651, while applications for work numbered 252,039, of which 162,232 were from men and 89,807 from women. Reports for the four weeks January 29th to February 25th, 1943, showed 205,605 positions available, 195,830 applications made and 136,842 placements effected, while in March, 1942, there were recorded 34,200 vacancies, 55,617 applica-

tions for work and 26,062 in regular and casual employment.

The following table gives the placements effected by the offices, each year from January 1933, to date:—

Year	Placements		
	Regular	Casual	Totals
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943 (13 weeks).....	434,926	17,381	452,307

NOVA SCOTIA AND PRINCE EDWARD ISLAND

Opportunities for employment, at Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the five weeks ending April 1, 1943, numbered 359 daily compared with 351 in the preceding period and with 119 in March of last year. There was a daily average of 245 placements compared with 247 during the preceding four weeks and 112 in March, 1942. Except for a nominal decrease in agriculture, all industrial divisions participated in the increase in placements over March, 1942, the most important gain being in manufacturing, with improvement of smaller proportions in construction, trade, services, transportation and mining. Industrial divisions in which most of the placements were affected during the period under review were: manufacturing 2,268; construction 1,803; services 1,581; trade 690; transportation 440 and mining 249. There were 5,135 men and 2,061 women placed in regular employment.

NEW BRUNSWICK

The demand for workers on a daily average as indicated by orders listed at Employment Offices in New Brunswick during the period ending April 1, was 265, as compared with 210 during the preceding four weeks and 30 in March, 1942. The average number of placements effected daily was 171 during the five weeks under review, compared with 172 in the preceding period and 26 during March of last year. When comparing placements by industrial groups during the period under review with March, 1942, the largest increases were recorded in manufacturing, construction and services, with smaller advances in trade, logging, transportation and mining. Placements by industrial divisions included: manufacturing 1,401; services 1,182; construction 1,094; trade 501; logging 374; transpor-

five weeks under review, 2,439 daily in comparison with 2,359 in the preceding period, and with 449 during March of last year. All industrial divisions participated in the increase in placements over March of last year, the gain in manufacturing being the most outstanding, although services, trade, transportation, construction and logging were considerably higher with somewhat smaller increases in finance and mining. Placements by industrial groups numbered: manufacturing 38,424; services 12,814; trade 7,202; construction 5,238; transportation 4,441; logging 2,150; finance 1,020 and mining 967. During the period under review, regular placements numbered 44,318 of men and 27,063 of women in regular employment.

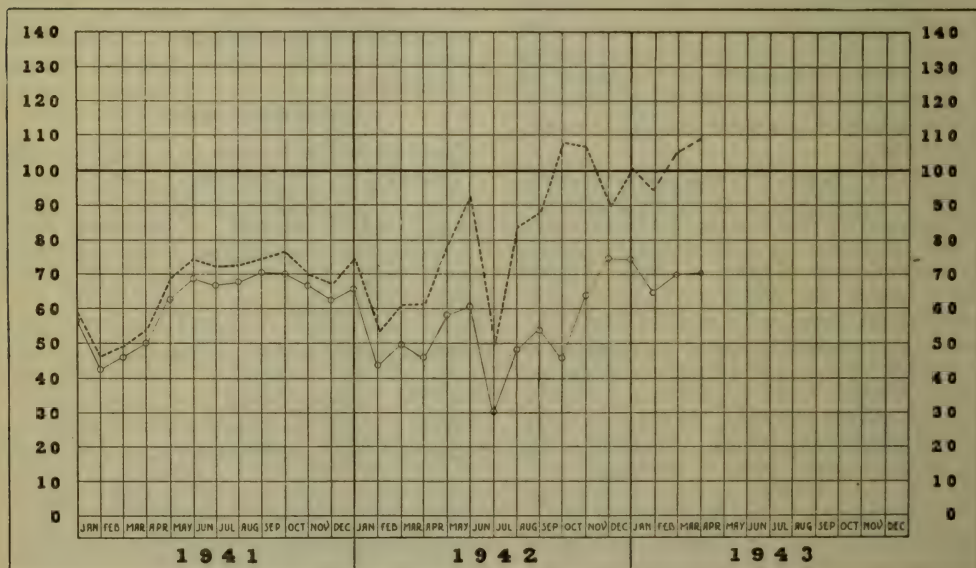
MANITOBA

Employment opportunities, as indicated by orders received at Offices in Manitoba during the period under review, showed a daily average of 384, compared with 380 in the preceding four weeks and 107 during March, 1942. A small decrease was shown in placements when compared with the period ending February 25th, but an increase over March of last year, the daily average being 307 during the period under review, 326 in the preceding period and 81 in March, 1942. Fairly large increases in manufacturing, services and trade, with smaller gains in transportation and construction accounted for the improvement in placements over March, 1942, while moderate

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

During the five weeks ending April 1, 1943, the daily average of positions offered through Employment Offices in Ontario was 3,411, compared with 3,320 during the four weeks ending February 25, and 531 in March, 1942. Placements showed a higher average during the

Placements—o—o—o—o—o—o—o—o



REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS FEB. 26TH TO
APRIL 1st, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	616	134	915	605	665		493
Charlottetown.....	283	73	562	258	348		326
Summerside.....	333	61	353	347	317		167
Nova Scotia	10,142	6,452	9,040	9,090	6,531	153	3,010
Amherst.....	191	154	254	267	244		110
Bridgewater.....	96	419	197	128	109		112
Digby.....	546	97	209	206	174		42
Halifax.....	4,806	3,039	3,559	4,051	2,842		1,116
Inverness.....	21	16	48	28	20	5	80
Kentville.....	320	285	246	163	139	2	94
Liverpool.....	199	434	110	28	16		53
New Glasgow.....	1,272	590	1,372	1,460	962	110	419
Springhill.....	154	8	232	175	174	1	4
Sydney.....	1,836	1,203	2,065	1,885	1,284	30	827
Truro.....	318	153	325	338	217		105
Yarmouth.....	383	54	423	361	350	5	48
New Brunswick	7,952	3,681	7,394	6,302	4,886	240	2,301
Bathurst.....	115	25	448	364	357		84
Campbellton.....	349	269	557	272	169	49	270
Edmundston.....	122	46	262	122	114	13	89
Fredericton.....	296	81	359	400	308		49
Minto.....	210	242	270	360	255		19
Moncton.....	1,855	694	2,375	1,961	1,515	121	1,083
Newcastle.....	1,570	992	120	95	92		22
Saint John.....	3,019	1,006	2,767	2,457	1,866	57	556
St. Stephen.....	316	244	163	286	182		74
Woodstock.....	100	82	73	35	28		55
Quebec	88,682	69,807	77,756	68,564	44,046	469	26,865
Acton Vale.....	23	12	32	45	26		16
Asbestos.....	77	24	157	78	33	31	83
Baie St. Paul.....	164	106	286	180	144		61
Beauharnois.....	571	196	544	654	392	1	124
Buckingham.....	52	16	191	58	58		102
Campbell's Bay.....	213	771	108	97	101		18
Causapscal.....	68	126	115	96	96		45
Chandler.....	735	269	572	553	536		22
Chicoutimi.....	2,702	1,303	1,800	1,742	1,469		336
Coaticook.....	108	36	114	90	81		69
Cowansville.....	110	27	119	91	87		25
Dolbeau.....	194	18	298	296	266		3
Drummondville.....	220	3	364	376	237		832
East Angus.....	137	103	58	36	34		74
Farnham.....	177	156	49	29	21		28
Granby.....	284	57	371	368	233		162
Hull.....	344	88	1,617	504	498		585
Joliette.....	179	87	131	104	98		38
Jonquiere.....	641	242	1,203	521	889		191
Lachine.....	1,563	637	1,794	1,716	1,251	34	540
Lachute.....	565	217	570	601	356		244
La Tuque.....	361	147	480	465	357		68
Levis.....	350	96	729	364	292		386
Longueuil.....	875	263	855	856	698		263
Louiseville.....	88	31	191	112	59	12	73
Magog.....	105	3	242	104	99	5	114
Matane.....	146	242	178	119	118		49
Megantic.....	400	129	333	368	184	2	38
Mont Laurier.....	72	331	73	28	54		8
Montmagny.....	69	15	150	201	103	1	41
Montreal.....	58,622	51,181	39,898	39,387	21,554	257	11,255
Nicolet.....	7	42	8	8	8		0
Plessisville.....	91	35	200	122	67		70
Pointe aux Trembles.....	915	1,191	829	645	645		154
Port Alfred.....	275	251	439	470	305	5	68
Quebec.....	3,714	3,030	7,282	4,845	3,096	33	2,997
Richmond.....	79	67	123	64	65		50
Rimouski.....	311	501	332	304	295		83
Riviere du Loup.....	651	39	786	694	694		67
Roberval.....	30	25	22	16	5		15
Rouyn.....	1,412	1,143	674	417	379	5	235
Ste. Agathe.....	33	50	16	16	8		39
Ste. Anne de Bellevue.....	142	0	158	158	158		0
St. Hyacinthe.....	574	314	617	821	449	4	188
St. Jean.....	481	94	760	606	443		196
St. Jerome.....	336	116	524	292	292		112
St. Joseph d'Alma.....	252	57	413	377	281		69
Ste. Therese.....	450	251	562	399	322		133

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS FEB. 26TH TO
APRIL 1ST, 1943—Cont.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Cont.)							
Shawinigan Falls	1,033	109	1,583	1,793	902		870
Sherbrooke	858	148	1,334	1,026	640	78	575
Sorel	1,030	125	1,400	1,129	1,129		366
Thetford Mines	248	86	577	304	209		202
Three Rivers	552	210	1,842	802	611		1,441
Val d'Or	207	1,277	272	267	204	1	62
Valleyfield	698	328	956	692	524		318
Verdun	3,758	3,160	2,050	1,692	1,692		2,465
Victoriaville	330	226	375	366	199		197
Ontario	102,326	69,139	95,100	100,618	71,381	1,779	26,157
Arnprior	114	14	181	221	157		39
Barrie	480	204	519	609	384	8	143
Belleville	590	344	727	740	514	1	292
Bracebridge	156	155	190	235	192		60
Brampton	258	493	313	335	245		93
Brantford	2,051	1,473	1,686	1,734	1,305	6	266
Brockville	356	239	386	504	268	2	229
Carleton Place	98	39	112	137	92		28
Chatham	999	359	1,005	1,092	753	37	594
Cobourg	161	60	189	180	143	1	45
Collingwood	227	278	320	374	318		24
Cornwall	1,089	260	1,302	1,167	913	89	242
Dunnville	141	82	156	146	79		10
Fergus	81	40	120	105	86		15
Fort Erie	331	453	248	308	246		56
Fort Frances	191	62	261	177	176	1	101
Fort William	1,382	3,156	1,497	1,171	850	52	780
Galt	782	698	659	751	557	1	108
Gananoque	98	9	106	109	90		65
Goderich	152	27	276	143	71	88	84
Guelph	1,102	583	696	735	593		82
Hamilton	8,054	3,748	6,805	8,282	5,542	68	656
Hawkesbury	72	56	272	272	211		25
Ingersoll	363	249	272	282	247		40
Kapuskasing	153	345	827	827	837		51
Kenora	246	738	149	226	64		51
Kingston	1,399	855	1,149	1,593	809	27	490
Kirkland Lake	712	375	1,227	901	860		195
Kitchener-Waterloo	1,505	686	1,164	1,547	1,105	25	94
Leamington	452	286	293	285	203		154
Lindsay	182	68	202	208	166	7	95
Listowel	142	72	138	173	126		1
London	3,230	2,253	2,962	3,440	1,984	229	606
Midland	501	346	712	637	435	3	245
Napanee	164	36	173	236	140	8	23
Newmarket	86	83	131	82	49		28
New Toronto	1,554	1,654	1,379	1,788	1,029	3	464
Niagara Falls	1,165	548	1,090	1,155	748	12	334
North Bay	1,135	505	1,241	1,012	969	60	535
Orangeville	72	30	96	115	86		12
Orillia	452	288	398	570	294	4	128
Oshawa	1,610	1,366	1,947	1,704	1,140	45	846
Ottawa	6,005	2,274	5,904	6,213	4,258	134	878
Owen Sound	620	273	807	613	473	10	371
Paris	67	66	39	42	35		19
Parry Sound	132	17	460	449	344		47
Pembroke	305	75	689	413	322	1	300
Perth	126	80	128	127	111		47
Peterborough	1,110	612	818	888	738		239
Pictou	101	66	155	143	99	2	122
Port Arthur	1,133	6,395	1,169	1,513	797	8	290
Port Colborne	395	118	53	416	355		33
Port Hope	164	19	231	232	123		46
Prescott	159	75	166	144	107		41
Renfrew	261	218	225	326	212		240
St. Catharines	2,129	1,045	1,661	2,334	1,449	5	699
St. Thomas	813	265	756	859	595	18	169
Sarnia	1,888	3,179	2,574	1,983	1,529	1	1,065
Sault Ste. Marie	708	2,011	919	752	699	11	153
Simcoe	294	155	344	379	205	1	133
Smiths Falls	175	32	279	226	169		138
Stratford	672	336	715	671	469	81	132
Sturgeon Falls	53	56	191	294	152		60
Sudbury	1,487	728	2,320	1,932	1,343	68	636
Timmins	1,680	2,289	1,874	1,760	1,458	38	732
Toronto	39,585	20,528	30,355	33,040	24,758	458	8,489
Trenton	386	218	318	522	324		85
Walkerton	234	121	332	228	183		81
Wallaceburg	237	99	378	214	146		249
Welland	983	884	1,392	1,441	788		368
Weston	1,193	604	861	897	514		467
Windsor	4,672	2,356	4,518	4,701	3,214	153	1,367
Woodstock	441	190	423	568	341	2	56

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS FEB. 26TH TO
APRIL 1st, 1943—Conc.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Manitoba	11,529	4,400	15,417	13,685	8,465	733	6,237
Brandon.....	718	391	519	631	397		167
Dauphin.....	280	99	280	265	239		123
Flin Flon.....	239	172	209	194	145	27	62
Portage la Prairie.....	253	127	257	198	160		76
Selkirk.....	121	40	159	172	103	12	66
The Pas.....	126	139	152	139	124		49
Winnipeg.....	9,792	3,432	13,841	12,086	7,297	694	5,694
Saskatchewan	5,983	2,995	6,834	6,118	4,134	359	2,834
Estevan.....	216	127	72	65	51		38
Moose Jaw.....	856	407	1,025	892	573	48	365
North Battleford.....	168	82	214	159	111		56
Prince Albert.....	468	304	637	590	358	31	218
Regina.....	2,021	788	2,268	2,360	1,590	167	950
Saskatoon.....	1,654	790	2,152	1,742	1,164	104	801
Swift Current.....	215	169	111	93			29
Weyburn.....	119	94	90	91	78	1	29
Yorkton.....	166	234	265	126	116	8	348
Alberta	12,929	5,472	13,454	13,438	8,884	741	3,828
Blairmore.....	121	142	102	92	86		27
Calgary.....	3,695	939	4,546	4,292	2,683	272	1,496
Drumheller.....	236	120	187	178	166		64
Edmonton.....	7,153	3,083	7,317	7,536	5,058	466	1,830
Edson.....	217	194	38	38	38		0
Lethbridge.....	783	426	712	737	465		227
Medicine Hat.....	550	398	425	454	278	3	165
Red Deer.....	174	170	127	111	110		19
British Columbia	34,592	14,483	26,129	26,092	22,502	1,146	9,781
Courtney.....	273	56	263	194	194		73
Cranbrook.....	316	271	226	193	180		139
Dawson Creek.....	1,690	804	394	394	394		0
Duncan.....	316	176	196	183	180	3	35
Kamloops.....	235	100	303	224	222	1	86
Kelowna.....	179	65	248	330	193		108
Nanaimo.....	390	318	422	495	345	7	161
Nelson.....	682	333	436	443	443		165
New Westminster.....	1,799	333	1,942	2,142	1,633	58	865
Penticton.....	122	39	141	98	89	9	59
Port Alberni.....	725	317	340	261	253	1	108
Prince George.....	719	750	673	648	623	3	59
Prince Rupert.....	2,637	1,533	1,477	1,529	1,357		89
Princeton.....	185	183	157	113	95		12
Trail.....	227	276	401	400	242	2	592
Vancouver.....	20,702	7,612	15,437	15,860	13,900	814	6,387
Vernon.....	502	216	389	352	341	16	73
Victoria.....	2,740	1,071	2,594	1,972	1,740	232	740
White Horse.....	153	30	90	261	78		30
Canada	274,651	176,563	252,039	244,512	171,494	5,620	81,506
Men.....	174,629	118,213	162,232	152,867	112,556	1,723	48,448
Women.....	100,022	58,350	89,807	91,645	58,938	3,897	33,058

losses only were recorded in logging and agriculture. Industries in which employment was found for more than 100 workers included: manufacturing 2,987; services 2,544; trade 1,362; construction 845; transportation 728; logging 272; finance 172; mining 140 and agriculture 106. There were 4,960 men and 3,505 women placed in regular employment.

SASKATCHEWAN

Orders received at Employment Offices in Saskatchewan during the period ending April 1st, called for an average of 196 workers daily compared with 172 in the preceding period and with 57 during March, 1942. There was a

daily average of 150 placements compared with 143 during the four weeks ending February 25th, and 36 in March of last year. When comparing placements by industrial divisions with March, 1942, the most important gains were in services, trade and manufacturing, with smaller increases in transportation and construction. The only declines occurred in agriculture and logging and were unimportant. Industrial divisions in which the majority of placements were effected included: services 1,707; trade 1,040; manufacturing 803; construction 334 and transportation 300. Regular placements numbered 2,072 of men and 2,062 of women.

ALBERTA

Positions offered through Employment Offices in Saskatchewan during the five weeks ending April 1st, averaged 431 daily compared with 408 during the preceding four weeks and with 87 in March, 1942. The average number of placements effected daily was 321 during the five weeks under review, in comparison with 305 in the preceding period and 63 in March of last year. With the exception of a moderate loss in logging and a nominal decline in agriculture, all industrial groups showed improvement over March, 1942, the most substantial advances being in services, trade, manufacturing, construction and transportation. Placements by industrial divisions were: services 2,798; trade 1,672; construction 1,607; manufacturing 1,593; transportation 953; agriculture 343 and mining 306. Placements in regular employment numbered 5,541 of men and 3,343 of women.

BRITISH COLUMBIA

Orders listed at Employment Offices in British Columbia during the period ending April 1st, called for a daily average of 1,153 workers compared with 1,039 during the four weeks ending February 25th, and with 174 in March of last year. Placements showed a higher average during the period under review, 788 daily in comparison with 676 in the preceding four weeks and 127 during March, 1942. A substantial increase in manufacturing and fairly large gains in construction, services, logging, trade and transportation accounted for the advance in placements over March, 1942, improvement being noted also in all other groups. Industrial divisions in which most of the placements were effected during the five weeks under review were: manufacturing 8,203; services 4,312; construction 3,829; logging 2,418; trade 2,201; transportation 1,509 and mining 519. There were 16,035 men and 6,467 women placed in regular employment.

Unemployment in Trade Unions at the Close of March, 1943

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons, who are engaged at work outside their own trades are not considered as unemployed. As the number of unions making returns varies from month to month, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only, to the organizations reporting.

Reports were tabulated at the close of March from 2,249 labour organizations, having a total membership of 411,662 persons. Of these 5,161 or a percentage of 1.3 were unemployed in comparison with percentages of 1.5 in February and 4.5 in March a year ago. The slight increase in available work shown during March was due principally to the moderately higher employment level which prevailed for union members in the manufacturing industries, as the percentage of those without work in this group declined from 0.6 to 0.3 and also to improved conditions for fishermen and for non metallic mineral workers. The unemployment percentages for these members stood at 0.7 and 0.4, respectively, in comparison with percentages of 9.3 and 4.6 in February. As will be seen in the accompanying table II, very minor improvements were observed likewise among lumber workers and loggers

and for union members in the transportation industries. On the other hand, a slight contraction in activity was apparent for members in the building and construction trades, as the unemployment percentage among these workers was up from 8.4 to 9.0. The Dominion percentage of 1.3 as shown for March was the lowest for any corresponding month in trade union records since these tabulations were placed on a monthly basis as from the beginning of the year 1919. From its inception in December 1915 to the end of 1918, the report appeared at the close of each quarter only.

In table I the unemployment percentage is shown for each province. In March, these percentages ranged from 0.4 in British Columbia to 2.2 in Quebec. As in British Columbia the percentages of those without work were under one per cent also in Nova Scotia and New Brunswick. A much higher employment level than that shown in February was indicated in Alberta, as the unemployment percentage dropped from 3.2 to 1.1, while in New Brunswick, British Columbia, and Manitoba also there were appreciably higher employment levels. Very slight increases in available work were apparent in Saskatchewan, while in Ontario the percentage of members without work remained unchanged at 1.1. The percentages of 0.6 and 2.2 in Nova Scotia and Quebec, respectively, were very slightly higher, thus

indicating minor contractions in work. In comparison with the situation at the end of March, 1942, pronounced employment expansion was noted in both Ontario and Alberta, as the unemployment percentage for both these provinces stood at 1.1, in comparison with percentages of 5.7 and 7.0 respectively, a year ago. Substantial betterment was observed, likewise, in the other provinces, although the expansions were not quite so pronounced.

A separate compilation, is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. The percentages of unemployment ranged from 0.5 in both Regina and Vancouver to 2.3 in Montreal. In Edmonton a marked employment advance was shown over February as the unemployment percentage

conditions were observed, likewise, in Toronto, Winnipeg, Regina and Vancouver. The percentages of members without work in these cities were 1.3, 1.1, 0.5 and 0.5, respectively, as compared with percentages of 5.9, 4.1, 3.9 and 2.2, a year ago. Conditions in Montreal and Saint John were moderately better, while on the other hand, in Halifax, the percentage of unemployment was 1.1, as compared with 1.2 in March, 1942.

The accompanying chart shows the trend of unemployment from January, 1938, to date. The level of the curve in March, 1943, was slightly lower than in the preceding month, thus reflecting a minor increase in work. The point of the curve however, was at a substantially lower level than in March a year ago, thus indicating much better conditions in the period under survey.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



declined from 5.5 to 0.6; this was traced principally to improved conditions among building and construction workers. Union members in Saint John, Winnipeg, Regina and Vancouver indicated appreciable employment increases, likewise, while in Toronto and Halifax there were very slight improvements. On the other hand union members in Montreal recorded a moderate contraction in available work, as the unemployment percentage increased from 1.2 to 2.3. As compared with conditions in March, a year ago, employment for Edmonton members was in much greater volume, as the percentage of those without work was down from 8.1 to 0.6. Although the employment increases were not so pronounced, much better con-

ditions were observed, likewise, in Toronto, Winnipeg, Regina and Vancouver. The combined membership was 229,472 persons, of whom 688, or a percentage of 0.3 were without work, as compared with percentages of 0.6 in February and 3.1 in March a year ago. In comparison with the previous month, unclassified manufacturing workers were much better employed although as the membership is comparatively small not many members were involved in this change; the unemployment percentage among these workers was 5.3 in comparison with 18.9 in February. Conditions were substantially better also for papermakers and butchers, meat and fish packers, as the percentages of members without work among papermakers declined to 0.3, while among butchers, meat

and fish packers, no unemployment was recorded; in the previous month the unemployment percentages for these trades were 1.0 and 6.0, respectively. As will be seen in table II, very slightly higher employment levels were apparent among union members in the printing trades, among woodworkers, textile and carpet workers and members in the iron and steel group. Among the trades with small memberships, metal polishers, etc., chemical products workers and clay, glass and stone workers, recorded minor improvements. Among the organizations, in which the members were employed at both dates were soft drink, cigar and tobacco, rubber workers, jewellery, aluminum and mineral products workers. The percentage of unemployment among hat, cap and glove workers remained unchanged at 0.1. Slight contractions in available work were observed among bakers and confectioners, electric current employees, etc., leather, fur, and garment workers. The percentage of those without work among these members were 0.4, less than 0.1, 7.4, 0.8 and 0.3 respectively, as compared with corresponding percentages of 0.2, 0, 6.1, 0.2 and 0.2 in the preceding month. In comparison with the situation in March, a year ago, the percentage of unemployment for fur workers was reduced from 28.6 to 0.8 and for union members in the iron and steel trades, a much higher employment level, also, was indicated as the percentage of those without work was down from 3.6 to 0.1. Substantial expansions in available work were observed likewise among papermakers, union members in the printing trades, woodworkers, garment workers, which organization includes both men's and women's clothing workers, and unclassified manufacturing members. Among the organizations reported as having no unemployment at either date were soft drink workers, cigar and tobacco workers, butchers, meat and fish packers, jewellery and rubber workers.

Returns were tabulated from 54 unions of coal miners, whose combined membership was 20,460 persons of whom 27, or a percentage of 0.1 were without work, as compared with full employment in February and 4.5 per cent of unemployment in March, a year ago. Whereas no members were reported as without work in February, conditions in March declined slightly; although New Brunswick and British Columbia members were fully engaged, there was very little unemployment in either Nova Scotia or Alberta. As compared with the situation in March, 1942, a pronounced expansion in available work was recorded in Alberta as the unemployment percentage at that date was 12.6. In Nova Scotia and British Columbia there were moderate improvements, while

in New Brunswick there was no unemployment reported at either date.

Reports were received from 8 unions of non-metallic mineral workers. The total membership was given as 3,625, of whom 16, or a percentage of 0.4 were unemployed. This percentage compared with 4.6 in February and 9.5 in March, 1942.

Unions in the building and construction trades returned 209 reports, having a total membership of 34,402 persons, of whom 3,096 or a percentage of 9.0 were unemployed, in comparison with percentages of 8.4 in February and 16.3 in March, a year ago. As compared with the preceding month, union members of bricklayers, masons and plasterers were slightly better employed although the unemployment percentage of 20.8 remained high. Among granite and stonecutters, painters, decorators and paperhangers, wood, wire and metal lathers and hod carriers and unclassified building workers minor increases in work were indicated. The unemployment percentages, as reported for these trades were 5.7, 1.1, 0, and 5.9, respectively. The percentage of members without work among

TABLE 1.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.6
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	13.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.6
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.8	1.0	2.2
March 1932.....	8.0	13.3	23.5	21.6	20.7	17.6	23.2	20.5	20.4
March 1933.....	22.7	16.4	27.3	26.8	20.3	20.5	25.3	23.8	25.1
March 1934.....	9.1	10.7	22.3	19.9	21.8	18.5	20.3	19.9	19.5
March 1935.....	6.6	8.2	20.2	17.2	14.1	12.0	15.7	20.8	16.7
March 1936.....	7.7	6.6	19.3	12.7	12.5	12.0	17.5	14.9	14.5
March 1937.....	7.9	4.2	18.9	10.9	9.6	11.8	14.8	9.4	12.9
March 1938.....	4.0	6.1	16.9	11.6	11.8	10.5	13.0	14.6	12.8
March 1939.....	9.1	10.6	18.6	15.8	12.9	13.1	16.7	15.3	15.7
March 1940.....	5.6	4.2	14.7	9.7	8.4	11.4	14.7	7.3	10.8
March 1941.....	3.1	3.3	7.9	6.1	5.1	5.8	11.2	7.3	6.6
March 1942.....	2.1	2.2	4.5	5.7	4.0	3.8	7.0	2.5	4.5
April 1942.....	1.9	1.6	3.0	4.4	4.0	2.1	6.1	1.4	3.3
May 1942.....	1.6	1.6	2.8	2.5	2.7	1.2	4.5	1.1	2.4
June 1942.....	1.3	4.7	4.6	1.6	1.1	0.9	2.6	0.9	2.5
July 1942.....	0.8	1.0	3.8	0.9	2.2	0.8	1.3	0.3	1.8
Aug. 1942.....	4.2	2.3	1.4	0.7	1.6	0.8	0.9	0.2	0.9
Sept. 1942.....	0.8	1.1	1.3	0.5	0.9	0.9	0.9	0.3	0.8
Oct. 1942.....	0.7	1.2	1.2	0.5	0.4	0.5	0.9	0.2	0.7
Nov. 1942.....	0.7	1.5	1.1	0.5	1.0	0.6	1.3	0.4	0.8
Dec. 1942.....	0.3	2.4	1.6	1.0	2.6	1.1	1.7	0.6	1.2
Jan. 1943.....	0.5	2.3	2.1	0.8	2.7	0.9	1.4	1.6	1.5
Feb. 1943.....	0.4	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
March 1943.....	0.6	0.8	2.2	1.1	1.1	1.0	1.1	0.4	1.3

electrical workers remained negligible. A moderate employment contraction was reflected for carpenters and joiners, as the unemployment percentage was up from 10.0 to 11.5, while for plumbers and steamfitters there was a slight reduction in work, although the unemployment percentage of 1.8 remained low. Among bridge and structural iron workers and steam shovel men there were noteworthy employment recessions, as the percentages of those without work were up from 0.8 and 2.5 to 5.7 and 7.5 respectively. The memberships are very small, however, and consequently very few members were involved. In comparison with the situation in March, a year ago, employment levels for bricklayers, masons and plasterers and carpenters and joiners were much higher. Pronounced increases in activity were reflected, likewise, in returns received from unions of granite and stonecutters, painters, decorators and paperhangers and plumbers and steamfitters, although not as many members were involved in these changes. Among hod carriers and unclassified building workers there was a more moderate employment expansion.

In the transportation industries 888 reports were tabulated. These had a total membership of 82,098 persons, of whom 939, or a percentage of 1.1 were without employment, in comparison with percentages of 1.3 in February and 2.7 in March, 1942. Of the total membership reported in these industries, over 79 per cent was in the steam railway division. As will be observed in the accompanying table II the percentage of those without work in this group was 1.2, as compared with 1.5 per cent in the preceding month. The unemployment percentage for street and electric railway employees remained unchanged at less than .1, while for navigation workers there was a minor contraction in work afforded as the percentage was up from 4.3 to 5.5. Among teamsters and chauffeurs there was a very slight employment decrease, as the percentage stood at 0.6, as compared with full employment in February. In comparison with conditions in March, 1942, noteworthy increases in available work were apparent, among steam railway employees and navigation workers: for street and electric railway employees and teamsters and chauffeurs, the employment trend was but slightly upward.

For the retail and wholesale trades, reports were tabulated from 9 unions with an aggregate membership of 2,269 persons. As in the preceding month and in March, a year ago, no unemployment was indicated.

From unions of civic employees, 108 returns were received having a total membership of 11,360 persons. Of these 17, or a percentage of 0.1 were without work, as compared with percentages of 0.2 in February and 0.4 in March 1942.

In the miscellaneous group of occupations reports were tabulated from 141 unions with a total membership of 12,152 persons, of whom, 190, or a percentage of 1.6 were unemployed, as compared with percentages of 1.4 in February and 1.2, in March, a year ago. In comparison with the preceding month, appreciable improvement was reflected among theatre and stage employees, as the unemployment percentage declined from 4.1 to 2.8. The percentage of those without work among stationary engineers and firemen remained unchanged at 0.7. Although very little unemployment was noted among barbers and unclassified workers, minor declines in activity were apparent in both occupations; among hotel and restaurant employees the percentage of unemployed members was up from 2.9 to 3.8. In comparison with the situation in March, 1942, moderate betterment was apparent for theatre and stage employees and stationary engineers and firemen while among barbers and unclassified workers there were very slight contractions in available work. For hotel and restaurant employees, there was a substantial decline in activity as the unemployment percentage was up from 0.9 to 3.8.

Returns were secured from 3 unions of fishermen having a combined membership of 2,821 persons, of whom 20, or a percentage of 0.7 were unemployed, as compared with percentages of 9.3 in February and 21.6 in March, a year ago.

Reports were tabulated from 3 unions of lumber workers and loggers, in which the combined membership was 3,711 persons, all of whom were working. The unemployment percentages among these members were 2.0 in the previous month and 7.4 in March a year ago.

Table I shows by provinces the average percentage of union members who were unemployed each year from 1932 to 1942, inclusive, and also, the percentage of unemployment for March of each year from 1932 to 1941, inclusive and from March, 1942 to date. Table II summarizes the returns in the various groups of industries for the months included in table I.

Quarterly Report of Employment and Selective Service Offices, January 1 to April 1, 1943

BUSINESS transacted by the Employment and Selective Service Offices of Canada during the quarter January 1st to April 1st, 1943, showed a gain over the corresponding quarter of 1942, the increase being 668 per cent in vacancies notified and 544 per cent in placements effected. All industrial divisions registered advances in both cases, by far the largest being in manufacturing. Substantial gains were recorded in services, construction, trade, transportation and logging. Although all provinces listed noteworthy expansions, the most noticeable were in Ontario, Quebec and British Columbia.

The accompanying table gives the vacancies and placements of the Employment and Selective Service Offices by industrial groups in the various provinces during the period January 1st to April 1st, 1943.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the Employment and Selective Service Offices for the five week period February 26th to April 1st, it will be noted that the curves of vacancies and placements in relation to applications showed downward trends during the four week period January 1st to January 28th, but followed upward courses during the period ending February 25th, and April 1st.

During the period January 1st to April 1st, 1943, there was a ratio of 102.9 vacancies and 68.4 placements for each 100 applications for employment, as compared with 58.7 vacancies and 46.6 placements during the corresponding quarter of 1942.

The average number of positions offered daily during the quarter under review was 8,837, of applications registered 8,581, and of placements effected 5,875, in contrast with a daily average of 1,166 vacancies, 1,987 applications and 925 placements in regular and casual employment during the first quarter of 1942.

During the thirteen weeks January 1st to April 1st, 1943, the offices reported that they had referred 638,312 persons to positions and effected a total of 452,307 placements, of which 434,926 were in regular employment and 17,381 in casual work. Of the placements in regular employment, 291,638 were of men, and 143,288 of women, while casual work was found for 7,581 men and 9,800 women. A comparison with the first quarter of 1942 showed that 70,273 placements were then made, of which 46,806 were in regular employment and 23,467 in casual work. Applications for employment during the period under review were received from 433,364 men and 227,354 women, a total of 660,718, in contrast with a registration of 150,942 during the first quarter of 1942. Employers notified the offices of 680,378 vacancies, of which 445,764 were for men and 234,614 for women, as compared with 88,569 opportunities for work during the first three months of 1942.

In another section of this issue will be found a report in detail of transactions of the Employment and Selective Service Offices for the five week period February 26th to April 1st, 1943.

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	14	3		110	31		69	33		184	75	
Fishing, Hunting and Trapping	20	27		15	15		21	10		17	70	
Forestry and Logging	28	144		1,289	563	7	4,346	1,311		9,294	5,376	
Mining				780	705	7	479	431		2,267	1,580	7
Coal.....				660	617	7	392	368		2	4	
Oil, gas wells and quarrying.....				89	66		49	52		363	144	
Other mining.....				31	22		38	11		1,902	1,432	7
Manufacturing	152	184		7,621	5,785	18	4,739	3,412	12	122,263	61,611	248
Animal foods.....	8	7		294	190		204	115	4	665	275	1
Leather and fur products.....				30	23		33	33		4,782	2,190	5
Vegetable foods.....	10	8		238	181	3	532	464	1	4,045	1,942	5
Other vegetable products.....				509	310		152	122		4,398	1,929	5
Pulp and paper products and printing.....	15	15		152	98	10	373	236		4,752	2,705	15
Sawmills.....				288	227		520	369	1	1,345	706	7
Other wood products.....	2	2		122	94		597	451		2,626	1,388	4
Textile products.....	10	10		599	482	1	267	237		22,613	10,474	21
Iron and its products.....	25	86		5,020	3,862	4	1,110	906	4	55,252	25,884	95
Non-ferrous metal products.....				5	64		108	77		11,694	7,630	2
Non-metallic mineral products.....				124	93		168	28		1,878	1,204	50
Chemical products.....	81	55		143	82		414	237		4,281	2,750	21
Miscellaneous products.....				36	29		238	116	1	3,215	1,822	9
Electricity, gas and water supply.....	1	1		61	50		23	21	1	717	712	8
Construction	323	494		7,624	4,261	6	3,076	3,281	15	21,318	13,418	184
Building.....	323	494		7,065	3,964	6	1,869	2,454	13	17,710	11,526	101
Highway.....				72	36		2	2		872	463	47
Railway and all other.....				487	261		1,205	825	2	2,736	1,429	36
Communication	20	19		199	143	2	160	127	1	798	468	5
Transportation	49	40		1,968	1,125		982	691	72	11,028	4,868	154
Air.....	5	5		26	20		73	67		676	436	2
Railway (including express).....	24	21		696	515		653	422	58	6,577	2,872	124
Water.....	2	3		837	321		33	46	5	577	247	12
All other.....	18	11		409	269		223	159	9	3,198	1,313	16
Trade	179	172		2,045	1,428	26	1,201	1,193	50	14,572	6,472	109
Finance and Insurance	25	21		209	149		155	124	5	2,601	1,100	5
Services	369	370		5,100	3,197	387	4,200	2,585	455	31,297	13,858	782
Business.....				640	458	1	694	525	10	674	351	3
Hotel and restaurant.....	131	117		1,714	1,266	12	1,411	997	139	8,975	4,479	118
Professional and public.....	156	136		1,246	764	4	962	725	20	13,869	6,062	51
Recreational.....	4	4		101	77	3	108	76	7	1,082	469	22
Domestic.....	11	18		711	127	353	858	181	272	2,746	691	544
All other.....	67	95		688	505	14	167	81	7	3,950	1,806	44
Totals	1,179	1,474		26,960	17,402	453	19,428	13,196	610	215,639	105,896	1,494
Men	826	1,133		20,333	12,708	46	14,721	9,992	179	140,554	76,910	683
Women	353	341		6,627	4,694	407	4,707	3,204	431	75,085	31,986	801

SERVICE OFFICES, JANUARY 1, 1943 TO APRIL 1, 1943

Ontario			Manitoba			Saskatchewan			Alberta			Br. Columbia			Totals		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
2,199	1,084	9	841	300	1	1,086	269	16	1,524	735	16	391	192	11	6,418	2,722	53
67	27		13	5		1	1		2	3		59	52		215	210	
7,729	7,858		1,539	1,499	3	550	287		1,951	1,262		8,679	5,605	1	35,405	23,905	11
3,013	2,348	7	533	537		236	159		1,381	976	4	1,800	1,549	9	10,489	8,285	34
4	1		1	18		195	70		1,080	781	4	381	311	3	2,715	2,170	14
258	146		12	2		2	2		247	162		70	42	1	1,090	616	1
2,751	2,201	7	520	517		39	87		54	33		1,349	1,196	5	6,684	5,499	19
132,504	98,026	333	8,447	6,782	54	1,844	2,142	69	4,526	3,715	58	29,597	19,339	414	311,693	200,996	1,206
2,820	1,813	2	695	545		356	272	19	1,044	817	14	976	760	20	7,062	4,794	60
3,062	1,979	7	551	340		38	25	4	43	32		236	191	14	8,775	4,813	30
7,351	5,330	56	619	508	1	164	121	13	353	267	5	1,196	716	17	14,508	9,537	101
3,953	3,229	25	121	84		106	75	11	147	137	1	224	133	3	9,610	6,019	45
7,574	5,454	32	719	537	1	102	400	4	200	145	3	1,191	755		15,078	10,345	65
1,016	622	17	45	24		43	23	2	104	112	1	4,423	3,578	10	5,661	3,661	38
5,523	4,129	33	366	235		62	56	1	343	247	2	1,297	1,000	7	10,938	7,602	47
14,553	9,679	17	1,326	935	35	23	99		295	227	1	526	391	4	40,212	22,534	79
62,158	47,859	89	3,220	3,032	7	700	869	8	1,219	1,084	26	17,123	10,183	296	145,827	93,765	529
13,075	9,540	2	166	104	1	20	16	1	64	80	1	866	622		25,998	18,133	7
4,468	2,881	3	190	109		151	110	1	409	311	4	402	184	9	7,790	4,920	67
3,724	2,840	14	117	93		14	27		116	88		290	193	4	9,180	6,365	39
2,339	1,953	16	255	150	9	45	37	2	133	123		534	398	25	6,795	4,628	62
888	718	20	57	86		20	12	3	56	45		313	235	5	2,136	1,880	37
20,359	14,005	85	1,151	1,948		413	599	10	5,081	4,662	70	14,261	9,673	70	73,606	52,341	440
17,099	11,625	71	1,089	1,720		296	340	7	2,356	1,939	35	8,911	6,471	50	56,718	40,533	283
1,353	993	3	6	180		12	17		1,007	1,483	32	3,572	1,624	4	6,896	4,798	86
1,907	1,387	11	56	48		105	242	3	1,718	1,240	3	1,778	1,578	16	9,992	7,010	71
996	639	4	109	99		55	36		229	164	1	688	422		3,254	2,112	13
15,424	10,416	395	2,794	2,112		1,125	877	40	3,872	2,436	20	5,221	3,496	515	42,463	26,064	1,196
1,164	729	39	534	399		138	116	2	775	536		1,063	708	29	4,454	2,986	72
6,607	4,872	251	1,397	1,143		618	494	26	1,552	1,091	13	1,105	678	221	19,229	12,138	693
2,426	1,414	25	1			2	1		97	20	3	2,139	1,567	216	6,114	3,619	261
5,227	3,401	80	862	570		367	266	12	1,448	789	4	914	543	49	12,666	7,321	170
23,610	16,741	415	4,691	3,200	72	2,942	2,130	218	4,330	3,032	494	6,635	4,821	420	60,205	39,189	1,804
3,415	2,533	7	528	400	1	316	229	7	363	264	4	1,364	920	53	8,976	5,740	82
48,680	29,504	4,003	8,079	4,603	1,724	5,664	3,940	562	8,567	5,700	970	15,698	9,605	3,659	127,654	73,362	12,542
2,075	1,599	66	143	94		126	88	3	138	113	2	540	442	21	5,030	3,670	106
13,451	9,177	80	2,151	1,664	27	1,759	1,434	26	2,409	1,933	38	6,486	5,367	101	38,487	26,434	541
18,485	13,095	668	2,539	1,821	98	1,826	1,684	44	3,044	2,452	37	5,372	2,708	2,318	47,499	29,447	3,240
1,350	920	22	209	127		78	55	6	266	163	20	348	250	28	3,546	2,141	108
8,008	1,131	3,023	2,334	335	1,577	1,410	316	459	1,600	371	588	2,405	398	1,143	20,083	3,568	7,959
5,311	3,582	144	703	562	22	465	363	24	1,110	668	285	547	440	48	13,009	8,102	588
257,996	133,181	5,238	28,725	21,485	1,855	14,232	10,669	922	31,826	22,949	1,637	84,393	55,674	5,152	680,378	434,926	17,381
161,899	117,423	2,251	16,272	12,800	29	7,840	5,815	365	21,063	15,262	666	62,256	39,595	3,352	445,764	291,638	7,581
96,097	65,758	3,007	12,453	8,685	1,826	6,392	4,854	557	10,763	7,687	971	22,137	16,079	1,800	234,614	143,288	9,800

Employment and Unemployment in Great Britain and Other Countries

Great Britain

Great Britain

IN reply to a question in the House of Commons in Great Britain on February 4, the Minister of Labour and National Service made the following announcement:—

"The relatively small numbers now registering as unemployed consist mainly of persons who are changing from one job to another or are unsuitable, owing to age or physical disability, or for other reasons, for ordinary industrial employment. In view of the pressure of work in my Department and of the necessity for all possible economies in the use of staff, I have decided that the unemployment statistics shall in future be compiled and published only at quarterly intervals. Under this arrangement the next figures to be published will be those for April 12."

The LABOUR GAZETTE will, accordingly, publish figures on the employment situation in Great Britain as they become available.

United States

According to an official report issued by the United States Department of Labour, the total number of employees in non-agricultural establishments in February, 1943, was 37,995,000, about 3 million more than in February, 1942, of which increase 2,205,000 occurred in manufacturing. The gain over the month previous of 133,000 in the total number of employees is about the same as the average seasonal change from January to February.

In manufacturing industries the principal increases in wage-earner employment during the year occurred in those industries engaged in production for war use. The transportation equipment group, representing aircraft, ship-building, railroad equipment, and some ordnance items such as tanks and combat vehicles, employed 2,155,000 wage earners, or about twice as many as in February, 1942 and 88,000 more than in January, 1943. Iron and steel, electrical machinery, other machinery, automobiles, and chemicals each employed about 200,000 more wage earners than they did a year earlier. Smaller increases took place in the nonferrous and in the rubber groups. Employment was lower in most of the other major groups, lumber and timber basic products showing the greatest decrease, 77,000.

Employment in both wholesale and retail trade showed little change over the month, remaining 6 to 8 per cent below that of Feb-

ruary, 1942. Street railways and busses increased by about 2 per cent over January and by about 13 per cent over a year ago. Anthracite, bituminous coal, and metalliferous mining employed about 8 per cent fewer in February, 1943 than in February, 1942. Coal mining changed very little since January, 1943, but metalliferous mining declined about 1 per cent.

Of the aggregate of 2,967,000 employees in the Federal Executive Service in February, 1943, 74 per cent were working in war agencies and 26 per cent in other agencies. Partially offsetting the increases in February of 87,300 in war agencies was a decline of 5,800 in other agencies. From February, 1942 to February, 1943, Federal executive service employment increased 1,161,700.

Sweden

The number of unemployed in Sweden, excluding lumbermen and raftsmen, reported by the labour organizations on November 30, 1942, totalled 43,985, according to the State Labour Market Commission. This figure represented 5.9 per cent of the total number of workers belonging to the reporting trade-unions, and was 39.7 percent below the previous year, when the corresponding figures were 72,908 and 9.9 per cent. On October 31, 1942, the total number of unemployed reported by the labour organizations was 35,622.

During the month ending November 30, 1942, the number of unemployed who applied for relief increased by 294 (4.6 per cent) to 6,671. As of November 30, 1941, the number of unemployed applying for relief totalled 14,781.

Switzerland

The totally unemployed in Switzerland at the end of August, 1942, were reported to number 5,035. This compared with 4,781 totally unemployed at the end of July, and with 6,030 at the end of August of the preceding year. On the basis of number of applications for work, which closely parallel the unemployment figures, this shows a greatly improved position over recent years, applications for work having totalled 12,963 in August, 1940, 27,939 in August, 1939, and 49,606 in August, 1938.

Employment exchanges found positions for 2,381 workers during August, 1942, as against 2,503 in the month preceding and 3,711 during August, 1941.

Out-of-School Employment of Winnipeg School Children

Number of Children Employed Out of School Hours Shown in Survey— Recommendations to Hours of Work and Suitability of Employment

A REPORT on the out-of-school employment of school children in Winnipeg was issued by the Winnipeg Child Health Services Board on March 3. The report was based on replies to a questionnaire sent to teachers and was compiled under the direction of the Superintendent of Schools for Winnipeg. It indicated that a substantial number of young children were working excessive hours and engaged in work unsuitable to their age.

The survey revealed that in January, 1943, a total of 2,532 boys and 621 girls in Winnipeg were employed outside of school hours. Approximately two-thirds, or 2,039 out of 3,153 children, were engaged in outdoor employment. This figure included 992 boys on newspaper routes and 668 delivery boys. Over 600 of the boys were 12 years of age or less, 878 were 13 and 14 years and 1,046 were over 14. Only 83 of the girls were 12 or under, 197 were 13 and 14 years and 341 were over 14.

A school-week of 27½ hours must be added to the hours of out-of-school employment to determine the actual work-week of employed school children. The report indicated that 1,711, or approximately 68 per cent of the boys and 83 per cent of the girls, worked less than 10 hours a week out of school. However, 689 boys and 89 girls were employed from 10 to 25 hours, and 132 boys and 16 girls for more than 25 hours, including 16 boys and 2 girls working over 40 hours a week. Thirteen of the 16 boys employed for more than 40 hours were between 12 and 14 years of age and two twelve-year old boys worked over 30 hours a week.

Of the 872 boys employed in other occupations than that of delivery boy for stores and newspapers, 171 were working as clerks in stores and offices, 81 were pin-boys in bowling alleys, 82 were freight handlers, and smaller numbers were employed as factory help, garage helpers, theatre ushers, telegraph and post office messengers, street vendors of magazines and papers, and in orchestras and bands. Over half the girls were occupied in minding children, 160 worked as clerks, 55 did domestic work and a few were employed as delivery girls, theatre ushers, waitresses, etc.

An analysis of the age-groups and occupations of those who worked more than 15 hours a week revealed that the longest hours

were generally worked by pin-boys, clerks, delivery boys and domestic help, but the majority of pin-boys with these hours were over 14. All ages were represented in the clerk and delivery boy group. Most girls engaged in domestic work for more than 15 hours a week were 16 years and over, although seven 13- and 14-year-olds were included in this group. All the freight-handlers and most of the factory helpers who exceeded 15 hours a week were over 15 years of age. On the other hand, most boys engaged in the street sale of papers and magazines whose hours exceeded 15 were under 15 years of age.

Dangers of Unregulated Employment

While it was recognized that within proper limits and under suitable conditions the employment of boys and girls out of school hours "has definite educational value," it was emphatically stated in the report that

... if such work is continued for long and late hours, is too heavy for the physical development of the boy, or is carried on indoors, the boy will get insufficient sleep, will become fatigued or physically overstrained, and will not get sufficient fresh air. The results will be loss of health, listlessness and sleepiness in school, and retardation of educational progress. There is no doubt that the unregulated employment of young people out of school hours has resulted in abuses which, if not checked, will certainly undermine the health and retard the education of many of our boys.

A system of permits to regulate such employment for both boys and girls was recommended. A permit should not be issued until the school principal had given assurance that the pupil's educational progress would not be impaired by the work, and the school physician had issued a health certificate and declared that the work would not injure the pupil's health. The permit should adjust the number of hours to be worked and the time of beginning and stopping work according to the age of the pupil and the type of work to be done.

Other recommendations stipulated that hours of employment for any boy attending school should not exceed 15 and should be less for those engaged in indoor work and for boys under 15. No boy under 15 should work as a pin-boy. The employment of boys as freight-

handlers was questioned. Boys under 12 should only work out of doors and for not more than one hour on school days and two or three on Saturdays. They should not be allowed to engage in the street sale of papers and magazines.

In regard to girls, it was recommended that there should be some supervision of school girls doing domestic work in order to limit hours and prevent exploitation. Very young girls should not be responsible for minding children nor be kept out till late hours for this work or sent home unescorted. Since most work done by girls is indoors their hours should be rigidly limited.

Present Regulations in Manitoba

Manitoba has been the only Canadian province to regulate the employment of school children under the School Attendance Act. Children between the ages of 7 and 14 are required to attend school for the full term and local school boards may raise the school-leaving age to 15. Children between the ages of 14 and 16 must also continue at school if not regularly employed. Children over 12 may secure exemptions from attendance for a maximum of six weeks in any school term if needed in husbandry or household duties. The Shops Regulation Act forbids the employment of children under 14 in shops except that boys of 13 may be employed in shops for a maximum period of two hours on a school day, eight hours on a school holiday and 48 hours a week. Before employment they must

secure a certificate issued under the School Attendance Act, relieving them from school attendance, one from the Department of Labour, which must be satisfied that the employment will not be harmful to the child and is necessary in the special circumstances of the case.

These provisions were patterned on legislation in Great Britain regulating the employment of school children. By the Education Acts, 1918, local education authorities were authorized to prohibit the employment of any school child if they are satisfied by the school medical officer or otherwise that the employment would be prejudicial to the child's health and physical development or hinder his benefit from school. Moreover, the Children and Young Persons Acts in Britain forbid (1) the employment of children under 12 except where a local by-law permits them to work for a parent or guardian in light agricultural work; (2) the employment of children under school-leaving age on any school day before the close of school except under a by-law permitting not more than one hour's work before school; (3) the employment of a child of school age before 6 a.m. or after 8 p.m. or for more than 2 hours on any school day or on Sunday; (4) the employment of children under 16 in England and 17 in Scotland in street trading, such as selling newspapers. An article on the Employment of Children and School Attendance in Canada, Great Britain and the United States appeared in the LABOUR GAZETTE for January, 1942, p. 47, and reprints are available.

The Creeping Killer

The Industrial Accident Prevention Associations of Ontario have issued a pamphlet containing information on the universal hazard of carbon monoxide. The pamphlet, entitled "The Creeping Killer", says, in part:

"One of the great hazards of carbon monoxide is that it is fairly common; another is that it gives no warning of its existence. It does not come only from the exhaust of automobiles, but will be found to be present during the melting and pouring of metal, also where acetylene gas is used in welding; it is sometimes present during compressed air work; in tunnels, particularly after blasting; it is found in mines; in some instances in breweries; there is also the hazard in hot metal industries. There are numerous other possibilities of

carbon monoxide poisoning, even in the home or any place where coal, oil, gas or wood, or any substance containing carbon, is burned incompletely."

The pamphlet tells of symptoms, first aid treatment and prevention. It warns: "It is vital to remember that continuous exposure to a very low concentration of carbon monoxide, over a sufficient length of time, can produce the same toxic effect as short exposure to a higher concentration. The hazard is universal, and it is fair to state that the hazard exists, in some degree, in all industries, and in every home."

Copies of the pamphlet may be secured from the offices of the Industrial Accident Prevention Associations, 600 Bay Street, Toronto.

Legislative Proposals of Labour Organizations

Proposals of Canadian and Catholic Confederation of Labour to Quebec Government

THE Canadian and Catholic Confederation of Labour has presented two memoranda of proposed legislation to the Quebec Government. The first was submitted last December and the second on March 16.

The setting up of two Commissions of Inquiry was recommended. One would study producers' co-operatives and the other would examine the structure of labour organization and the means of securing better collaboration between capital and labour. Other major requests were for a law guaranteeing freedom of association and for a compulsory school attendance law in urban centres. The Provincial Government was urged to continue its representations to Ottawa requesting that the machinery of the Quebec Collective Agreement Act should be used in the carrying out of the wages stabilization policy. The difficulty of revising provincial minimum wage orders because of the federal wage stabilization policy was protested. A provincial office to study the cost of living was recommended.

The delegation asked the Minister of Labour to withdraw all permits authorizing night work for women. In establishments where sufficient work cannot be done in daytime, three shifts of six hours each should be arranged for women without any reduction in their pay. This would eliminate work for women between midnight and six a.m. Legislation conforming to the Convention of the 1925 International Labour Conference prohibiting night work in bakeries was urged. Machine workers should not be allowed to work alone at night because of the danger of accident. The hours of work provided for by collective agreements should take precedence over those stipulated in the Industrial and Commercial Establishments Act. The Liquor Act and the Cities and Towns Act should be amended to authorize municipalities to fix closing hours and holidays of licensed grocers to bring them into line with certain collective agreements. Stern measures were urged against employers using the war effort as an excuse for requiring employees to work on Sunday when it was not necessary.

Social Security

The principle of compulsory contributory health insurance was endorsed by the Confed-

eration but it reserved the right to criticize the proposed provincial law on this subject when the draft was available. The Government was commended for its public health work, particularly since the institution of local health units in the province, but attention was drawn to the lack of industrial hygiene, to the unhealthy lodgings of workers, and night work for women. The health of painters should be protected by the compulsory use of a product called "antitox" which, it is contended, renders paint non-poisonous without affecting the properties of the paint. Satisfaction was expressed at the recent increases in mothers' allowances, and the decision to make no deductions from the allowances of mothers receiving dependents' allowances for sons in the Armed Forces. Similar treatment was asked for old age and blind pensioners. Extension of the Pension Act to cover members of the Minimum Wage Commission was also requested.

Workmen's Compensation

Certain changes were advocated in the Workmen's Compensation Act: an increase in compensation from 66-2/3 to 75 per cent of the worker's earnings; fixing the basic wage on which compensation is determined at not less than \$720 a year or 30 cents an hour for 300 days of eight hours each; and the extension of the Act to all employers, including hospitals, and to news-dealers in Montreal (at present the latter are classified as contractors instead of wage-earners). The Workmen's Compensation Board was requested to have notices printed containing the provisions of the Act regarding the worker's right to choose his own physician, forbidding doctors from charging workers for medical aid provided for by the Act or taking action to collect for such service, and requiring workers to submit to medical examination. Employers should be required to post these notices in a suitable place. The delegation asked that diseases arising in cordite plants, asbestosis, tuberculosis-asbestosis, silicosis, and diseases incurred in cotton-printing works, should be made compensable.

Professional Syndicates

Amendments were requested in the Professional Syndicates Act to limit the annual fee charged by any union under the Act to \$5, to require approval by the Minister of Labour of all applications for incorporation under the Act, and to authorize unions to hold examinations and issue certificates of competency to their members. The Act should also compel employers to receive the authorized representatives of a union for purposes of collective bargaining. Federations of unions should be empowered to set up special funds for the benefit of their affiliated unions.

Other Legislation Requested

It was suggested that the Collective Agreement Act should be amended to prevent the legal adviser of any party to an agreement from acting as legal adviser to a joint committee administering a decree under the Act. The Municipal Strike and Lock-out Act should be extended to cover all municipal employees including inside workers and hospital employees. Questions of union recognition and collective bargaining should be submissible to arbitration boards established under the Act. At present the Act applies to policemen, firemen, waterworks, incineration and garbage col-

lection workers. It was suggested that the provisions of the Dominion Industrial Disputes Investigation Act relating to remuneration and travelling expenses of members of boards of conciliation and investigation should be incorporated in the Quebec Trade Disputes Act and the Municipal Strike and Lock-out Act in order to make available more men who could be appointed to boards. Moreover, under both Acts the Minister should be empowered to appoint a commission to investigate any situation where a strike threatens without an application from an interested party.

In the opinion of the Confederation, the Pipe Mechanics Act should apply to all municipalities of 3,000 or more persons and apprentices should be admitted to this trade and to the electrical trade in the ratio of one to every three experienced workers. More complete examinations should be given to electrical workers under the Electricians and Electrical Installations Act and a distinction should be made between electrical workers in the building and manufacturing industries. The publication of a French electrical code was suggested. References testifying to the past experience of candidates for stationary engineers' certificates should be sworn before a justice of the peace.

Nova Scotia Labour Organizations

REPRESENTATIVES of the provincial council of the Trades and Labour Congress, the Nova Scotia Federation of Labour and various unions affiliated with the Canadian Congress of Labour presented a joint memorandum of proposed legislation to the Nova Scotia Government on March 16. A separate brief was submitted to the Workmen's Compensation Board.

The delegation urged reform of the British North America Act to facilitate the provision of adequate social services and the enactment of nation-wide labour legislation which would remove unfair competition between provinces with widely varying labour laws. It requested further representation for organized labour on boards and commissions dealing with matters affecting labour and asked that union labour be given preference on all Government work and contracts.

Trade Union Act

Certain changes were requested in the Nova Scotia Trade Union Act. It was suggested that a phrase be added to the definition of "trade union" to stipulate that a trade union

is an association "which is free from undue influence, restraint, domination or interference by any employer or association of employers"; and that the definition of "employee" be changed from the negative one declaring that the term does not include "officers, officials or persons employed in any confidential capacity" to the following: "'Employee' as used herein shall include all employees who are eligible for membership, according to the constitution of their trade union or industrial union". It was also proposed that the section on collective bargaining should be amended to require an employer to recognize and bargain *only* with the representatives of a trade union having the support of a majority of the employees; and that the maximum penalty for employers who refuse to bargain in such a manner be raised from \$100 to \$1,000.

The delegation suggested that the section authorizing deductions from wages for union dues in any industry where by statute or arrangement deductions are made for benefit societies, etc. should be amended to permit the adoption of the check-off system in any industry or employment where a majority

of the employees desire it. Approval by a majority of the employees who are eligible for membership in the union and who actually vote should be sufficient to indicate that a majority of the workers in the industry favours such a scheme. The present practice is to require the approval of a majority of all the workers in the industry.

Workmen's Compensation

As regards workmen's compensation, the delegation asked that compensation for permanent disability be raised from 66½ to 75 per cent of the worker's average weekly earnings or of the difference between his weekly earnings before and after the disability was incurred. It also requested that full compensation be continued until the worker is able to return to his regular work or is provided with suitable alternative employment. The minimum weekly compensation for temporary or permanent total disability should be \$15. At present it is \$8 or the amount of the worker's earnings if less than \$8 a week. Greater promptness in making compensation payments was urged and payment for time lost while attending compensation hearings.

It was proposed that persons receiving compensation under the rates in effect before the 1938 Act was passed should be granted compensation at the new rates and that the change should be retroactive. Workers suffering from silicosis, which was added to the schedule of compensable industrial diseases in 1940, should be granted retroactive payments for all time lost since they were deprived of earning power. Elimination of the 30-day limit for medical aid and of the one-year limit for maintenance of artificial limbs and other apparatus was requested. Workers contributing to hospital costs by a check-off should be entitled to the full 30 days' medical aid at present granted under the Act.

Other changes suggested were that doctors should be authorized to call a nurse for cases requiring one, and that the Board pay the hospital expenses of a worker and his dependents if the worker is unable to pay such expenses because of an injury. Compensation coverage for checkweighers and other union employees should be arranged between the Workmen's Compensation Board and the trade unions or other parties concerned.

An amendment was requested in the section regarding workers found dead in the underground workings of a mine or at a place where they had a right to be in the course of their employment. It was suggested that this section be extended to cover workers found dead anywhere in a coal mine and that the evidence of witnesses present at the time of death

should be necessary to rebut the presumption that the workman died as the result of personal injury by accident in the course of his employment. As regards objections to claims, the delegation asked that the objector should be required to notify the claimant when he files an objection with the Board and the time-limit within which an inquiry into the matter must be held should be reduced from 45 to 20 days after the objection is filed. A final request was that at least once a year an impartial medical man should be brought in to investigate all unsettled claims and his decision should be final.

The delegation asked that the following diseases be added to the schedule of compensable industrial diseases: Ammonia and sulphur poisoning or their sequelae; carbon dioxide and carbon monoxide poisoning; compressed air illness or caisson disease; conjunctivitis and retinitis due to electric and acetylene welding; infection from handling sugar; dermatitis; silicosis in any process involving dust-inhalation; and athlete's foot.

Other Recommendations

Reduction of the pensionable age for old age pensions from 70 to 60 and increase of the minimum monthly payments to \$40 were urged. On the subject of mothers' allowances, the delegation asked that widows with at least one dependent child and wives of men confined to insane or tuberculosis institutions with dependent children be eligible for an allowance of \$50 a month plus \$10 for each child under 18 years of age. As the Mothers' Allowances Act stands at present, the maximum allowance is \$60 a month and allowances are granted only to widows with two or more dependent children under 16 or to a widow with one dependent child under 16 if the widow is physically unable to earn sufficient to support the child or has a second child over 16 who is a permanent invalid. It was strongly recommended that recipients of pensions and allowances under the Old Age Pensions, Workmen's Compensation and Mothers' Allowances Acts should be granted a cost-of-living bonus of 25 cents a week for each point of increase in the cost of living, and that it be retroactive to September, 1939.

Other legislative requests included extension of the coverage of the Industrial Standards Act to all industries in the province, implementation of the Limitation on Hours of Labour Act, 1935, and extension beyond May 1, 1943, of the Nova Scotia Labour Act which forbids the employment of non-residents without special certificates. The delegation also proposed that the learning period for women workers covered by the Minimum Wage for Women Act be limited to three

months for all types of employment. At present it varies from three to 18 months depending on the age of the worker and on the industry. It was also suggested that the special provisions of the Factories Act safeguarding the health and safety of foundry workers such as those relating to lighting, heating, ventilation, sanitary conveniences, wash-rooms, lockers, etc., should be extended to all factories under the Act. An amendment in the Company Doctors Act was requested to give any worker the right to a check-off for any qualified medical practitioner he may specify. At present, if employers make wage deductions for medical services, they must recognize as a regular

medical attendant of the company the practitioner designated by at least 25 per cent of the employees, but there is nothing to compel an employer to introduce the check-off.

Other recommendations dealt with free school text books, hours of liquor sale, increased rates for use of trucks on Government work, earnings of public utilities, broadcasting the price of fish, etc. The Government was urged to co-operate with Wartime Housing Limited in meeting the housing shortage in the province. It was also proposed that legislation be passed to provide for the inspection of electrical installations and of rope, gear, tackle and working ways in the building and transport industries.

Wartime Employment of Women in the United States

“**W**OMEN at Work in Wartime” is the title of a recent pamphlet published by the Public Affairs Committee, Inc. of New York. It deals with the type of work women can do, the numbers that will be needed, and the problems involved in training women for jobs and bringing them into industry. The opportunities for women in the Government Service, the Women's Service Auxiliaries, on farms and in civilian life are also discussed. The information given in the pamphlet is taken from official sources.

The War Manpower Commission has estimated that a million and a half additional women workers must be recruited into industry before the end of 1943. Many of these will have to be married women, but the writer of the pamphlet states that “women cannot leave home and fit into jobs until their home problems first are solved”. The Commission is opposed to the employment of women with young children until all other sources of labour are exhausted; but it is pointed out that social and economic pressure often push such women into industry. The problem of caring for their children must be met by the community with the assistance of federal funds where necessary. To start a child-care program a planning group representing the chief community organizations must be formed, a survey made to determine the need and resources available and training courses established for staff. Examples of successful community and factory nurseries are given. Children of school age must be cared for through the extension of school facilities. Working mothers may also be assisted by establishing community kitchens and laundries and by counselling services which give advice on specific problems of employed home-makers. Part-time work for women is also suggested.

The problem of absenteeism is often serious among women workers but the number of women staying away from work “has been greatly reduced where proper working conditions exist. Reasonable working hours [eight a day and 48 a week in the opinion of the U.S. War Manpower Commission] adequate rest periods and lunch time, rotation of shifts, proper rest-room and lunch-room facilities are particularly important to the efficiency and health of women workers.” Young girls and women with home responsibilities should not be allowed to work on night shifts. The Women's Advisory Committee of the War Manpower Commission and the Women's Bureau of the Department of Labour recommend “that the management provide time and facilities for a hot and nutritious meal; preserve the week-end rest; assure effective health supervision; provide well-trained supervisors; provide good lighting to lessen fatigue and the likelihood of accident; give attention to the workers' transportation problems; pay a differential rate for work at night, thus providing some compensation for the additional strain”.

Employers were at first reluctant to take on women because they had to comply with protective laws governing women workers and alter plants by lowering benches, and installing lifting devices, rest-rooms, lunch-rooms, etc. The pamphlet states that airplane factories have taken on women more rapidly than any other industry. In most airplane plants women receive the same beginning wage rates as men. The Army and Navy, which employ large numbers of women inspectors, also have an equal wage policy. The War Labour Board has endorsed the principle of equal pay for equal work and the National Manufacturers' Association and the labour organizations have declared themselves in favour of it.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

Merchant Seamen—Unemployment Insurance—Industrial Safety and Minimum Wages in British Columbia and Quebec—Hours of Work and Old Age Pensions in British Columbia—Collective Bargaining in Quebec

THE Merchant Seamen Order, 1941, has been amended and consolidated. Changes have been made in the Unemployment Insurance Regulations dealing with contributions, and a new Order in Council permits payment of benefit to persons residing in the United States. An Order under the National Selective Service Civilian Regulations has been issued regarding the transfer of men from non-essential to essential employment; and new agreements were authorized with the provinces regarding agricultural labour. A Proclamation has been issued designating the persons to whom the National Selective Service Mobilization Regulations apply at present; and an agreement was authorized with British Columbia for the use of Alternative Service Workers in forest work. The Post-Discharge Re-establishment Order has been revised and other Orders in Council relating to persons discharged from the armed services have been issued. The selective service measures are summarized in the section on Manpower

(page 566) and those relating to discharged persons in the section on Social Security and Reconstruction (page 587).

The British Columbia Workmen's Compensation Board has issued accident-prevention regulations for the shipbuilding industry and a safety regulation under the Quebec Industrial and Commercial Establishments Act has been revised. A new minimum wage Order has been issued for the fishing industry, including fish-canning, in British Columbia and a regulation under the Hours of Work Act in this province and two minimum wage Orders in Quebec have been renewed. In British Columbia, the administration of the Old-Age Pension Act has been transferred to the new Old-Age Pension Board and regulations under the Teachers' Pensions and Municipal Superannuation Acts have been amended. An Order in Council concerning collective bargaining in pulp and paper mills was passed under the Quebec Forest Resources Protection Act but was suspended shortly afterwards.

Dominion

Merchant Seamen Order, 1941

This Order, which was passed on April 4, 1941, and was amended from time to time thereafter (L.G., 1941, p. 650; 1942, pp. 307, 1045) has been further amended and consolidated by Order in Council P.C. 11397 which was passed under the War Measures Act on December 19 and came into effect on April 15. It provides for the discipline of merchant seamen, including persons carried on the strength of a seamen's manning pool, whose actions are subversive or delay or are likely to delay the departure of a ship. Under it a Committee of Investigation carries out the preliminary examination of the conduct of such seamen and the case may then be referred to a Board of Inquiry which has power to order the detention of a seaman.

The most important amendments made in the consolidated Order are as follows:—(1) a direction of a Committee or an order or decision of a Board is now stated to be final and no appeal may be made from it to any court, tribunal or person; (2) a Board may in any case it sees fit refer the proceedings to the Judge Advocate-General, Department of National Defence, for his opinion on any question involved and may order a seaman detained until this opinion is received; (3) a Board may order proceedings adjourned to such time and place as appears fit and may order the seaman detained in the meantime; (4) the time limit within which a seaman who has been detained under direction of a Committee must be brought before a Board has been extended from 72 to 96 hours; and (5) the phrase "person carried on the strength

of a manning pool" is now stated to include any person who has agreed in writing or verbally to join a manning pool.

Unemployment Insurance Act

Persons resident in the United States who establish their right may now be paid unemployment insurance benefit, by virtue of an Order in Council of March 30, 1942 (P.C. 2555). This Order was passed under the War Measures Act and is a temporary expedient which will remain in effect until the Act itself can be amended. In March and April of 1942 an agreement was reached by an exchange of notes between Canada and the United States whereby benefits will be paid in one country on the basis of contributions made in the other. A few claims have now been established by persons resident in the United States who paid contributions in Canada.

The Regulations dealing with contributions which were approved on May 23, 1941 have been amended by an Order in Council of April 1 (P.C. 2587). A new section has been added which provides that if a worker is ordinarily employed by more than one employer in a day, the employers may, subject to the approval of the Commission, arrange to have one employer pay the contributions on the basis of the total remuneration with that employer being reimbursed by the others. If the employers do not make such an arrangement, the Commission may designate an employer other than the first employer of the day for the purpose of paying contributions and no further contribution will be payable by any other employer of that day.

The sections dealing with insurance books have also been amended. As they now stand they provide that any person who has not

received a registration number from the Commission must within 72 hours of hiring any person in insurable employment notify the nearest Employment and Claims Office of the number of persons in his employ, and that every employer who has a registration number must use it to identify himself in all communications with any office or agent of the Commission. Every employer must obtain an insurance book for each of his workers in insurable employment who has not a book for the current year, and if a worker who changes his employment cannot deliver his book to his new employer, the employer shall apply for a new book. When an employer hires a person in insurable employment he must take possession of that person's book immediately and he will retain it for the purpose of making contributions as long as the worker is employed by him. He is responsible for seeing that the book is not lost or destroyed.

When a worker is separated from his employment, his employer must give him his book not later than the next day. If, however, the employment is ended by death, or the worker has no immediate prospect of resuming insurable employment, or the Commission believes that it is not practicable to deliver the book to the worker, the book must be delivered to the nearest Employment and Claims Office. At the close of each year ending on March 31 or at any other time determined by the Commission, every employer must return all insurance books in his possession to the nearest local office and provide such information as may be required for the issue of books for the succeeding period.

Provincial

British Columbia Female Minimum Wage Act

Order 78, gazetted April 22 by the Board of Industrial Relations, replaces a 1920 Order for the fishing industry (L.G., 1920, p. 169) and adds fish canning to the operations covered by the earlier Order so that it now applies to women engaged in "washing, preparing, preserving, canning, drying, curing, smoking, packing, labelling and reconditioning of containers, or otherwise adapting for sale or use or for shipment any kind of fish or shell-fish." The minimum wage rates have been changed from a weekly to an hourly basis and the learning period reduced.

The new Order sets a minimum rate for experienced workers of 33 cents an hour instead of \$15.50 a week as in the former Order. If employers obtain a licence from the Board

they may employ learners of any age at 28 cents for the first 200 hours of employment but thereafter they must pay them the full rate for experienced workers. The earlier Order provided for a 12-month learning period and learners' rates advanced from \$12.75 to \$14.75 a week. Under the Act, special licences must be obtained to employ persons over 18 at learners' rates and not more than one-seventh of the total employees may hold such licences. The aggregate number of workers under 18 and persons holding special licences may not exceed 35 per cent of the employees. The provisions regarding wages do not apply to persons engaged in heading and filling in the fishing industry, nor to persons covered by other Orders of the Board or employed under a permit issued by the Board to handicapped or part-time workers or apprentices.

Women workers in the fishing industry may not work more than 10 hours a day and 48 hours a week without a written permit from the Board. Employers are required to pay semi-monthly all wages earned up to eight days prior to the date of payment. The Order became effective on May 3.

British Columbia Hours of Work Act

The regulation, first passed in 1935, exempting the fruit and vegetable industry from the eight-hour day and 48-hour week fixed by this Act (L.G., 1935, p. 428) has again been renewed to March 31, 1944. Under minimum wage regulations, time and a half must be paid after ten hours and double time after 12 hours.

British Columbia Old-Age Pension Act

A regulation gazetted April 15 transfers the administration of the British Columbia Old-Age Pension Act from the Workmen's Compensation Board (L.G., 1927, p. 926) to the Old-Age Pension Board which was provided for by a 1943 amendment in the Act (see p. 0000 in this issue). The Board is to consist of three members appointed by the Lieutenant-Governor in Council.

British Columbia Teachers' Pensions and Municipal Superannuation Acts

The regulation under the Teachers' Pensions Act of March 23, 1942 (L.G., 1942, p. 447) specifying the amount by which teachers may voluntarily increase their monthly contributions to the pension fund in order to increase their retirement annuity was amended by an Order in Council gazetted April 8. It is now identical with a regulation also gazetted April 8 under the Municipal Superannuation Act which declares that contributors may increase their minimum monthly contribution to the pension fund by \$1 per month or multiples of \$1 or "by an amount which, together with the minimum contribution required, will provide a retirement annuity of \$1 per month, or multiples thereof". The original regulation under the Teachers' Pensions Act substituted \$10 for \$1 in the latter case.

British Columbia Workmen's Compensation Act

Accident-prevention regulations for the ship-building industry were gazetted by the British Columbia Workmen's Compensation Board on April 8. They make employers responsible for informing workers, particularly those who are young and inexperienced, of the hazards of their employment and for seeing that safety rules are observed. Employers must also provide first-aid equipment in accordance with

the First Aid Service Requirements laid down by the Board (L.G., 1942, p. 693) and post conspicuous signs indicating its location. Workers are required to use all safety devices furnished and comply with safety regulations. They must not use any means of access to work-places except those provided in accordance with these regulations, and are forbidden to tamper with or remove safety devices except for the purpose of making repairs or adjustments.

All machinery, equipment and structures must be guarded and maintained in accordance with the general accident-prevention regulations (L.G., 1935, p. 512; 1939, p. 474; 1941, p. 1502).^{*} Additional specifications are laid down in regard to the construction of stagings, slip-stagings, swing-stagings, horse-scaffolds and other equipment. Only experienced workmen may erect, move or alter stagings. Loose material, hose lines or debris must not be left on stagings nor should workers be permitted on stagings which are slippery from ice, snow, frost or other causes. Welding, burning and riveting are prohibited on staging suspended by fibre ropes. Every man on a swing-staging must be provided with a life-line and the number of men on the staging may not exceed the numbers of fall lines. Forges may not be located on slip-stagings.

Ladders, stairways, runways, walks and all passageways must conform to the specifications laid down in the general regulations. Permanent stairways and rails should be installed as soon as possible. Side-rails are required on stairways and on ladders leading into holds. Men climbing ladders must have both hands free. At all deck landings there should be a platform with guard-rails and service lines for handling tools and light materials. All openings on decks must be provided with a guard kept in place at all times. If hatches are not protected with suitable guard-rails, safety nets must be furnished. For men working in double bottoms or in any place where they may become trapped in case of fire or overcome by gas, there should be a man in attendance at the manhole opening.

Gangways must have guard-rails and toe-boards and be constructed so as to allow for changes of tide and surging of the ship. They must be kept clear of debris, mooring lines, hoses, etc. Every ship must have two movable rope ladders reaching from the deck to the water and two cork life-rings in an accessible and plainly marked place. Life-rings with lines attached must also be kept on fitting-out wharfs, repair-docks, building-slips

^{*}New general regulations were issued recently and will be dealt with in the June LABOUR GAZETTE.

and other places where work is done over water. Stagings, passages and all places where men are working should be adequately lighted and persons are forbidden to tamper with or remove lights.

Cranes, derricks and locomotive cranes must be constructed and operated in conformity with the general regulations. Approved signals should be used and operators must disregard all signals from anyone except a proper signalman. Only experienced workmen may hook or sling loads and they should not be unhooked or unslung until safely landed and properly blocked. The working-load on ropes or chains must not exceed the working-strength guaranteed by the manufacturer, and slings should be protected from sharp corners and adjusted to equalize the strain. Locomotive cranes must not be parked so as to obstruct main thoroughfares nor may a train of cars be left standing without cranes until the hand-brakes are set. Locomotive cranes must have whistles, and head-lights for night work.

If workers are under or about a parked engine, red flags and red lights at night must be displayed at both ends. Only crane crews may ride on cranes or cars. Persons are forbidden to stand in front of a moving engine or car preparatory to boarding it or to ride between cranes or cars. Engineers of locomotive cranes are responsible for seeing that their equipment is in good working order before putting it into service and must report all defects to the foreman. If workers are transported on jeeps, lumber-carriers or hysters, seats must be provided. Suitable traffic signs should be installed at dangerous points for these machines which are not to exceed a safe speed.

Precautions in regard to power-tools, air-tools and hammers, sledges, drift-pins, wedges, punches, chisels, etc., are laid down and rules for handling plates by prescribed lifting devices set forth. Persons are forbidden to ride a load or hook. Efforts should be made to avoid passing loads or hot rivets over workers or openings. Drift-pins, bolts or rivets should not be knocked out when there is danger of hitting workmen. All gas manifolds must be distinguished by a different coloured paint for each type of gas and equipped with cocks. Hoses and regulator valves should be free from leaks and regularly tested. Cylinders must not be handled in slings and must be protected against oil and grease, undue absorption of heat, and sparks or flames from welding or cutting torches. Workers are forbidden to play a burning torch on gas tanks or regulators. Gases may not be transferred from one tank to another except by a manufacturer.

Proper ventilation must be provided where dangerous or noxious fumes, gas or smoke are encountered, where painting is being done or plates are being covered with bitumen in confined spaces or where the oxygen content of the air is less than 20 per cent. If effective ventilation cannot be provided workers must wear respirators.

Workers' clothing should conform to the requirements of the general regulations. Safety hats are compulsory for workers on hulls, ways, etc., where there is danger from falling objects. Women working near machinery must wear hair-covering. Workers handling wire rope should wear gloves. If there is an eye-hazard present and particularly where babbit is being poured each workman must be supplied with goggles which are to be sterilized before being transferred to another worker.

Special rules are made for the protection of painters, welders and burners. Painters must wear suitable protective clothing and be supplied with protective cream and adequate washing facilities. Their lunches should not be kept with their work-clothes and should not be brought within 25 feet of spray-painting. Painters should not work where the paint will contaminate the air breathed by other workers and spray-painters must be provided with respirators.

Welders must wear leather gloves, helmets fitted with the proper glass and their arms should be protected when doing overhead work. Their helpers must be provided with special goggles. Nearby workers should be protected from the flash of the arc by goggles or protective screens. Welding-machines must be shut down at all rest periods, ends of shifts and when lines are being changed to new locations. Operators must be advised whenever a machine is started or stopped by someone else. Stingers must be made dead or protected against grounding when no welding is being done. Wire stubs are to be placed in a receptacle provided for the purpose. Workers engaged in chipping or cleaning welds must have their eyes protected.

Burners are required to wear suitable goggles and gloves and must not wear ragged or oil-soaked clothes. They must wear respirators if proper ventilation is not provided when burning materials give off fumes. Workers who must work beneath burning operations should be adequately protected and care taken to prevent burned sections dropping on them. Necessary help or supervision should be provided for burners and welders when working in a confined or cramped space.

Quebec Forest Resources Protection Act

Under this 1935 statute which was proclaimed on April 10, 1943, an Order in Council concerning collective bargaining in pulp and paper mills was gazetted April 14 and was later suspended by another Order gazetted May 1 when it was decided to appoint a commission of inquiry to report on labour problems in the industry. The first Order was considered necessary because "the disregard of the freedom of organization in certain pulp and paper mills is. . . prejudicial to the interests of the Province in the administration of the public domain". It was passed under the authority in the Act to make regulations "respecting the judicious development of the forest resources of the Province" and "to protect the forest or mill workman as well from the standpoint of health and salary as from that of working conditions".

The suspended Order in Council applied to any person or corporation operating a pulp and paper mill which is wholly or partially supplied with timber cut on public lands or with timber belonging to or controlled by any person licensed to cut timber on public lands. It required such employers to bargain with any professional syndicate or trade union representing their employees with a view to signing a collective agreement regulating working conditions. If the workers in any mill were organized into more than one professional syndicate or trade union, the employer was to negotiate simultaneously with each syndicate or union. The Order also stipulated that employers who had signed a

collective agreement with a union must permit any other professional syndicate or union to adhere to the agreement on the same conditions as the original signatory. Disputes arising out of this Order were to be referred to a council of arbitration set up under the Quebec Trade Disputes Act. Such a council consists of three members appointed by the Minister of Labour, one on the nomination of the employer, one recommended by the workers and a third selected by the first two. Parties must agree to accept the decision of a majority of the council.

Quebec Industrial and Commercial Establishments Act

An amendment was gazetted April 17 in the regulation under this Act requiring women and girls to wear their hair plaited and fastened to their head to prevent it from coming in contact with shafting or machinery in motion or with the materials or substances which they are handling. Women and girls are now required to protect their hair in the manner prescribed by the inspector so as to prevent it from coming in contact with any machinery or materials.

Quebec Minimum Wage Act

Order 13 governing the match industry (L.G., 1942, p. 798) and Order 17 relating to laundry, dry-cleaning, dyeing, carpet-cleaning and allied establishments in the district of Montreal (L.G., 1938, p. 1351) were renewed to June 1, 1944, by Orders in Council gazetted April 24 and May 1.

Labour Legislation in British Columbia, Manitoba and Ontario in 1943

British Columbia

BOTH British Columbia and Ontario have recently made important changes in the law concerning trade unions and collective bargaining and in their Workmen's Compensation Acts. In Manitoba a private member's bill respecting the right of employees to organize and bargain collectively failed to pass. The following article describes these and other developments of interest to labour in the recent sessions of these three provincial legislatures.

Outstanding among the measures enacted by the British Columbia Legislature, during its Session from February 2 to March 18, were amendments in the laws concerning collective bargaining and workmen's compensation. Statutes were also passed to permit, for the duration of the war, the relaxation of rules governing coal miners' certificates and

the making of regulations to cancel any public holidays and to appoint certain days to be holidays. A number of Dominion-Provincial agreements for war purposes were ratified, Acts relating to the welfare of children, regulation of shops, and weekly half-holidays, were revised, and amendments made in laws dealing with regulation of factories and of metal-liferous mines, mothers' allowances, and old-age pensions.

Collective Bargaining

The collective bargaining sections of the Industrial Conciliation and Arbitration Act, 1937, were amended to require an employer to negotiate with the union to which a majority of his employees belong and to

forbid an employer to interfere with or contribute financial or other support to an employees' organization.

"Collective bargaining" is now defined to mean the bona fide conducting of negotiations between bargaining representatives on behalf of employees on the one part and an employer or employers on the other part for the purposes of discussing any matters of mutual concern pertaining to employment relations, reconciling divergent points of view, reaching a common understanding clarifying disputes and arriving at a settlement or adjustment.

As formerly, it is declared lawful for employees to bargain with their employer through representatives elected by a majority vote of the employees affected, but provisions for bargaining through trade union officers were revised. If the majority of the employees belong to one trade union, that union has the right to conduct the bargaining, in which case the officers of that union, or such persons as the union may elect for the purpose, are to be the bargaining representatives on behalf of all the employees affected, whether members of the union or not. "Trade union" is defined as a national or international organization of employees, or a local branch of such organization. "Member of a trade union" means a person who has been duly admitted to membership, has continued to be a member for at least three months, retains his membership and is in good standing according to the constitution and by-laws of the union and is not more than six months in arrears for his dues. The definition of "dispute" was amended to include a dispute or difference between an employer and a trade union in which a majority of his employees in any separate plant or department of his operations are members.

The Minister of Labour must be notified of the election of the bargaining representatives and may take any steps he deems proper to satisfy himself that the election of representatives was properly conducted or that a majority of the employees affected are members of the trade union claiming the right to conduct the bargaining. For this purpose the Minister may inspect the records of the union and of the employer and if he is not satisfied he may order a new election of representatives under his own supervision or reject the claim of the trade union, as the case may be.

If the Minister is satisfied that the bargaining representatives are duly constituted he must notify the employer and the employees or union, and the employer must bargain

with such representatives. Where such bargaining is desired by employer or employees and the bargaining representatives or the employer refuse or neglect for more than twenty-one days after the notification by the Minister referred to above, the party so neglecting or refusing is guilty of an offence against the Act.

Where, in accordance with established trade union practice, the majority of a group of employees who belong to a craft by reason of which they are distinguishable from the employees as a whole, are separately organized into a trade union pertaining to the craft, that group may, if it wishes, bargain collectively on its own behalf through the trade union of which a majority are members. Where a group claims and is entitled to these rights, the employees comprising the craft are not entitled to vote, for any of the purposes of collective bargaining with that employer, except when such bargaining is in respect only of the craft to which they belong, nor may they be taken into account in the computation of a majority in respect of any matter on which they are not entitled to vote.

Where a trade union entitled to bargaining rights has endeavoured to make an agreement with an employer and has failed, or where an employer has similarly failed to get an agreement with such a union, the union or the employer may send written notice to the Minister, giving particulars. The Minister may then refer the matter to be dealt with under the Act as a dispute without first referring it to a Conciliation Commissioner.

Provision is made in the Act for electing new bargaining representatives or for ascertaining if the particular union continues to be the choice of the majority of the employees. Six months from the date when notice as to the bargaining unit has been received from the Minister, the employer or any of his employees may apply to the Minister to hold an election to determine bargaining representatives or to ascertain if the majority of the employees affected continue to be members of the trade union. If, after conducting an election or an investigation by checking the records of the trade union or by any other means deemed necessary, the Minister finds that a majority of the employees affected choose to elect bargaining representatives other than those formerly elected or that a majority of such employees are not members of the trade union, the Minister must notify employers and employees of his findings, after which the former representatives or union will no longer have authority to negotiate. Nothing

in the Act is to be deemed to require any person who is already a member of a trade union to become a member of any other trade union.

It is declared unlawful for an employer to dominate or interfere with the formation or administration of any employees' organization or to contribute financial or other support to it, but he is not prohibited from allowing any employee or representative of an organization of employees to confer with him or attend to the business of the organization during working hours without deduction of the time so occupied in computing time worked for the employer and without the deduction of wages in respect of it.

A number of other changes were made in the Act. The time within which a board of arbitration must make its report may be extended beyond the fourteen days fixed by the Act for such time as may be agreed upon by the members of the Board, instead of with the unanimous consent of all parties, as formerly. The report is not binding on the parties.

Under a new section the clerk of the court, before whom any legal proceeding or prosecution under the Act takes place, is required to make a brief report of the particulars of such proceeding or prosecution, within thirty days after it has been determined, to the Secretary-Registrar, who is to be appointed by the Lieutenant-Governor in Council under another new section.

The decision of the employer or employers and of the employees upon the acceptance or rejection of the award of a board of arbitration must be given to the Minister not later than fourteen days after the date on which copies of the board's award are forwarded to the parties. The Minister may, however, grant further extension for cause.

Where the time fixed by the Act for doing or refraining from doing anything is less than seven days, holidays are not to be reckoned in the computation of the time.

Workmen's Compensation

The Workmen's Compensation Act was the subject of a number of amendments, many of which carry out recommendations made by Mr. Justice Sloan as Commissioner to inquire into the operation of the Act. (L.G. 1942, p. 1158.)

The definition of "dependants" was amended to include a wife, husband, parent or child who satisfied the Board that he or she had a reasonable expectation of pecuniary benefit from the continuation of the life of the deceased workman. "Metalliferous mining

industry" was redefined to include the operations of milling and concentrating but not other operations for the reduction of minerals.

Part I of the Act is not to apply to persons employed by American contractors upon the military highway to Alaska and other projects of the United States in British Columbia since January 1, 1942, when compensation is provided for such persons under the "Long-shoremen's and Harbour Workers' Compensation Act" of the United States Congress, as amended in 1941. Part I applies to any employment by the Crown in right of the Province, including employment by a permanent board or commission. Formerly employees of the Crown were only covered by Part I when their employment was such that Part I would apply if the employer were a private person.

There is a general increase in the scale of compensation. Where formerly \$125 was allowed for burial expenses, the Act now provides for payment of that sum for burial or cremation and requires the employer to bear the cost of transporting the body to the nearest undertaker. If the workman is to be buried in another place within the Province, an additional sum not exceeding \$100 may be paid from the Accident Fund.

Compensation to a widow or invalid widower is unchanged at \$40 per month but payments in respect of children are raised from \$7.50 to \$10 per month for each child under 16 and for each invalid child over that age, together with \$12.50 per month for each child or invalid child while regularly attending an academic, technical or vocational school between the ages of 16 and 18 years. The maximum payment to a widow or widower and children is now \$80 per month instead of \$70 as formerly. Orphan children are to receive \$20 per month each to the age of 18 years, and over that age if invalids, with a maximum total payment of \$80 per month instead of, as heretofore, \$15 a month to each child under 16 and to each invalid child over that age with a maximum monthly total of \$60 a month. Under the new provisions, the monthly payment, except in the case of an invalid child unable to attend school, is to be reduced by \$2.50 while the child is not attending an academic, technical, or vocational school, between the ages of 16 and 18 years. Except as provided above, compensation to a child, other than an invalid child, ceases, as formerly, when the child attains the age of 16 or dies. The amendments respecting invalid children apply from March 18, 1943, when the amending Act came into force, to such children who

were on that date or afterwards become entitled to compensation.

As formerly, dependants other than consort or children, are to receive a sum reasonable and proportionate to their pecuniary loss, to be determined by the Board, but the maximum monthly payment to such dependants is raised from \$30 to \$40, in the case of a parent or parents, and the maximum monthly total from \$45 to \$55. Where the worker leaves a consort without children, or orphan children, and also a dependant parent or parents, the parent or parents may receive up to \$40 per month, instead of \$30, as formerly, and not exceeding, with the compensation otherwise payable, \$80 per month instead of \$70. A new clause provides that where the workman leaves a wife, husband, parent, or child who are not dependent on his earnings at the time of his death but had a reasonable expectation of pecuniary benefit from the continuance of his life, the Board may award them not more than \$40 a month for life, or for a shorter period, but not exceeding, in all, \$1000.

All dependants residing outside Canada, instead of alien dependants only, as formerly, may be awarded compensation at a rate lower than the above but such as, in the opinion of the Board, will maintain them in the same degree of comfort as dependants of the same class residing in Canada. A foster-mother is entitled to receive the same compensation as if she were the widow until the children reach the age of 18 years, instead of 16, as formerly, or until they cease, at an earlier age, to be entitled to compensation. A new section provides that where the workman leaves no widow but has maintained a common-law wife for seven years, the Board may order the payment to the common-law wife of the compensation to which the widow would have been entitled. In addition to other payments, a widow or foster-mother in Canada is entitled to a lump sum of \$100. When an invalid widower who is receiving compensation ceases to be such the Board may cease paying compensation to him. Payments to a widow on remarriage remain at two years' compensation but the limit of \$480 is removed.

Where a dependant is unable, on account of war conditions, to file an application for compensation within the period prescribed by the Act, the Board may extend the period for one year from the date on which the dependent could, in the opinion of the Board, make the application.

Maximum compensation in total disability cases was raised from \$10 per week or average

earnings to \$12.50 per week or average earnings. An amendment relating to permanent partial disability cases, which is retrospective to January 1, 1917, enables the Board, where it deems it more equitable, to estimate the impairment of earning capacity from the nature and degree of the injury, having regard to the workman's fitness to continue in the employment in which he was injured or to adapt himself to some other employment or business. Compensation is to be payable during the lifetime of the workman or for such other period as the Board may fix. The maximum amount of average earnings taken into account in computing compensation was raised from \$2,000 to \$2,500.

Where an accident happens to a workman in the course of his employment as a direct result of enemy action or counter-action taken against such action and compensation has been provided for the workman or dependants by the Dominion Government, the workman or dependants are only entitled to compensation under Part I of the British Columbia Act when the compensation provided by the Dominion Government is less than that provided by the British Columbia Act, and then only to the extent of the difference.

The sections relating to medical aid were amended to provide for treatment other than medical, surgical and hospital treatment and the Board was enabled to make contracts not only with doctors and nurses but with other persons authorized to treat human ailments. Another new provision gives the Board power to make a daily subsistence allowance, not exceeding \$2.50 per day, to an injured workman who, under its direction, is undergoing treatment at a place other than the one where he resides.

The Board is authorized to make arrangements with the Workmen's Compensation Board of any other province to avoid duplication of assessments on earnings of workmen who are protected at the same time under the workmen's compensation laws of two or more provinces and to adjust assessments. The clause which provides that in cases of industrial disease, the disablement shall be treated as the happening of an accident was amended so that all periods of disablement from an industrial disease in any sixty-day period shall be deemed to be the result of one accident.

The provisions relating to silicosis were revised and now apply to workmen employed in coal mining as well as to those in metal mining. As formerly, the workman, in order that he or his dependants may claim com-

pensation, must have been a resident of the Province for three years but an exception is now made in cases where at least two-thirds of his exposure to silica dust was in the Province. The requirement that the workman must have been exposed to silica dust in the Province for an aggregate of three years preceding disablement may now be modified in cases where the workman was not exposed to silica dust anywhere except in the Province. The stipulation that the workman must have been employed in metal-mining in the Province for three months or more in the five years preceding disablement, was deleted. Provisions for filing claims were revised and now require the workman to have filed his claim while usually and regularly employed in the coal or metal-mining industry or to have made and established his claim for potential disability within five years after leaving such employment and, in either case, within one year after becoming disabled. This provision is not, however, to prevent the Board allowing any case due to uncomplicated silicosis that it considers should be allowed. As formerly, if the workman has been exposed to silica dust outside the Province the compensation is to be reduced proportionately. A new section provides that when a workman entitled to compensation for pneumoconiosis has been exposed outside the Province to dust conditions that are deemed to have contributed to the development of the disease, compensation is to be calculated as for silicosis but, if exposure in British Columbia was in two or more classes of industry, the cost of compensation may be charged to such classes in proportion to the periods of exposure.

New sections provide for compensation for hernia on terms similar to those laid down in a number of other provinces viz:—that the hernia is clinical hernia of disabling character and recent primary demonstrability and its onset can be shown to have been immediately preceded by accident. The workman must report to his employer immediately or cease work and report within seventy-two hours. If an operation is deemed advisable, the workman must submit to it within two weeks or compensation will cease to be payable. Where there has been excusable failure on the part of the workman to comply with these provisions, however, the Board may pay compensation, but no benefit is payable for more than seven days prior to the date of operation or for more than 42 days thereafter for uncomplicated hernia.

The Board is now authorized to spend up to \$75,000 from the Accident Fund to assist in the rehabilitation of workmen who are handicapped by their injuries.

In classifying and reclassifying industries, the Board may now withdraw from a class not only a whole industry but any part of any class or sub-class, and may transfer it to another class or form it into a separate class.

The moneys necessary to provide compensation or additional compensation under the amending Act may be levied and collected by the Board from employers carrying on industries under the Act, whether prior or subsequent to the coming into force of the amending Act. The levy may be an addition to the usual assessment or a special assessment.

If an employer liable to assessment is not assessed in any year, he is nevertheless liable to pay the amount for which he would have been assessed.

There is a new section dealing with funds for medical aid, which in British Columbia as in Alberta, is paid for, in part, from contributions by the workers. In the other provinces medical aid is paid from the Accident Fund to which only employers contribute. If the contribution from workmen of one cent a day or part of day, fixed by the Act, proves insufficient to provide one-half the cost of medical aid, the Board is to increase this contribution, from time to time, to such amount as will ensure an equal distribution of the cost of medical aid service between the workmen and employers.

The section providing for a special levy on the employer when failure to comply with the regulations of the Board has been the sole cause of an accident, was amended to provide for such a levy where the accident was due to the employer's gross negligence or to his failure to adopt reasonable measures to prevent accidents. In such cases the Board may levy up to the full amount of compensation payable, instead of one-half, as formerly, but the maximum amount for which the employer is liable is unchanged at \$300.

The claim of the Board for amounts due to it by an employer is to constitute a lien upon the property of the employer which is to be in force for three years from the end of the calendar year in which the assessment was levied.

Moneys in excess of current requirements and not invested are to bear interest at the rate allowed by the bank in which they are deposited instead of at 3 per cent, as formerly.

An employer is now required to send written notice to the Board when its order to install safety devices has been complied with.

The section requiring a permit from the Board for the operation of a plant which has been closed was amended to make it apply also to a plant to which any substantial addition has been made.

Regulations of the Board may now be made retrospective for a period of not more than three months.

Effective January 1, 1943, salaries to be paid to the members of the Board are to be not less than \$6,000 nor more than \$7,500 per annum to the Chairman instead of \$5,000-\$6,500, as formerly, and not less than \$5,000 nor more than \$6,000 to the other members instead of \$4,000-\$5,000, as formerly.

New provisions allow the Board to acquire and dispose of real property, and bring members of the Board under the Superannuation Fund established for Board employees.

The section empowering the Board to withhold or suspend compensation in certain cases was amended to give power to cancel. Any such action may now be taken in the case of a person confined to jail or prison as well as of a person leading an immoral or improper life.

Factories and Shops

A number of amendments were made in the Factories Act. All factories are now regulated by the Act instead of, as formerly, only those in which three or more persons are employed. The section which forbids employment of a child under 15 years of age except by written permission of an inspector setting forth the number of hours the child may be employed in a day, was amended to strike out the provision that such number of hours may not exceed six. The section dealing with hours of work in canneries and similar establishments was redrawn and now provides that the limitation of eight hours a day and 48 a week for women and young girls under 18 years of age, including hours of beginning and ceasing work, shall not be binding upon the employers of such persons in the canning or curing of fish, fruit or vegetables or fruit-packing during the fruit and vegetable seasons and fish-runs, but in all other respects the Act is to apply to such businesses. Formerly, the section did not apply to vegetable-canning and the written consent of the young girl or woman or her parent or guardian was required before the eight-hour limit could be exceeded. Under the Hours of Work Act, seasonal orders

are made fixing the number of hours workers may be employed in these industries.

The clause requiring a sufficient number of sanitary conveniences for employees was amended to stipulate that one sanitary convenience and one urinal must be provided for every twenty-five male employees or fraction of that number and one sanitary convenience for every twenty-five female employees or less.

The Shops Regulation and Weekly Half-holiday Act is a consolidation, without material change, of two statutes, the Shops Regulation Act and the Weekly Half-holiday Act. Regulations and by-laws made under the former Acts are to remain in force until repealed or varied in accordance with the new Act.

Mines

The War-time Coal-mine Employment Act provides that, for the duration of the war, or until the Act is terminated by Order in Council, a person who is not the holder of a certificate under the Coal-mines Regulation Act may, notwithstanding anything in that Act, be employed in a coal mine as manager, overman, shiftboss, fireboss, shotlighter, or coal-miner. It is a condition of such employment, however, that the Chief Inspector of Mines is satisfied that such person is competent, and has issued a written permit for his employment and that not more than twelve men are employed underground at any one time.

The provisions of the Metalliferous Mines Regulation Act dealing with annual medical examinations of workmen were revised and now expressly require that, unless he is exempted by the Workmen's Compensation Board, every workman employed in a mine or in the operations of milling and concentrating ores must undergo an annual examination by a physician selected and paid by the employer. As before, no workman may be employed in such work for more than two months in a twelve-month period without a certificate of fitness for the job but a certificate is not necessary where the ore or rock is crushed in water or in a chemical solution. Workmen employed in other operations for the reduction of minerals are exempt. A new clause stipulates that if the physician finds that the workman is suffering from disease of the respiratory organs so that his employment is a danger to other workmen who are exposed to silica dust, he must give written notice of such finding to the employer and to the Board and upon receipt of such notice, the employer must terminate the workman's employment. In such cases the physician

must furnish the workman, on application, with a copy of his findings in regard to the examination. The Board is to prescribe the nature of the examination and the physician must furnish to the Board, on request, the information and record from which the diagnosis was made. A new provision authorizes the Board to cancel any certificate given by the physician or itself issue a certificate to the workman.

Department of Labour

By an amendment in the Department of Labour Act any person authorized in writing by the Minister of Labour to obtain information under the Act or any person authorized by the Board of Industrial Relations or its Chairman to make any inspection or investigation under the Hours of Work Act, the Female Minimum Wage Act or the Male Minimum Wage Act, may inspect premises and examine and take copies of books, papers or documents. Obstruction of such inquiry is an offence punishable by a fine not exceeding \$30.

Employment Offices

An amendment in the Employment Agencies Act transfers its administration from the General Superintendent of the Provincial Government Branch of the Employment Service of Canada to the Minister of Labour of British Columbia. The Act prohibits the operation of fee-charging employment agencies and requires other legal agencies to keep records and furnish information to the Minister.

Education

A section added to the Public Schools Act enables the board of school trustees of any municipal school district, with the approval of the Council of Public Instruction, to establish and maintain classes for the part-time instruction of persons over 15 years of age. The board may make regulations regarding teachers, school hours and courses of study to suit the needs of the district and may make agreements with employers for the regular attendance of workers at classes.

Mothers' Allowances—Day Nurseries

Amendments to the Mothers' Allowances Act enable an allowance to be paid in respect of a child over 16 and under 18 years of age and also in respect of a child living temporarily apart from its mother, subject, in both cases, to the conditions laid down in the regulations.

The Welfare Institutions Licensing Act was amended to require crèches, day nurseries, and similar institutions where children under 15 years of age are received and cared for during a portion of the day, to obtain licences from the Welfare Institutions Board of the Department of Public Welfare.

Old Age Pensions

The Old-age Pension Act was changed to provide for its administration by a board of three members instead of by the Workmen's Compensation Board. Provision was also made for reciprocal agreements between the Government of British Columbia and the Governments of other provinces for the payment of a cost-of-living bonus to British Columbia pensioners resident in other provinces and to pensioners from other provinces living in British Columbia.

Changes in the Municipal Superannuation Act provide for contributions by municipal employees on a sliding scale instead of at a flat rate of 4 per cent of salary. Contributions are now to be \$4 per month on all salaries up to \$125 per month, \$6 on salaries between \$125 and \$150 per month, and on salaries over \$150 per month a deduction of \$6 with an additional dollar for each additional \$25 or portion of that amount. As formerly, the employee may elect to increase his monthly contribution. In the case of an employee who enters service after April 1, 1939, and is then over 30 years of age the employer may be required from April 1, 1943, to pay a contribution exceeding 7 per cent of salary which is the employer's contribution fixed by the Act, the amount of such larger contribution to be fixed by the Commissioner at a rate necessary to pay for the employee's service pension.

Where an employee discontinues paying contributions for any cause other than resignation or dismissal before reaching retiring age, he may, on again becoming a contributor, reinstate by extra payments the amount of the annuity for which he had been contributing. Where an employer has been paying contributions during the war on behalf of an employee on service with the forces of Britain or any of her Dominions or their allies, the employee is not entitled to receive such contributions as a refund unless he has returned to service with the employer and remained for at least twelve months.

The section dealing with the retirement annuity provided by the employee's contributions was amended to provide that an employee who has been granted a disability pension for any of the war services mentioned

above, if his contributions have been continued during his absence and if he is unfit for further service with his employer, may receive as a refund the reserves maintained, in accordance with the Act, for retirement annuities, as an alternative of being granted the difference between the total disability allowance under the Act and his war service pension. The widow of such an employee who has a pension in respect of her husband's war service is similarly given the option of receiving a refund of the reserves, as above, or the difference between the widow's pension under the Act and the pension for her husband's war service.

Special provisions are made for members of the Provincial Police Force who are appointed when the Force takes charge of the policing of a municipality to which the Act applies.

The section fixing an age limit for persons becoming employees after April, 1939, was amended to provide that the Act shall only apply to persons who are under 35 years of age at the time of entering employment in the case of policemen, firemen and women, or under 40 years of age in the case of other employees. The maximum ages were formerly 30 years for policemen and firemen and 36 years for other employees.

An amendment was made in the section providing that, where a superannuation allowance is granted on the single life guaranteed plan for a term of years certain, provision may be made by the beneficiary that if he should die before the expiration of the term the allowance shall be paid to a person nominated by him. Under the amendment, where both the employee and the nominee die before the expiration of the guaranteed period, the commuted value of the remaining payments is to be paid to the estate of the last survivor.

A change is made in the method of computing. There is also provision for suspending disability pensions which are being paid to persons who recover from their disability and for restoring order to their status as contributors if they take an employment within the scope of the Act.

An amendment, effective from April 1, 1943, for the duration of the present war and for six months after its conclusion, enables a person in receipt of a superannuation allowance to engage in paid work without reduction of the service pension provided by the employer, unless the aggregate of his monthly salary and his monthly service pension exceeds \$150 in the case of a married person or \$100 in the case of a single person, widow or widower. Formerly the maximum aggregate allowed was \$100 for a married person and \$75 for a single person, widow or widower.

Corps of Canadian Fire-fighters

The Corps of Canadian Fire-fighters Act extends to the Corps of (Civilian) Canadian Fire-fighters for Service in the United Kingdom any benefit, right, privilege or exemption conferred by any Statute of the Province on members of any of the Forces of His Majesty or his Allies.

Post-War Rehabilitation

The Post-War Rehabilitation Act, which is retrospective to February 12, 1942, when the principal Act came into force, provides that if a person appointed to the Post-War Rehabilitation Council is a member also of the Legislative Assembly he shall not receive any remuneration, but shall be entitled, without being disqualified as a member of the Legislative Assembly, to accept payment from public funds for travelling expenses, plus a living allowance of \$10 per day during attendance at meetings.

Vocational Training—Recruiting of Farm Workers

The War Purposes Agreements Ratification Act ratifies and confirms agreements between the Dominion and the Province for the training of persons for war industries and service in the Armed Forces and for the vocational training of persons discharged from the Forces; for carrying out the purposes of the Vocational Training Co-ordination Act passed by the Dominion Parliament in 1942; and for carrying out plans for recruiting, transporting and placing on farms in the Province, during the year 1942-1943, male and female workers suitable for farm work who are available in other provinces or in British Columbia. The Government is authorized to extend these agreements, make new ones and pay the cost from the Consolidated Revenue Fund if no special appropriation has been made.

Credit Unions

The sections of the Credit Union Act were repealed which enabled reduction of the share capital in any way authorized by the Companies Act, and forbade use of moneys received on deposit and securities in which such moneys are invested to pay other obligations. Money received from sale of shares may be used to pay the costs of incorporation and setting up of the credit union to an amount not exceeding \$50, or, with the approval of the Inspector, \$100, but must be replaced, in equal annual instalments, out of profits, within three years. The credit committee now has power to make a loan if it is approved by a majority

of the committee. Formerly a majority of the committee had to be present and unanimously approve the loan. A credit union is to have a lien on the deposits as well as on the shares of a member for a debt due it by him. The number of members in a supervisory committee, formerly three, may now be increased to five, with the consent of the Inspector. Seven days' notice, instead of fourteen, as formerly, must be given of the annual general meeting and every general meeting at which an extraordinary resolution is to be proposed. The sections were repealed, which required an annual report to the Registrar and set out the apportionment to be made of profits and reserve fund.

Bills not Passed

Four Bills of labour interest failed to pass. These would have brought farm labourers, fruit pickers and domestic servants under the Female Minimum Wage Act, permitted women over 18 to work in the surface operations of a mine or metallurgical plant, enabled the Board of Industrial Relations to make regulations under the Hours of Work Act calling for two ten-minute rest periods in each shift in any industry, and brought company towns under the provisions of the Town Planning Act.

Manitoba

During the session of the Manitoba Legislature from February 2 to March 17 amendments were made in the laws dealing with regulation of factories, mechanics' liens, and old age and blind persons' pensions. Among Bills which failed to pass was a private member's Bill concerning freedom of association and collective bargaining.

Factories

The section of the Factories Act dealing with employment on certain public holidays was redrawn and now forbids any person to keep open or employ any one in a factory on a holiday without a written permit from the Minister of Labour. Formerly, this section declared it unlawful to keep open a factory or employ any person in it on any statutory or legal holiday, as defined by the Manitoba Interpretation Act, without a written permit from the inspector. The fine for violation of this section remains unchanged at \$100. The holidays named in the Act are:—New Year's Day, Good Friday, Victoria Day, Dominion Day, Remembrance Day, Christmas Day, the twenty-sixth of December, the birthday of the Sovereign or the day appointed

Resolutions

A number of Resolutions passed by the Legislature on March 18th urged the Provincial Government to present certain requests to the Dominion Government. These were—that the Dominion set up as soon as possible a comprehensive plan of social insurance and bring into operation at once a State health insurance plan, recognizing, in each case, the rights and interests of the provinces in the administration of the scheme; that the Dominion Government repeal the Regulations under the Old Age Pensions Act requiring the contributions of the pensioner's children to be taken into account in determining income and requiring computed amounts of dependents' allowance and assigned pay to be deducted from pensions; that in the appointment of advisory and administrative war boards the Dominion consider giving representation from all the provinces to men and women workers, farmers, industrialists and members of the Armed Forces; and that the regulation prohibiting women on dependents' allowances from receiving more than \$40 per month from other sources without deduction, should be relaxed for the benefit of women engaged in seasonal farm labour.

for its celebration and any day proclaimed by the Governor-General or the Lieutenant-Governor as a general holiday. When a holiday, other than Remembrance Day falls on Sunday, "holiday" includes the following day.

Wages

A provision added to the Mechanics' Lien Act requires that where a claim for lien is made upon an unpatented mining or quarrying claim, the claim, and any judgment, order or other document relating to it, must be registered in the office of the recorder for the mining district in which the land is situated, instead of in the land titles office.

There were verbal changes in the Fair Wages Act and the Minimum Wage Act to bring certain sections into line with amendments made in those Acts in previous years.

Old Age and Blind Persons' Pensions

The Old Age and Blind Persons' Pensions Act was amended to provide for the payment of a supplementary allowance of \$1.25 per month, as from January 1, 1943, to each resident pensioner who qualified in Manitoba

for, and is receiving, a pension under the Act. A portion of the allowance, to be fixed by Order in Council, is to be recovered from the municipalities by an annual levy in the same manner and at the same rate as the municipalities' share of the pension is recovered.

Welfare of Children—School Attendance

An amendment in the Child Welfare Act enables a complaint to be made, or an information laid against any person who contributes to the neglect of a child at any time within twelve months after the offence is committed. The maximum period for taking such action was formerly six months.

Licensing of Workmen

The Highway Traffic Act, which fixes a minimum age of 18 for chauffeurs, was amended to provide that, for the duration of the war, boys of 16 and over may be licensed, as chauffeurs, to drive motor vehicles other than public service vehicles and trucks with a carrying capacity exceeding one ton. The applicant for such a licence must satisfy the licensing authority that he is qualified and has complied with the requirements of the Act and must present the written approval of his parent, guardian or employer and a written recommendation from a magistrate or justice of the peace as to competency and as to the necessity for the issuing of a licence. On similar terms, boys of 14 and over may be licensed to drive farm trucks, and high speed tractors. The minimum age for this work in normal times is 16 years.

A new provision in the Game & Fisheries Act requires guides for fishing to have licences.

Employees' and Trade Union Benefit Societies

Amendments in the Manitoba Insurance Act define more clearly the various types of societies which carry on insurance business, including employees' mutual benefit societies and trade union benefit societies, but these two classes are as formerly, exempt from the necessity of obtaining licences under the Act. Complementary amendments were made in the Companies Act to facilitate co-operation between the Department administering that Act and the Superintendent of Insurance; these changes require that companies before being incorporated or authorized to carry on an insurance business must obtain the approval of the Superintendent. Employees' mutual benefit societies and trade union benefit societies are exempt from this provision also.

Collective Bargaining and Other Bills not Passed

A private Bill which failed to pass would have declared the right of employees to organize and bargain collectively through a trade union or a representative of employees or both, the Minister of Labour being authorized to decide as to the bargaining unit, in case of dispute. In making his decision, the Minister would have been required to select the trade union, unit or group of employees which he considered would best ensure to the employees the full benefit of their right to organization and collective bargaining and to carry out the purposes of the Bill. The Bill proposed that employees in a bargaining unit should select one or more representatives by majority vote for the purpose of collective bargaining and that a collective agreement should enure to the benefit of any employee affected by it, whether a member of a trade union at the time of the making of the agreement or not, and should be enforceable by the employee. Employers would have been forbidden to interfere with employees in the exercise of their rights or to dominate or interfere with the formation or administration of a trade union or to contribute financial support to it, but would not have been forbidden to allow employees to confer with them in working hours without loss of time or pay. Employers would also have been prohibited from compelling or attempting to compel, by intimidation or threat, any employee to be a member or to refrain from being a member or to refrain from serving as an officer of a trade union or voluntary association of employees. They would also have been forbidden to discharge or threaten to discharge an employee because he had filed charges or given testimony under the Act, or to refuse, neglect or wilfully delay to bargain with the representatives of his employees.

The Bill fixed penalties for breach of its provisions and would have compelled an employer convicted of dismissing an employee in contravention of them to reinstate such employee in the position which he held prior to dismissal and at the same wage. The right of an employer to suspend, transfer, lay off or discharge employees for cause would have been preserved.

A Bill to amend the Fair Wage Act would have brought within the scope of the Act the caretaking of buildings used wholly or partly for business purposes or for apartment blocks.

A Bill to amend the Municipal Act would have enabled a municipality which had paid the hospital account of a male public-ward

patient to recover the amount so paid by attaching the moneys due such person from his employer.

Resolutions

On February 18 the Legislature agreed to a Resolution requesting the Government to consider conferring with the other provincial governments with a view to inducing them to unite in requesting the Dominion Government to make amendments in the Old Age Pensions Act enabling the Dominion to join with any province in increasing the old age and blind pension to \$25 per month and to amend Regulation 20 of the Old Age Pensions Regulations to make clear that in appropriate cases the Province, in unorganized territory, or the municipality may advance to a pen-

sioner requiring it, assistance in money or goods to an amount which, with the pension and other income of such pensioner would not exceed \$365 per annum. The Resolution further urged the Government of the Province to consider, in any case, sending a delegation to Ottawa to make the above requests of the Dominion Government.

A Resolution agreed to on March 15 urged the appointment of a Special Committee to inquire into and report upon certain matters relating to education, including equalization of opportunity throughout the Province with particular reference to elementary and technical education, to technical education in the light of present-day and post-war needs and to post-war education.

Ontario

The Ontario Legislature, during its session from February 9 to April 14, enacted a Collective Bargaining Act and amended the laws concerning workmen's compensation, hours of work of drivers of public service vehicles, licensing of electricians, and school attendance. An Act was also passed to provide for a Committee to consider social security and post-war rehabilitation.

Collective Bargaining

The Collective Bargaining Act, 1943, requires an employer to negotiate with the representatives of "a collective bargaining agency" which has been certified as appropriate in accordance with the provisions of the Act. The statute is to be administered by the Labour Court of Ontario or a judge of the Labour Court. This Court, which is provided for under an amendment in the Judicature Act, is to be a branch of the High Court of Justice of Ontario.

The Act is based on the recommendations of the Committee of Inquiry appointed by the Legislature early in the session but differs from them in important respects.

It applies to all employers without regard to the number of their employees instead of only to those having ten or more workmen as was proposed by the Committee. It does not apply, however, to farming or to domestic servants, police, the Hydro-Electric Power Commission of Ontario or to a municipal corporation, school board, or any board or commission established by a municipal corporation under statutory authority, unless such corporation, board or commission has, by by-law, resolution or minute, declared the Act to apply.

A "collective bargaining agency" is defined as any trade union or other association of em-

ployees which has bargaining collectively amongst its objects, but shall not include any such union or association, the administration, management or policy of which is dominated, coerced or improperly influenced by the employer, in any manner whether by way of financial aid or otherwise.

Employees are declared to have the right to form, join or assist any collective bargaining agency and to select or designate any such agency for the purpose of bargaining with their employers.

A collective bargaining agency which claims to represent the majority of the employees of an employer, or a majority of any unit of his employees appropriate for bargaining, may apply to the court to be certified as such. Where a bona fide dispute exists between an employer and a collective bargaining agency, or between two or more of such agencies, as to which agency, if any, has the right to bargain with the employer, the latter may apply to the court for an order to determine the question.

A bargaining agency or an employer may apply to the court, upon grounds set forth in the application, for an order revoking any certificate, but a certificate may not be revoked within a year except on the ground of fraud in the granting of it. The applicant must serve notice of the application on the other party affected. On such an application the court may ascertain what unit of employees is appropriate for the purposes of collective bargaining and determine whether such unit is to be the employer, craft or plant unit or a subdivision of any of these; certify that a collective bargaining agency represents a majority of the employees in such unit, giving the names of the persons who have been appointed or elected representatives; revoke a certification

of a bargaining agency; inspect the employment lists of an employer to ascertain what employees, including any person who, in the opinion of the court, was improperly discharged, are entitled to vote, and may take a vote by secret ballot and authorize any person to enter the employer's premises for that purpose; and may have such inquiries made or things done as it may think proper in carrying out these provisions.

The Act stipulates that no employer may fail or refuse to bargain with the duly appointed or elected representatives of a bargaining agency certified under the Act.

Any party to a collective agreement made under the Act may, on written notice to the other party, apply to the court to construe the provisions of the agreement. The court has exclusive jurisdiction in all matters arising under the Act and there is no appeal from its decisions. No order may be made for costs in any proceedings to determine a bargaining agency or to construe an agreement.

An employer or a collective bargaining agency may apply to the court to inquire into alleged violations of the Act by any person. If it appears that such violation has occurred, the court may restrain such person from continuing this violation; direct him to comply with the provisions of the Act; direct the reinstatement of any person discharged from employment contrary to the Act and the payment to such person of an amount not exceeding the monetary loss he has suffered by reason of such discharge; and may make any other order which it deems proper. The court also has power to determine, on application by any employer or collective bargaining agency, whether any person is an employer or an employee within the meaning of the Act.

With the approval of the Lieutenant-Governor in Council, the court may prescribe forms, fix fees payable in respect to proceedings under the Act and make rules regulating the practice and procedure in the court and for the carrying out of the Act. The Court may delegate any of its powers which are not of a judicial nature to the registrar or to any other person.

Bargaining agencies are required to furnish the court with certain information concerning their organization.

Any bargaining agency, on applying for certification, must file with the registrar of the Labour Court a copy of its constitution, rules and by-laws and a statement of the names and addresses of the officers and notice of any changes must also be filed. An agency which does not comply with this provision may not be given a certificate and if one has been issued it may be revoked.

Moreover, a collective bargaining agency which collects fees from its members must furnish to any member, on request, without charge, a financial statement of its affairs to the end of the last fiscal year. If ordered by the court to do so, it must file with the registrar a similar statement, verified by affidavit of its officers, or of such of its officers as are responsible for handling its funds, and must furnish a copy of such statement to such persons as the court may direct. But no statement, document or proceeding filed in court is to be open to inspection without the consent of the court. The Act expressly forbids wilful interference with any person carrying out any duty required or authorized by the Act or by an order of the court.

A provision in a collective agreement requiring all or any specified employees of an employer to be members of a specified collective bargaining agency certified under the Act is not to be deemed to conflict with any provision of the Act, but no such provision is to apply to a member of a learned or scientific profession.

Protection is given by the Act to members of trade unions or other employees' associations. An employer or employer's agent is forbidden to discriminate against an employee, whether by discharging him from employment or otherwise, on account of his membership in, or activity in connection with, a collective bargaining agency or because he has instituted, or participated in, a proceeding or prosecution under the Act. An employer or his agent is also forbidden to require, as a condition of employment, that any person shall abstain from joining or assisting a collective bargaining agency or from exercising his rights under the Act or under any collective agreement. Coercion, restraint and influencing an employee, whether by financial aid or otherwise, with respect to his exercise of his rights under the Act or under an agreement are also prohibited to an employer or his agent.

Nothing in the Act is to be deemed to give an employee the right to work for, or attempt to organize, a collective bargaining agency in his working hours or to take away the right of any employee to present any personal grievance to his employer.

The Act forbids the issuing, publishing or distributing of any writing relating to any of the conditions of employment with an employer unless the name and full address of the person or collective bargaining agency responsible for the writing is clearly indicated on it.

The provisions of the Reinstatement in Civil Employment Act, 1942, passed by the Parliament of Canada (L.G., 1942, p. 920) are to have effect in Ontario notwithstanding the

termination of the war or the repeal of the Act by Parliament.

In addition to the provisions relating to collective bargaining and to the filing of information with the registrar of the court, the Collective Bargaining Act makes certain changes in the general law of Ontario relating to trade unions. It stipulates that a collective bargaining agency and its acts are not to be deemed unlawful by reason only that one or more of its objects are in restraint of trade. This provision is made by the Dominion Trade Unions Act with respect to trade unions registered under it but only a few unions are registered.

Further, an act done by two or more members of a collective bargaining agency if done in contemplation or furtherance of a trade dispute is declared not to be actionable unless such act would be actionable if done without any agreement or combination. It is also stipulated that a collective bargaining agency may not be made a party to an action in any court nor a collective agreement be made the subject of such an action, unless this can be done irrespective of the provisions of the Act.

Workmen's Compensation

There were a number of changes in the Workmen's Compensation Act, for the most part increasing the benefits. The maximum average earnings upon which compensation may be based were raised from \$2,000 to \$2,500, this provision being applicable to accidents happening on or after July 1, 1943. For accidents happening on or after April 14, 1943, compensation to a widow or invalid widower was increased from \$40 to \$45 a month. Payments in respect of children under 16 years of age are unchanged at \$10 or, where the children are orphans, \$15, but a new provision, which applies without regard to the date of the accident, enables the Board to pay compensation in respect of a child up to the age of 18 years where it appears advisable to continue the child's education. The Board may now pay compensation to the mother of an illegitimate child on the same terms as to a foster-mother.

The section limiting the amount of compensation to dependants was revised and now provides that in the case of accidents happening on or after April 14, 1943, compensation, exclusive of the expenses of burial and the lump sum of \$100, may not exceed 66⅔ per cent of average earnings. The minimum payment to a widow or invalid widower may not, however, be less than \$45 per month or, if the workman's average earnings were less than that amount, the amount of such earnings. Payments to a widow, or invalid widower with

one or more children may not be less than \$55 per month, irrespective of the workman's earnings, with a further payment of \$10 per month for each additional child, unless the total monthly compensation exceeds the workman's average earnings, in which case compensation is to be the amount of such earnings or \$55 per month, whichever is greater.

The section which requires the Board in fixing compensation to take into account any payment or allowance which the workmen may receive from his employer during the period of his disability, was amended to make it clear that only payments made to the workman or his dependents in respect of the accident are to be considered.

The clause giving a workman entitled to an action for damages against a person other than the employer the right to choose between such action and compensation under the Act, was amended to make clear that it refers only to accidents arising out of the workman's employment. A further amendment clarifies the section providing compensation in cases of stone workers' or grinders' phthisis.

A new section entitles a workman or dependants to compensation for an accident happening out of Ontario on a steamboat, ship, or vessel, whether the workman had been previously employed in Ontario or not and regardless of the duration of his employment out of Ontario, if the workman's residence is in Ontario and if either the chief place of business of the owner or charterer are in Ontario or the ship or vessel is registered in Canada.

Licensing of Workmen

Amendments in the Public Vehicle Act reduce the minimum age for drivers of public vehicles from 21 to 18 years and enable the Department of Highways to approve working hours for such drivers in excess of the maximum fixed by the Act, viz: ten hours in any twenty-four hours. An amendment in the Highway Traffic Act reduces the minimum age for operators of motor vehicles from 16 years to 15 years.

Changes were made in the section of the Municipal Act which enables by-laws for examining, licensing and regulating electrical workers to be passed in cities and towns. Such by-laws may now apply to electrical contractors as well as to electricians, master electricians, and journeymen. The definition of "journeyman electrician" was amended to conform with the Apprenticeship Act and now means a person other than a master electrician, "who has been employed in electrical installation and has acquired sufficient skill and knowledge of the trade to be considered a

safe and responsible mechanic," instead of, as formerly, "who has been in the employ of a master electrician for not less than one year and desires to do electrical work as his calling."

Similar amendments were made in the section of the Act enabling by-laws relating to licensing of plumbers to be made in cities, towns, townships, and villages, plumbing contractors being brought within the scope of the section and the definition of "journeyman plumber" being amended in the same manner as that of "journeyman electrician".

Safety of Window Cleaners

A further change in the Municipal Act authorizes councils of urban municipalities to pass by-laws requiring the owner of a factory, shop or office building to provide safety devices for the protection of window cleaners and for regulating and controlling the type and manner of such devices.

Social Security and Post-War Rehabilitation

The Social Security and Rehabilitation Act, 1943, provides for the establishment of a Social Security and Rehabilitation Council of twenty-five members to be appointed by the Lieutenant-Governor in Council. The powers and duties of the Committee include:—making inquiries into methods of conserving and utilizing the natural resources of the Province for the prosecution of the war and the rehabilitation of members of the forces and others who will require employment at the end of the war; examining social legislation in Ontario and elsewhere, including health insurance, and the measures necessary to extend and establish social services in the Province, including the constitutional and financial arrangements involved; preparing estimates of the number of persons who will be unemployed in Ontario at the end of the war, showing those who will be employable and unemployable and those who will have been trained for civil employment, classifying them by occupations; making plans for training, education and re-employment of members of the forces and others; making a study, in collaboration with industrialists, municipal councils, employers and employees, to determine the extent to which wartime industries can be converted to peace-time uses; examining, in consultation with the Dominion Gov-

ernment, municipal councils, farmers, and organizations of employers and employees, projects for post-war development and for their timely inauguration; making plans for scientific research in industry and agriculture; examining the agricultural resources of the Province and formulating plans for agricultural development to provide homes and employment for members of the forces and others at the end of the war; conferring and collaborating with governments, municipal councils, employers, employees and others in all matters referred to the Committee; examining into any matter referred to it by the Lieutenant-Governor in Council and preparing such data, plans and reports as he may require. The Act repeals the Organization of Resources Act, 1939, which provided for a Provincial Committee to aid in conserving and utilizing the natural resources of the Province and their development during and after the war.

A section added to the Municipal Act enables all municipal councils, with the approval of the Department of Municipal Affairs, to provide in their estimates each year during the war for the establishment or maintenance of a reserve fund for use after the war in necessary replacements of, or improvements in, public works. The moneys raised for such a fund are to be paid into a special account and may, with the Department's approval, be invested in trustee securities but may not be applied to any other purpose without the approval of the Department.

Pensions

The Power Commission Insurance Act was amended to authorize the Hydro-Electric Power Commission to enter into agreement with the Government Annuities Branch of the Dominion Department of Labour providing for pensions and other benefits for the employees of a municipal authority. As formerly, the Commissioner may also make such agreements with an insurance corporation.

School Attendance

An amendment in the School Attendance Act authorizes a board of public or separate school trustees to appoint one or more school attendance officers if it employs five or more teachers. Formerly five or more teachers had to be employed in one school before such officers could be appointed.

Prices and Price Control

Report of the Wartime Prices and Trade Board

Review of Price Control Operations from Outbreak of War to the Present Time

FOR the information of Parliament and the public, the Minister of Finance has submitted in considerable detail an account of the operations of the Wartime Prices and Trade Board from the beginning of the war to the present.¹ The Report is divided into two parts with appendices, the first part dealing with the period of selective control over civilian prices and supplies, 1939-41, and the second, which comprises the major part of the Report, covering the period of the overall price ceiling, December 1, 1941, to March 31, 1943.

Development of Price Control

An introduction to the Report by the Minister of Finance reviews briefly the development of price control and operations of the Board, as follows:—

"In establishing the Board at the very outset of war, the Government recognized that the mobilization of the nation's manpower and resources for war would inevitably set in motion strong inflationary forces and that such forces must be held in check if the war program was not to be thwarted and if the economic sacrifices of the war were to be shared equitably and by democratic decision.

"In the first two years of its operations, the Board followed a policy of controlling selected prices and endeavouring to relieve stresses by making special provisions for overcoming the difficulties of supply. For the greater part of this period, price increases were associated with the rise in ocean freight and insurance rates, the depreciation of the Canadian dollar, the imposition of the 10 per cent war exchange tax and a number of other excise taxes, a limited number of cases of interrupted supply, and the recovery of some prices which before the war had been at depressed levels.

"In the same period, the excess profits tax was instituted and the corporation income tax greatly increased. Excise taxes on

specific forms of expenditures were extended, and the personal income tax was raised sharply in successive stages. A broad program of borrowing from the public through the medium of war savings certificates and bonds was instituted and extended. By these means, part of the rapid increase in incomes was turned back to the Treasury. At the same time, the number of direct controls regulating the use of critical materials and equipment was multiplied.

"By the fall of 1941, it was evident that a new period had begun. In the seven months from April 1 to November 1, 1941, the cost-of-living index rose by as much as it had in the preceding twenty months. The increases were predominantly in agricultural prices, and many farm product prices were brought into favourable relationship to other prices. It was clear, however, that a broad inflationary rise in prices was developing. In the preceding two years, there had been widespread upward readjustment of wages, and it was evident that further increases of prices would lead directly to a ruinous spiral of prices and wages.

"On October 18, 1941, the Prime Minister announced sweeping economic measures designed to meet this situation. An overall price "ceiling" was to be adopted, and the prices of all goods and of most services were not to exceed the highest prices at which they sold during the four weeks from September 15 to October 11, 1941—the "basic" period—unless specifically authorized by the Wartime Prices and Trade Board. A ceiling already in effect on rents in certain specified areas was extended to the rents of all real property excepting farm lands.

"At the same time, the system of allowing wage increases only on government authority, which previously had been compulsory in war industries alone, was extended to all industries. Increases were in general prohibited, except for promotion or increased responsibility, and a cost-of-living bonus was provided in the event of a further increase in the cost of living. Provision, however, was made for wage increases in cases where it

¹ Report of the Wartime Prices and Trade Board, September 3, 1939, to March 31, 1943, Ottawa, May 1, 1943, King's Printer, 115 pp.

could be shown that the rates were lower than those prevailing for similar work in the same or comparable localities provided that approval was granted by the appropriate War Labour Board. Salaries were even more rigorously restricted at about the same time.

"It should be emphasized that these measures were undertaken only after broad readjustments of prices and wages had been permitted, and were possible only because a rigorous taxation system had been established (and was to be extended at the next budget) which had the effect of imposing very severe limitations on business profits and incomes above very modest levels.

"These measures, on which decision was made only after the most careful consideration, involved an abrupt change from the methods of selective price control to those of the price ceiling. Selective price control deals with individual prices as indications are given that they are likely to rise, or have risen; a price ceiling means the fixing of all prices at levels reached in a stated period. This decision was based on developing experience and similar experience has since led most other countries to adopt measures of the same type.

"Price increases were occurring so frequently that it was impossible to deal with each case individually as long as the increases could legally take place. It was necessary to adopt a procedure by which cases, in which the pressure of rising costs was threatening the flow of supplies, should be brought to the Board, rather than to leave the Board with the responsibility of investigating price increases after they had occurred.

"In the early years of the war, price increases were special cases to be dealt with in terms of the conditions affecting particular commodities. From the summer of 1941, price increases broadened to affect almost the whole range of prices because the basic scarcities of resources, manpower and plant were making themselves felt everywhere. In these circumstances, the interrelations of prices were of the first importance. The prices of one business are the costs of another. To attempt to hold certain critical prices while leaving others free would be to accept certain defeat. The free industries and trades would bid up the costs of the controlled businesses and render their position untenable. Nothing short of the universal price ceiling could provide a line of defence proof against infiltration.

"The price ceiling has now been in operation for more than a year. Many problems which were anticipated turned out to be less difficult than was feared. Other problems less clearly foreseen have necessitated the adoption of a variety of expedients for meeting them.

Yet, after more than a year's experience, the price ceiling is in effective operation."

Probable Consequences had Price Ceiling not been Imposed

After explaining the Government's reasons for adopting an overall price ceiling in the fall of 1941, the Minister of Finance compares the actual results of price ceiling operations for more than a year with the probable consequences if the price ceiling had not been imposed. The cost-of-living index has shown a rise of only 0.9 points between November 1, 1941, and March 1, 1943. The index in the United States rose by 10.8 points during approximately the same period in spite of the fact that a partial ceiling was in effect more than half of the time. During the comparable period in the last war, November, 1916, to March, 1918, when the proportion of our productive resources devoted to war materials was only about one-quarter of what it is to-day, the Canadian index rose by 25.2 points. It is estimated that, if the price ceiling had not been in effect, the cost-of-living index would have risen by something like fifteen points during the past sixteen months.

As to cost, the Minister of Finance points out that the administrative expenses of the Board and its associate companies during the first fifteen months of the price ceiling (December 1, 1941, to February 28, 1943) came to \$9,689,042.94. Figures for subsidies paid, which are available as at March 31, 1943, amount to \$65,161,506.85, and trading losses on bulk purchases of goods and salvage, which are only available as at February 28, 1943, were \$3,440,528.59. Estimating that every rise of one point in the cost of living index costs Canadian consumers as a whole about \$35,000,000 a year, it is calculated that if the price ceiling had not been imposed, "about \$350,000,000 might have been added to the cost of consumers' goods in Canada during the past sixteen months." The sums representing the cost of operating the price ceiling are, therefore, small in comparison with the costs of inflation, and also, as the Minister of Finance points out, are relatively small in relation to Canada's proposed war expenditure in this fiscal year of approximately five billion dollars.

"It is true," says the Minister of Finance, "that some consumers would have offset this additional cost by the increases in their incomes resulting from the higher prices. It was, however, precisely this unpredictable distribution of the cost of war which the government was desirous of preventing. Strict price control and the careful distribution of supplies insure that the real cost of the war will be distributed more nearly in the manner

directed by the representatives of the people in Parliament through the fiscal measures adopted." The Minister also emphasizes "that the work of Wartime Prices and Trade Board in administering the price ceiling policy and in making provision for assuring adequate civilian supplies and their equitable distribution is but one part of a broad government policy which has for its object the direction of the Canadian economy for the purpose of fulfilling the most effective war program."

Period of Selective Control

Part I of the Report, dealing with "Selective Control over Civilian Prices and Supplies, 1939-41," first reviews the organization of the Wartime Prices and Trade Board and the general policy with respect to prices and supply. It then deals with the various supply controls established during this period, the price controls over certain commodities and the beginning of rental regulations; after which appears a brief summary of enforcement activities. This period is characterized in the Report by the statement, that "for the first two years of the war, while reserves of labour and equipment were being drawn upon to organize all-out production, the Wartime Prices and Trade Board rarely resorted to direct price fixing," and that "underlying all the work of the Board in this period was the belief that if ample supplies were kept available, monopolistic tendencies controlled and sporadic instances of local profiteering dealt with, fair and reasonable prices would be maintained" (p. 4).

It was during this period that the system of Administrators began with the selection of Administrators in October, 1939, to assist in the organization of supply and in the anticipation and prevention of shortages for the major commodity fields of wool, sugar, and hides and leather. Two additional Administrators were appointed in 1940, the first for animal, fish and vegetable oils, and the second for housing rentals. A more detailed account is given of the early stages of rent control (p. 9), which was originally introduced in certain areas where an influx of war population had resulted in acute housing congestion, and of the reasons for the fixing of rentals as of a basic date rather than by means of a formula designed to yield some given rate of net return to the landlords involved. There is also a section on the beginning of control over consumer credit and instalment buying designed "to reduce the pressure on the price level through a curtailment in the volume of floating credit" (p. 5).

The transition period from selective controls to the overall price ceiling (p. 11) is recognized as one in which "the reserves of labour and equipment... had been largely drawn into service... the country was approaching a state of virtually full employment," and "it was clear that further expansion of war activities could be achieved only by curtailment elsewhere." "The increase of money incomes had outstripped the supply of consumer goods, and all the indications pointed to a rapidly increasing pressure in the direction of higher prices." As one part, though a vitally important part, of a broad anti-inflationary program, the government decided on an overall price ceiling policy (p. 12).

Institution of the Overall Price Ceiling

The second part of the Report, on "The Overall Price Ceiling," deals with the operations of the Board since December 1, 1941, when the price ceiling came into effect, to March 31, 1943. This part reviews the powers and duties of the Board, its composition and organization and the problems encountered with respect to prices and supply in general. It deals in considerable detail with the subsidy and bulk purchasing program, certain agricultural problems which required special attention, various types of price adjustments, the price reduction program introduced in December, 1942, and the simplification and conservation program of the Board in nine or ten broad groups of civilian industries. Consumer credit regulations are dealt with in a separate section, followed by a description of the Board's activities with respect to distribution, allocation and rationing. This part of the Report concludes with sections on rentals and housing accommodation, enforcement activities, and a short description of price movements from August, 1939, to March, 1943. For reasons of space, only a few highlights of this part of the Report may be given here.

Powers and Duties of the Board

In outlining the powers and duties of the Board, the Report draws attention to the distinction which is maintained between policy making (the responsibility of the Government) and the administration of policy (the function of the Board):

The position of the Wartime Prices and Trade Board is defined in P.C. 8528. The Board does not determine policy; it administers policies determined and entrusted to it from time to time by the Government. It has the further responsibility of recommending for the Government's consideration additional

measures to meet new problems as they arise. The Minister responsible to Parliament for the activities of the Wartime Prices and Trade Board is the Minister of Finance, and the Chairman and other officials of the Board are in daily consultation with him on all kinds of matters relating to price control and civilian supply (p. 15).

After reviewing briefly the jurisdiction of the Board, the Report explains the general principles on which the division of authority between the Board and the Department of Munitions and Supply and between the Board and the Departments of Agriculture and Fisheries is determined. This section of the Report ends with a reference to the legal status of the formal orders issued by the Board and the Board's Administrators, and in this connection quotes from the judgment of the Supreme Court of Canada, given in January, 1943, that the Governor in Council had power under the War Measures Act to constitute such Boards and to authorize them to exercise the powers vested in them by their own Orders and by Orders made by their Administrators (and Controllers).

Rising Costs and the "Squeeze"

The section on "Problems of Price and Supply" (p. 20) serves as an introduction to the many detailed activities of the Board which are described in the sections following. The two main problems confronting the Board are described as having been "rising costs" and "shortages of materials, power, transportation and labour, together with the export demand for certain Canadian products" (p. 21). The most difficult problem, and one constituting a serious threat to the price ceiling, arose from the fact that notwithstanding the price and wage ceiling many producers and merchants continued—and, for that matter, still continue—to face rising costs. These higher costs, producing what has come to be known as the "squeeze", were due to such factors as "the time lag in prices", higher import prices, higher shipping costs, higher labour turnover, higher wages, higher operating costs, and seasonal prices, particularly for farm commodities. Various programs have been developed to cope with such difficulties, and in many cases one device has simultaneously served two or three different ends, such as reducing costs of production, economizing material, and saving labour.

Time lag problems and unavoidable increases in cost since the price ceiling came into effect have been met wherever possible by having importers, manufacturers, wholesalers and retailers share the burden of higher costs. By "sharing the squeeze", the price ceiling

policy has had the effect of stimulating more efficient production. To maintain essential supplies and reduce costs, the Board, in co-operation with the industries concerned, introduced a program of simplification and standardization of production and the curtailment of special services. And finally, as stated in the Report, "if these two methods have proved insufficient, and if continued supply of the commodity is considered necessary, subsidies may be paid, import duties remitted, or commodities purchased in bulk by Crown companies" (p. 21). An illustration of these different methods is given in the case of leather footwear (p. 21), as well as cases in which business has absorbed the entire increases in cost (p. 21-22). Brief mention is made of other pricing problems requiring different handling, as in the case of new goods and seasonal goods not on the market during the basic period, and of primary food products where wide seasonal fluctuations, rising costs and foreign demand have complicated the situation.

Subsidies, Remission of Duties, and Bulk Purchases

The section on "Subsidies, Remission of Duties, and Bulk Purchases" (p. 22), provides a detailed description of the principles underlying these methods of coping with price and supply problems, and of the administrative operations required. This section deals first with domestic subsidies (leather footwear, glove and garment leather, certain groceries, canned goods, milk, butterfat, etc.), and secondly with imported goods. With respect to the latter, "subsidies are payable only on an increasingly restricted range of imports, and other goods may at any time be excluded from eligibility if their importation is considered unnecessary or undesirable for any reason" (p. 27).

In addition to paying subsidies on certain goods and reducing or suspending import duties and taxes in a number of cases to make unnecessary or to reduce subsidy payments, the government has taken a share of a "squeeze" too heavy to be absorbed by industry and trade through purchases of Canadian requirements of certain imports from abroad by the Commodity Prices Stabilization Corporation. Another, and most important, reason for government bulk purchases, says the Report, "is that this is the only possible means of securing supplies of certain essential imports" (p. 30). It cites such factors as wartime disturbances which often make it difficult for private importers to secure supplies at all, the priority systems of United

States and Britain covering many vital commodities, or the requirement in some cases that supplies can be obtained only under the terms of an international agreement. The necessity for inter-governmental purchases has made unavoidable a rapid extension of centralized buying, but, "as far as possible, and especially in distributing its purchases, the Commodity Prices Stabilization Corporation has continued to use normal trade channels in handling the bulk purchase program" (p. 30-1).

Food Products

The next section, on "Agricultural Products", points out that "among the most pressing problems faced by the Wartime Prices and Trade Board, have been those arising out of the effect of increased British contracts and the rapidly rising domestic demands on the supply of livestock and dairy products". There follows a detailed description of the remedial action, centering to some extent on price adjustment, which has been designed to increase output or balance supplies in the face of large and competing demands. It is also pointed out that pricing policy has been complicated by the necessity of maintaining domestic ceilings on food products and by the disturbing effects of a continued rapid rise in United States farm prices, particularly of cattle. The greater portion of this section is devoted to the story of dairy and meat products.

Modifications in Price Ceiling

The section on "Price Adjustments" covers a wide variety of cases in which application of the principle of the individual price ceiling has been modified or the original regulations adjusted. These include cases where, to meet particular problems, it has been necessary to make certain exemptions, re-impose a ceiling, bring additional services under the Maximum Prices Regulations, clarify existing regulations or set standard maximum prices. The section also covers the principles followed in making adjustments in maximum prices already established and in pricing goods not on the market during the basic period. Of growing importance are the principles laid down by the Board for dealing with applications for increases to meet increased costs and for fixing the prices of goods which have been newly introduced or significantly changed through the necessity of substituting different materials or methods of manufacture.

Reducing the Price of Certain Foods

The section entitled "Reducing the Prices of Certain Basic Foods" outlines the reasons for the direct action taken by the government to bring the cost of living part way back to the level of the basic period. Between October 1, 1941, and July 2, 1942, the cost-of-living index rose by 2.4 points, necessitating the payment of an increased cost-of-living bonus of 60 cents a week, and of this rise over 90 per cent occurred in the food index. Four months later, on November 1, 1942, the index had risen by another 0.7 points and "it appeared probable that before long a further increase in the cost-of-living bonus would become necessary." Since increases in the bonus tend to raise production costs, and since increased costs become the basis of application for increased prices, it became clear that increases in the cost-of-living bonus were a source of danger to the government's anti-inflationary policy. On December 3, 1942, the Minister of Finance announced that by the payment of subsidies and/or remission of taxes and duties, the retail prices of certain basic articles of food were to be lowered with the object of reducing the total cost of the consumer's budget. The Report points out that there was another important reason for undertaking this policy. "A rise in the cost of living affects everyone, whereas certain important groups—small proprietors, farmers, pensioners, etc.—do not receive the cost-of-living bonus. Hence greater equity is obtained by checking the rise in the cost of living than by paying the bonus" (p. 45-6). The rest of this section deals with the amount and method of reduction and with reductions in other prices.

Simplification and Conservation

There follows an important section on the Board's program of simplification and conservation which has been designed to reduce costs and conserve scarce materials. "Its essential purpose is to reduce the types of goods produced and services rendered so as to employ fewer resources in the production and distribution of the total supply" (p. 47). The main groups of industries are covered in turn: clothing and footwear; paper products; newsprint; metal products; rubber products; transportation; coal; resins, oils and fats; and fertilizer. In certain cases it has been necessary for the Board to establish control over the use of raw materials—wool and certain oils

and fats are notable examples. In many cases, simplification measures have been accompanied by direct restrictions on output, agricultural implements and metal containers being examples. The final portion of this section deals with the curtailment program as related to the release of manpower.

Distribution of Limited Supplies of Goods

Another important section in this Part of the Report is the one on "Distribution, Allocation and Rationing" (p. 57). Here the question arises as to how limited supplies of goods should be distributed among the people who require them. The problem has been attacked from two sides: distribution within the trade, and distribution to the ultimate consumer. As the Report points out, "from the inception of the price ceiling the Board has required suppliers to make an equitable distribution among their established customers of any goods in short supply" (p. 58), and in October, 1942, certain broad rules were set forth which are summarized in the Report (p. 58-59). With respect to consumer rationing, three methods have been adopted: (1) by permit (e.g., farm machinery); (2) by the "honour system" (e.g., the early rationing of sugar in January, 1942); and (3) by coupon (e.g., the present method of rationing sugar, tea and coffee, and butter). The details of coupon rationing are reviewed in the latter half of this section. The discussion of coupon rationing (p. 59-60) points to "the mechanical problems that often exist, and in some cases the extreme difficulty of achieving equitable as distinct from equal distribution" and to the fact that. . . "no benefit is gained by regarding coupon rationing as a panacea with no drawbacks. It may even on occasion be in the national interest to put up with some irregularity of supply rather than to rush into coupon rationing particularly if the shortage is likely to be temporary and some direction is given to distribution at the wholesale level by reserving supplies for certain priority users or for particular areas." This does not mean that coupon rationing is undesirable; "when shortages in certain commodities become acute and sustained," says the Report, "it is often preferable to face the problems involved in rationing, however great these may be".

Other sections of this part of the Report which are not reviewed here owing to lack of space are those on "Consumer Credit" (p. 56). "Rentals and Housing Accommodation"

(p. 63), "Enforcement", and on "Price Movements, August, 1939, to March, 1943". From a table on the last page of Part II of the Report, showing point changes in cost-of-living index numbers, August, 1939, to March, 1943, it is pointed out that "increases in the 16-month period ending March, 1943, are all much smaller than those for the 8-month period ending November, 1941. . . Secondly, wartime increases to March, 1943, varied greatly for different sections of the budget". Food prices, which represent 31 per cent of the basic index budget, "advanced by 28.6 per cent, while rents and miscellaneous items, representing 42 per cent of the total expenditure budget, increased by only 7.2 and 6.1 per cent respectively. The influence of these two latter groups has been an important moderating factor in the overall cost of living increase" (p. 70).

The main problems which confront the Wartime Prices and Trade Board have been indicated in this brief review of its activities. They are concerned mainly with maintaining civilian production under the price ceiling in the face of continued rising costs, and with providing for equitable distribution within the trade and to consumers in general. "Against inflation," says the Minister of Finance, "our defence must continue to be a rigorous and realistic fiscal policy, overall control of prices and incomes, the allocation of materials and equipment and the equitable rationing of consumers' goods, and, finally, the direction of manpower in the desired proportions into armed services, war production and essential civilian industry."

Appendices

Appendices to the Report consist of a directory of officials; a list of Orders in Council affecting the W.P.T.B.; statements of Administrative policy issued by the W.P.T.B.; Board Orders classified according to subject; Administrator's Orders classified according to Administration; subsidies paid by the C.P.S.C. from inception to March 31, 1943; trading losses of associated companies on commodity operations to February 28, 1943; changes in customs valuation, duties and taxes (made on the recommendation of the W.P.T.B.); administrative expenditures of the W.P.T.B. and associated companies; index numbers of the cost-of-living in two wars; and index numbers of wholesale prices in two wars. In addition, there are several charts dealing with price movements and changes in the cost-of-living index.

Price Control in Canada during April 1943

Rationing of Meat—Pricing Orders on Certain Foods—Simplification and Conservation Orders

PRICES and supply of certain foods and agricultural products were the chief problems which the Wartime Prices and Trade Board dealt with during the month. In view of the urgent war needs for meat, coupled with increased domestic demand, it was decided that meat rationing was the only means of preventing the localized shortages of the past year from becoming more widespread and continuous. At the same time, in order to exercise more specific control over beef prices, retail prices which had been set for the Toronto and Winnipeg areas have now been fixed for many other areas in Canada. These measures, taken in conjunction with previous orders of the Board which had fixed wholesale prices for beef, pork, lamb and poultry and had placed upper limits on the markups which retailers are allowed to use, provide more adequate machinery for controlling meat prices. With prices under strict control and consumer rationing applied, more equitable distribution as between individuals and as between the various regions in Canada will be achieved.

Meat Rationing

The decision to ration meats in Canada was announced by the Minister of Finance in the House of Commons on March 31. Although total production of meats during the past year has been greater than in previous years, and supplies available to consumers were approximately equal to those of 1941, the extremely buoyant demand gave rise during the past eight or nine months to spasmodic shortages. In 1943, the domestic supply, after allowing for existing export commitments, will be no greater than in 1942, and, as the Minister explained, "may be somewhat less, while the potential consumer demand is almost certain to be greater". The necessity of maintaining an adequate flow of supplies overseas, and if possible, of sending more meat to Britain in order to maintain its present relatively low ration, would have resulted in shortages much more widespread and prolonged than those which occurred last year. "With an increased potential demand, and a stationary or decreased supply," pointed out the Minister of Finance, "there are bound to be serious difficulties of equitable distribution . . .".

The proposal to establish a weekly ration for all persons at approximately two pounds

will lead to a moderate reduction (roughly 20 to 25 per cent) in the total consumption in Canada, and, according to the advisory committee on nutrition to the Food Administration, will still allow a quantity of meat which is safely above the minimum nutritional requirements of an adult male worker. It will result in a more equitable distribution of supplies and will make it possible to increase the quantities which can be made available for shipment overseas.

The system decided upon is one whereby each meat coupon will represent a basic quantity of meat. The United States uses a point system for meat rationing, which is complicated but evidently necessary there to meet varying food habits and supply situations. Britain on the other hand allows each person to spend a certain amount of money each week on meat. In Canada, it would not be practical to adopt a value coupon system, and it would not ensure fair sharing since meat is bound to be cheaper in Alberta, where it is produced in quantity, than in Nova Scotia where meat has to be imported from other provinces.

During April only a few details were announced with respect to the rationing scheme which was expected to come into operation sometime in May. Poultry and fish will not be rationed; neither will such meats as kidney, liver, heart, brains, and cuts like spareribs and ox tail which are more than half bone. The two pound ration is two pounds by weight as the meat comes from the carcass, that is, including bone. It is the intention to classify the cuts according to the bone content, and adjust the ration allowance so that in the case of cuts with no bone, the ration will be less than two pounds and in the case of cuts with a good deal of bone the allowance will be higher. The advisory committee on nutrition has advised "that differential meat rationing, on the basis of occupation, is unnecessary from the viewpoint of nutrition," since "a ration allowance of two pounds of meat plus customary and available amounts of milk, eggs, cheese, fish and poultry give more protein from animal sources to satisfy nutritional requirements than is required for a person of any occupation".

As a preliminary step in meat rationing, strict control of live-stock slaughtering came into effect on April 30 (extended from the originally announced effective date of April 19

in order to take care of possible delay in mailing). Introduction of these controls was indicated by the Minister of Finance in his statement to Parliament when he said: "In order to control the supply of meat entering into the channels of trade there will be restrictions on the right of farmers and of other persons to slaughter for sale". The Board Order (No. 261) provides that a permit from the Foods Administration is required for slaughtering live stock or for having live stock slaughtered for the purpose of selling meat. The policy of the Board in issuing these permits will be to restrict, as far as is practicable, the number of establishments where slaughtering is permitted to essential operators from the standpoint of location, volume and efficiency. The control of slaughtering is necessary not only to provide a steady flow of meat into the usual channels of trade, but also to forestall the development of so-called "black markets" in meat. Farmers are not prohibited from slaughtering livestock or having livestock slaughtered for them in order to obtain meat for their own consumption on their own farm premises or from disposing of such meat to other farmers for consumption on their farm premises. Organizations amongst farmers known as "Beef Rings" may still function, nor is it intended to extend the same degree of control of slaughtering to remote deficiency areas or to small rural centres.

To conserve meat supplies and to avoid discrimination against those who do not make frequent use of restaurants, meatless days have been established in all restaurants, hotels and other public eating places—this being in addition to the usual restrictions on supplies to such establishments that go with all forms of rationing. A system is being worked out for controlling meat in private lockers rented to individuals by cold storage plants.

Pricing Orders—Certain Foods

Butter.—An illustration of how prices and rationing have become interconnected is shown in the case of creamery butter. Previous to the rationing of butter it had been necessary to reduce manufacturers' prices of creamery butter in British Columbia and Saskatchewan since freight rate advantages influenced the movement of butter to British Columbia instead of Eastern Canada. Under rationing, and with control of interprovincial shipments by the Department of Agriculture, differences in prices between certain Provinces in the West (e.g. a lower price in Saskatchewan than in Alberta and Manitoba) were no longer necessary, and consequently uniform maximum manufacturers' prices in three zones (the

Western Provinces, Ontario and Quebec, and the Maritimes) were authorized by the Board. The change in wholesale prices, a one-half cent increase in British Columbia and Saskatchewan, which comes into effect on May 1, will not affect the retail price of butter.

Beef.—The standard pricing system for retail sales of beef, which has been successfully operating in the Toronto and Winnipeg areas since March 1, has been extended to thirteen additional areas, all in Eastern Canada. A detailed schedule, attached to the order, sets out the maximum price which may be charged for any cut. The retailer is required to post this schedule in a prominent place in his shop along with a cutting chart illustrating the cuts and showing their carcass source, (B-260, April 27). Another order advances maximum wholesale prices for carcasses, sides and quarters of beef by 50 cents per cwt. for the period April 29 to May 26, thus allowing for a further seasonal increase in beef prices as announced last October (B-267, Apr. 27). Maximum wholesale prices for cuts of beef have been fixed for the same period, reflecting the seasonal advance in price (A-707, Apr. 26). Consumer prices will show increases of a fraction of a cent per pound. A further increase in maximum wholesale prices of 25 cents will take place on May 27, when the peak level will have been reached, and beef prices will then be free to fluctuate seasonally under that ceiling in accordance with market conditions.

Fish.—It has been necessary for the Board to fix maximum prices for herring packed in tall tins. It was originally intended that the entire pack of British Columbia salmon and herring in 1943 would be taken by the British Ministry of Food, but some adjustments in supplies have been made and the herring packed in tall tins was not required for export. The Board guaranteed that the packers would receive prices equivalent to those paid by the British for the herring, and the new order fixing maximum rates is the result of the agreement (A-686, Apr. 12). In another order, maximum prices have been established at which processors, wholesale distributors and retailers may sell Pacific frozen halibut. (A-708, Apr. 28).

Macaroni.—Because of low ceilings on bulk macaroni, some manufacturers have not been operating to capacity, and a new pricing order has been issued, designed to stimulate bulk production in view of the increased consumer demand. A schedule to the order prescribes the maximum number of grades of macaroni and also limits the number of sizes of packages or containers in which the product may be packed. Prices on sales of packaged macaroni, and on bulk macaroni other than standard are held to basic period ceilings. (A-687, Apr. 12).

Macaroni was formerly included in a list of grocery items on which manufacturers' prices had been reduced in order to permit retailers to sell them at basic period prices.

Corn Syrup.—New maximum prices for corn syrup have been authorized due to the change over from metal containers to a standard glass jar holding $3\frac{1}{2}$ pounds of corn syrup. They are however, in line with prices charged when the syrup was packed in metal containers. It will be recalled that in order to provide additional quantities of corn syrup for household use, the Board last January restricted the industrial use of corn syrup.

Fertilizers and Feeds

Fertilizers and feeds have received considerable attention by the board with a view to keeping the farmer's costs down and helping him to meet the food requirements program set for the present year. The fact that Canada's supplies of raw materials for fertilizer purposes are allocated by the Combined Food Board makes it necessary to allocate Canada's share to various areas and for different crops, having in mind their comparative importance in the war program for foods. To this end, regional offices have been opened in Toronto and Montreal to deal with matters respecting prices and distribution of fertilizers and pesticides. It will be recalled that in February the board, in setting maximum prices for fertilizer materials or complete fertilizers, brought about a reduction in the price to the farmer in Eastern Canada of \$2 a ton by introducing in the industry a program of simplified practice and elimination of extra transportation and selling costs, and that this reduction was later applied in British Columbia.

Several additional orders with respect to feeds were issued during April. In the previous month a considerable saving to the farmer was achieved by an order stabilizing the prices of bran, shorts and middlings by allowing only one intermediate markup in place of the several which formerly prevailed. (Savings estimated on the average at \$1 per ton.) Another order during March set prices for alfalfa meal, following the announcement by the Department of Agriculture that a subsidy would be paid through the office of the Feeds Administrator to manufacturers. During the same month a new order covering meal and animal feed products was issued which amended a previous order in several respects. Ceiling prices were listed according to protein content for animal products, for fish meal and linseed oilcake meal. (A-680, Mar. 30). During April, an order was issued specifying maximum

and minimum contents and proportions of calcium, phosphorus and salt contained in mixed mineral feeds (A-681, Apr. 9). Through these orders and previous ones, feed products have been brought under close supervision and prices stabilized in an effort to assist the farmer in maintaining a high level of output.

Simplification and Conservation

General.—The need to conserve metals and other scarce materials and to make the best possible use of the limited supplies available for civilian manufacture are important factors in the Board's program of simplification and conservation which was extended to several additional products during the month. With respect to certain goods which are in short supply, it has been necessary to place their sales on an essentiality basis. During April amended orders were issued with respect to new electric stoves and ranges, regulations regarding the sale of typewriters were consolidated, and new orders were issued covering protective rubber clothing and fire, signal and alarm equipment.

Metal Products.—Some of the products affected by simplification measures during the month were: cast iron ware (griddles and flatirons, etc.), which may be made only in essential types (A-668, Apr. 1); builders' finishing hardware, cabinet locks and padlocks, types of which have been reduced from 23,000 to 2,300 items, and in the manufacture of which the use of copper and copper base alloys has been restricted (A-675, Apr. 5); plumbing equipment, in which the use of copper and brass has been further curtailed (A-669, Apr. 1); and registers and grilles used in gravity warm air heating systems and fire, signal and alarm equipment in which the use of certain metals is prohibited (A-706, Apr. 26, and A-673, Apr. 1). Electrical supplies such as dry cell batteries have also been restricted to certain types (A-678, Apr. 5).

With respect to certain products, previous restrictions have led to such acute shortages that it has been necessary to issue new regulations designed to alleviate the situation. For example, to meet the increasing demands for repairs for electric stoves, an order was issued reducing the gauge and weight of resistance wire used in making cooking plates and other devices using resistance wire. (A-697, Apr. 16). Shortages of hair pins and bobby pins has made it necessary to increase the metal tonnage quota from 30 to 45 per cent of 1941 consumption (A-672, Apr. 1).

Further orders were issued during the month covering bicycles, identification tags, sewing machines, office and store equipment, and safes

and similar devices following the transfer of jurisdiction over such supplies from the Department of Munitions and Supply to the Wartime Prices and Trade Board. Additional restrictions of a minor nature apply to bicycles and office equipment but all the orders follow the general policy laid down in regulations by the controller of supplies (A-691, A-692, A-693, A-694, Apr. 13, and A-702, Apr. 21.) With respect to electric stoves and ranges which were recently transferred from the Department of Munitions and Supply to the Board, essentiality certificates to purchase new stoves will be required of citizens in all parts of Canada and not just in certain zones as provided in previous regulations (A-701, Apr. 21). Under another order, used domestic sewing machines have been put on the same basis with respect to price and conditions of sale

as used industrial sewing machines, thus encouraging the rebuilding of old machines. (A-695, Apr. 14).

Other Products.—Other products covered by simplification measures were paraffin waxed papers (A-677, Apr. 5), gift wrapping paper (A-703, Apr. 22), and medicinal preparations with respect to packaging (A-693, Apr. 13). Styles of fur garments have been "frozen" and their number reduced, thus eliminating the "peak and valley" production seasons usually experienced by an industry in which fashion plays a major part. (A-688, Apr. 12). Another order places the sale of protective rubber garments on an essentiality basis (A-705, Apr. 26). Controls were also placed on the sale or transfer of fire, signal and alarm equipment (A-673, Apr. 1).

Prices, Retail and Wholesale, in Canada, April, 1943

Cost of Living, Prices of Staple Articles and Index Numbers

NOTE: Owing to misunderstandings which have arisen regarding retail prices published in this section of the LABOUR GAZETTE, the following explanation has been thought necessary:—

1. *The Cost-of-Living Index is calculated by the Dominion Bureau of Statistics and is used in the determination of the Cost-of-Living Bonus. This index is not calculated from the data as to prices, etc. shown in Tables 3 and 4 below.*

2. *Tables 3 and 4 include certain data collected by the Dominion Bureau of Statistics and certain other data gathered by official correspondents of the LABOUR GAZETTE, as indicated below.*

3. *Tables of prices have been printed in the LABOUR GAZETTE along the same lines as at present since 1910—long before the cost-of-living bonus system came into effect.*

4. *As to Tables 3 and 4, it should be pointed out that the prices of certain commodities, especially meats and food products, vary substantially even within a single locality. In most cases the figures given are average figures for each locality.*

ous month and seven-tenths of a point as compared with February 1. However, the index remained three-tenths of a point lower than when the last change was made in the cost-of-living bonus on the basis of the index at July 1, 1942. The index (on the base period 1935 to 1939 as 100) was 117.6 at April 1; 117.2 at March 1; 116.9 at February 1; 117.9 at July 1, 1942; and 100.8 at August 1, 1939. The increase at the beginning of April was due mainly to higher prices for meats, potatoes, cheese, and oranges while an appreciable decline was recorded in the price of eggs. The food group as a whole advanced one full point during the month under review but there were fractional advances also in the clothing and miscellaneous groups. The increase in the former was due to higher prices for women's wear and in the latter to advances in the rates for newspapers and barbers' charges.

Since the outbreak of war the advance in the index has been 16.7 per cent. For the equal period during the last war, that is, between, July, 1914, and March, 1918, the advance was 44.3 per cent. Between October 1, 1941, and April 1, 1943, the period covered since the establishment of the ceiling on prices, the advance in the index was 1.8 per cent. For the comparable period during the last war, October, 1916, to April, 1918, the advance was 25.2 per cent.

Foods have advanced 29.6 per cent between August, 1939, and April, 1943; clothing 20.1 per cent; home furnishings and services 16.7 per cent; fuel and light 13.8 per cent; rent

A FURTHER slight advance, four-tenths of one point, was recorded for the official index number of the cost of living at the beginning of April as compared with the previ-

7.2 per cent; and the miscellaneous group 6.3 per cent.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the *LABOUR GAZETTE* the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, farm-made cheese, and fish, but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$450 and \$2,500 in 1938. The average expenditure was \$1,453.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100.0; September, 100.0; October, 103.8; November, 104.3; December, 104.3; January, 1940, 104.2; February, 104.3; March, 105.5; April, 105.5; May, 105.3; June, 105.3; July, 106.4; August, 106.8; September, 107.9; October, 108.4; November, 109.7; December,

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

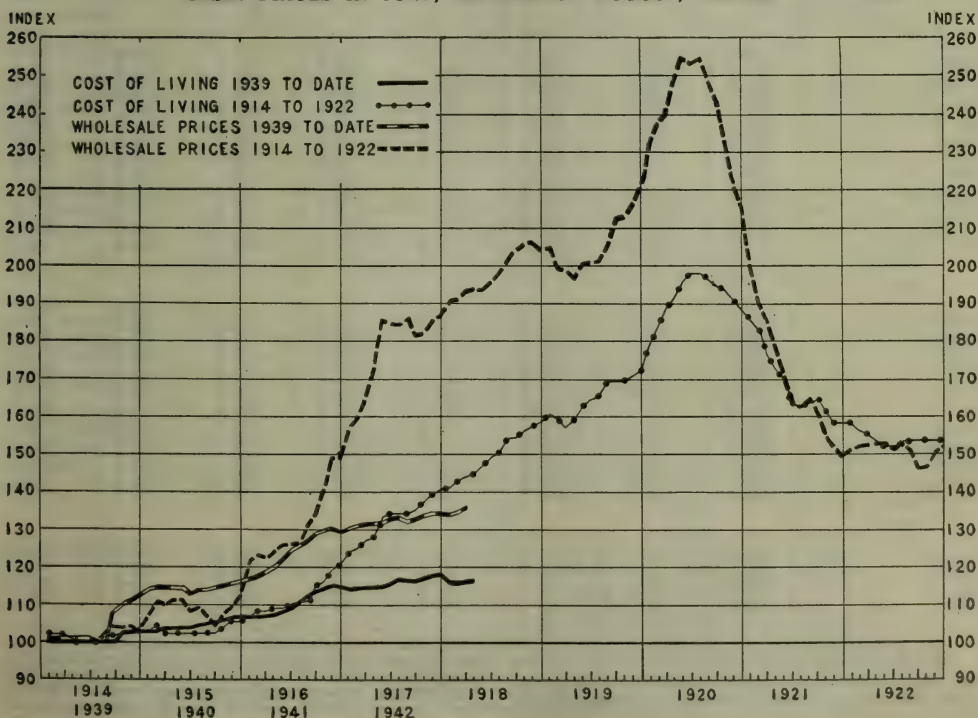


TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100-0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscel- laneous
1913		79.7	88.3	74.3	76.9	88.0		70.3
1914		80.0	91.9	72.1	75.4	88.9		70.3
1915		81.6	92.7	69.9	73.8	96.8		70.9
1916		88.3	103.3	70.6	75.4	110.8		74.5
1917		104.5	133.3	75.8	83.8	130.3		81.5
1918		118.3	152.8	80.2	92.2	152.3		91.4
1919		130.0	163.3	87.6	100.7	175.1		101.2
1920		150.5	188.1	100.2	119.9	213.1		110.3
1921		132.5	143.9	109.2	127.6	123.4		112.5
1922		121.3	121.9	113.7	122.2	147.0		112.5
1926		121.8	133.3	115.9	116.8	139.1		106.1
1927		119.9	130.8	114.5	114.4	135.6		105.1
1928		120.5	131.5	117.3	113.2	135.5		104.8
1929		121.7	134.7	119.7	112.6	134.8		105.0
1934		95.6	92.7	93.2	102.1	97.1		97.8
1935		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
April 1	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
July 2	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
October 1	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
Year		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942								
January 2	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1
December 1	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2
1943								
January 2	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5
February 1	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5
March 1	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5
April 1	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

TABLE II—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES IN CANADA AT THE BEGINNING OF APRIL, 1943

August, 1939=100

	Total	Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
Halifax.....	115.7	132.7	104.8	104.4	116.9	114.7	108.2
Saint John.....	116.7	127.0	107.3	109.5	121.5	116.0	109.9
Montreal.....	119.0	132.6	108.3	116.3	123.2	117.6	105.7
Toronto.....	115.4	126.2	108.5	117.7	117.4	113.8	107.5
Winnipeg.....	114.7	129.0	104.4	107.1	117.1	115.6	105.7
Saskatoon.....	117.4	129.9	113.1	107.0	119.4	119.7	105.7
Edmonton.....	114.1	128.2	100.0	99.4	123.4	117.1	106.7
Vancouver.....	116.7	135.8	99.4	111.5	120.1	113.0	107.2

TABLE III—AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1943

Commodities	Per	April 1914	April 1915	April 1916	April 1917	April 1918	April 1920	April 1922	April 1929	April 1933	April 1939	April 1941	April 1942	Mar. 1943	April 1943
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	24.5	23.3	24.2	29.0	33.9	39.3	28.8	35.4	20.7	27.8	31.9	34.3	39.2	39.6
Beef, round steak.....	lb.	20.4	21.5	25.7	30.8	33.8	23.9	30.1	16.7	23.5	27.7	30.5	35.7	35.7	36.3
Beef, rib roast.....	lb.	18.8	18.7	23.6	28.3	31.2	22.3	27.5	15.9	20.6	27.3a	29.7	34.3a	34.9a	34.9a
Beef, shoulder.....	lb.	16.5	16.4	16.6	19.8	24.1	25.2	16.2	21.9	11.3	15.9	19.0b	21.8b	26.3b	26.8b
Beef, stewing.....	lb.	21.1	21.1	21.1	21.1	21.1	21.1	12.6	17.4	9.2	13.3	15.7	18.1	22.3	22.6
Veal, forequarter.....	lb.	17.6	17.1	18.1	21.7	26.3	26.4	19.0	24.3	12.3	16.6	19.4	21.3	26.0	26.6
Mutton, hindquarter.....	lb.	21.0	20.8	22.6	26.9	33.2	36.2	27.4	30.1	19.2	24.0	30.1c	32.7c	38.2c	38.6c
Pork, fresh, from ham.....	lb.	20.3	18.4	20.9	27.3	35.7	39.1	30.0	29.0	14.5	23.8	22.3	29.6	31.5	32.4
Pork, salt mess.....	lb.	18.5	17.4	18.5	28.3	33.6	35.8	26.6	26.6	14.3	21.3	20.4	24.0	25.1	25.3
Bacon, not sliced.....	lb.	26.1	24.7	27.6	34.5	48.1	54.4	41.3	37.6	18.8	30.3	28.5	39.9	40.7	40.6
Bacon, sliced.....	lb.	21.1	21.1	21.1	21.1	21.1	21.1	12.6	17.4	9.2	13.3	15.7	18.1	22.3	22.6
Fish, salt cod.....	lb.	24.4	24.4	24.4	24.4	24.4	24.4	21.4	42.0	17.4	18.1	20.0	25.1	28.3	28.7
Fish, finnan haddie.....	lb.	21.1	21.1	21.1	21.1	21.1	21.1	19.8	20.4	15.9	16.9	19.8	23.8	27.0	28.5
Lard.....	lb.	19.1	17.5	18.9	28.2	34.7	38.5	22.5	22.1	12.4	12.4	10.3	16.1	18.2	18.3
Eggs, fresh.....	doz.	24.0	23.4	26.6	37.1	46.0	53.1	33.5	40.3	22.9	28.2d	27.0d	36.5d	42.5d	41.3d
Eggs, cooking.....	doz.	23.2	21.8	26.0	32.9	43.9	48.3	30.6	34.9	18.1	24.0f	23.5f	32.4f	38.1f	36.5f
Milk.....	qt.	8.9	9.1	8.8	10.1	12.0	15.0	12.4	12.5	9.3	10.9	11.5	11.8	10.2	10.2
Butter, dairy.....	lb.	29.5	33.1	33.3	42.6	49.2	65.5	38.7	44.3	24.9	23.6	34.7	35.7	37.1	37.1
Butter, creamery.....	lb.	34.7	37.9	38.3	47.9	54.8	72.5	44.9	49.0	28.8	26.6	34.8	39.1	40.0	40.0
Cheese, Canadian, mild.....	lb.	19.3	22.0	23.3	30.8	31.1	37.8	28.5	33.8h	19.5h	22.2h	24.2	36.5	34.0	34.2
Bread, white.....	lb.	4.3	4.8	4.6	6.2	7.8	9.2	7.0	7.7	5.5	6.6	6.7	6.8	6.9	6.9
Flour.....	lb.	3.3	4.3	3.7	5.9	6.7	8.0	4.8	4.9	2.6	3.0	3.7	3.6	.....	.....
Rolls, oats, bulk.....	lb.	4.4	5.2	4.8	5.6	8.0	8.3	5.6	6.3	4.6	5.0	5.2	5.7	5.7	5.7
Rice.....	lb.	5.8	5.9	6.4	6.9	10.7	17.1	9.3	10.5	7.9	8.1	9.3	10.8	12.3	12.4
Tomatoes, canned, 2½'s.....	tin	.....	.....	.....	.....	.....	21.6	19.2	15.6	11.7	10.5	13.7	13.9	14.0	14.1
Peas, canned, 2's.....	tin	.....	.....	10.4	14.6	19.9	21.2	19.1	15.9	11.7	10.5	12.0	12.4	.....	.....
Corn, canned, 2's.....	tin	.....	.....	10.6	15.7	23.6	21.5	17.1	15.9	11.6	10.5	12.4	13.4	.....	.....
Beans, dry.....	lb.	5.9	6.9	9.3	13.4	16.9	11.9	8.9	11.8	3.7	5.0	6.2	6.6	6.5	6.5
Onions.....	lb.	.....	.....	.....	.....	.....	14.5	14.5	8.3	3.4	4.2	5.0	6.9	5.7	6.0
Potatoes.....	75 lb.	108.3	80.0	154.9	247.5	160.8	512.5	123.1	105.5	76.7	115.0	105.8	180.1	.....	.....
Potatoes.....	15 lb.	.....	.....	.....	.....	.....	106.9	29.2	25.8	19.1	27.2	25.7	40.0	44.1	46.3
Apples, evaporated.....	lb.	13.0	11.6	13.7	14.6	22.1	29.2	23.0	21.4	14.8	15.6	14.9	15.1	16.9	17.3
Prunes, medium.....	lb.	12.5	12.9	12.8	14.3	17.6	27.6	18.9	13.5	10.9	10.7	11.5	12.7	14.0	14.1
Raisins, seedless, 16 oz.....	lb.	.....	.....	.....	.....	.....	26.0	27.8	15.8	17.1	16.7	16.7	17.2	.....	.....
Currants.....	lb.	.....	.....	.....	.....	.....	31.0	23.2	19.7	16.3	14.9	14.8	15.1	15.5	15.5
Peaches, canned, 2's.....	tin	.....	.....	.....	.....	.....	41.4	35.5	26.5	20.3	16.3	15.6	16.0	20.7	20.7
Corn syrup, 5 lb.....	tin	.....	.....	.....	.....	.....	70.2	52.4	42.3	39.1	42.9	45.5	59.6	60.3	.....
Sugar, granulated.....	lb.	5.6	8.1	9.3	9.6	10.6	21.7	8.4	7.4	7.4	6.3	7.9	8.6	8.6	8.6
Sugar, yellow.....	lb.	5.2	7.3	8.6	8.8	10.0	20.4	8.0	7.0	7.1	6.2	7.7	8.4	8.5	8.5
Tea, black.....	lb.	35.1	36.9	38.2	43.9	51.1	65.9	54.4	70.6	42.0	58.5	69.5	84.0	.....	.....
Coffee.....	lb.	37.9	39.1	38.9	40.0	.....	60.4	53.6	70.7	39.9	34.0	45.9	48.0	44.2	44.3
Cocoa, ½ lb.....	tin	.....	.....	.....	.....	.....	30.8	29.1	27.5	24.7	19.2	19.3	19.0	19.0	19.0
Coal, anthracite, U.S.....	ton	\$ 6.65	\$ 8.49	\$ 8.56	\$ 10.35	\$ 11.48	\$ 15.92	\$ 17.40	\$ 16.37	\$ 15.34	\$ 14.64	\$ 15.85	\$ 16.60	\$ 16.60	\$ 15.99
Coal, bituminous.....	ton	6.14	5.95	6.03	8.13	9.25	11.20	10.93	10.11	9.25	9.44	10.05	10.57	.....	.....
Coke.....	ton	.....	.....	.....	.....	.....	.....	.....	13.00	11.71	11.94	12.80	13.60	.....	.....
Wood, hard, long.....	cord	7.00	6.72	6.64	8.10	10.74	12.72	12.50	12.30	10.99	9.51	10.20	11.36	11.57	11.34
Wood, hard, stove.....	cord	.....	.....	.....	.....	.....	14.56	14.35	14.64	11.07	11.60	12.35	13.63	14.16	14.19
Wood, soft, long.....	cord	5.47	5.02	4.83	5.91	7.99	9.71	9.30	8.90	7.46	7.14	7.59	8.35	8.64	8.63
Wood, soft, stove.....	cord	.....	.....	.....	.....	.....	11.36	11.01	11.07	9.05	8.56	9.02	9.72	10.21	10.01

a Rolled. b Blade. c Lamb. d Grade A. Grade B. h Kind most sold.

TABLE IV—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Beef					Veal		Pork					Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast per lb.	Lamb, leg roast, per lb.	Fresh loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
Dominion (average)	cents 39.6	cents 36.3	cents 34.9	cents 26.8	cents 22.6	cents 29.2	cents 26.6	cents 38.6	cents 35.1	cents 32.4	cents 27.8	cents 25.3	cents 40.6	cents 45.4
Nova Scotia (average)	43.4	37.6	34.4	27.6	22.9	20.0	38.5	35.1	35.5	29.1	24.6	42.5	45.1	45.4
1—Sydney.....	47	38.3	36	30.5	25				36.5	35	29.7	25.2	43	45.2
2—New Glasgow.....	42.9	37.8	34.7	28.5	24.1		20	40	34.9		28	24.2	40	45.0
3—Amherst.....	41.3	39.5		27	21.3				34.9		28	24.3	40	44.6
4—Halifax.....	43	37.7	32.5	26	23.3			37	34.2		28	24.3	40	44.6
5—Windsor.....												23.9	40	44.8
6—Truro.....	43	35.6	34.2	26.2	21				35.2		26.4	24.5	40	44.8
7—P.E.I.—Charlottetown	41.3	35.5	34.3	27	25.3		20.0		35.5			24.2	40	44.7
New Brunswick (average)	41.8	35.5	33.2	25.2	20.8	26.5	27.0	38.8	34.4	34.5	27.8	24.4	39.0	44.4
8—Moncton.....	39.8	34.8	32.3	25.7	19.8		25		34.2	35	28.9	24.4	38	46.9
9—Saint John.....	43.9	36.6	34.2	25.8	20.8	26.3	29	36.6	37.3	34	29.5	24.2	40	42.7
10—Fredericton.....	41.7	35.2	33.2	24.2	21.7	26.7		41	31.6		25	24.6		46.3
11—Bathurst.....														41.7
Quebec (average)	37.9	36.5	30.8	25.4	18.4	30.0	25.0	35.3	29.9	30.0	25.2	25.0	35.5	42.8
12—Quebec.....	39.4	37.6	27.7	26.5	16.8			36.1	27.7		25.9	25.5		39.3
13—Three Rivers.....	40.4	36.2	29.9	25.2	19.9		23	31.7	27.3	28	24.7	23.2	41	46.2
14—Sherbrooke.....	40.4	38.6	33	28.7	19.7	31.3	25	36.7	32	32	25.6	24.8		37.7
15—Sorel.....	36.9	38.1	31.2	23.5	17.9	28.5		34	30.1	32	23	23.8		44.4
16—St. Hyacinthe.....	33	33.2	31.5	24.1	20.1	29.7		32.6	28		25.1	22		46.3
17—St. Johns.....	41.3	37.1	30.5	26.1	16	32.5		41.3	36.2		27	25.9		44.6
18—Thetford Mines.....	33.1	35.7	24.3	26.6	18.8		30		24.9	25	24.2	24	30	37
19—Montreal.....	39.2	36.8	35.3	22.8	18.1	25.5	22	35.1	31.2	35	24.6	27.2		44.2
20—Hull.....	37.6	35.4	33.8	25.1	18.7	32.2		35	32.1		26.9	28.7		45.9
Ontario (average)	39.5	36.8	36.1	27.8	23.2	29.9	28.1	39.5	36.9	33.8	28.9	26.2	41.3	45.2
21—Ottawa.....	41.4	38.3	37.6	28.8	23.4	33		39.3	34		27.5	27.6		47.8
22—Brockville.....	38.7	36.4	35.3	27.6	23		30	39.8	36.5	30	26.2			45.8
23—Kingston.....	39.4	35.3	34.1	26.5	18.5		30	38.7	35.8	35	29.4			44.7
24—Belleville.....	38.1	36	37.2	27.7	22.7		33	39.7	37.7	32	29.8	27.7	45	46.7
25—Peterborough.....	40.1	37.4	38.1	29.2	23.9	34	30	37.7	37.7	32	29.8		45	46.1
26—Oshawa.....	38.2	36.8	39	28.3	24.6	32.8	27	40.3	37.6	30	30		42	45.9
27—Orillia.....	40.7	36.7	36.5	28.6	26.3			39.6	39		32.5	28.3		48.2
28—Toronto.....	39.1	36.4	41.1	28	23.5	30.5	27	40.2	37.9	37	25.9	22.5		47.6
29—Niagara Falls.....	28.7	37.1	36.6	28.2	22.2	29.8		41.5	37.9		28			44.3
30—St. Catharines.....	42.5	37.8	39.8	29.4	21.6		27	39.3	38.3	30	28.2		40	45.1
31—Hamilton.....	41.1	38.5	37.2	28.6	26.3	31	27	39.1	37.4	33	30		42	44.7
32—Brantford.....	39.6	36.8	36	27.9	20.8	27.7		39.4	36.9	35	29.4		43	46.7
33—Galt.....	38.7	36.7	37.7	28.7	26		28.5	38.8	37.8		28.3		43	46.3
34—Guelph.....	37.9	36.1	33.1	27.3	25.4	27.7		42	37.5		29.1			45.2
35—Kitchener.....	39.3	38.1	35.3	28	24.2	29		39	37.5		27.8			45.2
36—Woodstock.....	40	37.5	35.3	28.5	22			38	38.2		27.7			42.5
37—Stratford.....	36	35.5	36.3	27.3	22.3				36.7		29.2			45.7
38—London.....	40	36.9	37	28	23.4	28.6	25	38.9	37.5	35	28		40	44.4
39—St. Thomas.....	40.7	37.3	36.7	28.1	24.7	28.8	32	38.3	37.6	36	29.5		42	44.6
40—Chatham.....	39.8	38.1	37.1	28.6	21.3	29.3			37.6		32.2	26.6		45.5
41—Windsor.....	40	36.2	35.5	27.8	24.4		24	37.4	36.8	35	30.2	27	38	43.9
42—Sarnia.....	39.5	36.2	35.3	27.5	23.9	31		41.7	35.7		28.4	29.3		45.7
43—Owen Sound.....	38.4	35.7	35.2	26.2	22.5			40.7	35.6		27.1			44.9
44—North Bay.....	40.9	37.4	37.4	28.9	26.8			39			29.5	27.7		47.3
45—Sudbury.....	38.9	37.1	35.1	27.9	22.7		30	36.8	36.7		29.1	24.2	40	42.5
46—Cobalt.....		36.3		29.7	21.5		28		34.3	35	29.7	26.6		43.4
47—Timmins.....	36.3	34.9	33.1	25.6	23.4	28.3	25	39	37.6	32	29.5	25.6	37	42.1
48—Sault Ste. Marie.....	41	37.5	32.4	26.9	21.5		27	39.7	35.5	35	28.5	24	40	42.9
49—Port Arthur.....	40	36.5	33.4	25.5	22.6	26.7	27	40	35.8	35	28.5	24.8		46.9
50—Fort William.....	40.4	37.3	33.1	24.8	20.5		30	41.6	36.3	35	28.7	24.4		44.4
Manitoba (average)	37.6	33.5	35.3	26.3	22.6	28.3	22.5	37.1	36.1	25.0	27.9	24.8	37.0	46.0
51—Winnipeg.....	37.8	34.2	33.7	27.2	24	28.3	22	37.9	36.7	30	24.8		39	45.6
52—Brandon.....	37.3	32.8	36.8	25.3	21.2		23	36.3	35.5	25	25.8		35	46.3
Saskatchewan (average)	35.0	31.5	31.8	24.0	19.9	25.5	22.5	34.1	32.4	28.3	23.7	22.0	39.7	42.2
53—Regina.....	38.2	33.8	32.2	24.3	21.2	24.7	27	33.1	31.8	30	22.5		43	43.6
54—Prince Albert.....	29.4	27.1	28.7	21.7	18.7	25.6	22	31.7	33		23.3	22.5		36.1
55—Saskatoon.....	35	32.1	32.6	24.4	19.1	26.1	21	34.7	31.9	28	24.2	21.5	36	44.4
56—Moose Jaw.....	37.4	33	33.7	25.4	20.6		20	36.7	33	27	24.7		40	44.6
Alberta (average)	37.5	33.5	32.8	24.5	21.1	25.1	24.3	38.1	33.3	26.8	25.7	24.1	36.0	45.8
57—Medicine Hat.....	36.5	33.3	33.3	25	24									45.8
58—Drumheller.....	36	33.1	28.1	23	18	24	25		34.5	28	26	23.3	35	44
59—Edmonton.....	36.1	31	33.3	23.3	19.6		25	36.2	35		26.4	23.7		44.8
60—Calgary.....	39.9	35.1	37	25.1	23.5	26.2	25	40	32.3		26.7	25.3	33	47.9
61—Lethbridge.....	39.2	35	32.3	26.3	20.6		23	42.7	31.3	25.5	23.7		40	46.4
British Columbia (average)	42.9	38.2	38.8	27.9	27.8	31.0	31.6	48.0	38.9	35.4	29.0	26.3	46.8	51.1
62—Fernie.....	40	36	38.7	28.5	26	29.3		40.7	40		30	23.4		48.4
63—Nelson.....	40.8	38	39.8	30	28.7	30		42.4			39.5	27	45	47.2
64—Trail.....	45	38	37.9	29.2	27.8	32	32	45	39		31	24	42	47.6
65—New Westminster.....	42.3	38.4	39.6	27.1	27.5	30.8	30	40	34.3		27.7	25.3		51.5
66—Vancouver.....	43.6	38	37.4	26	28.1	30.1		41.4	34.4	29	27.8	26.1		51.8
67—Victoria.....	44.9	39.6	40.5	28.3	28.3	32		42.4	36.7		28.7	27.4		52.3
68—Nanaimo.....	47.6	42.1	40.4	29	30.3		36	42.8	37	35	28.9	27	50	56.3
69—Prince Rupert.....	40.6	35.5	35.7	24.8	25.4	32.5	30	41.4			28	50		53.3

a. Price per single quart higher.

b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF APRIL, 1943

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter	
	Cod steak, fresh, per lb.	Halibut, fresh and frozen per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
65-4	25-3	37-8	25-4	28-7	28-5	22-3	18-3	19-7	41-3	36-5	10-2	37-1	40-0
66-1	21-7	41-3		30-5	26-3	24-0	19-3	19-9	45-3		10-3	39-0	43-4
68-7	24	40		30-5			18-9	19-7			11-12	38	43-8
68	25	40		30-1			19-6	19-8	45-6		10	40	43-3
62		40		29-7			19-6	20-1	43-7		10b		42-9
67	20-7	44-5		30-1			18-9	19-7	46-9		10-5a		44
66-7		40		30-6			18-9	19-6	43-7		10		43-5
64-2	17	43		31-9	26-3	24	20	20-3	44-1		10		43-1
67		38-5		27-9		24-1	18-8	19-7	39	34-4	8-9	36-0	40-9
66-0	19-5	40-6		29-8	24-6		18-7	19-5	41-7	36-8	10-3	41-0	42-7
65	16-5	38-2		29-8			19-1	20-1	41-9		10	41	43-3
66-7		39		30-1	23-5		18-4	19-5	44-4	38-8	11		42-4
66-4	22-5	44-5		29-5	25-7		19-3	19-7	43-4	40	10		43-1
							18	18-7	37	31-7			41-8
67-2	19-1	38-9		20-8	27-3	22-5	18-3	19-3	42-1	39-9	9-2	37-3	39-0
59-6	17	37-5		16-6	24-3	21-7	18-7	19-5	42-6	39-8	10		39-8
68-2	19	39-3		15-7	28-3	22-1	17-8	19-6	40-7	38	9	37	38-5
67-8	20	41-7		23-7			18-8	19-5	42-7		9-1	35	38-4
67-3		37				22-7	18-4	19-4	39-7	39-2	9		39-9
64-9	19	40				22-9	17-7	19-2	41-1	39-6	8		39-2
70-7						22-5	18-7	19-3	42-8		8		38-2
67						22-2	18-6	19-4	40-4		8	38	38-9
70-2	20-4	40-1		28	29-3	22-1	18-6	19-2	44-9	40-6	10-5a	39	39-1
69-4		37				23-6	17-8	18-9	44	42-5	10		39
65-3	25-5	38-5	27-9	30-1	29-2	22-5	18-4	19-3	41-1	36-1	10-4	38-9	39-5
67-8		36-7	25	33-1	24-3		18-2	19	44-5		10		39-1
64-9	28	39-5		32-2			18-7	19-4	39-9		10		38-3
63-7	21-5	40-2	25-1	32-3			18-8	19-2	40-6	36-7	10	38	39-1
65-4		39	23		28-3		17-9	19-7	40-7	38	10	40	39-1
63-8							18-3	19	38-7		10	37	39-4
65-8							19	19-6	42-4		10		39-8
62		27-5					18-4	19-2	37-9	36-6	10		39-7
68-3	23	46-1	32-9		31-3		18-1	19-1	42-7		11	40	40-1
65				28-3		21-3	18-9	19-7	40-3		10-5a		40-2
66-3		42					18-1	19-1	40-5		10-5a	39	40
66	28-3	45	34-4				17-9	19-1	42-1		10-5a	40	40-3
65-5	25	37-5	28				18-2	19-3	39-1		10	39	39-6
66-5							18-6	19-2	39-3	37-3	10	38-5	39-4
66-2		23					18-5	19-2	37-5		10		39-9
65-4		42	32			22-7	18-5	19-4	38-5	36-9	10		39-8
64-8							18-5	18-9	38-4	34-2	10		39-6
64-4		35	29				18-6	20-3	37-9	35	10		39-7
66-3		35	28-2				18-4	19-1	39-9	37-3	10		39-2
66-6		38	25	32-8			18-8	19-4	39-6		10	39	39-9
65-5							18-2	19-3	37		10		38-6
65-7	21	37-2	33-3		31-3		18-2	19	41-7		11		39-6
66-5	27	35		31-7			18-4	19-5	41-9		10		40-1
62-8						23-3	17-7	19-1	39-6	32-7	10		39-8
64-7		39-5					18-3	19-4	45-9		11		39-8
64-4		35	25	28-2			18-5	19-5	44-3		11		39-4
63						22-5	18	19-4	43-9		11	38	38-6
65-4		35-7		29-3			19-4	19-5	46-5		12		39-9
62-7			29	26-7			18-3	19-4	45-5		11		40-1
66-3	30	38	28			22-8	17-7	18-9	43-7		11		39-1
65-8		35	26-3	26-5	30-8	23	18-1	18-9	43-1		11		39-2
65-0	30-0	37-7	26-3	32-5	30-2		17-6	20-4	39-7	35-2	10-0	33-0	37-5
65-9		38	26-3	32-5	30		17-4	19-5	41-6	35-2	10		37-4
64-1	32	38-8			30-4		17-7	21-2	37-7		10	33	37-5
62-2	28-4	35-6	17-4		28-2	19-9	17-0	20-5	37-8	33-5	10-0	32-5	35-1
61-9	30	35-9	20		29-3		16-9	21-6	36-7	34	10		38
61-4	25	34-3	14		28-5	19-4	17-3	19-7	39-7	35	10	32	38-9
60-4	28-5	34-6	16-7		26-7	20-4	17-1	20-1	39-2	33-4	10	33	37-5
65-2	30	37-7	19				16-5	20-5	35-6	31-7	10		38
62-7	29-7	35-4	24-6	31-0	31-9	19-7	17-3	20-4	38-6	33-9	10-0	31-4	35-2
61		35					17-2	20-4	37	31-5	10		38
62-8	27-5	36-5	22				17-7	20-9	38-5		10	34	38-9
61-3	29-5	35	27-7	31	30-5		17-3	20	39	35	10	32	37-5
63-8	31-6	35-7	24		33-3		16-9	20-1	39-7	35-2	10	30	38-1
64-7	30	35					17-4	20-8	39		10	29-5	38-3
66-3	27-7	34-3	21-8	27-5	28-7	23-1	18-7	20-9	41-7	38-7	10-7	40-7	41-5
63-9	31-3	36-5		27-5	28-3		17-5	21-4	40-8	38-3	9b		39-8
66	29-4	37-8	25				18-6	22-4	39-6		10-5	40	41-5
67-7	33-3	39-8	22-5			24-3	18-4	22-5	43-1		11-5		39-9
65-4	25-6	31-7	18		27	21-8	18-7	20	40-1		10	41	41-8
67-6		31-4					17-9	19-1	39-9	39	10	41	41-1
67-3	24	33-6			30-7		18-9	20	41-2		11		41-5
68-6	25	35					19-6	20-6	40-8		11		43
64-1		28-4					19-6	21-2	47-9		12-9		43-9

TABLE IV—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice,	Beans baked, per 16 oz. tin	Beans, common, dry, white, per lb.	
Dominion (average)	34.2	6.9	19.3	4.2	5.7	9.3	12.4	14.1	14.4	14.9	11.7	6.5	6.0
Nova Scotia (average)	34.3	7.5	20.0	4.6	5.9	9.9	11.6	14.8	14.7	15.0	13.7	6.5	6.4
1—Sydney	35	6.7-8.8	20	4.3	5.7	9.9	11.7	14.5	15	15	13.7	6.2	6.5
2—New Glasgow	34.5	6.7-7.3	20	4.7	6.1	10	11.4	14.8	14.6	15	13.7	6.2	6.2
3—Amherst	33.6	7.3a	20.1	4.5	5.8	10	10.6	15	15	15	13.7	6.2	6.2
4—Halifax	33.9	6.7-8	20.1	4.4	5.8	9.7	11.8	14.7	14.4	15	13.7	7.2	6.3
5—Windsor	33.6	8.8a	19.5	4.7	5.8	9.5	11	14.7	14.2	15	13.7	6.9	6
6—Truro	34.4	6.7	20	4.8	5.8	10	12.8	14.9	15	15	13.7	6.6	6.2
7—P.E.I.—Charlottetown	32.3	7.3	19.9	4.5	6.0	10.0	10.8	14.6	14.6	14.9	11.7	6.6	7.3
New Brunswick (average)	33.4	7.4	19.9	4.5	6.0	9.8	11.3	14.7	14.2	14.9	11.7	6.3	6.4
8—Moncton	34	8	20.4	4.6	5.8	10.6	11.1	14.6	14.6	14.6	11.7	6.6	6.6
9—Saint John	33	6.7-3	19.4	4.2	5.9	9.7	11.6	14.7	14.5	15	11.7	6.7	6.7
10—Fredricton	33.1	8.3	20.1	4.6	6.3	9.5	12.1	14.5	14.9	15.1	11.7	6.4	6.7
11—Bathurst	33.3	8a	19.8	4.5	5.8	9.5	9.3	15	12.7	15	11.7	5.6	5.4
Quebec (average)	32.5	5.4	16.1	4.0	5.5	9.7	11.9	12.7	14.4	15.3	11.7	6.1	6.7
12—	34.1	5.7-5	18.3	3.7	5.7	9.7	12.4	13.2	14.3	14.9	11.2	6.5	7.1
13—Three Rivers	32.2	5.3-6	15.1	4.0	5.5	9.7	11.9	13.1	14.3	15.1	11.2	5.8	7.2
14—Sherbrooke	33.2	5.3	15.2	4.2	5.9	9.7	12	12.9	15.3	15.7	11.2	5.9	6.2
15—Sorel	31	4.7-5.3a	14.9	4.0	5.0	10	11.6	12.6	14.2	17.1	11.2	6.4	7.7
16—St. Hyacinthe	31.6	4	16.3	4.1	6	9.9	12.1	12.4	14.7	15.2	11.2	5.7	6.3
17—St. Johns	33	5.3a	17.5	4.1	5.5	9.7	12.6	12.4	15.1	15.3	11.2	5.9	7
18—Thetford Mines	31.2	5.3	14.9	4.1	5.1	9.7	10.6	12.6	14.3	14.9	12.2	5.4	6.3
19—Montreal	33.7	5.3-6.7	17.3	3.8	5.4	9.5	11.7	12.3	13.2	14.5	11.2	6	6.5
20—Hull	33.1	5.3-6a	15	3.8	5.5	9.5	11.8	13	14.4	15.4	11.2	7.3	6
Ontario (average)	34.3	6.3	17.5	4.1	5.6	9.1	12.6	13.6	14.0	14.5	10.8	6.1	6.0
21—Ottawa	33.6	6.7	16.7	3.9	5.7	9	13.2	13.3	14.2	15.5	10.8	6.6	6.8
22—Brockville	31.8	6.3	14.1	4.1	5.6	9	12.6	13.6	14.4	15.5	10.8	6.3	6.4
23—Kingston	32.9	5.3-6.7	15.8	4.3	5.3	9.1	11.9	13.3	14.1	14.7	10	6.4	6.3
24—Belleville	33	5.3-6.7	16.3	4.3	5.2	8.9	12	13.1	14.3	14.1	11.6	5.6	5.6
25—Peterborough	34	5.3-6.7	18.1	4.2	5.4	8.7	12.4	13.1	13.7	14.4	11.6	5.9	5.4
26—Oshawa	35.5	5.3-6.7	18.5	3.9	5.5	9	12.6	13.6	14.5	14.6	11.6	6.7	6.5
27—Orillia	33.7	6.7	17	4.3	5.1	8.9	12.5	14	14.4	14.5	11.6	5.7	5.1
28—Toronto	36.2	6.7	18.1	4.3	5.3	8.8	12.4	13	13.3	13.7	11.6	5.9	5.7
29—Niagara Falls	34	6	18.1	4.3	5.4	9	12	12.8	13.1	14.3	11.6	7.2	6.5
30—St. Catharines	35.6	6-6.7	18.4	4.1	5.6	9.1	12.1	13	14.3	14.3	11.6	6.8	5.9
31—Hamilton	34.9	6-6.7	17.5	4.2	6.0	8.8	12.4	13	13.5	14	11.6	5.9	6.3
32—Brantford	35.7	6-6.7	18.6	4.1	5.4	9.1	13.4	13.8	13.7	13.8	11.6	5.8	5.7
33—Galt	37.3	6.7	17.8	4.1	5.5	8.8	12.7	13.8	13.9	14.2	11.6	5.8	6
34—Guelph	36.9	6	18.7	4.0	5.7	9	12.7	13.7	13.8	14.4	11.6	5.7	5.8
35—Kitchener	36.1	6.7	17.7	3.9	5.9	8.9	13	13.9	14.1	14.8	11.6	6.4	5.7
36—Woodstock	32.8	6	16	3.7	5.7	8.9	12.7	14	13.8	14.3	11.6	6.1	6.1
37—Stratford	36.6	5.3	17.2	3.8	5.7	9.2	12.9	13.6	14.7	15	11.6	6.3	6.6
38—London	32.2	6.7	18.8	4.0	5.5	8.9	12.1	13.4	13.9	14.2	10.0	5.9	5.3
39—St. Thomas	33.7	5.3-6.7	20.4	4.2	5.8	9.5	12.9	13.8	13.5	14.5	11.6	5.7	5.7
40—Chatham	32.1	5.3	18.3	3.9	5.5	8.8	13.4	13.5	13.9	13.9	11.6	5.1	5.1
41—Windsor	34.3	5.3-6.7	17.5	4.2	5.1	8.9	12.4	12.7	13.4	14	11.6	5.5	5.2
42—Sarnia	35.3	6	18.5	3.9	5.0	9.3	12.8	14.2	13.8	15.5	11.6	6.7	5.3
43—Owen Sound	33	6a	16.6	3.7	5.4	9.4	12	13.5	14.4	15.1	11.6	6	6
44—North Bay	34.3	6-6.7	17	4.3	6.3	9.9	13.1	14.2	14.2	14.9	11.6	6.6	7.1
45—Sudbury	33.1	6.7	16.3	4.2	6.1	9.2	12.4	13.6	14.1	14.8	11.6	6	6.4
46—Cobalt	33	6.7	16.6	4.2	5.8	9.7	14.4	14.9	14.6	15.3	11.6	6	5.9
47—Timmins	34.2	6.7	18.8	4.4	5.0	9.7	13.1	14.3	14.4	14.7	11.8	5.9	6.9
48—Sault Ste. Marie	33.4	6.7	15.7	4.1	6	9.4	13	14.3	14.5	14.9	11.6	6.7	5.9
49—Port Arthur	34.7	6-6.7	17	4.1	5.6	9.4	11.5	13.2	13.6	14.4	10.4	6.2	6.8
50—Fort William	33.7	6-6.7	18.7	4.0	5.4	8.9	12	13.4	13.7	13.4	11.6	6.1	6.9
Manitoba (average)	33.7	7.0	21.9	3.8	5.7	9.0	13.1	15.1	15.1	15.2	11.6	5.9	5.6
51—Winnipeg	34	6-4.8	21.3	3.7	5.6	8.9	13.8	14.7	14.6	15.2	11.6	6.8	5.3
52—Brandon	33.3	6-4.7-1	22.4	3.9	5.8	9.1	12.3	15.4	15.5	15.5	11.6	7	5.9
Saskatchewan (average)	34.6	7.0	22.7	4.0	5.8	8.8	12.6	15.5	15.2	15.0	11.6	6.6	5.5
53—Regina	33.5	7.2	21.3	4.0	6.3	8.8	12.5	15.1	15.3	15.3	11.6	6.6	5.4
54—Prince Albert	33.2	6.4	22.7	4.0	5.8	8.8	12.6	15.2	15.2	15.2	11.6	7	5.7
55—Saskatoon	33.5	7.2	23.1	3.7	5.3	8.9	12.8	16.3	15.3	15.3	11.6	7	5.6
56—Moose Jaw	33.3	7.2	23.5	3.8	5.8	8.8	12.6	15.3	15.1	15.1	11.6	5.9	5.3
Alberta (average)	35.5	7.9	22.9	4.1	5.6	8.9	13.3	15.1	14.0	15.4	11.6	7.0	5.3
57—Medicine Hat	36	8	23.7	4.0	5.8	8.9	12.9	16.4	14.8	15	11.6	6.7	4.6
58—Drumheller	36	8	22.9	4.3	5.8	9.1	13.4	14.9	15.1	16.2	11.6	7.2	5.3
59—Edmonton	33.7	7.2-8	22	3.8	5.5	8.7	12.6	14.9	15	15.6	11.6	7.1	6
60—Calgary	35.3	8	22.8	4.0	5.4	8.9	13.9	14.7	14.5	14.9	11.6	7	5.3
61—Lethbridge	36.3	8	23.3	4.4	5.4	8.9	13.7	14.6	14.5	14.9	11.6	6.9	5.3
British Columbia (average)	36.0	9.0	23.9	4.5	6.1	9.3	13.0	14.8	15.2	15.5	12.7	7.9	5.5
62—Fernie	34.7	8a	23.5	4.9	6	9	12.1	14.6	14.4	15.3	12.7	8.1	5.4
63—Nelson	34	9	24.5	4.5	6	9.3	12.6	14.7	15.8	16.4	12.7	8.9	5.3
64—Trail	34.5	9	24.3	4.5	6	9.3	14.0	14.7	15.8	16.4	12.7	8.6	4.5
65—New Westminster	34.8	9-9.6	23.5	4.4	6	9.2	13.3	14.3	14.6	15	12.7	7.1	5.5
66—Vancouver	35.1	9-9.6	22.8	4.1	5.8	9	12.2	14.2	14.8	14.7	11.5	7	5.2
67—Victoria	36.4	9	23.2	4.3	6.6	9.2	14.1	14.6	15	15.1	11.5	7.9	5
68—Nanaimo	39.1	9	24.1	4.7	8	9.5	12	15.1	15.8	15	11.5	7.7	5.8
69—Prince Rupert	37.2	9-10	25	5.1	10	13.7	16.4	16.2	16.9	13.1	7.6	6.3	6.3

a. Grocers' quotation. b. Formerly 5 pound tin. † Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

AND RENTALS AT THE BEGINNING OF APRIL, 1943—(Continued)

Potatoes per 15 lbs. (d)	Apples		Prunes, medium size, per lb.	Raisins, seedless per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin
	Fresh, cooking, per gal.	Evaporated, per lb.										
46.3	6.8	17.3	14.1	15.3	15.5	14.4	40.2	43.5	†	20.7	†	46.7b
40.1	6.3	19.0	13.5	14.9	15.3		45.1	50.8	37.5	21.6	35.0	49.4
48	7.3	20	13.6	15.6			45.4	54	36.8	21.7	35	1
39.6	5.9	22	17	14.6			44.6	48	38.3	21		2
33.6	5.7		14.6	15.5			42.5	51.7	37.2	22	35	3
45.8		15	14.3	14.5			46.8	49.1				4
35			13.5				49.4	55				5
38.7			13.8	14.3	15.3		41.6	47	37.7	21.8	35	6
35.7	4.7	17.0	12.9	14.9	15.6		46.7	56.7	38.2	20.1	34.8	7
39.9	5.9	15.5	14.2	15.0	14.7		44.7	51.2	38.9	21.1	36.7	8
33.2	6.1	13	14.3	15.8	15		42.9	51.3	40	20.8	37.1	9
44.4	5.7	18	14	14.7	14		44.2	49.5	37.7		36.3	10
38.3			14.4	14.6	15		44	52.8		21.3		11
43.5			14.1				47.8	51.3				12
44.8	7.3	17.3	14.7	16.4	15.3	14.4	41.0	42.1	36.9	20.0	35.4	13
45.4	8.8		14.6	15.9		14	41.3	48.8	36.1	21.1	34.3	14
43.8	7.2	16	15	17.7			41.8	43.3	38.5	18.7	35	15
47.1	7.9	18	15.9	17.7	15.5		39.2	41.3	37.3	21.6	37.3	16
42.8			14.3	18			43.9	45		22	36.1	17
39.7			14	14.9	15	15	45.8	43.3	38.3		35.9	18
45.9	6.7		14.6	15.4			39.5	43.6	37		35	19
47.1	6.8		14.7	16.4			41.3	40.3	35.7	19.8	37.1	20
46.3	7.6	18	14.7	16		14.4	38	36.2	35.1	20.7	33.1	21
45.5	6.2		14.3	15.4		14.1	38.6	37.5		16.3	34.6	22
50.8	6.5	18.0	14.1	14.7	15.7	14.0	39.0	42.7	36.8	20.0	33.3	23
50.8	7.3		15.5	16.2		14	39	40.3	38.3	20	34.9	24
50.9	7.9		13.2	13.3			40.4	46.4				25
49.5	6.3		14.2	14.4	15.7		37.3	39.5			34	26
49.7	6.1		13.5	13.4	15	14	36.7	43.3			34.5	27
48.9	5.3		13	13.7	15.5		39.9	42.6				28
49.1	5.6		14	14.1	15		38.1	44.7		21.8	34.2	29
49	8		13.1	14.4	15	14	38.1	40.4		19.7		30
50	7		13.5	14.1	14.9	14	37.7	37.7		19.5		31
51.8	6.6		15	14.8	16		37.6	41.8	36.3	18	32.6	32
52.2	6.7		16	14.6	15.5	14.1	41.3	41.9	35	18.7	31.3	33
50.2	7.3		14.8	13.9	15	14	40	42.8	34.4	18.7	31.3	34
47.4	6.1		14.8	13.6	15	14.5	39.2	42.1	35	19.9	31.2	35
51	6.4		15	14.3	15.2	14	37.3	43.5	35.4	19.7	33.8	36
48.5	6.4		14.5	14.2	15.9	14.2	38.2	41.6	35.3		31.8	37
48.7	6.2		14.9	13.7	15.9	14	34.8	42.8	35.6	19	32	38
48.4	4.5		13.5	13.8	15		39.7	38.6	39	21.3		39
50.4	6.1		14.3	13.7	14.6		41.4	44.7		21	32.3	40
50.4	5.7		14.3	14.4	15	14	41.1	39.8	35.3	19.5	31.4	41
48.9	4.7		15.4	14.5	15.9	14	41.7	43.9			33.3	42
51.3	5.7		12.5	14.5	15	14	36.9	41.1		18.3		43
51.5	6	19	13.7	14	14.7	14	35.2	36.6				44
49.5	5.4		15	15.2	15.4		42.8	40.1			34.5	45
49.2	6.2		12.7	13.9	15.2	14	37.3	41.1		18.3		46
53.6	8.1		14.5	16.2			38.7	46.4		21.8		47
51	7.7		13.4	15.6	18.2	14	36	44.3		20.3		48
57.9	7.7	17	13.8	16	17.5		42.3	48.1	38.3	21.7	37.3	49
55.3	8		14.2	16	17.8	14	41.4	47.9		22.3		50
50.5	6.3	18	14.3	14.6	17.1		37.1	43.4		20	33.6	51
56.4	7.9		12.9	15.9	17.9		42	47.9	41.4	20.7	35.3	52
52.2	7		13.2	13.6			41.6	45.4	38.3			53
40.1	8.1	15.0	14.1	15.6	15.8	14.9	39.1	40.7		21.4		54
44.2	8		13.9	15.6	15.6	14.9	39.3	40.3		21.4		55
36	8.2	15	14.3	15.6	16	14.8	38.8	41.1				56
31.8	7.2	15.3	14.4	15.5	16.1	14.8	39.2	41.6	73.8	21.8	59.0	57
36.8	7		14.3	16.6	15		36.3	39.1		21.7	59	58
25.6	7.7	16	14.6	15.1	17.7	15	38.1	40.7	73.7	23.7	58.3	59
32.8	7.4	14.6	14.4	14.4	15.6	14.5	42.1	42.6	73.8	20.6	59.8	60
32	6.8			15.8			40.2	44		21		61
42.4	7.5	16.7	13.4	16.7	15.3	15.1	36.7	40.9	69.5	21.6	57.0	62
42.5	7.3		13.3			15	36.7	39.2	69	20		63
34.1	7.6		14.2	16.7	15.4	15.7	38	45.4	70.4	22.8	58.3	64
39	8.1	15	13.3	17.7	15.2	14.7	38.1	38.3		21.4		65
50.6	7.3	20	13.9	15.6	15.2	15	35.8	44.8	69	22	55.6	66
45.7	7.2	15	12.4				35	36.8				67
53.2	6.8	18.7	13.3		16.8	14.6	39.9	40.6	69.9	22.1	58.0	68
42.6	6.1		13.8			15.7	43.2	41.7	70.5		58	69
	6		14.5				38	45	69.7	24.3		70
55.8	5.9		14.1		15.3		40.2	42.9	69.5	22.8		71
49.9	7.8		12.1	17	14.2	13.9	37	38.3		21.3		72
55.7	6.6	16	12.5	15.9	14.3	13.7	37.8	38.1		21.2		73
62.7	7.6		13.6	17	14.2	14.7	40.6	39		22		74
52.3	7.6	15	12.9	16.7			43.7	38.7				75
	6.7	25	12.5	17.3	15	15	39	40.8		21		76

TABLE IV—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb.	Cocoa, pure unsweetened, per ½ lb. tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. jar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	\$	\$
Dominion (average)	8.6	8.5	44.3	38.6	19.0	16.0	4.3	12.9	6.0	16.585	11.497a
Nova Scotia (average)	8.4	8.3	52.9	38.0	19.1	12.0	4.7	13.0	5.8		9.476
1—Sydney	8.6	8.4	51.8	37.8	19.5	10	3.9	12.8	5.8		7.37-7.72a
2—New Glasgow	8.2	8.2	54.9	37.9	20.7	10	4.4	13.6	6		7.05-7.30a
3—Amherst	8.3	8.1	53	38	17.2		5	12.8	5.9		10.50
4—Halifax	8.5	8.2	50.8	38	21.4	16	4.9	13.6	5.7		9.22-11.42
5—Windsor	8.3	8.1	53.4	38	17.3		4.5	12.2	5.9		9.72-11.97
6—Truro	8.7	8.5	53.6	38	18.7		5.4	13.2	5.7		10.22-10.72
7—P.E.I.—Charlottetown	8.7	8.2	55.5	38	18.5	15.0	4.1	13.5	5.9	17.900	9.90-10.40
New Brunswick (average)	8.6	8.4	53.0	38.0	18.4	10.0	4.2	12.7	5.7	18.500	11.145
8—Moncton	9	8.8	56.2	38	19.8	10	4.4	13.4	5.9		10.47-10.97
9—Saint John	8.4	8.2	47	38	17.5	10	4.5	12.5	5.5	18.50	12.25-13.25
10—Fredericton	8.4	8.3	53	38	18		4.1	12.8	5.9		10.72-11.50
11—Bathurst	8.6	8.4	55.8	38	18.4		3.7	12.1	5.3		10.00
Quebec (average)	8.1	7.8	43.4	39.8	20.3	15.5	4.3	13.1	5.9	16.472	9.411*
12—Quebec	8.1	7.9	42.8	39.9	20.3		4.1	12.9	5.8	16.00	
13—Three Rivers	8.5	8	46.6	40.5	21.6	15	4.2	12.3	6	16.00	8.50-8.75
14—Sherbrooke	8	8	40.2	39.4	19.8	15	4.7	12.5	5.6	17.00	11.00
15—Sorel	7.9	7.7	45	39.3	18.8		4	11.4	5.4	16.50	
16—St. Hyacinthe	8	7.8	40.6	40.7	20.6		4.5	11.7	5.3	15.75	9.77
17—St. Johns	7.9	7.8	38.7	40	19.4		4.8	12.8	5.7	15.50	
18—Thetford Mines	8	7.5	47.9	39.4	20.8	15	4.3	12.5	5.9	18.50	
19—Montreal	8	7.8	44.1	39.7	18.7	17	3.7	11.5	5.3	16.25	8.00-8.50
20—Hull	8.3	8	44.9	38.9	22.5		4.1	11.6	5.5	16.75	
Ontario (average)	8.5	8.4	43.2	38.9	18.8	13.8	4.3	12.5	5.6	16.398	13.833
21—Ottawa	8.3	8.1	43.2	39	18		4.3	12.2	5.7	16.75	
22—Brockville	8.2	8	41.1	38.3	20.7		4.2	11.5	5.4	16.00	
23—Kingston	8.1	7.9	43.2	38.4	18.4		4.7	12.6	5.7	16.00	14.50
24—Belleville	8.6	8.4	44.4	38.6	17.9	12	4.6	12.1	5.6	16.00	13.00
25—Peterborough	8.5	8.5	44.7	38.9	18.3	15	4.7	12.3	5.5	16.75	14.75
26—Oshawa	8.7	8.4	48.9	39.1	19.1	12	4.3	12.5	5.9	16.00	14.00
27—Orillia	8.3	8.2	44.4	39.2	19.7		3.9	11.5	6.6	16.50	14.00
28—Toronto	8.2	8	45.1	38.6	18.2	12	4	11.7	5.2	14.75	12.25
29—Niagara Falls	8.7	8.7	44.3	39.5	19.7		4.2	12.7	5.5	14.50-14.75	13.00-13.50
30—St. Catharines	8.6	8.3	42.3	39	19.4		4.2	12.3	5.6	15.75d	13.75d
31—Hamilton	8.2	8.1	40.6	39	18.6	10	4.3	11.8	5.3	15.50	13.00
32—Brantford	8.4	8.3	46	39.4	18.7	13	4.2	11.9	5.5	16.00d	13.25-13.75
33—Galt	8.8	8.6	42.2	39.5	19.4		4.1	12.4	5.4	16.00d	13.50d
34—Guelph	8.5	8.5	42.1	38.5	18.1		4.2	12.7	5.4	16.00	13.75
35—Kitchener	8.6	8.5	38.7	39.2	18.9		3.8	12.4	5.3	16.00	13.50
36—Woodstock	8.6	8.5	45.7	39	18.1		4.3	12.2	5.4	16.00	14.00
37—Stratford	8.7	8.7	44.4	38.6	18.4		4.2	13.3	5.8	16.00	13.00
38—London	8.5	8.4	43.9	39.1	17		4.1	11.9	5.5	16.50d	14.00-14.50
39—St. Thomas	8.6	8.6	44	39.9	18.4		4.2	12.7	5	16.00d	13.50d
40—Chatham	8.6	8.4	40.3	38.4	16.4		4.1	12.5	5.1	16.00d	12.50d
41—Windsor	8.2	8	38.4	38.4	18.9	15	4.1	11.7	5.4	16.00d	13.00d
42—Sarnia	8.8	8.7	41.8	38.7	18.2		4.4	12.9	5	16.50d	13.50d
43—Owen Sound	8.5	8.4	50.5	38.9	19.4		4.5	12.6	5.8	16.50	13.00
44—North Bay	9	8.9	52.5	39.1	19.6		4.5	14	5.8	17.25	15.00
45—Sudbury	8.8	8.5	43.6	39.4	20.3	15	4	13.9	5.8	17.75	15.75
46—Cobalt	8.8	8.8	41.6	38.7	19.2		4.9	13.3	5.9	19.00	
47—Timmins	8.9	8.8	39.4	39.1	20.8	18	4.8	13.7	5.5	19.50	16.75
48—Sault Ste. Marie	8.5	8.5	40.2	38.8	19.1		4.3	13	5.3	17.00	13.00
49—Port Arthur	8.5	8.3	39.4	38.1	18.8	15	4.4	13.1	5.2	16.50	14.75
50—Fort William	8.6	8.5	39.5	38.3	19.4	15	4.6	12.1	5.2	16.80	14.75
Manitoba (average)	9.1	9.0	40.8	37.9	18.8	15.0	4.1	13.1	5.5	20.00	9.450
51—Winnipeg	9.1	8.9	37.3	38	18.6	15	4.3	12.2	5.6	20.00	6.25-14.25
52—Brandon	9.1	9	44.2	38.8	18.9	15	3.8	14	5.3		5.50-11.80
Saskatchewan (average)	9.5	9.5	41.9	38.0	19.6	18.5	3.9	14.0	5.3		9.187
53—Regina	9.2	9.6	42.1	37.7	19.3	15	3.3	13.7	5.4		9.50-13.00h
54—Prince Albert	9.9	9.6	39.8	37.9	20.6		4.1	14.3	5.5		9.00-10.00h
55—Saskatoon	9.5	9.5	43.7	37.7	20.2	20.6	3.8	13.6	5.2		7.35-9.60h
56—Moose Jaw	9.3	9.4	41.8	38.7	18.4	20	4.3	14.5	5		5.40-9.65h
Alberta (average)	9.2	9.2	41.3	37.9	17.7	18.3	4.1	14.1	5.1		5.594
57—Medicine Hat	9.3	9.3	37.9	38.2	16.9		3.4	13.8	5.1	d	d
58—Drumheller	9.3	9.1	42.5	38.1	17.6	20	4.5	15	5.3		4.50-5.50h
59—Edmonton	9.2	9	42.1	38.1	18.5	15	4.2	13.7	5.2	d	4.50-5.00d
60—Calgary	9	9.2	40.6	37.6	17.5	20	4.3	13.4	5.1	d	7.75h
61—Lethbridge	9.2	9.3	43.5	37.3	17.8		3.9	14.7	4.9	d	4.75-5.00h
British Columbia (average)	8.6	8.5	40.8	38.3	19.2	25.5	4.8	13.8	5.6		11.079
62—Fernie	9	9.3	42.7	38.7	17.6		4.6	14.4	5.2		
63—Nelson	8	8	43.3	38.7	20.3	25	5.2	15	5.5		11.50
64—Trail	8.9	8.8	39.5	38.2	19.4	25	5.8	14.4	5.4		9.25-10.25
65—New Westminster	7.9	7.8	36.3	38.4	18.2	24	4.3	12.8	5.4		10.50-12.00
66—Vancouver	8	8	37	37.9	19.1		4.7	12.2	5.4		10.50-12.00
67—Victoria	8.9	8.3	42.7	38.3	19.8		4.2	12.8	5.7		11.25-13.00
68—Nanaimo	8.6	8.3	41.8	37.6	19.4	28	4.9	13.6	5.5		9.80
69—Prince Rupert	8.7	8.5	43.3	38.9	20		5	15.1	6.8		10.75-13.00

(a) Not comparable with average prices prior to March, since high volatile coals have been omitted for Ontario. (c) Calculated price per cord from price quoted. (d) Natural gas used extensively. (h) Including lignite. (p) Six-roomed houses not extensively occupied by workmen; but some at \$30-\$45. (r) Two six-room houses are occupied by workmen;

AND RENTALS IN CANADA AT THE BEGINNING OF APRIL, 1943—(Concluded)

Coke, per ton	Wood					Coal oil, per gallon	Matches, per box (300)	Rent		
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord			Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month	
\$	\$	\$	\$	\$	\$	cents	cents	\$	\$	
13-293	11-344	14-187	8-629	10-013	8-855	28-6	9-8	25-607	18-835	
11-160	6-667	7-833	5-500	6-333	6-167	30-0	10-0	21-417	15-417	
8-50-9-50	6-50	8-00	5-50	7-00	7-00	30	10-2	18-00-26-00	14-00-18-00	
9-70	5-00	6-00	4-00	4-00	6-00	30	10-3	15-00-25-00	10-00-15-00	2
12-50	8-00-9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	30	9-9	15-00-20-00	10-00-17-00	3
12-05-13-55							10	20-00-32-00	15-00-22-00	4
11-30							9-8	18-00-25-00	14-00-18-00	5
13-000	9-500	11-000	7-000	8-000	7-500c	20-0	10	18-00-25-00	15-00-17-00	6
12-817	9-000	11-750	6-500	7-500	9-000	28-8	9-8	19-00-25-00	12-00-16-00	7
12-05d	9-00d	10-00-11-00	7-00d	8-00d	d	31	9-8	24-125	17-375	
13-50	9-00	12-00-14-00	6-00	7-00	8-00-10-00	26-5	9-8	20-00-32-00	15-00-20-00	8
12-80-13-00							9-9	18-00-27-00	16-00-20-00	9
13-731*	13-406*	15-145*	8-700*	10-250*	11-000*	28-0	9-7	25-00	18-00	10
12-35							9-7	23-00	16-00	11
14-25	10-00	16-00c	8-00	12-00c	10-00c		9-4	24-714	18-250	
14-75	14-00	16-00	9-00	10-00	10-00	28	9-5	23-00-33-00		12
13-00-13-50	14-70	16-20	10-00	12-00	12-00		9-7	23-00-31-00	17-00-23-00	13
13-00							9-6	23-00-30-00	18-00-25-00	14
15-50		12-00c		9-00c		29	9-6			15
12-50-13-00	17-33	18-67	10-00	11-00	11-00-13-00	27	9	18-00-25-00	14-00-20-00	16
14-00	11-00	12-00	6-50	7-50			9-5	16-00-22-00	12-00-15-00	17
13-962	12-625	15-523	9-844	11-758	10-575	26-9	9-4	24-00-34-00	20-00-23-00	18
14-00							9-3	18-00-26-00	14-00-18-00	19
14-00							9-6	27-306	20-269	20
14-00							9-8	20-00-30-00	15-00-20-00	21
14-00	12-00	16-00	11-00	12-00c	13-00c	25	9-8	18-00-26-00	15-00-18-00	22
15-00-15-50	14-00	16-50	9-00	10-00	11-00	25	9-6	25-00-30-00	18-00-25-00	23
14-50	13-00	16-50	11-00	14-00	9-00	22	9-4	18-00-28-00	14-00-20-00	24
	17-00	18-00	12-00	13-00	9-00	22	9-5	22-00-30-00	16-00-20-00	25
13-75	14-00	16-00	10-00	12-00	12-00	25	9-5	25-00-32-50	15-00-22-50	26
13-00d	d	d	d	d	d	25	9-8	20-00-28-00	16-00-22-00	27
13-50d	d	d	d	d	d	25	9-2	30-00-40-00	20-00-30-00	28
13-00		18-00c			12-75	25	9-8	20-00-32-00	16-00-24-00	29
14-00d	d	13-00-15-00	d	9-00-10-00	d	28	9-7	25-00-37-00	20-00-27-00	30
13-50d	d	16-50d	d	13-00d	d	25	9-4	28-00-36-00	17-00-28-00	31
14-00							9-4	23-00-33-00	18-00-25-00	32
13-50							9-5	20-00-27-00	15-00-20-00	33
14-00							9-3	24-00-30-00	18-00-24-00	34
13-50							9-5	22-00-35-00	18-00-24-00	35
13-50d	d	18-00c	d	16-00c	d	25	9-6	20-00-28-00	16-00-20-00	36
14-00-15-00	d	16-00-18-00c	d	11-00-14-00c	8-00-12-00c	25	9-7	21-00-27-00	15-00-21-00	37
14-00d	d	d	d	d	d		9-6	27-00-37-00	22-00-27-00	38
12-75d	d	18-00c	d	14-00c	d	25	9-7	24-00-32-00	20-00-24-00	39
14-50d	d	d	d	d	d		9-6	20-00-28-00	15-00-20-00	40
14-00							9-4	25-00-37-00	20-00-27-00	41
							9-7	20-00-30-00	15-00-22-00	42
							9-3	21-00-27-00	15-00-22-00	43
15-00-16-50		15-75-16-50c		10-50c	10-50	30	9-9	30-00-40-00	25-00-30-00	44
		10-50c		9-00-9-75c		30	9-9			45
12-00	10-00	14-00	8-75	11-25	7-50	39	9-5	p	p	46
15-50	10-50	11-75	8-00	9-25	11-00	26	9-7	22-00-32-00	16-00-22-00	47
15-50	10-50	11-50	9-00	10-00		30	9-9	23-00-33-00	17-00-23-00	48
12-500			9-688	10-438	9-438	31-5	9-8	23-00-33-00	17-00-23-00	49
14-00-15-00			7-50-11-00	8-50-12-00	9-00-10-25	35	9-9	26-00-37-00	18-00-26-00	51
12-50			8-75-11-50	9-25-12-00	9-25	28	9-9	18-00-26-00	14-00-20-00	52
12-250			7-458	9-419	11-233	28-5	10-0	27-875	20-000	
12-25			8-50-10-75	9-50-11-75	11-25	27	10	28-00-37-00	20-00-28-00	53
			5-50-6-00	7-00-7-50		30	10	20-00-29-00	15-00-21-00	54
			7-00	7-50	9-25	29	10	22-00-32-00	17-00-22-00	55
				11-40-13-20	13-20	28	9-9	25-00-30-00	17-00-20-00	56
			10-000	10-750	5-017	27-8	10-2	26-125	18-625	
d	d	d	d	d	d		10-2	22-00-27-00	15-00-22-00	57
						3-60	10-6	r	r	58
d	d	d	10-00d	11-00d	d	30	10-2	22-00-32-00	15-00-22-00	59
d	d	d	d	10-00-11-00	6-40-8-50	26	10-1	22-00-30-00	18-00-20-00	60
10-667	d	d	d	d	4-00d	25	10	22-00-32-00	15-00-22-00	61
			10-375	9-938	6-200	35-0	10-6	23-312	17-688	
							10-6	16-00	14-00	62
10-50			10-75-11-75	12-25-13-25	5-50	40	10-9	20-00-30-00	18-00-20-00	63
			11-00-11-75	12-25-13-50		40	10-7	27-00-32-00v	22-00-25-00v	64
10-75				6-50	4-00	30	10-3	18-00-25-00	14-00-18-00	65
10-75				6-50-13-00	4-00	30	10-3	22-00-27-00	16-00-22-00	66
			8-25-8-75	9-50-10-00			10-8	20-00-25-00	15-00-18-00	67
				8-00	5-50		10-4	20-00-25-00	12-00-20-00	68
					12-00	35	10-9	20-00-30-00	15-00-20-00	69

rent for four- and five-roomed houses, modern, \$25-\$35 per month; semi-modern, \$10-\$15 (v) Workingmen's houses are mostly of four and five rooms; modern, \$24-\$28; semi-modern, \$20-\$24. * Sales tax 4% in Montreal and Quebec, and 2% in the other cities in the province are not included in the fuel prices. † Workingmen's houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	April 1926	April 1929	April 1933	April 1939	April 1940	April 1941	April 1942	Mar. 1943	April 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	101.2	94.5	65.3	73.4	83.1	86.6	95.0	98.5	98.7
Classified according to chief component material—														
I. Vegetable products.....	135	58.1	127.9	167.0	86.2	106.8	86.5	56.6	62.1	76.1	76.0	83.4	88.7	89.9
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	100.4	108.9	59.5	72.1	77.5	84.5	99.5	105.6	105.7
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	100.7	92.4	67.0	65.8	84.2	86.0	92.0	91.0	91.9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.3	94.6	59.3	76.4	86.9	92.5	101.3	106.5	107.3
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	100.7	93.8	85.0	97.5	102.5	107.6	115.4	115.4	115.3
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	98.7	103.5	60.5	69.5	76.3	77.7	78.4	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	98.7	91.9	83.9	84.9	87.2	91.7	99.1	100.9	100.6
VIII. Chemicals and Allied Products..	77	63.4	118.7	141.5	105.4	99.4	95.4	81.6	78.1	85.5	95.6	104.2	101.1	100.5
Classified according to purpose—														
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	101.3	93.6	70.2	74.1	82.6	87.0	95.1	97.1	97.0
Foods, Beverages and Tobacco...	126	61.8	119.0	150.8	90.2	102.0	97.4	63.7	72.2	78.8	84.7	96.2	101.4	101.9
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	100.8	91.0	74.6	75.4	85.1	88.6	94.3	94.3	93.8
II. Producers' Goods.....	402	67.7	133.3	164.3	98.8	100.8	95.0	60.3	68.3	80.3	81.6	87.7	92.6	93.1
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	96.9	94.0	87.3	94.9	96.6	102.7	108.5	111.2	111.2
Producers' Materials.....	378	69.1	139.0	171.0	98.2	101.2	95.1	57.0	65.3	78.5	79.2	85.4	90.5	91.1
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	100.6	100.2	74.8	87.6	94.2	100.7	114.4	118.4	119.4
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	101.3	94.0	54.0	61.5	75.8	75.6	80.5	85.8	86.3
Classified according to origin—														
I. Farm—														
A. Field.....	186	59.2	134.7	176.4	91.2	102.8	86.2	56.6	59.9	73.2	74.5	80.8	84.9	85.7
B. Animal.....	105	70.1	129.0	146.0	95.9	100.8	106.0	60.5	73.0	80.4	85.9	96.7	101.4	101.0
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	104.3	95.8	46.5	65.0	72.1	69.5	79.5	91.2	92.3
II. Marine.....	16	65.9	111.7	114.1	91.7	97.8	103.0	53.6	65.4	75.0	81.7	112.6	123.9	123.9
III. Forest.....	57	60.1	89.7	151.3	106.8	100.3	94.4	59.5	76.1	86.6	92.1	100.8	106.0	106.9
IV. Mineral.....	203	67.9	115.2	134.6	106.4	99.2	92.6	79.7	84.6	86.9	92.9	98.2	99.3	99.2
All raw (or partly manufactured).....	245	62.8	120.8	154.1	94.7	102.2	94.7	53.0	65.5	76.8	79.3	88.6	95.6	97.1
All manufactured (fully or chiefly).....	322	64.8	127.7	156.6	100.4	100.5	92.4	69.6	73.3	81.9	85.3	91.9	93.4	92.9

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—Monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

110.0; January, 1941, 110.4; February, 110.1; March, 110.2; April, 110.7; May, 110.9; June, 112.7; July, 114.9; August, 117.7; September, 119.4; October, 120.1; November, 121.4; December, 120.6; January, 1942, 119.9; February, 120.3; March, 120.6; April, 120.6; May, 120.9; June, 121.8; July, 123.9; August, 123.5; September, 123.0; October, 123.7; November, 125.0; December, 125.2; January, 1943, 122.5; February, 122.2; March, 122.7; April, 000.0.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922

Explanatory Note as to Retail Prices

Table IV on retail prices and rentals shows the prices at the beginning of April of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class

of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers. The exceptions are milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965 (L.G., 1941, page 1462), the price ceiling established by P.C. 8527 (L.G., 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003 (L.G., 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the cities in the list on page 104. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect of January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Albert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Beef prices continued upward reflecting recent increases in wholesale prices under the regulations of the Wartime Prices and Trade Board. Sirloin steak averaged 39.6 cents per pound at April 1, as compared with 39.2 cents the previous month and 34.3 cents at April 1, 1942. Fresh loin of pork was 35.1 cents per pound at April 1, 34.7 cents at March 1 and 33.2 cents at April 1, 1942. Stocks of eggs in cold storage at April 1, were less than one third of the quantity one year ago. The price at April 1, 41.3 cents per dozen, was slightly lower than for the previous month but considerably higher than in April, 1942, when the average was 36.5 cents per dozen. The production of creamery butter during the first three months of 1943 was about 28 per cent greater than for the similar period in 1942 while the production of cheese declined about 5.9 per cent in the same comparison. The price of creamery butter at 40 cents per pound was unchanged as compared with the previous month but was slightly higher than at April 1, 1942, when the average was 39.1 cents per pound. Cheese averaged 34.2 cents per pound at April 1, 34.0 cents at March 1, and 36.5 cents at April 1, 1942. Potatoes averaged 46.3 cents per 15 lbs. compared with 44.1 cents at March 1, and 40 cents at April 1, 1943. Oranges again averaged slightly higher at 40.2 cents per dozen.

Prices in Great Britain and Other Countries

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices in Great Britain and certain of the principal industrial and commercial countries appeared in the April issue of the *LABOUR GAZETTE*. Since these monthly notes are all compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the *LABOUR GAZETTE*.

Since the outbreak of war, control of prices, production and trade have been extended in many countries, resulting in much less movement in prices than occurred in the inflationary period during the last war.

Great Britain

WHOLESALE PRICES.—The index number of the Board of Trade, on the base 1930=100, was 162.2 for March, as compared with the

revised figures of 162.1 for February and January, an increase of 0.1 per cent for the month. No group showed a change of more than 0.2 per cent from the previous month's level. The general increase since August, 1939, is 65.3 per cent.

The *Statist* index number, on the base 1867-1877=100, was 153.2 at the end of February, a decrease of 0.1 per cent. The principle change was a fall of 1.5 per cent in the textile group.

COST OF LIVING.—The *Ministry of Labour Gazette* index number, on the base July, 1914=100, was 199 at March 1, showing no change from the January and February level. An increase of $\frac{1}{2}$ per cent in food prices, of which tea showed the principal increase, was offset by a decline of one per cent in the clothing group. Other groups were unchanged.

Newfoundland

COST OF LIVING.—The index number of the Department of Health and Welfare of the cost of living at St. John's, on the base

October 1, 1938=100, was 144.0 at March 6, a decrease of 2.8 per cent for the month, due to a decrease of 5 per cent in the food group. Lower prices were recorded for cooked corn beef, eggs and tea, and the weighting in the budget was adjusted for sugar and tea to conform to the ration quantities permitted.

New Zealand

WHOLESALE PRICES.—The Census and Statistics Department index number, on the base 1926-1930=1000, was 1477 for December and 1462 for January. The decline in January from the December level was due to considerable declines in foods of vegetable origin (of which agricultural produce fell 11.7 per

cent) and in animal products (of which meats declined 9.4 per cent).

COST OF LIVING.—The official index number of retail prices, on the base 1926-1930=1000, was 1128 for December, a decrease of 0.8 per cent for the month due to lower prices for food, including both groceries and meat.

United States

WHOLESALE PRICES.—The index number of the Bureau of Labour Statistics, on the base 1935-1939=100, was 103.4 for March, an advance of 0.9 per cent for the month. There was an advance of 3.2 per cent in farm products and of 1.5 per cent in foods; other groups showed little or no change.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at March 31, 1943

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act (Revised Statutes of Canada, 1927, Chapter 156; as amended by Statutes of 1931, Chapter 42), and under the various provincial concurrent acts, as at March 31, 1943. (The text of the Old Age Pensions Act was given in the LABOUR GAZETTE for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$365 a year and who has resided in Canada for 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$240 yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125 a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (LABOUR GAZETTE, May, 1937, page 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married, or unmarried, is \$240 per annum. If however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$120. If a pensioner is unmarried, the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200 a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400. If a pensioner is married to a person receiving a pension in respect of blindness,

his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200.

Under agreements negotiated between the Dominion and the provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT MARCH 31, 1943

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia	Ontario
	Act effective Aug. 1, 1929	Act effective Sept. 1, 1927	Act effective Sept. 1, 1928	Act effective July 1, 1936	Act effective Mar. 1, 1934	Act effective Nov. 1, 1929
Number of pensioners.....	11,134	14,348	12,498	11,818	14,080	57,692
Average monthly pension.....	18-69	19-28	18-78	15-27	15-65	18-86
*Percentage of pensioners to total population.....	1-38	1-74	1-69	2-54	2-40	1-51
*Percentage of persons over 70 years of age to total population.....	2-98	4-85	3-79	4-52	5-11	4-89
*Percentage of pensioners to population over 70 years of age.....	46-39	35-87	44-64	56-28	46-93	30-85
Dominion Government's contributions for quarter ended March 31, 1943.....	\$460,148 88	\$608,949 16	\$518,505 28	\$403,745 91	\$489,637 10	\$2,404,302 85
Dominion Government's contributions April 1/42 to March 31/43.....	\$1,833,573 90	\$2,443,152 70	\$2,093,379 84	\$1,606,402 93	\$1,948,074 78	\$9,633,658 18
Dominion Government's contributions from inception of Act.....	\$16,858,391 74	\$23,381,956 68	\$23,043,926 00	\$9,890,582 41	\$16,417,874 21	\$107,456,119 88

	P.E.I.	Quebec	Saskatchewan	N.W.T.	Totals
	Act effective July 1, 1933	Act effective Aug. 1, 1936	Act effective May 1, 1928	Order-in-Council effective Jan. 25, 1929	
Number of pensioners.....	1,904	47,045	13,074	8	183,601
Average monthly pension.....	13-48	17-20	17-53	20-00	
*Percentage of pensioners to total population.....	1-98	1-39	1-44	0-07	
*Percentage of persons over 70 years of age to total population.....	6-25	3-13	2-98	1-65	
*Percentage of pensioners to population over 70 years of age.....	31-73	44-38	48-42	4-00	
Dominion Government's contributions for quarter ended March 31, 1943.....	\$56,792 98	\$1,798,228 33	\$505,082 03	\$455 04	\$7,245,847 56
Dominion Government's contributions April 1/42 to March 31/43.....	\$208,587 31	\$7,048,885 34	\$2,043,409 91	\$2,060 66	\$28,861,185 55
Dominion Government's contributions from inception of Act.....	\$1,664,831 69	\$47,137,370 13	\$21,183,432 21	\$22,340 25	\$267,056,825 20

* Percentages based on the estimated population as at June 1, 1942—Dominion Bureau of Statistics.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT MARCH 31, 1943

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia
	Act effective Mar. 7, 1938	Act effective Dec. 1, 1937	Act effective Sept. 1, 1937	Act effective Sept. 1, 1937	Act effective Oct. 1, 1937
Number of pensioners.....	239	334	348	722	620
Average monthly pension.....	19.76	19.42	19.72	19.67	19.22
*Percentage of pensioners to total population.....	.030	.040	.047	.155	.106
Dominion Government's contributions for quarter ended March 31, 1943...	\$10,593 21	\$14,700 64	\$14,634 50	\$32,181 66	\$26,789 27
Dominion Government's contributions April 1/42 to March 31/43.....	\$40,968 59	\$58,363 31	\$59,752 81	\$129,585 11	\$107,396 52
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$160,710 95	\$251,067 33	\$249,404 76	\$583,259 08	\$493,406 6

	Ontario	P.E.I.	Quebec	Saskatchewan	Totals
	Act effective Sept. 1, 1937	Act effective Dec. 1, 1937	Act effective Oct. 1, 1937	Act effective Nov. 15, 1937	
Number of pensioners.....	1,502	116	2,173	320	6,374
Average monthly pension.....	19.70	16.14	19.61	19.86	
*Percentage of pensioners to total population.....	.039	.121	.064	.035	
Dominion Government's contributions for quarter ended March 31, 1943...	\$66,305 99	\$4,222 66	\$97,056 38	\$14,375 60	\$280,859 91
Dominion Government's contributions April 1/42 to March 31/43.....	\$266,354 07	\$15,249 06	\$379,129 29	\$58,029 54	\$1,114,828 30
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$1,242,480 37	\$68,044 60	\$1,696,285 26	\$245,520 61	\$4,990,179 62

* Percentages based on the estimated population as at June 1, 1942—Dominion Bureau of Statistics.

Fatal Industrial Accidents in Canada during the First Quarter of 1943

DURING the first quarter of 1943 there were 293 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc. This compares with 345 fatal accidents in the first quarter of 1942. Of the 293 fatalities in the period under review, 117 occurred in January, 88 in February and 88 in March. Fatal accidents during each year are recorded by quarterly periods in the issues of the *LABOUR GAZETTE* for May, August and November of that year, and in February of the following year.

The supplementary list of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contains 35 fatalities for 1942.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the *LABOUR GAZETTE* and newspaper reports.

Classified by groups of industries, the fatalities occurring during the first quarter of 1943 were as follows: Agriculture, 12; Logging, 31; Fishing and Trapping, 5; Mining, Non-ferrous Smelting and Quarrying, 50; Manufacturing, 56; Construction, 33; Electricity, Gas and Water Production and Supply, 6; Transportation and Public Utilities, 72; Trade, 12; Service, 16.

Of the mining accidents, 30 were in "metaliferous mining", 19 in "coal mining", and one in "non-metallic mineral mining and quarrying, n.e.s."

Of the accidents in manufacturing, three were in "vegetable foods, drink and tobacco", one in "animal foods", one in "rubber products", 10 in "saw and planing mill products", one in "wood products", one in "pulp, paper and paper products", 21 in "iron, steel and products", one in "non-ferrous metal products", five in "non-metallic mineral products", two in "chemical and allied products", eight in "shipbuilding", and two in "miscellaneous products".

In construction there were 15 fatalities in "buildings and structures", 10 in "highway and bridge", and 8 in "miscellaneous".

In transportation and public utilities, there were 34 fatalities in "steam railways", 2 in

"street and electric railways", 19 in "water transportation", 2 in "air transportation", 2 in "storage", one in "telegraphs and telephones", and 2 in "other".

There were three fatalities in "wholesale", and 9 in "retail" trade.

Of the fatalities in service, 10 were in "public administration", one in "custom and repair", and five in "personal, domestic and business".

There was one disaster during the period under review which occurred on January 16, when a freighter foundered and sank in a storm, off Cape Scott, Northern Vancouver Island, and fifteen members of the crew were drowned. The other two members of the crew reached shore in a life boat and survived.

Other accidents involving the loss of two or more lives were as follows:

On February 10, three construction labourers were burned to death in a fire that destroyed a dormitory building at Arvida, Quebec. On February 12, an oiler, a tractor operator and a cook engaged on highway construction, lost their lives when buried in a snow slide at Skeena, B.C. Two drillers were killed at Skeena on February 19 when struck by a train.

Two fishermen were drowned from a dory, off Lunenburg, N.S., on March 5.

On January 19, an explosion occurred in a smelter converter, at Copper Cliff, Ontario, and a matte charge blew out burning two workers, which resulted in their death. One man died on February 23, and the other on April 3. Two machine runners lost their lives from injuries during blasting operations, near South Porcupine, Ontario, on February 26. A bump in a coal mine, near Fernie, B.C., on March 23, caused the deaths of two miners.

Two ship workers were killed at Lauzon, Quebec, when struck by falling iron plates when a sling slipped, on February 17. Following an explosion of celluloid in a toy factory at Toronto, Ontario, two workers were burned to death, on February 12.

In a boiler explosion and train derailment, at Tapley, Ontario, on January 22, an engineer and a fireman were killed. On February 15, a brakeman and an assistant brakeman were killed when struck by a train. In a collision of two freight trains, near Delamere, Ontario, a trainman and a conductor lost their lives on March 20.

On January 4, two seamen were killed in a boiler explosion on a ship, at Prescott, Ontario.

Supplementary List of Accidents

A supplementary list of accidents occurring in 1942 has been compiled which contains 35 fatalities of which five were in logging, three in mining, non-ferrous smelting and quarrying, 10 in manufacturing, five in

construction, seven in transportation and public utilities, one in trade, and four in service. One of these accidents occurred in April, one in May, one in June, one in September, two in October, four in November, and 25 in December.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1943 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)				1	6	1		1			1		10
B.—Working machines					2								2
C.—Hoisting apparatus (elevators, conveyors, etc.)					4	2							6
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	4	1	1	10	8	4	4	5	2		3		42
E.—Striking against or being struck by objects					5	1			1				7
F.—Falling objects	3	19		14	9	3		1	1				50
G.—Handling of objects		2							1				2
H.—Tools													
I.—Moving trains, vehicles, watercraft, etc.	1	3	4	9	7	7		59	4		7		101
J.—Animals	2	1											3
K.—Fall of persons	1	5		3	10	9	2	8	3		3		41
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	1			13	5	6		1	1		2		29
Totals	12	31	5	50	56	33	8	72	12		16		293

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

Encouragement of suggestion systems in Canadian war industry

Designed to encourage the formation of employee suggestion plans in war industry, an Order in Council (P.C. 1/4388) was passed on May 27 permitting war contractors to count awards made to employees for valuable suggestions as deductible expenses in determining income for tax purposes.

With the approval of the Minister of Munitions and Supply employee suggestion plans have been established in a considerable number of plants engaged in war production, notably in the aircraft industry (L.G., Jan., 1943, p. 1). It has been found that in cases where such plans have been established substantial benefits have resulted in the form of reduced costs and greater efficiency in operation.

Such plans provide for the payment of awards on a graduated scale based upon the savings resulting from the adoption of the suggestions for which such awards are paid. The maximum amount which may be paid to any employee by way of award is limited to \$750 and the majority of the awards to date have not exceeded \$100 in any individual case.

Awards so paid by a contractor engaged in carrying out a contract with the Department of Munitions and Supply under which the contractor is entitled to be paid his costs of operation, with or without a fee or profit, are allowed as an item of cost under such contract, subject to approval of the award by Treasury Cost Accountants as being reasonable and proper and properly apportionable to the contract.

The present Order applies to employee suggestion plans which have been approved by the Minister as making provision for awards "for suggestions resulting in reduced costs

and/or greater efficiency in carrying out a munitions contract."

Ontario's Labour Court set up under terms of Collective Bargaining Act

Ontario's new Labour Court, which will administer the Collective Bargaining Act passed during the recent session of the Legislature, came into being on June 14.

The Act stipulates that no Ontario employer may fail or refuse to bargain with the duly appointed or elected representatives of a bargaining agency which has been certified by the Labour Court. (Other powers of the Court were listed in the description of the Act in the LABOUR GAZETTE for May, p. 701.)

It was announced on June 14 that Mr. Justice J. G. Gillanders would be the first judge of the Court, acting until July 31, 1943. He will be succeeded in August by the judge acting as holiday relief judge, and beginning September 7 eight different judges will serve for two-week periods until the end of the year.

Elsewhere in this issue, in the article *Labour Legislation in Alberta and Saskatchewan*, appears an account of collective bargaining legislation passed recently in Alberta and of a bill which failed to pass in Saskatchewan. Last month's issue, in addition to its description of the Ontario Act, contained information concerning a British Columbia Act and a Manitoba bill which failed to pass.

In relation to the Saskatchewan bill, it was announced recently that a commission of three members has been appointed by the Premier to inquire into the principles of the bill. The commission will sit in different parts of the province starting July 15, and will hear representations from organizations interested in

employer-employee relations in Saskatchewan and the principle of collective bargaining. A report on the findings of the inquiry will be submitted to the Legislature at its next session.

Continuous operations plan in B.C. shipyards

A continuous operations plan is now in effect in all Vancouver and Victoria shipyards. Supplementary collective agreements recently signed call for the operation of the yards three shifts a day, seven days a week, with the men working a 48-hour week. (See article elsewhere in this issue entitled *Recent Collective Agreements*.)

The signing of these agreements implements, with certain changes, the findings of the Royal Commission appointed on July 13, 1942 to inquire into the most effective methods to secure maximum production in the shipyards of British Columbia. (The report of this Commission, which was under the chairmanship of Mr. Justice S. E. Richards, was published in the *LABOUR GAZETTE*, Sept., 1942, p. 1007.)

Subsequent to the submission of this report, Mr. Justice Richards was appointed an Industrial Disputes Inquiry Commissioner to implement the report.

In the course of the negotiations the National War Labour Board gave its approval to adjustments in wage rates for certain classifications of workers, a 6-day vacation with pay, and an attendance premium.

Agreements in the Victoria yards were signed during March (L.G., Apr., 1943, p. 488), and the successful negotiation of agreements in the Vancouver yards brings the continuous production plan into full effect.

Women foundry workers form union

The first union in Canada composed entirely of women foundry workers has been organized at Three Rivers, Quebec, when 117 women employed by the Canada Iron and Foundry Company joined the International Moulders and Foundry Workers' Union and applied for a charter as a separate local.

Cost of living index advances fractionally

The Dominion Bureau of Statistics index number of the cost of living advanced from 117.6 at the beginning of April to 118.1 at the beginning of May due to advances in the food, rent and miscellaneous groups. Higher prices for foods accounted for the major part of the advance in the general index, the index for this group increasing from 128.7 to 129.9 due mainly to advances in meats, potatoes and unions. Egg prices were slightly lower.

The index for rents and for the miscellaneous group each recorded fractional advances.

At the beginning of May the general index was 17.2 per cent higher than for August, 1939, the last pre-war month. For the equal period during the last war the index advanced 45.4 per cent, that is between July 1914, and April, 1918.

Recent pamphlets on planning, reconstruction, and credit unions

Under the title "Social Security Planning in Canada" the International Labour Office has published an analysis of the Report on

Social Security for Canada prepared by Dr. L. G. Marsh for the Advisory Committee on Reconstruction, together with a note summarizing the draft Dominion and Provincial Health Insurance Bills contained in the report of the Advisory Committee on Health Insurance under Dr. J. J. Heagerty. Both reports are now under consideration by the Special Committee of the House of Commons on Social Security. The pamphlet is a reprint of an article which appeared in the *International Labour Review* for May, 1943. A brief summary of the reports appeared on page 429 of the April *LABOUR GAZETTE*; and the reports themselves are obtainable from the King's Printer, Ottawa.

A reading list of books, pamphlets and articles dealing with post-war problems was published during April by the Canadian Institute of International Affairs, 230 Bloor St. West, Toronto. The list is in the form of a 62-page pamphlet, and constitutes a select bibliography of the more important and representative publications in the field. The eight main topic headings listed in the table of contents are as follows: I—Reference Books and Agencies for Research; II—Official Documents and Speeches; III—The Peace Settlement and Immediate Problems; IV—Reconstruction: Peace Aims; V—International Organization and Co-operation; VI—Economic: Principles, Problems, and Proposals; VII—Social and Cultural Problems and Policies; VIII—Particular Areas and Countries.

A series of five mimeographed pamphlets giving information on credit unions has been prepared by J. G. Perold of the Economics Department of the University of Toronto. The first pamphlet deals with the history of credit unions, the second with the experience of such organizations, the third with their practice, the fourth with legislation on the subject, and the fifth gives suggestions and advice on the organization and incorporation of credit unions. Copies of the pamphlets may be obtained for 10 cents each from the Workers' Educational Association of Canada, 106 St. George St., Toronto.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

The index of employment at the beginning of April was slightly lower than for the previous month. This was in conformity with the trend in 18 of the last 22 years. The decline, which was less than

the average in extent, occurred mainly in logging and construction. The index at April 1 while lower than for the previous month was 9.3 per cent higher than one year ago. During the latter period an increase of 18.7 per cent was recorded in the aggregate weekly payrolls. The weekly average earnings were \$31.09 at April 1, as compared with \$30.72 at March 1, and \$28.41 at April 1, 1942.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	May	April	March	May	April	March
Employment Index ⁽¹⁾		180.5	181.5	167.4	165.2	165.1
Unemployment percentage (trade union members)..... ⁽²⁾	1.0	1.3	1.5	3.3	4.5	4.0
Index numbers, aggregate weekly payrolls..... ⁽³⁾		144.1	143.2	123.8	121.4	119.3
Per capita weekly earnings..... ⁽⁴⁾		31.09	30.72	28.59	28.41	27.92
Prices, wholesale Index ⁽¹⁾	99.2	98.9	98.5	95.2	95.0	95.1
Cost of living Index ⁽⁴⁾	118.1	117.6	117.2	116.1	115.9	115.9
Retail sales unadjusted index..... ⁽⁴⁾		167.4	151.4	159.1	154.8	144.7
Retail sales adjusted index..... ⁽⁵⁾		163.1	167.7	149.0	155.5	161.4
Wholesale sales..... ⁽⁴⁾		163.0	173.6	158.7	154.5	155.4
Common stocks index..... ⁽⁴⁾	183.9	82.6	79.1	62.0	61.1	62.3
Preferred stocks index..... ⁽⁴⁾		108.2	106.4	95.4	94.5	95.6
Bond yields, Dominion index..... ⁽⁴⁾	197.8	97.3	97.6	99.5	99.6	99.6
Physical Volume of Business Index ⁽⁵⁾		236.9	231.7	195.5	198.1	196.2
INDUSTRIAL PRODUCTION ⁽⁴⁾		274.4	269.1	217.3	220.8	217.9
Mineral Production..... ⁽⁴⁾		281.2	250.6	211.3	226.9	234.2
Manufacturing..... ⁽⁴⁾		296.7	294.1	232.5	231.0	225.8
Construction..... ⁽⁴⁾		83.7	90.8	95.8	143.0	145.0
Electric power..... ⁽⁴⁾		153.0	146.5	146.1	144.3	141.7
DISTRIBUTION ⁽⁴⁾		159.2	154.3	150.2	151.3	151.2
Carloadings..... ⁽⁴⁾		144.0	143.7	142.3	140.3	136.2
Tons carried, freight..... ⁽⁴⁾		201.6	194.1	182.3	189.3	177.4
Bank debits to individual accounts..... ⁽⁶⁾		4,070,712,509	4,011,883,239	3,790,963,595	3,733,218,977	4,176,830,029
Bank notes in circulation..... ⁽⁶⁾		664,200,000	656,200,000	488,500,829	480,877,819	482,454,936
Bank deposits in savings..... ⁽⁶⁾			1,889,542,539	1,555,675,615	1,537,144,724	1,549,628,551
Bank loans, commercial, etc..... ⁽⁶⁾			936,142,073	1,115,096,158	1,155,818,008	1,212,990,336
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	262,095	257,884	253,795	261,392	256,673	252,180
Canadian National Railways, revenues..... ⁽⁸⁾				29,687,000	28,316,000	28,706,000
Operating expenses..... ⁽⁸⁾				19,369,848	18,594,913	19,498,684
Canadian Pacific Railway, traffic earnings..... ⁽⁸⁾		24,045,596	24,021,211	21,522,075	20,621,507	20,746,000
Canadian Pacific Railway, operating expenses, all lines..... ⁽⁸⁾		20,254,726	20,403,792	17,288,515	17,065,360	16,960,522
Steam railways, freight in ton-miles..... ⁽⁸⁾				4,891,261,000	4,439,013,000	4,580,226,000
Building permits..... ⁽⁸⁾		7,342,378	5,025,102	9,250,895	11,299,775	6,972,481
Contracts awarded..... ⁽⁸⁾	23,486,900	16,047,300	11,100,600	23,895,000	22,512,100	17,850,400
Mineral production—						
Pig iron..... tons		150,486	160,101	171,386	160,408	167,116
Steel ingots and castings..... tons		264,357	270,962	272,247	264,988	265,903
Ferro-alloys..... tons		17,094	18,611	19,428	18,128	20,261
Gold..... ounces			347,682	425,160	420,795	439,203
Coal..... tons			1,665,853	1,299,694	1,511,872	1,610,232
Timber scaled in British Columbia bd. ft.			163,848,119	338,253,210	288,034,268	283,217,525
Flour production..... bbls.		2,057,355	2,193,029	1,481,449	1,960,900	1,806,854
Footwear production..... pairs		2,929,759	3,185,049	2,816,452	2,774,128	2,921,536
Output of central electric stations..... k.w.h.		3,268,197,000	3,329,162,000	3,174,764,000	3,082,740,000	3,220,953,000
Sales of insurance..... \$				43,086,000	35,678,000	35,375,000
Newsprint production..... tons		229,570	246,860	251,830	277,740	295,840

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended May 27, 1943.

(¹) Base, 1926=100. (²) Figures are for the end of the preceding month. (³) Base, June, 1941=100. (⁴) Base, 1935-1939=100.

(⁵) Adjusted, where necessary, for seasonal variation. (⁶) Notes in the hands of the public.

(⁷) Figures for four weeks ended May 29, 1943, and corresponding previous periods.

(⁸) MacLean's Building Review.

The index of the physical volume of business reflecting activity in the production and distribution of goods, in April, was at the highest point in the record. This index has shown an uninterrupted advance, 21 per cent, since May, 1942. As compared with the previous month four of the five principal groupings recorded advance. These are mineral production, manufacturing, electric power output, and distribution of goods while less activity was indicated for construction.

Comparing the cumulative figures for the first 4 months of 1943 with the corresponding period of 1942 the index of the physical volume of business was 19.3 per cent higher. Manufacturing was 30 per cent higher and mineral production 2.6 per cent higher. The production of flour increased 24.2 per cent, creamery butter production 30.1 per cent while production of cheese declined 53.7 per cent. The production of newsprint in the same comparison declined 19.9 per cent, steel ingot production 4.4 per cent and coke production 5.8 per cent.

Industrial Disputes Investigation Act

Ten applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of May. Twelve boards submitted their reports; eight boards were established and the constitution of four boards was completed during the month. Seven disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from Commissioners in eleven cases. Three applications were withdrawn during the month and three applications were rejected. A strike vote was conducted in one case.

British Government to assist demobilized persons in securing advanced education

The British Government recently issued a pamphlet outlining a scheme to provide financial assistance to suitably qualified persons who wish, on demobilization, to undertake or continue interrupted education or training beyond the secondary school. The plan is designed to ensure an adequate supply of trained men and women to fill the higher posts in industry, commerce and the professions and will include a placement service. It is sponsored by the Minister of Labour and National Service, the Board of Education, the Minister of Agriculture and Fisheries and the Secretary of State for Scotland, and will be administered by the Appointments Department of the Ministry of Labour and National Service. (For an outline of the Canadian scheme of a similar nature, see the summary of the Post-Discharge Re-establishment Order, as amended, in the LABOUR GAZETTE, May, 1943, p. 587.)

Assistance will be granted in Britain only to persons who have served in the Armed Forces, auxiliary services, merchant navy, civil defence forces, police auxiliaries or civil nursing reserve, or to persons who have been employed in work of national importance. Applicants must show that their training for a career or profession was interrupted or that they were unable to start it by reason of national service during the war. Trained persons requiring refresher courses or training for a new career because of disability preventing return to their former careers will also be eligible. Part-time national service unless it resulted in disability does not make a person eligible for assistance, nor may persons who have continued their profession during their war service receive grants to train for new professions. Aliens will be eligible for assistance but if facilities in any area are limited, first consideration will be given to British subjects. Further education will also be provided in the Armed Forces for persons whose demobilization after the war is delayed.

Applicants must show that it is in the national interest to assist them. Consequently they must not only present evidence of ability to benefit by a proposed course but must also select courses leading to professions for which there is a national demand. A special committee headed by Lord Hankey has been appointed to consider the prospects of employment at home and abroad in the various professions and to advise on the number of persons who should be encouraged to enter each one.

The amount of the grant will depend on the financial circumstances of the candidate and his family. Disability pay or pension or war gratuities will be disregarded in computing an applicant's income. Provision is made for allowances for a candidate's wife and children. Persons seeking assistance for on-the-job training must be taking a definite course of training as it is not intended that grants should merely subsidize beginners' wage rates. The continuance of grants is dependent on the satisfactory progress and conduct of the recipient.

Assistance will be given for professions which require the attainment of a recognized standard as a condition of entry or for those in which technical or university training would materially improve an entrant's prospects of advancement. Grants will not be made to assist persons to attain the minimum qualifications for entrance to a training course but it is expected that the criterion for admission to courses will be a candidate's ability to profit from the course. Students may attend Dominion and other overseas universities if

they so desire. While full operation of the scheme must be delayed until after the war, persons who have already been discharged from war service through disability or on medical grounds and are not required for other war work may apply for assistance now. It is estimated that 60,000 persons may ultimately be assisted by the scheme.

British Government declares holiday breaks essential in wartime

The British Government has recently issued a statement of policy on the subject of holidays in industry in 1943, declaring that in the fourth year of the war holiday breaks are even more essential than in previous years "if maximum health and efficiency are to be maintained during what may prove to be the vital year both in the field and in the factories." Subject to the stipulation that "any recommendations to industry on this matter must depend for their observance on the exigencies of the war situation at the particular holiday period," the Government recommends that annual holidays not exceeding one week provided for by agreement or practice in any industry should be granted, and that, in addition, four long week-ends (Saturday to Monday inclusive) should be observed as holidays. In England and Wales the week-ends should be observed at Easter, Whit-Sunday, the first week in August and Christmas or New Year's. For Scotland, where the days to be observed as holidays are usually determined locally, four corresponding periods are recommended. Staggering of holidays and the organization of community holiday-at-home schemes are urged to ensure that no loss of production or crowding of transport facilities will result from holidays. If work is done on any day usually observed as a holiday, payment is to be governed by existing law or collective agreements.

This is a continuation of the Government's policy of 1941 and 1942 in regard to holidays. (L.G., 1942, p. 1055). In May, 1940, when the war was at a very critical stage, the Government asked that annual holidays be cancelled or postponed and issued orders under the Defence (General) Regulations cancelling the Whitsun, August and December bank holidays. However in 1941 and 1942, recognizing the importance of holiday breaks to maintain health and efficiency, the Government restored the bank holidays and urged that customary summer holidays should be continued provided they did not exceed one week and were spread over a long period.

Because of special conditions in the coal-mining industry, a separate announcement is to be issued concerning holidays for coal-miners.

Three railway labour unions in Britain form joint committee

Three railway unions in Great Britain have recently formed a Joint Committee "to assist in creating the maximum amount of unity of purpose on matters of common interest to the three unions." participating unions are the National Union of Railwaymen, the Amalgamated Society of Locomotive Engineers and Firemen, and the Railway Clerks' Association which may each send four members to the Joint Committee in addition to their President and General Secretary. The three Presidents will act as Chairman of the Committee in rotation.

The Joint Committee is to meet every three months but special meetings may be called by any of the parties. It will advise on subjects of negotiation with the railway authorities but its decisions must be ratified by the Executive Committees of the three unions.

Canteens for essential factory workers in Great Britain

A new Factory (Canteens) Order has recently been issued in Great Britain replacing the original Canteens Order of November 11, 1940, passed under the Defence (General) Regulations. The 1940 Order authorized the Chief Inspector of Factories to require occupiers of factories on Government work or engaged in munitions production who employed more than 250 persons, to establish and maintain a factory canteen in or near their plants. By April, 1942, according to a statement of the Minister of Labour, 3,221 factories subject to the Order had established canteens and 3,432 others were also operating canteens. A further 800 canteens were under construction, so that about 96 per cent of the factories covered by the Order had canteens in operation or under construction by April, 1942.

The application of the 1943 Order is much broader. It covers all factories with more than 250 workers who are "employed in the performance of services or engaged in operations which are essential for the defence of the realm or the efficient prosecution of the war or essential to the life of the community, and also are employed in circumstances which, in the opinion of the Minister, are, or are likely to be, dangerous to life and limb or injurious to health."

The new Order places the onus on the employer, who must obtain a certificate from the Minister of Labour and National Service to the effect that his factory is not covered by this definition. Such certification, however, may indicate that the business is not essential and therefore its labour supply would be in jeopardy.

The Chief Inspector of Factories may issue written directions requiring any employer not holding a certificate to install a canteen where hot meals can be purchased. The Chief Inspector may also serve notices on employers whose canteens are not satisfactory, whether or not the canteen was established under the Order. He may compel such employers to alter the construction, size, equipment, meals and services supplied or other matters connected with the canteen to remedy the defects mentioned in the notice.

The special Canteen Orders relating to the building and construction industry and dock workers remain in effect. Pithead canteens for miners are being established by the Miners' Welfare Commission.

**United States
recommendation
on shift schedules
in war plants**

Some U.S. war production plants have found they have obtained maximum production by using Sundays for bottleneck-breaking, repair and maintenance, according to a supplement issued on May 11, 1943 to the statement on hours of work for maximum production made in July, 1942, by eight United States Government agencies (L.G., 1942, p. 881). In their original pronouncement, the Army, Navy, Labour and Commerce Departments, the War Manpower Commission, the Maritime Commission, the War Production Board and the Public Health Service urged a 48-hour week made up of six eight-hour days, one day's rest in seven, a 30-minute lunch period and short vacations. While declaring that these recommendations are on the whole "as pertinent to-day as at the time of issuance", the Federal agencies considered the following supplemental statement warranted by present conditions:—

"The continued policy of Government agencies dealing with production is to encourage that type of daily and weekly shift schedules which will secure the most effective utilization of materials and labour supply. Some plants have found that a better co-ordination of supervision and planning results from giving a majority of employees and supervisors the same day off each week. By allocating Sunday for repair, maintenance, and bottleneck-breaking, a more even flow of work was shown to be maintained throughout the week. In such plants production has not suffered since better attendance, better morale, and greater employee effectiveness have resulted from having regularly the customary day of rest. On the other hand many plants through experience have been able to secure more productive efficiency by operating the plant a full 7-day week and still affording a day of rest to workers through a variety of methods.

"Maximum production and maximum utilization of labour supply is the goal which the Government agencies are urging plants to achieve. The type of work schedule is secondary and one of the means to the end."

**Industrial
medical services
for large and
small plants**

A summary of available information on medical services for industrial plants has been published by the New York State Department of Labour under the title "Essentials of Health Maintenance in Industrial Plants". The pamphlet was prepared by three physicians and deals with medical services for both the large and the small establishment. Some of the material relating to large plants appeared recently in the Industrial Bulletin published monthly by the New York State Department of Labour and was summarized in the LABOUR GAZETTE for February, 1943, p. 227.

The need for medical services in industry is evident from a study of the various estimates of man-hours lost through accidents and illness. Their value was indicated by the results of a recent survey by the National Association of Manufacturers of 2,064 plants providing health and safety services. In these plants a reduction was shown of 62·8 per cent in occupational disease, 44·9 per cent in accident frequency, 29·7 per cent in absenteeism, 28·8 per cent in compensation and insurance premiums and 27·3 per cent in labour turnover (L.G., Jan., 1943, p. 11.) Another survey showed that the average annual per capita cost of medical schemes in plants studied was \$5.10.

Attention is drawn to the fact that there are more lost-time accidents in small than in large plants, and although similar figures for occupational diseases are lacking, it is suspected that the small plant also has a higher sickness rate. To meet this situation, it is suggested that small plants employ part-time medical staff, enter into group medical schemes with other factories, improve first-aid facilities and take advantage of assistance offered by such agencies as State labour departments and safety councils.

The section on medical services for large plants deals with facilities and equipment, staff requirements and the scope of an adequate medical service. Stress is laid on the need for preventive work and for considering such matters as workroom conditions, shift systems and rest pauses, noise control, nutrition, recreation, etc. Physical examinations and the prevention of occupational diseases are discussed in some detail.

A selected bibliography on industrial hygiene is included in the pamphlet and there are appendices containing information on factory dispensaries, physical examinations, record forms and sanitary requirements for factories under New York law. Copies of the pamphlet may be obtained from the

Division of Industrial Hygiene of the New York State Department of Labour for 35 cents each.

U.S. mothers in war work aided by Child Care Committees A report from the United States Office of War Information says that nearly 100,000 children are being cared for in federally aided child care centres, as part of a program to help women in war jobs.

In approximately 1,000 communities and in every State, Child Care Committees have been organized. In settlement houses, public schools, churches, and community centres, groups of children are now spending the hours of day or night in which their mothers work on assembly lines or at the many civilian jobs where women are replacing men.

Communities recognizing child care as a problem of great importance have pooled their resources, extended the services of the education, welfare, and health departments to cope with the problems that are growing out of the industrialization of women. Boys and girls up to 14 years of age report to school—in many places at 6 a.m.—for before-school care; others are given supervised play after school until their mothers are off work.

The program has been regarded further as a partial solution to the problems of absenteeism and juvenile delinquency. In some communities, through over-all planning, industries have agreed to employ no mothers without finding out whether provision has been made for their children. Many firms, seeing the advantage of providing attractive, wholesome programs for the care of children as an inducement to mothers to take or hold jobs, have worked with community groups to secure nurseries, foster homes, and after-school recreational centres. Nursery schools made a short cut to production goals. Child Care Committees, usually attached to the local Defense Council, and Government agencies, have discouraged in strongest terms the establishment of any nurseries within war plants themselves, the report says.

Apprenticeship scheme for reclamation projects in United States A basic apprenticeship scheme for workers wishing to enter the skilled trades in projects administered by the United States Bureau of Reclamation has been drawn up by the Bureau

after consultation with the trade unions concerned and with the Apprenticeship-Training Service of the War Manpower Commission. The scheme provides for the establishment of training centres for apprentices at reclamation projects where there are adequate facilities and sufficient candidates. Local joint apprenticeship committees are to adapt the basic plan to local needs, and local boards of educa-

tion will be requested to provide related classroom instruction in co-operation with State boards for vocational education and the U.S. Office of Education.

The scheme is to be supervised by a Director of Apprentice Training responsible to the Chief Engineer of the Bureau. He will decide how many apprentices are to be admitted to each trade after consultation with representatives of the trade. Each local scheme will be administered by a Supervisor of Apprentices under the Engineer in charge of the local project. Supervisors of Apprentices are to assist the Project Engineer in selecting persons for training, make arrangements for both shop and class-room instruction, enforce apprenticeship agreements where the local centre requires such and maintain records showing the progress of each apprentice. All local schemes must be reviewed by the Apprenticeship-Training Service of the War Manpower Commission which represents the Federal Committee on Apprenticeship (L.G., Jan., 1943, p. 157), and apprentices are to be registered with the Federal Committee.

Supervisors of Apprentices will be advised on all questions connected with their schemes by the local joint apprenticeship committees equally representative of employers and workers. The workers' representatives will be nominated by the central organizations representing the skilled workers on the project. Special consultants may be added to a committee to represent trades with no official representative on the committee and to represent the local vocational school and the Apprenticeship-Training Service. In addition to making recommendations on apprenticeship problems, the joint committees are to co-operate with local educational authorities in arranging for supplementary instruction and selecting instructors.

Candidates for training under the scheme must be 16 years or over, have education equivalent to Grammar school graduation and pass an aptitude test for the trade they propose to enter. Local training centres may fix maximum ages for candidates. The apprenticeship term is to be that recognized for the particular trade but will usually be about 8,000 hours and should include 144 hours a year of related class-room instruction. Provision is made for a probationary period, for periodic examinations to test progress and for granting credit for previous experience. Apprentices must receive credit for overtime hours as well as regular hours, and on projects where wage boards have been established, time-and-a-half must be paid for all hours over 40 a week. Apprentices are to be paid according to a progressively increasing wage schedule and on completion of apprenticeship will receive a certificate if recommended by the joint committee.

Manpower

Compulsory Transfer of Workers Continues

Second Order by Minister of Labour Directs Men from Certain Specified Occupations into Essential Work—Other Selective Service Orders in Council

THE compulsory transfer to essential employment of men in age groups designated under Mobilization Regulations was extended on May 15 to apply to men in a further list of occupations, when the second Order under Section 210 of National Selective Service Civilian Regulations was issued.

The second Order covers men in the following employments:—

1. Any occupation in or associated with retail stores;
2. Any occupation in or associated with the manufacturing of feathers, plumes and artificial flowers; chewing gum; wine; lace goods; greeting cards; jewelry;
3. Any occupation in or associated with distilling alcohol for beverage;
4. Any occupation in or associated with the factory production of statuary and art goods;
5. Any occupation in the operation of ice cream parlours and soda fountains;
6. Any of the following occupations: bus boys; charmen and cleaners; custom furriers; dancing teachers; dish washers; doormen and starters; greens keepers; grounds keepers; porters (other than in railway train service); private chauffeurs.

The Order states that no employer employing any person in any of the occupations specified above may retain in employment after June 15, 1943, any person to whom the National Selective Service Mobilization Regulations apply and who belongs to an age class or part of an age class which has been designated for the purpose of the said Regulations, without obtaining a permit in prescribed form from a Selective Service Officer.

The Minister of Labour has given assurance that men will not be directed to employment where the vacancies arise out of an industrial dispute, and that measures will be taken to ensure fair minimum earnings for the class of work to which a man may be directed. Under the Regulations a man has a right of

appeal to a Court of Referees, if he objects to being transferred.

The first Order made by the Minister under the Regulations was announced on May 4, and described in the LABOUR GAZETTE for May, p. 566, together with the procedure to be followed under the Order.

"These two Orders," the Minister of Labour said, "will be followed by further Orders covering certain additional employments, which will be issued just as rapidly as the Employment and Selective Service Offices can handle the job."

In a statement on June 6, Mr. Arthur Mac-Namara, Deputy Minister of Labour and Director of National Selective Service, said that latest reports on the two compulsory transfer Orders showed about 9,000 men registered so far, with about 10 per cent already moved to higher priority jobs.

Other Selective Service Orders in Council

The Order in Council reconstituting the National Selective Service Advisory Board, which was appointed to advise the Director of National Selective Service on matters of manpower policy (L.G., March, 1943, p. 314), has been amended by a new Order (P.C. 4496, June 1). Under its terms the Director of National Selective Service is empowered to designate an officer of the Department of Labour to serve as Secretary of the Board.

The rates of compensation payable under the Government Employees Compensation Act to persons required to perform alternative service (L.G., April, 1943, p. 451), have been fixed by P.C. 36/4453, June 1, 1943. In the case of permanent disability or death the amount of compensation shall be computed as though the person had been in receipt of a fixed wage of \$12.50 per week; in the case of temporary disability as though the person had been in receipt of \$7.70 per week, provided that \$4.20 shall be deducted if board is being furnished.

The services of employable persons of the Japanese race who have been evacuated from the protected areas of British Columbia and placed in settlements in the interior may be utilized on wood fuel cutting and timber

operations under the terms of Order in Council P.C. 4365, May 28, 1943, which is aimed at alleviating the wood fuel shortage in British Columbia and parts of the Prairie Provinces.

Manpower Policy in the Coal Industry

Declaration of National Emergency—Ex-Coalminers in Other Employment Returned to Mines

THE Government has moved to avert a serious coal shortage in Canada by taking steps to return to the mines workers in other employment who have had previous training and experience in coalmining.

On May 17 the Prime Minister, Rt. Hon. W. L. Mackenzie King, tabled in the House of Commons an Order in Council (P.C. 4091) authorizing the issue of a proclamation declaring that a state of national emergency exists in regard to the production of coal in Canada. The Order stated "that supplies of coal are substantially below the level required to meet the increased national needs resulting from the war; and that, unless supplies of coal are forthwith increased and maintained at an adequate level the war effort and the life and health of the nation will be gravely imperilled."

The following day the Minister of Labour, Hon. Humphrey Mitchell, tabled in the House an Order in Council (P.C. 4092) embodying a manpower policy with regard to the mining of coal.

Provisions of Order

The provisions of the Order (which was in the form of an amendment to P.C. 246, National Selective Service Civilian Regulations, Jan. 19) were outlined by the Minister as follows:—

1. Every employer, regardless of his industry, must advise his employees of the regulations, and he must assist in discovering whether any of his employees have had previous experience as coal mine workers.

2. Every employee, regardless of his industry, who has had previous experience as a coal mine worker, must report that fact to his employer not later than Tuesday, May 25, 1943.

3. A "coal mine worker" for these purposes is anyone who, since January 1, 1935, has worked under provincial certificate or licence in or around a coal mine, or who, since the same date, has been employed for a total of at least twenty-four months in the production

of coal—with the exception, of course, of office workers and trade union officials.

4. Every employer, not a coal mine operator, must report in writing to a selective service officer not later than Tuesday, June 1, 1943, full details on any of his employees who are ex-coal mine workers.

5. Selective service officers are authorized to require ex-coal mine workers to report for interview and to accept work at a coal mine.

6. Selective service officers may require any man in any employment, if subject to mobilization regulations but rejected for military training, and certain others excused from military training, including conscientious objectors, to accept employment at a coal mine.

7. No coal mine operator may terminate the services of any coal mine worker without written permission from a selective service officer.

8. No coal mine worker may leave employment at a coal mine without written permission from a selective service officer.

(These last two rules, the minister pointed out, have been in effect for some time.)

9. Every ex-coal mine worker, returning to the industry under these regulations, will be paid wages at the established rate for the job at which he is placed; and the government will pay wages of 40 cents an hour, eight hours a day and 48 hours a week, to any ex-coal mine worker required to leave his present employment under these provisions, but not placed immediately at coal mining.

10. A board allowance of not more than \$7.50 a week may be paid an ex-coal mine worker now returning to a coal mine, if required to live away from the residence of his dependents.

11. Present and future coal mine workers will be granted postponement from military training to February 1, 1944, by virtue of their occupation. (This rule, too, has been effective for some months, to stabilize the industry.) A new and important rule, however, is that no coal mine worker will be

accepted for voluntary enlistment in the armed forces of Canada, prior to February 1, 1944, except under permit to enlist from a selective service officer.

12. No employer in Canada, except a coal mine operator, may solicit for employment or hire any ex-coal mine worker.

13. Regardless of any dominion or provincial law, male persons at least sixteen years old may be employed as coal mine workers, and female persons at least eighteen years old may be employed as surface coal mine workers.

14. War emergency training classes will be available for training men as coal mine workers.

"The plans have been carefully worked out," the Minister said. "The coal administrator and the chairman of the war emergency coal production board were both taken into consultation. The matter was brought before the national selective service advisory board, on which employers and workers are represented. Drafts also were discussed with the coal mining advisory committee, made up of employers and employees, and their views were secured."

Increased Production Necessary

The Minister declared that a consumption of 41,500,000 tons of bituminous coal was anticipated during the present fiscal year. "Last fiscal year," he said, "we used about 37,381,000 tons, of which 19,219,000 tons were imported from the United States and 18,162,000 tons were produced in the Dominion of Canada. With an increased consumption during the present year we must either raise our production, import more coal, or do both

"Owing to the United States needing more coal, there is no certainty that we can continue to increase our imports from that country. Therefore we must increase Canadian production from the 18,373,255 tons of last year, which, it will be noticed, is estimated to be slightly over our consumption. Our own production was increased by about one million tons in the two years from 1940-41 to 1942-43."

A production increase in anthracite coal would also be required, the Minister intimated.

Need for Additional Workers

"I should like to stress the fact," he continued, "that the Canadian coal industry—workers and management—under the disabilities which are inevitable in Canadian war

economy, has maintained a high level of production and has contributed substantially to our common war effort. The hope of further increases in production must rest largely upon the provision of additional workers to the industry.

"In February of this year the total number of workers engaged in the coal mining industry was 25,089. As of April 29 of this year, unfilled vacancies reported by the coal mines totalled 2,329. The labour shortage each month during the winter was in like volume. At the end of April, 1,324 of the vacancies were in the maritime provinces and 995 on the prairies and in British Columbia.

"In addition to the present mining capacity in the country, the government is seeking to find new sources of production and is helping in the financing of operations. New shafts are being opened in the northern area of Alberta, some new stripping mines in Saskatchewan, and some additional operations in British Columbia and in Nova Scotia. This of course will require man-power in addition to the figures which I have already given.

Skilled Men Required

"I think the house will understand that labour shortages cannot be overcome by simply providing the number of men asked for, without regard to the individual's qualifications. It is estimated that seventy to eighty per cent of the present vacancies are for coal cutters, and the balance for haulage and surface workers. Cutting coal is a skilled trade, and coal miners cannot be made overnight. The provinces require two years' experience before issuing licences to miners. Therefore the main labour supply problem is to locate those who previously were engaged in the industry.

"Provision of surface workers largely is dependent upon securing cutters; if cutters are not found, the work for additional surface workers does not exist. Therefore every effort must be made to find coal cutters. While a limited number can be provided through training courses, it is those with previous training and experience we must return to the mines.

"The labour shortage at the moment arises in large part out of the urgent need for substantially increasing our production over last year.

"Certain measures were taken last year to stabilize employment in coal mining. Undoubtedly these had a beneficial effect, but with the present situation facing us, earlier steps require to be strengthened. That is precisely the purpose of the present order in council.

"Under arrangement with the armed forces, qualified miners in the forces here in Canada have been given the opportunity of applying for leave to return to their old jobs. This was undertaken early last winter. About 1,200 miners volunteered to return. The cases of others who have volunteered are being gone

into at the present time. This is additional to the provision of the present order in council.

"Also last winter some men were returned from west coast shipyards to the mines, but much more must be done along this line, other industries being brought in."

Financial Assistance to Coal Mines

An Order in Council has been passed amending the provisions of the Emergency Coal Production Board. This three-man Board was set up by P.C. 10674 of November 23, 1942, with the object of stimulating coal production (L.G., Dec., 1942, p. 1404). Its powers include opening new mines; re-opening closed mines; and closing small, inefficient mines wherever the labour employed can be transferred to more, efficient operations. It may, after consultation with the provinces and with labour, suspend for the duration of the war any rules or regulations respecting employment in coal mines which may be found to be serious impediments to maximum production; and it has power to direct the production policy of mines.

The present Order (P.C. 4565, June 5) amends its power to provide financial assist-

ance to mines which find themselves financially unable to continue in maximum production. Declaring that in certain cases such financial assistance should be provided by other means than by cash advances made directly by the Board, the Order gives the Board power of

guaranteeing in the name and on behalf of His Majesty the King in the right of Canada the repayment of any advance made by any bank to any person, firm or corporation engaged in the operation of any coal mine in any case where, in the opinion of the Board, the making of such advance and the giving of such guarantee will facilitate the maximum or more efficient operation of such coal mine.

An Order of May 4 (P.C. 3628) extends the scope of the Board by stating that "coal" shall be interpreted to include coke, lignite and peat.

Use of Prisoners of War in Agricultural and Other Labour

AN Order in Council of May 10 (P.C. 2326) authorized the Minister of Labour to utilize the services of prisoners of war in agricultural and other labour. In a statement to the House of Commons the Minister described the procedure to be employed as follows:

"Use of Italian prisoners of war is being made in England on labour projects with satisfactory results, but almost all prisoners of war interned in this country are of German nationality, and the extent to which German prisoners may be successfully employed can only be determined from experience gained in the work projects initially undertaken.

"The intention is that in initiating operations, the prisoners employed will be selected from those volunteering for employment and who are considered sufficiently reliable by the internment camp authorities for transfer to such employment and suitable for work on the employment project to be undertaken.

"The men selected will be transferred by the military authorities to small labour detachments assigned for work. We expect these detachments will be housed in labour camps adjacent to, within the area of, the labour project, or the area in which the detachment may operate, and in some instances, they will be housed in the main internment camp if the employment is within easy access of the camp.

"The Department of Labour will assume responsibility to provide for the operation of the labour camps and the arrangements for employment. A limited number of military personnel will be attached to each detachment for disciplinary purposes, but the responsibility for the labour detachments will be assumed by the Department of Labour.

"The nature of the labour projects undertaken will necessarily be such as will involve the employment of a minimum personnel to supervise the employment and to provide reasonable assurances for the security and discipline of the prisoners employed.

"Wood cutting and mining work and selected types of agricultural work appear to offer the most suitable opportunities for employment. Projects providing suitable employment and for which camp facilities are available or can be supplied with little added cost will receive favourable consideration at the outset.

"Notwithstanding the careful selection of prisoners, hon. members will recognize that greater risks of escape must be accepted in placing these prisoners in useful employment than are involved in their detention in internment camps.

"Canada is a party to the prisoners of war convention concluded at Geneva in 1929, so that the conditions of employment and rates of pay and provision for welfare of prisoners

of war provided in this country will conform to the terms of the convention, and also be in conformity with British practices in this regard."

Student and Teacher Employment during the Summer Vacation

ON May 22 the Honourable Humphrey Mitchell, Minister of Labour, issued an appeal to school teachers and to students, university, college, high school and lower school, to engage at farm work or other useful employment during the long summer vacation this year. "Farmers will be in most urgent need of all the help they can get, all through the summer," the Minister said. "Other important war industries are also short of workers. Therefore, the Government confidently hopes that teachers and students will not regard the closing down of the schools for the summer as a holiday this year, but rather that they will consider the time as giving them an opportunity to aid directly in solving Canada's war-time labour problems. The nation will need all the help these people can give."

The Minister also remarked that, in view of labour shortages, farmers would have to exercise a good deal of patience when some teachers, students and others first begin work in agriculture. "With the shortage of fully qualified workers, all industries have had to take inexperienced people. Industrial plants have shown considerable patience and ingenuity in training workers who were new to the job. In order to develop the labour required from the materials available, it will be necessary that farmers do the same. Last year many farmers showed a good deal of patience in initiating persons not accustomed to farming. It is to be hoped and expected that all farmers will this year give evidence of the same spirit."

The Minister pointed out that National Selective Service is giving attention to helping in absorbing into employment all teachers and students. Plans in effect utilize the services of the Employment and Selective Service Offices and are being carried out in co-operation with the Governments of the Provinces

and the Canadian Teachers Federation. Special attention is being given to employment on farms, and several of the provinces, through their Departments of Education, have permitted students to leave school before the end of the term if they have secured a certain minimum standing, to work on farms. Some provinces are adjusting the dates of the holiday period so that the holiday will coincide with the time of peak demand for seasonal farm help.

Students in medical and dental courses will continue their studies throughout the summer, while those in pure science courses are permitted to continue at some universities during the holidays, if they wish. This is part of the program to speed up the graduation of students in these courses, as their services after graduation are urgently needed. Undergraduates in pure and applied science, other than those continuing their studies, are being directed wherever possible to summer employment of an essential nature which will at the same time be of assistance to the students in their technical training. Employment and Selective Service Offices have received information from the Wartime Bureau of Technical Personnel at Ottawa, as to suitable types of employment, and each university has appointed a senior staff member as consultant to these offices in doubtful cases.

Other students, whether university or high school or lower school, will be induced to accept employment in agriculture where possible, or work in other industries of high priority where they do not go into agriculture.

Arrangements have been made to locate officials of local Employment and Selective Service Offices at universities and colleges for a limited period before the end of the academic term to advise and direct students to summer employment.

Release of Key-Men from Military Service

THERE are various regulations in effect which are designed to prevent the absorption into the Armed Forces of men whose services are essential to war industry and to permit the release for specified periods of such men who are already in training. The National Selective Service Mobilization Regu-

lations (L.G. Jan. 1943, p. 153) provide for the deferment of compulsory military training of key-men, and Section 23 of the Reserve Army (Special) Regulations, 1941, which was re-cast by an Order in Council of May 12, 1942 (P.C. 1916) permits the release of key-men who are already undergoing compulsory

training. Canadian Army Routine Orders of May 6, 1942, as amended on March 20 and April 28, 1943, deal with leave to key-men on enlistment and leave to enlisted soldiers who are already serving. They replace Instructions to District Officers Recruiting of November 1941.

Under the Mobilization Regulations any man who is employed in an essential industry or a seasonal occupation may apply for an order postponing his compulsory military training. The application must be supported by the employer and any employer may or may be required to submit a plan for the postponement of the military training of any group of his employees. The Regulations set up a Mobilization Board in each Division and these Boards consider all applications for postponement orders.

The Reserve Army (Special) Regulations provide that any man who has been called out and is already in training may apply for leave of absence without pay within three months after commencing training and he may be granted leave on the same grounds as would have entitled him in the first place to a postponement order under the Mobilization Regulations. The application is forwarded through the Officer Commanding to the appropriate Mobilization Board. The Board investigates the case and if it sees fit recommends that leave be granted for a specified period. The District Officer Commanding will normally comply with the recommendation of the Board, but if the exigencies of the military situation require that leave be curtailed or refused, the Board's recom-

mendation will be referred to National Defence headquarters for final decision.

The Canadian Army Routine Orders of May 6 as amended provide that when an applicant presents himself for enlistment and it appears that he is a tradesman he will be examined by the Recruiting Officer as to his present employment to determine if he is a key-man in a war industry. If it appears that he is, he will be enlisted but his employer will be given an opportunity to object to his withdrawal from industry. If agreement is reached between the man, the employer and the District Officer Recruiting, the latter may grant the man leave of absence without pay for the period agreed upon. If no agreement is reached the matter will be referred to the appropriate Mobilization Board. Leave may be cancelled at any time, but eight days' notice must be given to both the man and the employer and either of them may again have the case referred to the Mobilization Board.

If an employer wishes the return to temporary civil employment of an enlisted soldier who is already serving in the active army, he may apply to the soldier's Officer Commanding. The application will be referred to a Mobilization Board and leave without pay will normally be granted if the Board so recommends, but the matter may be referred to National Defence Headquarters for final decision. A soldier will be granted leave only in the capacity and with the employer named in the application. He will be subject to re-call to military duties on 48 hours' notice.

Progress of British Manpower Mobilization

THE extent to which manpower has been mobilized in Great Britain is indicated in an article in the May issue of the *International Labour Review*. A large part of the needs of the forces for men must be met from the remaining male labour supply in the munitions industries, the article states.

Manpower needs are also being met by a program of concentrating production in nucleus firms which has been carried out in over fifty industries. Figures released in February show that as a result of this program some 250,000 workers have been released to war work or the armed forces, and 137 million square feet of factory space have been made available for other purposes.

The filling of the places of the men and women withdrawn from industry falls largely to older women and housewives and to the women who can still be transferred from less essential activities. The total number of women between 18 and 46 years of age who

have been registered under the Registration for Employment Order is 8,670,000. The number of women in full-time industrial employment is estimated at 6,700,000. Precise figures of the number of women who are working part-time in industry are not available, but according to the Minister of Labour, "it is probably of the order of 450,000".

In many industries special arrangements have been made for the part-time employment of women with children under 14 years of age, who are not obliged to take employment under the Employment of Women Order (L.G. Apr., 1943, p. 425). Part-time shifts have been arranged so that two mothers can share an eight-hour shift, each working four hours. This makes it possible for women to do team work not only in industry but in caring for their households and children as well. Other part-time shifts are arranged so that some mothers work only three days a week.

Compulsory Arbitration in Great Britain's Coalmining Industry

Plan for Establishing Permanent Machinery to Settle Questions Arising Between Owners and Mineworkers

A SYSTEM of compulsory arbitration has been prepared for the coalmining industry in Great Britain, embodying a comprehensive method of settling all questions, local, district and national, arising between the owners and the mineworkers. This scheme has been evolved by the Board of Investigation appointed in June, 1942, under the chairmanship of Lord Greene to enquire into wages and conditions in the coalmining industry. It is contained in the third Report of the Board, and is stated to have the unanimous approval of the employers' and workers' organizations.

The main features of the scheme are as follows:

(1) A National Conciliation Board is to be established to which all matters of a national character may be submitted, and whose decisions are to be binding.

(2) Questions of a purely district nature are to be dealt with by district conciliation machinery.

(3) Any district question of special importance may be transferred from district conciliation machinery to the national machinery.

(4) An obligation is laid on workers' and employers' organizations to introduce as soon as possible improved methods to deal with pit disputes.

(5) No strikes or dismissals may take place while a dispute is under negotiation.

National Board

The National Conciliation Board is to consist of two bodies: (a) a Joint National Negotiating Committee, of 22 members, one-half nominated by the Mining Association of Great Britain and one-half by the Mineworkers' Federation of Great Britain; (b) a National Reference Tribunal of three permanent members, none of whom shall be engaged in the coalmining industry or be a member of either House of Parliament except in the case of a judicial member of the House of Lords. The permanent members of the tribunal will be appointed by the Master of the Rolls (as well as such temporary members as may be required), and he will nominate one of the permanent members to be president of the tribunal. The tribunal will be assisted by assessors.

There will be two stages in the treatment of national questions—(1) discussion by the

negotiating committee, and (2) failing a settlement by the negotiating committee, reference to the national tribunal "for final decision." If questions are not settled by the negotiating committee in five weeks they will be automatically referred to the national tribunal, though in certain circumstances the period of five weeks may be extended.

Every settlement reached by the Negotiating Committee and every award or decision of the National Tribunal on a national question is to be binding upon the National and District Associations of employers and workpeople and upon their members for the time being, and these Associations undertake to endeavour to ensure that the terms thereof shall be observed by all employers and by all workers affected whether or not they be members of any of the District Associations.

The Minister of Fuel may refer any question to the National Board for decision or report, and on other questions he may, either on his own initiative or at the request of the tribunal, appear in person, or by a representative, and call such evidence as he may think desirable. Decisions on questions referred by the Minister to the National Board or to the National Tribunal are to be binding only with the consent of the Negotiating Committee.

District Conciliation Machinery

District autonomy is regarded as "a fundamental element in the structure of the industry", and the scheme leaves purely district questions to be established by district conciliation machinery. Such machinery where not already in existence is to be established by agreement of employers and workers in the district, or failing such agreement by the National Board. Every district agreement must comprise certain minimum requirements which the Board of Investigation considers to be necessary for its efficient working, including: (a) a District Conciliation Board consisting of representatives of the District Associations who are parties to the agreement, (b) the appointment of a District Referee and reference to such Referee of questions which the District Conciliation Board has been unable to settle, (c) making the settlements reached by the District Conciliation Boards and the awards and decisions of the District Referee binding on the District Associations and their members, and (d) the transfer of district questions to the National Board in accordance with the Scheme.

District questions of special importance may be transferred from the district machinery and dealt with by the National Board in the same manner as national questions. Such transfers are to take place in the following cases:—(a) if the representatives of employers and workmen on the District Conciliation Board both resolve that the question be so transferred; (b) if the Negotiating Committee either on its own initiative or at the request of one or both of the district associations concerned resolves that it be so transferred; (c) if the National Tribunal upon a reference to it by either side of the Negotiating Committee decides that the question is likely to affect or extend to any one or more other districts or otherwise to assume an importance which will not be confined to the district concerned or seriously to affect the national interest; (d) in the case of a question which has been referred to the District Referee, if the District Referee upon the application of either the representative of employers or the representative of workmen on the District Conciliation Board in his discretion decides as in (c); and (e) if the question is one which arises from a failure to agree as to the making of a new agreement or the modification of a then existing agreement in relation to wages or conditions of labour or employment in the district, and either or both of the National Associations at the request of either or both of the District Associations concerned requires the question to be referred to the National Board.

Pit Disputes

The scheme does not provide procedure for the settlement of questions arising at indi-

vidual pits except when they reach the stage of discussion under District Conciliation Agreements. It does, however, place the national and district organizations on both sides of the industry under an obligation to introduce as soon as possible improved methods to deal with pit disputes. In order to assist the industry in the establishment of suitable conciliation machinery in the districts and at the pits the Board append to their Report a model form of District Conciliation Agreement, which may be modified to suit the requirements of particular districts.

Other Provisions

The scheme also includes provisions relating to the method of revision and rescission of settlements made by the Negotiating Committee and of awards and decisions of the National Tribunal owing to changed circumstances, the incorporation of settlements, awards and decisions in the contracts of employment between employers and workmen, arrangements for the adoption of the scheme by non-federated employers, and the obligations of the parties to prevent stoppages of work while a question is being dealt with under the scheme.

The Board of Investigation points out that the scheme is in no sense an emergency provision arising from war-time conditions. It is designed to be a permanent institution and they hope that it will provide an effective method of dealing with questions arising in the industry for the settlement of which no satisfactory machinery has previously existed.

Statutory Holidays to be Observed in Wartime

AN Order in Council of June 7 (P.C. 4671) revokes previous Orders in respect of the observance of statutory holidays in wartime, and makes the following declaration:

A. Apart from Sundays or such weekly days of rest provided in lieu thereof,

- (i) the following statutory holidays and these holidays only should be observed by employers and employees during the present war:

- a. New Year's Day,
- b. Good Friday,
- c. Dominion Day,
- d. Labour Day,
- e. Thanksgiving Day,
- f. Christmas Day.

- (ii) reasonable opportunity should continue to be allowed to employees for the performance of their religious duties.

B. The provisions of any collective labour agreement that are inconsistent with subsection A. (i) of this declaration of policy should be suspended for the duration of the present war by mutual consent of the parties thereto but, pending such suspension, shall remain in force and continue to be observed.

Although previous Orders had set apart the first Monday in July for observance as a holiday under the name of Dominion Day, it is now stipulated that Dominion Day should be observed on the first day of July.

In regard to the Public Service of Canada it is stated that apart from Sundays or such weekly days of rest provided in lieu thereof the days listed above and none other shall be the holidays to be observed.

In all matters relating to bills of exchange the same days are to be observed as legal holidays or non-judicial days, with the addition of "any day appointed by proclamation for a holiday or a general fast or a general thanksgiving throughout Canada", and "the day next following New Year's Day, Dominion Day and Christmas Day when such days respectively fall on Sunday". In the Province of Quebec the Epiphany, the Ascension, All Saints' Day and Conception Day are also to be observed.

National War Labour Board

Inquiry into Labour Relations and Wage Conditions

THE inquiry into labour relations and wage conditions in Canada undertaken by the National War Labour Board continued into the month of June. Hearings were open to the general public.

The inquiry began with a preliminary session held on April 15 and 16, during which a general canvass took place as to the methods and program to be adopted in the further conduct of the investigation; and the regular hearings opened on May 4. (L.G. May, 1943, p. 577.)

Submissions were made to the Board by the principal employer and employee organizations in the country, including the Trades

and Labour Congress, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour, the Railway Brotherhoods, the Canadian Manufacturers' Association, and the Chamber of Commerce, and by various other interested parties. The briefs presented dealt with a wide range of topics relating to labour matters generally.

The complete text of the proceedings is being published by the King's Printer, Ottawa. These reports are available to the public as they appear at a price of 20 cents each, or \$2.00 for a subscription to the entire proceedings.

Western Labour Board Established

PROVISION has been made by a recent Order in Council (P.C. 3870, May 17) for the establishment of a Western Labour Board. The Board will have charge of the administration of the Wartime Wages Control Order, including cost-of-living bonus, and the Fair Wages and Hours of Labour Act, in reference to employment on defence projects in Alberta, British Columbia, the Yukon and the Northwest Territories, in so far as residents of Canada are concerned. The National and Regional War Labour Boards will not continue to deal with the cases in the field assigned to the new Board. Nevertheless, the Western Labour Board is to be guided by general principles and directions given by the National War Labour Board, and may submit any question to the latter for an advisory opinion.

While the jurisdiction of the Western Labour Board will extend only to residents of Canada, it will deal with cases where Canadians are engaged on defence projects being carried out in Canada by the Government of the United States. Provision is made in the Order in Council that, subject to agreements between the Governments of the two countries, and subject to instructions from the

Director of National Selective Service, the Board may pass upon applications put forward asking authorization for the employment of Canadians on American Government projects. The Government of the United States will be invited to name a representative to act as a special consultant to the Board, when United States Government projects in Canada are under consideration.

The Order gives the Board exclusive jurisdiction in respect of hours of work, wage rates and cost-of-living bonuses payable for persons employed in western defence projects and ordinarily resident in Canada. The Order states that notwithstanding any provisions of the Fair Wages and Hours of Labour Act or of the Wartime Wages Control Order the Board may authorize the payment of such wage rates and cost-of-living bonuses as it finds fair and reasonable, "having regard to the necessity of recruiting and maintaining an adequate supply of labour for employment on western defence projects with the minimum dislocation of wage rates in and the supply of labour for other employments and having regard for all other circumstances deemed by it in its discretion to be material."

Members of the Board were appointed by a separate Order in Council on June 10, as follows:

Chairman, Mr. Justice George B. O'Connor, Supreme Court of Alberta; Representative of the Government of the Province of British Columbia, Colonel John F. Keen, Vancouver; Representative of the Government of the Province of Alberta, Mr. George B. Henwood, K.C., Edmonton; Representative of employed

persons, Mr. M. Ainslie, Vice President of the Trades and Labour Council, Edmonton, and Vice President of the Alberta Federation of Labour; Representative of employers, Mr. H. G. MacDonald, President of H. G. MacDonald & Company, Limited, Edmonton; National Selective Service Officer, Mr. William Carnill, Manager of the Edmonton Employment and Claims Office.

Decisions of National War Labour Board

THE National War Labour Board has recently issued decisions in the following cases:

In re Montreal Tramways Company—appeal from decision of Regional War Labour Board for the Province of Quebec;

In the matter of application by Division No. 4 Railway Employees Department (A.F. of L.);

In re H.M.C. Dockyard, Halifax—application of Affiliated Trades Union Council;

In re Port Arthur Shipbuilding Company Limited—application by various unions (A.F. of L.).

In regard to the Montreal Tramways case the Labour Gazette publishes herewith the following documents:

- (a) Reasons on Preliminary Objection as to Status of Applicants (issued by the National War Labour Board);
- (b) Letter of Minister of Labour to Mr. Justice C. P. McTague;

(c) Reasons for Judgment (issued by the National War Labour Board).

In the matter of the shipyard cases, the National War Labour Board ruled (see below) that it did not have authority to consider authorizing any wage adjustment in these cases, as the matter had already been dealt with directly by Order in Council. Subsequent to this ruling an Order in Council (P.C. 4566, June 4) was passed on the recommendation of the Minister of Labour, authorizing the National War Labour Board to authorize or direct wage rate adjustment in shipyards, and specifically stating that "nothing contained in Orders in Council P.C. 629 dated January 26, 1942, or P.C. 3471 dated April 28, 1942, shall be deemed in any way to limit or restrict, with respect to any employer subject to the provisions of the said Orders in Council or otherwise, any of the powers conferred by the Wartime Wages Control Order on the National War Labour Board."

Re: Montreal Tramways Company—application for leave to appeal from decision of the Regional War Labour Board for Province of Quebec. Preliminary objection as to status of applicants.

Reasons on Preliminary Objection

This is an application by the Canadian Brotherhood of Railway Employees and Other Transport Workers for leave to appeal from a decision of the Regional War Labour Board for the Province of Quebec. The applicants purport to act on behalf of the Negotiating Committee provided for in an agreement of the 24th July, 1940, which agreement is recited to be one between the Montreal Tramways Company, on the one part, and the Association of the Employees of the Montreal Tramways Company on the other part.

When the application for leave to appeal came up for hearing, other parties appeared contending that the Canadian Brotherhood of

Railway Employees was without any status either to prosecute an application for leave to appeal or any appeal and raising as a preliminary objection to the proceedings that the Canadian Brotherhood of Railway Employees did not represent the Negotiating Committee functioning under the agreement of the 24th July, 1940. In particular The Amalgamated Association of Street and Electrical Railway Employees of America and Local 790 of that Union appeared asserting that the Negotiating Committee named and provided for in the collective labour agreement of 24th July, 1940, was in fact a Negotiating Committee acting on behalf of Local 790, that in any event the agreement of the 24th July, 1940, vested the right to negotiate for and to represent the employees in respect to any of

the matters arising out of the agreement in the Negotiating Committee specified and provided for in the agreement and that no other Negotiating Committee had status to conduct the proceedings for which leave was now being sought.

There appeared before us also Mr. Gerard Picard of the Syndicat des Employés de Tramways de Montréal, Inc., who stated that he attended on the ground that the agreement of the 24th July was an agreement, not between the Company and any Union, but between the Company and all its employees as represented by the Negotiating Committee of three members provided in the agreement and that, some of these employees being members of the Union represented by him, he was entitled to appear in these proceedings to support the application for leave to appeal and, if leave were granted, to support the appeal.

Mr. A. R. Mosher, appearing on behalf of the Canadian Brotherhood of Railway Employees and their Transport Workers, contended that a completely new situation had developed since the agreement of the 24th July, 1940, as a result of which the Negotiating Committee provided for in that agreement was replaced by a new Negotiating Committee composed of J. E. Corbeil, Paul Valiquette, Aimé Cardinal; that this Negotiating Committee, instead of that specified in the agreement of the 24th July, was the Negotiating Committee now entitled to exercise any rights, or to represent the employees, under the said agreement and that he and his organization appeared in the matter on the authority of that Negotiating Committee.

In support of his contention Mr. Mosher produced a document, signed by one H. Carl Goldenberg over the title of Industrial Disputes Inquiry Commissioner, that document being as follows:—

DEPARTMENT OF LABOUR

Industrial Disputes Inquiry Commission

OTTAWA

Montreal, 31st March, 1943.

D. E. BLAIR, Esq.,
Vice-president and General Manager,
Montreal Tramways Company,
Montreal

A. R. MOSHER, Esq.,
President, Canadian Brotherhood of Railway
Employees and Other Transport Workers,
Ottawa

J. E. BEAUDOIN, Esq.,
President, Local 790,
Montreal Tramways Union,
Montreal

J. A. CHAGNON, Esq.,
Catholic Syndicates Tramways Union,
Montreal

Sirs: *Re: Strike of Montreal Tramways
Company Employees*

After investigation the Commissioner finds that the existing strike is the result of a dispute between certain Unions.

On the basis of further and renewed discussions which I have had with all parties concerned and on the basis of the evidence thereby submitted to me, I recommend as follows:—

1. That in view of present war conditions and of the responsibilities of the parties concerned to provide public transportation in Montreal and vicinity, there be an immediate resumption of all services.

2. That the men now in strike agree to return to work immediately and that they be allowed to return to work without discrimination.

3. That the above mentioned conditions having been first complied with, it is to be agreed between the Company and the Canadian Brotherhood of Railway Employees and Other Transport Workers that the latter shall have the right to appoint forthwith three (3) persons who are employees of the Company to act as a Negotiating Committee and in that event the Company agrees to recognize such Committee as the sole bargaining agency for its employees. The Committee first so named shall remain in office until July 1, 1944, and such Committee shall thereafter be elected annually by secret ballot. Should the Company at any time after July 1, 1944, have reason to believe that the Negotiating Committee does not represent a majority of its employees the Brotherhood agrees that a secret ballot shall be taken under the direction of the Federal Department of Labour to determine the Negotiating Committee for the Employees.

4. It is to be agreed between the Company and the Negotiating Committee that they will discuss any changes in the existing contract between the Company and its employees as may be suggested by the Negotiating Committee or the Company, and if an agreement cannot be reached satisfactory to the majority of the Committee and to the Company it is agreed

that all matters not so settled and determined shall be submitted for decision to the National War Labour Board or such other agency as may be set up by the Federal Government for that purpose. It is agreed by the Brotherhood that there shall be no strikes until recourse has been had to all Federal Government agencies provided for the settlement of industrial disputes.

Yours truly,

(Signed) H. CARL GOLDENBERG,

Industrial Disputes Inquiry
Commissioner."

As is disclosed on the face of the document just quoted the situation purported to be dealt with was that of a strike of some, or all, as the case may be, of the Montreal Tramways employees, and it appears from the representations made before us that during the course of the strike Mr. Goldenberg had been appointed an Industrial Disputes Inquiry Commissioner by the Minister of Labour, under the authority of P.C. 4020, "to investigate the dispute".

The above document appears to be the result of the Commissioner's investigation. On its face it goes beyond the authority conferred upon him by the instrument which appointed him, and which has been produced before us, that instrument only authorizing the Commissioner "to investigate the dispute".

Insofar as P.C. 4020 is concerned the only authority conferred on an Industrial Disputes Inquiry Commissioner is to report on the dispute to the Minister of Labour unless "a mutually satisfactory adjustment" has been reached.

The acceptance of the document of the 31st of March, 1943, by the applicant Union and by the Employing Company was evidently treated by the Industrial Disputes Inquiry Commissioner as demonstrating that such a "mutually satisfactory adjustment" had in fact been reached but there is nothing before us to indicate upon what basis any such conclusion was arrived at by the Commissioner, nor were we informed of anything upon which that conclusion was based other than the acceptances above referred to and the fact that a strike had occurred. The acceptances by only two parties is by no means conclusive because that ignores the rights of other parties who now appear before us claiming the status conferred upon them by the original agreement of the 24th July, 1940, and we decline to accept a strike as evidence of the right of the applicants to appear in these proceedings in place and substitution of the Negotiating Committee provided for in the agreement.

The document of the 31st March, 1943, on its face indicates that in addition to the applicant union and the Company at least two other interests are involved, namely Mr. J. E. Beaudoin, President of Local 790, Montreal Tramways Union, and Mr. J. A. Chagnon, Catholic Syndicate Tramways Union, who admittedly neither accepted nor agreed to the instrument. Mr. Beaudoin and his Union, and the Negotiating Committee set up under the agreement of the 24th July, 1940, of which Mr. Beaudoin was a member, appeared before us vigorously contradicting any suggestion that the instrument of the 31st March, 1943, constituted an adjustment "mutually satisfactory". In view of these facts we feel ourselves obliged to take cognizance of the situation on the general principle that any tribunal is entitled to scrutinize the use of its machinery by parties appearing before it and to guard against the abuse of its proceedings.

The question resolves itself down to the practical one of determining, in the first instance, who are the parties involved and, in the second instance, having regard to these parties, whether the instrument of the 31st of March, 1943, constituted a "mutually satisfactory adjustment".

Some of the arguments before us suggested that the rights to be determined were those of trade unions or other organizations of employees. Having regard to the agreement here, we are unable to view the matter in that light. Whatever the connection or association between Lodge 790 and the Negotiating Committee specified and named in the agreement of the 24th July, 1940, it is clear that as far as the collective agreement itself is concerned the employees were acting through the agency of the Negotiating Committee therein provided for.

Mr. Mosher contends that the employees have since replaced that agency by the Negotiating Committee on whose behalf he appears. That, in our opinion, is a question of fact which, in view of the preliminary objection and the argument before us, is one which has not yet been determined in any orderly or official manner.

If the instrument of the 31st of March, 1943, carried with it any clear indication of how the substitution of agency on behalf of the employees had been achieved and if it indicated that such substitution had in fact been made in a manner free of any element of error, fraud or coercion, it might then have been accepted. But nothing so appearing or having been presented to us we feel that the preliminary objection should be given effect to until by some means, of which this Board

can fittingly take notice, the question of status or representation has been established in fact.

The parties who are in fact entitled to prosecute these proceedings, whether the applicant union or Lodge 790 or either of the Negotiating Committees, can regularize or establish their status by availing themselves of the administrative machinery of the Minister of Labour. We do not regard it appropriate to suggest to the Minister of Labour the method or manner by which the fact of status or representation may be established or ascertained. A vote was suggested during the argument but whether

this or any other method should be adopted is a matter best left to the judgment of the Minister.

We have already stated that "when the matter comes up again in a manner that we can say will be orderly and proper, we will grant the leave to appeal at that time". Upon receiving the certification of the Minister of Labour as to the status or rights of the contending parties, the entity or persons certified to be entitled to represent the employees will be promptly granted leave to appeal and a hearing of the appeal arranged for.

May 19, 1943.

Letter of Minister of Labour

Following the statement of the Board on the status of the applicants and the suggestion contained in the last paragraph of the foregoing that—"Upon receiving the certification of the Minister of Labour as to the status or rights of the contending parties, the entity or persons certified to be entitled to represent the employees will be promptly granted leave to appeal and a hearing of the appeal arranged for"—the Minister of Labour sent the following letter to the Honourable Mr. Justice McTague, Chairman of the National War Labour Board:

Ottawa, May 24, 1943.

Dear Mr. Justice McTague:

With reference to Directions and Findings respecting an appeal registered with the National War Labour Board regarding the Montreal Tramways Employees by the Canadian Brotherhood of Railway Employees and Other Transport Workers, which appeal the Board has decided to not hear until certain information has been obtained from the Labour Department; the Board's report in this connection being issued May 19, 1943.

The Department has made inquiries and finds that there are three unions that are interested in the matter, namely, the Canadian Brotherhood of Railway Employees and Other Transport Workers, the Amalgamated Association of Street and Electrical Employees of America, and the National Catholic Syndicate of Transport Workers, and in the opinion of the Department, the Canadian Brotherhood of Railway Employees and Other

Transport Workers has enrolled as its members the majority of the Montreal Tramways Company employees.

With specific reference to the point at issue we understand the problem arises through an objection registered by the Amalgamated Association of Street and Electrical Railway Employees of America to the appeal being heard by the National War Labour Board on the ground that the Canadian Brotherhood of Railway Employees and Other Transport Workers did not have proper status in the matter.

The Amalgamated Association of Street and Electrical Employees of America, by a statement to the Minister of Labour, have withdrawn this objection.

The Catholic Syndicate, by wire to the Minister of Labour, have stated that they wish to endorse the appeal.

It is, therefore, the opinion of the Minister of Labour that the National War Labour Board is in a position to proceed with the hearing of the appeal and reach a decision and it is recommended that prompt action to this end be taken.

Very truly yours,

HUMPHREY MITCHELL,
Minister of Labour.

Honourable Mr. Justice C. P. McTAGUE,
Chairman,
National War Labour Board,
Ottawa.

Mr. Justice C. P. McTague did not reply to this letter.

In re Montreal Tramways Company—Appeal from decision of Regional War Labour Board for the Province of Quebec

Reasons for judgment

This is an appeal by the Canadian Brotherhood of Railway Employees on behalf of employees of the Montreal Tramways Company, supported by Local 790 of the

Amalgamated Association of Street and Electric Railway Employees and the Montreal Tramways Employees' Syndicate, from a decision of the Regional War Labour Board for the Province of Quebec.

The matter in issue before us resolves itself to ascertaining whether the benefits of Section 110 of a collective labour agreement dated July 24, 1940, are inconsistent with the Federal Government's wartime wages control legislation. The section reads as follows:

"The total gross receipts of the Company from passenger bus and tramways fares (excluding receipts from specially chartered buses and trams) for the period of twelve consecutive calendar months ending on June 30th of each year during the life of this Agreement, will be computed by the Company within ten days after the end of such period.

If such total gross receipts for any such period shall exceed the sum of \$15,000,000 the Company will set aside 25 per cent of such excess as a fund to be paid as additional remuneration to such of its employees who are not officers of the Company and who:

- (a) have earned \$2,500 or less during the said period.
- (b) have been continuously on the Company's payroll during the period in question.

Each such employee will be entitled to receive his share of this fund, which will be the same proportion of the total fund as his earnings for such period bear to the total earnings for such period of all the employees who are entitled to participate in the fund. The Company will pay each employee his share of the fund not later than the 31st of July following the end of such period.

If any employee or employees wish to verify the above-mentioned total gross receipts for any period, such employee or employees shall have the right, at his or their own expense, to appoint an independent chartered accountant practising in the Province of Quebec to examine the books of the Company for the purpose of determining the amount of such gross receipts".

On the 25th of November 1941, shortly after the enactment of the Wartime Wages and Cost of Living Bonus Order (P.C. 8253), the predecessor of the present Wartime Wages Control Order (P.C. 5963), the Company, taking the view that the above quoted section was inconsistent with the provisions of P.C. 8253, wrote to the negotiating committee representing the employees declaring in effect that Section 110 was no longer operative because of section 16 of the Order and that, instead, a cost of living bonus would be paid at the rate of \$1.15 per week.

The relevant part of section 16 read as follows:

"Any provision of any collective labour agreement which is inconsistent with the provisions of this Order shall be brought into conformity with this Order not later than January 1, 1942."

Subsequently an application was made to the Regional Board in respect to the cost of living bonus and in that proceeding the employees raised the question of the status of Section 110. The Regional Board, acting, as is disclosed in the records, upon the recommendation and advice of the National War Labour Board as it was then constituted, issued a Finding and Direction on June 2, 1942, fixing the cost of living bonus at \$1.80 per week and recommending payment of the benefit accruing under Section 110 as of December 31, 1941. The Board proceeded upon the assumption that the Company had properly interpreted the effect of P.C. 8253 upon Section 110 of the agreement. Later in December of 1942 the Regional Board, upon an application for a direction as to the continued operation of Section 110, declined to reconsider its Finding and Direction of June 2, 1942.

In our view, the contention of the Company that P.C. 8253 voided Section 110 or that the provisions of that section were inconsistent with P.C. 8253 is unfounded. The payment contemplated by Section 110, subject to the conditions and contingencies set out in the section as above quoted, is in no way inconsistent with any of the provisions of P.C. 8253 or of the succeeding Order, nor, having regard to Section 11 (1) of P.C. 8253, was the Company justified in discontinuing payment to which the employees were entitled by reason of Section 110.

Having expressed our opinion with respect to this central issue, we feel that the whole matter of the cost of living bonus should be remitted to the Regional Board for action by it. There is nothing before us to indicate the extent to which, if at all, the Regional Board when it rendered its decision in June 1942 assessing the amount of cost of living bonus, was actuated by the view which had been taken with respect to the discontinuance of Section 110. The status of that Section having now been decided by us we feel that the parties should be free to present to the Quebec Regional Board the whole question of cost of living bonus, as they may be advised, subject to any rights of appeal from any decision which that Board may then render.

A Finding and Direction will therefore issue declaring that Section 110 of the agreement of July 24, 1940 is, and has always been operative and, as to the cost of living bonus, as above indicated.

OTTAWA, June 17th, 1943.

In the Matter of Division No. 4 Railway Employees Department (A.F. of L.) and the Railway Association of Canada, and in the Matter of applications by the above-mentioned employees as hereunder set out

Reasons for Judgment

This is an application by Division No. 4 Railway Employees Department (A.F. of L.) for direction:

1. That the railways comprised in the Railway Association of Canada should adopt, and introduce as a provision of the existing agreement, as to the employees represented by Division No. 4, the "holiday with pay plan" now in operation on the Canadian National Railway and the T. & N.O.

2. That such employees be paid for time lost through illness brought about by conditions under which employees work.

3. That time and one half should be paid for all work performed on Sunday to those employees who, while working on Sunday, have an "assigned day off" later in the week.

The application is made, presumably, under Section 29 of Order in Council P.C. 5963, reading as follows:

"The National Board may authorize or direct an employer to alter any term of employment including any rule, regulation or practice governing the working conditions of his employees having the effect of increasing, directly or indirectly, any range of wage rates or single wage rate forming part of the basic scale of wage rates paid by such employer on November 15, 1941, if, in the opinion of the Board, such change is fair and reasonable and is consistent with the principles of this Order, having regard to all the circumstances deemed by it, in its discretion, to be material."

The last revision of the collective agreement between the applicants and the railways affected is known as Revision of Wage Agreement No. 6 and was negotiated in 1929. It has remained in effect since that time without change.

Shortly before the conclusion of that agreement one of the railways, namely the Canadian National Railways, instituted a plan of holidays with pay for its employees represented by Division No. 4 and the T. & N. O. Railway followed suit. No such holidays with pay plan covering such employees has ever been introduced by the Canadian Pacific Railway nor has it been formally incorporated in the agreement with the Railway Association of Canada although Canadian National Railways is a member of

that Association. The net result is that some 60 per cent of the employee group represented by Division No. 4 enjoy holidays with pay although the remainder, in the main employees of the Canadian Pacific Railway Company, do not.

The applicants base their contention as to holidays with pay firstly on the facts above mentioned, namely that 60 per cent of this particular group of employees now enjoy that condition of work and that it should in fairness be extended to the remainder of the group, and further that the institution of holidays with pay has now come to be so generally recognized as appropriate that the existing condition on the Canadian National Railway and the T. & N. O. should be formally recognized as one of the conditions of employment and should be extended to the other employees within this group.

While the Railway Association did not make emphatic reference to the matter in its briefs or argument nevertheless the question as to what bearing an agreement dated July 29, 1941, had on the issue was raised quite strongly by the members of the Board. That agreement dealt in the main with cost of living bonus payments under P.C. 7440 and amending Order P.C. 4643. However, it did contain these two significant clauses:

1. The basic rates of pay and agreements covering working conditions now in effect will continue during the life of this agreement, with the understanding that re-classifications of positions or rates in special circumstances are not prohibited where mutual agreement between representatives of the Railways and of the employees can be reached.

3. This agreement is entered into between the respective railways and the individual organizations representing their respective classes and it is intended between the parties hereto that, subject to any legislation or other governmental action which may alter the bases upon which this agreement has been reached, and subject to mutual agreement in the application of the third and succeeding adjustments in bonus payments, it will remain in effect for one year from the date of proclamation of peace and thereafter subject to termination by thirty days notice by either party.

During the argument the Board rather inclined to the view that the agreement

perhaps had the effect of creating a bar against the relief sought by the applicants. An examination of Section 29, quoted above, and sub-sections (1) and (2) of Section 63 reading as follows:

- (1) Any provision of any collective labour agreement which is inconsistent with the provisions of this Order shall be forthwith brought into conformity with this Order.
- (2) Notwithstanding any provision of any collective agreement with respect to working conditions, directly or indirectly affecting wages, either party to any such agreement may apply to the National Board for the revision or suspension of any such conditions and the Board may direct a revision or suspension thereof not inconsistent with the provisions of this Order as it may deem advisable.

leads to the conclusion that it is quite within the Board's power to deal with questions within its jurisdiction under P.C. 5963 in spite of any term provided for in such an agreement and also regardless of any other special covenants as to wages and working conditions. There can be no doubt that a covenant to accept wage rates and working conditions without change for the period of a collective agreement is a very important factor to be taken into consideration but does not create an absolute bar to any relief authorized by the general Order in Council.

The Railway Association also point to the fact that when the Canadian National Railway shortly prior to the agreement of 1929, introduced the holiday with pay plan, this was instituted as a consideration for the abolishing of an existing system of bonus pay and that that situation does not apply as to the Canadian Pacific Railway. They further contend that conditions have not changed, or have not changed sufficiently, since the agreement was negotiated in 1929, to warrant introduction of a vacation with pay plan, and that the introduction of such a plan at this time would not be consistent with the provisions or basic principles of P.C. 5963.

The question of "Vacations with Pay" is one that has already been dealt with by the National War Labour Board differently constituted by way of directive Bulletin D.B. 17 which would seem to constitute a bar to the granting of this particular application if strictly and literally followed. It is our view, however, that D.B. 17 constitutes a formula that is too rigid to meet the problem in a realistic way.

The general desirability of vacations with pay can hardly be questioned in peace time. In war time as well it may be particularly desirable in conditions where the element of industrial fatigue becomes an important factor in the field of industrial production. It has been accepted practically universally in Sweden for some twenty years. In England and the United States it has and is becoming recognized more and more as a desirable condition of work. In England in 1937 a Parliamentary Committee considered the advisability of legislation to make it compulsory although at the 1940-41 Session of Parliament it was considered advisable to defer any such legislation till after the war. The tendency has been to leave it to the process of collective bargaining. In England and the United States such a principle does not react as unfavourably to the worker as it does here in Canada because there is no such legislative restriction on wages and working conditions in those countries as there is here under P.C. 5963. To make it impossible for the worker to obtain the benefit of the working condition unless his employer is in agreement hardly seems a fair approach. Neither does it seem consistent with Section 29 of P.C. 5963 which gives the Board in plain words the power to *direct* as well as to authorize.

In other words the granting or withholding of vacations with pay is a matter of consideration on the evidence of each case. Obviously there are a number of fundamental considerations. First of all a Board must keep in mind that it is exercising a judicial discretion and is not to deal with the matter as if it had the right to legislate arbitrarily an employer into granting vacations with pay. Secondly, a most important consideration is that there is a war on and uninterrupted production and services is the prime need in such a time. Consideration should also be given to the problem of manpower. Vacations with pay should not be granted where conditions are such that an industry will as a result lose too much important production or where to keep it up will make the cost unduly high. Another factor is of course the importance of the product in the war effort or the national interest. Then again there may be the question of ability to pay.

After consideration of such fundamentals, perhaps the most practical criterion is a comparison of the class of employees concerned with the same class in similar industry. If after such tests and any others that may seem important to the Board

concerned, it is determined to impose vacations with pay, there should be further consideration given to the conditions which should accompany such an imposition—namely as to the period of such vacation, as to the length of employment before a person becomes eligible for the privilege and as to what conditions should prevail before such a right should be forfeited in whole or in part.

In applying these principles to the case in hand we have come to the conclusion that the application should be granted and vacations with pay made a term of the collective agreement in question under the same conditions presently enjoyed by the same class on the Canadian National Railways. We think such a ruling in the circumstances where 60 per cent of the workers concerned already enjoy the privilege is generally equitable. As to its being consistent with the principles of P.C. 5963, it may be that it represents to the Railways affected some additional cost but that such an event is contemplated by P.C. 5963 seems amply established by Section 25 as well as Section 29. While Section 25 primarily deals with wages nevertheless the class of employees concerned on C.N.R. and T. & N. O. enjoy a certain wage scale with a vacation with pay privilege while those on the other railways have the same scale without the privilege. It would seem reasonable and logical that the Board should follow the same principle established by Section 25 and thus act consistently within the general principle established by P.C. 5963 as to wage adjustments.

We have already dealt with the agreement dated July 29, 1941, from the point of view as to whether it constitutes an absolute bar to any relief provided in P.C. 5963. There is another phase of the matter, namely, as to whether since that agreement purports to confirm the then existing working conditions as being acceptable to the workers, any new general conditions have intervened between July 29, 1941, and the present date to justify the initiation of vacations with pay by

direction of the Board rather than by agreement between the parties. We are probably justified in taking judicial notice of the fact that in the meantime the manpower situation has deteriorated. Nevertheless P.C. 5963 has come into force since the agreement of July 29, 1941, and has created new rights. In other words there has intervened governmental action which the agreement was made subject to. The matter has been a difficult one to determine but we feel in this particular case that on a strictly comparative basis—the principle governing the relief provided for in P.C. 5963—the overriding equitable solution is to direct the condition applied for.

It is to be noted that the disposition of this particular application is dealt with on its own particular merits. Perhaps the most important consideration is that 60 per cent of the workers involved already enjoy the privilege. The decision is not to be construed in any general way as a precedent for the Board establishing any general vacation with pay plan throughout industry or for that matter on the railways in time of war.

There will be finding and direction establishing vacations with pay on the same terms and conditions as those presently enjoyed by Division No. 4 on the Canadian National Railway.

We do not deem it necessary to enter into any extended discussion of the two remaining claims of the applicants, namely, that the employees be paid for time lost through illness and that employees who work on Sunday in lieu of an assigned day off later in the week should be paid time and a half for Sundays. The applicants have failed to offer any satisfactory evidence of reasonably comparable conditions. It is our view that no case has been made out which would justify us in establishing completely new conditions of work without a solid foundation in evidence. Accordingly the application in respect of these matters is disallowed.

There should be findings and direction accordingly.
June 4, 1943.

In re H.M.C. Dockyard, Halifax: Application of Affiliated Trades Union Council

Reasons for Judgment

This is an application of the Council of various trade unions (A.F. of L.) for minimum rates for tradesmen at 85 cents per hour, an increase in the basic wage of helpers from 53 cents per hour to 60 cents per hour and an upward revision of cost of living bonus from \$1.85 per week presently paid to \$4.25 per week.

The application is at this stage of the proceedings chiefly important for the question of jurisdiction which is raised.

In this case we are confronted with a special Order in Council P.C. 3471 dated the 28th of April, 1942, which specifically sets the rates and cost of living bonus for employees of two specific shipyards, namely H.M.C. Dockyard Halifax and Halifax Shipyards Limited.

Thus we have the government, through Order in Council P.C. 5963, establishing this Board to deal with questions of wage rates and cost of living bonus adjustments generally having by special Order in Council P.C. 3471 fixed the wage rates and cost of living bonus in the industry with which this application is concerned. It seems to us quite clear that we cannot assume authority to adjust wages and cost of living bonus set by the very governmental authority which confers on us the only authority we enjoy. In other words, where the general order and the special order conflict, it is our view that the special Order must prevail. It is to be noted that there is no power given to this Board in P.C. 3471.

We have reached this conclusion with reluctance because it does not seem altogether fair that workers should be deprived of an

opportunity to seek adjustments in the same way as the general body of their fellow workers throughout the industry generally. We think we are compelled to take the view we have in the interest of orderly procedure and consistent policy. It does not lie in our province to remedy the situation whatever our own views may be. Adjustments to be made, if any are merited, must be by the Governor in Council which set the rates and cost of living bonus or else we must be given jurisdiction to make such adjustments as we consider proper in the circumstances.

There will be finding and direction that there being no jurisdiction the claims are disallowed without prejudice to the applicants renewing the application if and when jurisdiction is granted us.

May 21, 1943.

In re Port Arthur Shipbuilding Company Limited. Application by Various Unions (A.F. of L.)

Reasons for Judgment

This is an application by The Metal Trades Council representing various Trade Unions (A.F. of L.) for certain increases in pay for tradesmen and labourers and in cost of living bonus.

As in the case of H.M.C. Dockyard, Halifax, we are confronted with a special Order in Council P.C. 629 dated January 26, 1942. In regard to Port Arthur Shipbuilding Company Limited, this special Order in Council provides that "present basic rates are to be *maintained* for all classifications of employees". Further-

more it specifically deals with future adjustments of cost of living bonus.

We are of the opinion that the existence of this special order with no provision to give us any jurisdiction effectively deprives us of jurisdiction to deal with the matters before us under P.C. 5963. It is unnecessary to go into detail. The same matter is dealt with in principle in the reasons In Re H.M.C. Dockyard, Halifax, copy of which is hereto attached.

There should be direction and finding in the same terms as in the H.M.C. Dockyard Halifax case.

May 21, 1943.

Industrial Welfare

Conditions of Work for Women in Britain's War Factories

British Government Establishes Industrial Health Advisory Committee

TWO publications* recently received from Britain, one official and the other issued by a private organization, deal with the health and welfare of industrial workers. In its third report during this Parliamentary Session, the Select Committee of the House of Commons on National Expenditure surveyed health and welfare arrangements for women in factories owned or assisted by the Government and recommended the appointment of industrial health advisory committees to co-ordinate the work of the various agencies in this field. A related study of the effect of hours of work on health and efficiency, made by Dr. H. M. Vernon, formerly of the Industrial Health

Research Board, was published by the British Association for Labour Legislation early in 1943.

Since the publication of the Select Committee's report in December, the Minister of Labour and National Service on March 11 announced the appointment of an Industrial Health Advisory Committee to conduct inquiries and advise the Ministers of Labour and of the Supply Departments on health and welfare matters. Its members include government officials concerned with such matters, prominent medical men, representatives of labour and management, and chemical and engineering experts.

Report of Select Committee on National Expenditure

The Select Committee studied arrangements for securing the health and welfare of workers both inside and outside the factory. It found the general level of physical amenities in factories satisfactory but considered that factory medical services were inadequate and that greater attention should be paid to welfare supervision. Much absenteeism and labour wastage could be avoided if the housing, shopping, and domestic problems of women workers were adequately dealt with.

To overcome the lack of a "central direction of policy", the Committee urged the appointment of both central and regional industrial health advisory committees and the establishment of a bureau to collect and disseminate information on questions relating to industrial medicine. It also recommended an expansion of the medical branch of the Factory Inspectorate, a more efficient utilization of the existing inspection staff and the appointment of women doctors as special advisers on women's problems to the Ministers of Labour and Supply. The Committee agreed with the Government that the primary responsibility

for welfare arrangements rested with the employer, and that the Ministry of Labour's function was to lay down minimum standards of welfare, exercise its statutory powers, discover deficiencies through inspection and advise and assist firms in overcoming them. Nevertheless the Committee considered that the Supply Departments should, in the interests of production, concern themselves more closely with welfare problems, and that the Royal Ordnance Factories could co-operate more fully with the factory inspectors who "have had difficulty in the past in securing improvements in Royal Ordnance Factory conditions which they would enforce upon the managements of private undertakings". The Committee recommended an extension of the work of the local welfare officers of the Ministry of Labour and suggested that older men and women with suitable education and experience should be recruited for these positions and for personnel work.

Working Conditions

While stressing the importance of factory cleanliness and the need for adequate and attractive rest-rooms, wash-rooms, cloak-rooms and canteens, the Committee pointed out that "good accommodation is, however, no substitute for adequate personal care for the workers' well-being and, in addition, responsibility must

* Third Report of the Select Committee on National Expenditure, House of Commons, session 1942-43, "Health and Welfare of Women in War Factories". December 17, 1942.

H. M. Vernon, M.D.—"Hours of Work and their Influence on Health and Efficiency". British Association for Labour Legislation, 1943.

rest upon the workers themselves to make proper use of the facilities provided." It recommended additional washing facilities if there was risk of dermatitis, suggested that, where there were canteens, hot drinks should be served to workers on arrival and criticized employers who curtailed meal-breaks and permitted workers to eat at the work-bench. The Committee believed that the supervision of inexperienced workers was inadequate and recommended the appointment of more safety committees. The rehabilitation of injured workers must also receive more attention if manpower resources were to be fully utilized.

Progress was noted in the reduction of hours to the maxima accepted by the Government, of 60 a week for men and 55 for women, but four of the 42 Royal Ordnance Factories had not achieved this objective with respect to men and three of them were still employing women for more than 55 hours. Absenteeism, the Committee believed could be cut appreciably if employers allowed time off for shopping and domestic duties in an orderly fashion so that production would not be interrupted by unpredictable absences. The addition of one part-time worker to each team of six full-time workers was suggested to allow each woman an additional free half-day a week. "The intelligent use of rest pauses can also do much to reduce industrial fatigue and increase output," the Committee declared, and suggested the publication of a leaflet showing the effect of rest pauses on production. The Committee urged further research and experiment to determine the method of arranging a rotation of shifts which causes least fatigue and inconvenience. A five-day week for women on the two-shift system was recommended.

Medical Services

Despite the increase in the number of part- and full-time factory physicians in the past two years, the Committee declared that "in view of the fundamental importance of health to production it can hardly be said that the present allocation of medical services has reached even the bare minimum necessary." It suggested greater use of women doctors and improving the status, remuneration and security of tenure of factory doctors. A centralized employment register for trained nurses was suggested to assist employers in securing industrial nurses.

Pre-employment medical examinations were considered advisable to weed out persons unsuited to factory work, but in present circumstances they were impracticable. The Committee stressed the importance of regular examinations of workers in filling factories who are in contact with T.N.T., lead and certain

other harmful substances. To reduce the period of contact with T.N.T., it was suggested that T.N.T. workers should be transferred to other work for a fortnight in every two or three months, and that consideration should be given to the possibility of employing women part-time on T.N.T. work. The increase in tuberculosis should be met by mass radiography to discover cases, the provision of additional accommodation in sanatoria, and adequate compensation and rehabilitation of those treated.

The establishment of visual standards for workers in various factory processes was suggested to avoid time-wasting faulty work by persons with inadequate eyesight. Continued efforts to improve factory lighting were urged. The Supply Departments should assist firms in altering black-out arrangements to permit the entrance of daylight and fresh air. Ventilation improvements in filling factories were also recommended.

Welfare Supervision

The importance of considering the human factor in industry to attain maximum efficiency was stressed. In earlier reports the Select Committee had recommended a central personnel department in all large firms and the appointment of trained welfare officers. To meet the special needs of the aircraft industry, it suggested in this report that the Ministry of Aircraft Production should organize training courses for welfare officers in aircraft factories. Where large numbers of women are employed, women officers should be appointed to look after their interests and assist in selecting and allocating labour.

Attention must also be paid to conditions outside the factory if health and efficiency are to be maintained. The committee considered that the shopping problems of women workers had not yet been adequately met, that the scheme of wartime nurseries should be reviewed and that a higher minimum standard for billets should be set by local authorities. It suggested that when workers are being transferred from one region to another, the region and factory to which they are going should be notified so that adequate reception arrangements could be made. It endorsed the Rest-Break Schemes for fatigued workers and suggested better arrangements for caring for workers while sick. Immediate attention should be given to the question of providing maternity benefits to enable working mothers to stay away from work more than the statutory one-month period after childbirth. The amount and nature of the work done by pregnant women should be carefully supervised.

Study on Hours of Work in Relation to Health and Efficiency

In his pamphlet on the effect of hours of work on health and efficiency, Dr. H. M. Vernon gives data obtained during this war which show that long hours not only do not increase production but also have a definitely detrimental effect on health and increase accident rates, labour turnover and absenteeism, particularly of women and young persons. Dr. Vernon was an investigator on the staff of the Industrial Health Research Board for many years and has carried out numerous studies into various aspects of this subject. He concludes that weekly hours should never exceed 60 and should be considerably shorter for men on heavy work and for women and young persons. The hours stipulated by the Factories Act are still, in his opinion, the optimum hours for women and young persons. The Act limits women's hours to 48 a week and those of young persons under 16 to 44 but allows a restricted amount of overtime in times of special need. He concedes, however, that boys aged 16 and 17 seem able to work a 54-hour week without harm. In his opinion, the evidence shows that women are more easily fatigued than men, partly due to their heavier duties outside the factory and partly to the weaker physique and staying power of the average woman.

Investigation showed that actual hours worked by women and young persons in the present war under authority of the emergency orders made under the Factories Act and the Defence Regulations were far in excess of the limits set by the Act. This was particularly true in the period immediately after Dunkirk when hours rose to over 70 a week in many Royal Ordnance Factories which employed large numbers of women. Other plants also had greatly extended hours. The registration and interviewing of boys and girls of 16 and 17 revealed in June, 1942, that a considerable number of young persons were working 60 and even 70 hours a week, sometimes illegally, and many admitted to "a permanent feeling of fatigue". Dr. Vernon warns that "the fatigue incident to such hours, if long continued, is likely to cause a reduction of efficiency, increased liability to accidents, and a considerable rise of sickness absenteeism and casual absenteeism."

Effect on Health

While the long wartime hours of work did not appear to have affected the general mortality rate, there had been an increase of 2,000 in the deaths attributed to tuberculosis

in 1940-41 over the average for the 1937-39 period. Dr. Vernon points out that "recent information strongly suggests that hours of work play a very important part in the causation of pulmonary tuberculosis". For instance, in Glasgow tuberculosis among clerical and shop workers declined in 1940-41 as compared to 1938-39, but it increased 31 per cent among skilled manual workers and 20 per cent among unskilled. Out of 1,600 working women who contracted the disease in 1941 in Glasgow, 86 per cent in medium-heavy industries and 65 per cent in lighter industries worked more than 48 hours a week.

Studies made during the last war showed that "the percentage of time lost by sickness varied regularly with the hours of work". This was again demonstrated in the period after Dunkirk. In one factory the sickness rate for women rose from 21 per 1,000 in June, 1940, when the work-week was increased to 67½ hours, to 47 per 1,000 in August although hours had been reduced to 60 by that time. Dr. Vernon comments that "the women had gotten into a condition of cumulative fatigue and it was not until the hours were reduced to 57 a week that a slight recovery ensued". A similar study for men showed a sharp increase in sickness when hours rose to 70 a week but there was a quick recovery when they dropped to 65. The close relation between hours of work and accident rates was indicated by the experience of a fuse factory in the present war. When this plant reduced its 12-hour day to 10 hours the number of women treated for faintness declined sharply and the women's accident rate dropped to a third of the previous rate but the men's was only slightly affected.

Absenteeism and Labour Turnover

Much casual absenteeism and labour turnover is, in the opinion of Dr. Vernon, really due to fatigue and its effects. The number of absences in Royal Ordnance engineering plants was cut in half when hours were reduced 10 to 12 per cent recently. On the other hand the absence rate in many plants rose sharply when hours were lengthened and seven-day weeks imposed in the period immediately after Dunkirk. In one plant it rose from 2.6 hours a week per woman worker in April, 1940, when a 56-hour was worked, to 8.3 in June, 1940, when hours had been increased to 69.5, and was still at 8.7 in the first three months of 1941 even though hours had been reduced to 63. Consequently the actual hours worked were no greater under

the 63-hour week than under the 56-hour week. "Once the women got into the habit of frequent absenteeism," Dr. Vernon comments, "they never recovered." Many women absented themselves because of shopping difficulties which had been met in some plants by allowing time-off for shopping, but the real solution, in Dr. Vernon's opinion, lies in shortened hours and a 5½-day week.

Particular emphasis was placed on the adverse effect of Sunday labour. In one plant in the last war, weekly output rose by 19 per cent and the number of absences declined when Sunday work was abolished.

Long hours are an important contributing factor to labour turnover which rose as high as 130 per cent a year in some plants before the Essential Work Orders, introduced in June, 1941, prevented persons from leaving essential employment without the permission of a National Service Officer. While turnover has declined since that date, absenteeism and the number of persons seeking discharge on grounds of medical unfitness have increased. This problem can best be met, in Dr. Vernon's opinion, by shortening hours of work and giving attention to workroom conditions such as lighting, heating, ventilation, seating accommodation and to the welfare of workers both inside and outside the factory.

Effect on Production

Since long hours have such adverse effects on sickness, absenteeism and labour-turnover rates, they inevitably affect production. In the period immediately after Dunkirk when hours were increased abnormally, production rose temporarily but did not maintain its new level for more than two or three months. One factory which raised hours from 56 to 69.5 in June, 1940, reported a 26 per cent increase in production the first week, 15 per cent the second week and 11 per cent in the third and fourth weeks, but less than a year later when a 63-hour week was being worked, production was back to the level attained

under the 56-hour week before Dunkirk. Dr. Vernon comments:—

There can be little doubt that the super-human effort made by our munitions workers after Dunkirk, though it caused an immediate improvement of output, did lasting harm to their productive powers. It induced a condition of cumulative fatigue with its inevitable accompaniment of increased absenteeism and this habit of absenteeism persisted after the hours of work were reduced to reasonable limits.

Reduction of working hours, on the other hand, at first results in a decline in production almost in direct proportion to the shortened hours. Then, however, "owing to the increase of vigour experienced as the result of the lighter work, the workers gradually, and *unconsciously*, get into the habit of speeding up their rate of production." The final result is usually a higher rate of production than under the longer hours. For example, a plant which cut weekly hours from 74½ to 55½ and abolished Sunday work showed no change in production for the first four weeks but in the next three four-week periods production rose 4, 11 and 14 per cent respectively until it levelled out at a point 13 per cent higher than that achieved under the former hours.

The shift system most conducive to health and efficiency is, in Dr. Vernon's opinion, the scheme of two eight-hour shifts a day because it avoids night work and gives women time for shopping and household duties. If properly organized, three-shift systems are also satisfactory, but a 40-hour break must be granted at week-ends and adequate transport and supervision provided. Night workers who changed over to day work every other week were almost as efficient as day workers but those who changed less frequently were from 2 to 17 per cent less productive. The value of rest pauses was also pointed out as an aid to production. A 1938 study of 1,000 factories in large industrial centres showed that two-thirds granted rest breaks of 10 or 15 minutes in work-spells lasting from four to five hours.

Problems of Industrial Safety and Absenteeism in the United States

THE Division of Labour Standards of the United States Department of Labour has issued two new special bulletins on war-time problems of industry. The first, entitled *Safety Speeds Production*, is addressed directly to supervisors and the second summarizes the experience of some 200 war plants in dealing with absenteeism.

Supervisors and Accident Prevention

The role which the alert and energetic supervisor may play in accident prevention is pointed out in the safety pamphlet. The importance of developing safe habits of work in inexperienced employees and of enlisting the co-operation of workers in safety cam-

paigns is stressed. Supervisors are urged to study accident statistics and to discover the cause of each accident so that its repetition may be prevented. Pointers are given on good housekeeping, guarding machinery, supervising weight lifting and the care of tools. A list of other publications "for those who haven't had enough" is printed at the end.

Absenteeism

The pamphlet on absenteeism contains reports by officials dealing with this problem in shipyards, aircraft plants, electrical and chemical firms, precision instrument companies, utilities, textile mills, food concerns, and other war plants. The opinion is expressed that "wilful absence represents a small proportion of the whole problem," but that much wartime absenteeism is due to inconvenient working and living conditions. It is concluded that "established concerns with well-developed industrial relations programs control absenteeism more successfully even when they are expanding under pressure of war orders."

The control of absenteeism is considered to be primarily the responsibility of management, but trade unions, labour-management committees, the Government and the community have helped to solve the problem in many plants. A sound personnel policy is recognized as the basis of any attack on the problem. Interviewing returning absentees has proved one of the best control methods. Some plants send letters or telegrams, or telephone absentees, and others follow up with a visit by a personnel officer to discover the cause of the absence and offer help. Foremen, shop stewards, labour-management committees and union officials are enlisted to assist with interviews and conduct attendance campaigns.

Plants reported poor results from penalty lay-offs or monetary rewards which are not effective in a period of labour shortage. Paying absentees in Axis money or posting their names aroused resentment and even increased absenteeism in some cases. Most plant officials agreed that positive efforts to build

employee morale were preferable to punitive measures directed against individuals. Some firms required two-hours notification of all absences and were then able to make adjustments to prevent interruption of production.

Improvement of working conditions had good effects on absenteeism rates by reducing accidents, industrial disease and fatigue. Alteration of hours schedules to suit the convenience of workers and ensure maximum output was also found to reduce the number of absences. Attention to nutrition and health resulted in better attendance in many plants.

Psychological reasons for absence must be considered, the report states. Officials attempted to counteract boredom and indifference by rest pauses, snacks, music, planned recreation and holidays. Workers were made aware of the importance of their job by posters, movies, visits by war heroes, etc. Transfers were arranged to place workers in the jobs to which they were best suited. Most officials agreed that lay-offs due to material shortages had a very bad psychological effect and should be avoided by planned production and shifting workers to other work. The employment of both men and women counsellors to help workers solve personal problems had good results in reducing absenteeism.

Methods used by various plants to solve problems of transport, housing, child care, recreation and shopping included appointing transport co-ordinators and housing directors, arranging variations in store and bank hours, installing barber and beauty shops on the premises, and providing facilities for cashing cheques and securing ration books. Some plants supplied equipment for recreation on company property while others arranged with community agencies for part-time use of facilities. Plant authorities co-operated with community organizations in developing housing and child-care schemes.

Employers are urged to keep absenteeism records in order to discover the causes of absences in their plant. A supplementary pamphlet showing the forms used by war plants as a basis for controlling absenteeism will be available shortly.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1941 appeared in the *LABOUR GAZETTE* for May, 1942.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Penalty Established for Failure to Comply with Order of Minister Implementing Recommendation of Industrial Disputes Inquiry Commissioner

BY Order in Council (P.C. 4175, May 20, 1943) any person refusing or failing to comply with an order of the Minister of Labour made under Section 5 of P.C. 4020 is now guilty of an offence and liable upon summary conviction to a fine not exceeding five hundred dollars for every day that such failure to comply continues.

Under Section 5 of Order in Council P.C. 4020, the Minister of Labour is authorized to issue whatever order he deems necessary to give effect to the recommendations of an

Industrial Disputes Inquiry Commissioner appointed to investigate the dismissal of employees allegedly for union membership and/or activity; or to investigate the alleged coercion or intimidation of employees for the purpose of having them join a trade union.

By section 5, it is provided that the Minister's Order implementing the recommendation of Industrial Disputes Inquiry Commissioners shall be final and binding upon the employer and employees and any other person concerned. The latest amendment of

this Order therefore adds a penalty for the failure or non compliance with the Minister's Order in such matters.

The text of the amending Order in Council follows:

Whereas the Minister of Labour reports that it is desirable to amend Order in Council P.C. 4020, of June 6, 1941, as amended, so as to provide a penalty for failure to comply with an order of the Minister of Labour made under section 5 thereof;

Therefore, His Excellency the Governor General in Council, on the recommendation of

the Minister of Labour and under the authority of the War Measures Act (Chapter 206, Revised Statutes of Canada 1927) is pleased to amend Section 5 of Order in Council P.C. 4020 of June 6, 1941, as amended, and it is hereby further amended by the addition thereto of the following subsection:

(2) Any person refusing or failing to comply with an order of the Minister made under this section, shall be guilty of an offence and liable upon summary conviction to a fine not exceeding Five Hundred Dollars (\$500.00) for every day that such refusal or failure to comply continues.

Recent Proceedings under the Industrial Disputes Investigation Act

IN the month of May twelve Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:—

- (1) Between the Davie Shipbuilding and Repairing Company, Limited; Morton Engineering and Dry Dock Company, Limited; and George T. Davie and Sons Limited, and their respective employees, members of Locals 3, 6 and 7, Boilermakers and Iron Shipbuilders Union of Canada.
- (2) Between the Consumers' Gas Company, Toronto, Ontario, and its employees, members of Local 12291, District 11, United Gas, Coke and Chemicals Workers of America.
- (3) Between Babcock-Wilcox & Goldie-McCulloch, Limited, Galt, Ontario, and its employees, members of Local 2859, United Steelworkers of America.
- (4) Between Shurly-Dietrich Atkins Company, Limited, Galt, Ontario, and its employees, members of Local 2895, United Steelworkers of America.
- (5) Between Galt Metal Industries, Limited, Galt, Ontario, and its employees, members of Local 2894, United Steelworkers of America.
- (6) Between the Galt Brass Company, and its employees, members of Local 2903, United Steelworkers of America.
- (7) Between Whitehall Machine and Tools, Limited, Galt, Ontario, and its employees, members of Local 2871, United Steelworkers of America.
- (8) Between the R. McDougall Company, Limited, Galt, Ontario, and its employees, members of Local 2890, United Steelworkers of America.
- (9) Between the J. A. M. Taylor Tool Company, Limited, Galt, Ontario, and its employees, members of Local 2903, United Steelworkers of America.

- (10) Between the Canadian Machinery Corporation, Galt, Ontario, and its employees, members of Local 2905, United Steelworkers of America.
- (11) Between the Galt Malleable Iron Company, Limited, and its employees, members of Local 2899, United Steelworkers of America.
- (12) Between the Howard Smith Paper Mill, Limited, Beauharnois, P.Q., and its employees, members of the National Catholic Syndicate of Pulp and Paper Workers of Beauharnois.

The text of the reports of the Boards will be found at the conclusion of this statement.

Applications Received

Ten applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour during the month of May. These were:—

1. From employees of the Atlas Steels, Limited, Welland, Ontario, members of the United Electrical, Radio and Machine Workers of America. The dispute, which was said by the applicants to affect employees, concerns union recognition and the negotiation of a collective labour agreement. On May 10, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

* By P.C. 5963, the National and Regional War Labour Boards are specially charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which rates are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

2. From the employees of the Universal Fur Dressing and Dyers, Limited, Toronto, Ont., members of the International Fur and Leather Workers Union of the United States and Canada. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, was said by the applicants to affect 41 employees directly and 2 indirectly. Mr. J. D. McNish, K.C., Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

3. From the employees of the International Nickel Company of Canada, Port Colborne, Ont., members of Local 637, International Union of Mine, Mill and Smelter Workers. The dispute, which was said by the applicants to affect 1,340 employees directly and 200 indirectly, concerns union recognition and the negotiation of a collective labour agreement. On May 27, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

4. From the employees of the Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., members of Local 2982, United Steelworkers of America. The dispute, which was said by the applicants to affect 229 employees directly and 800 indirectly, concerns union recognition and the negotiation of a collective labour agreement. On May 21, Mr. Bernard Rose, K.C., Montreal, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

5. From the employees of Peacock Bros., Limited, Ville La Salle, P.Q., members of Local 21, International Moulders & Foundry Workers' Union of North America. The dispute which concerns union recognition and the negotiation of a collective labour agreement was said by the applicants to affect 59 employees. The application for a Board of Conciliation and Investigation was withdrawn by the applicant union on May 24, an agreement having been signed between the parties concerned in the dispute.

6. From employees of Sable, Limited, Montreal, P.Q., members of Local 54, International Fur and Leather Workers Union of the United States and Canada. The dispute, which was said by the applicants to affect 139 employees, concerns the negotiation of a collective labour agreement.

7. From employees of the Anglo-Canadian Leather Company, Limited, Huntsville, Ont., members of the International Fur and Leather Workers Union of the United States and Canada. The dispute, which concerns union recognition and the negotiation of a collective

labour agreement, was said by the applicants to affect 160 employees.

8. From employees of the Dunlop Tire & Rubber Goods, Company, Limited, Toronto, Ont., members of Local 132, United Rubber Workers of America. The dispute, which was said by the applicants to affect 650 employees, concerns the refusal of the Company to agree to a maintenance of membership clause being inserted in an agreement sought by the applicant union. On May 29, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

9. From employees of Electric Steel Company, Limited, Cap de la Madeleine, P.Q., members of Local 409, International Moulders and Foundry Workers' Union of North America. On May 29 the application was returned to the employees for revision.

10. From employees of the Saint John Dry Dock & Shipbuilding Company, Limited, East Saint John, N.B., members of Local No. 3, Industrial Union of Marine & Shipbuilding Workers of Canada. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, was said by the applicants to affect 1,600 employees.

Boards Established

On May 27, a Board of Conciliation and Investigation was established to deal with disputes between the Ford Motor Company of Canada, Ltd., and its employees, members of Local 240, United Automobile Workers of America and employees, members of the Formocan Employees' Association (L.G., Mar., 1943, p. 326). Following the receipt of the application, Mr. Louis Fine, Chief Conciliation Officer, Ontario Department of Labour, was authorized as Industrial Disputes Inquiry Commissioner to investigate the disputes. The Commissioner recommended that, with the consent of the applicant organizations, one Board of Conciliation and Investigation be established to deal with the two disputes, the employees' nominee on the Board to be appointed by the Minister of Labour. Subsequently both employees' organizations agreed to the proposal that the Minister of Labour appoint the employees' nominee, and on May 28 Dr. H. A. Logan, Toronto, Ont., was appointed employees' representative on the Board. At the end of the month the Department was awaiting the Company's nominee for appointment to the Board.

A Board of Conciliation and Investigation was established on May 6 to deal with a dispute between the Massey-Harris Company, Limited, Weston, Ont., and its employees,

members of the United Automobile Workers of America (L.G., Mar., 1943, p. 324). On May 1, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, who had been authorized as Industrial Disputes Inquiry Commissioner, reported that he had been unsuccessful in bringing about a mutually satisfactory settlement and recommended the establishment of a Board. The personnel of the Board which was fully constituted on May 28, was as follows: His Honour Judge Ian M. Macdonell, Judge's Chambers, City Hall, Toronto, chairman, appointed by the Minister of Labour in the absence of a joint recommendation of the other two members; Senator J. J. Bench, St. Catharines, Ont., appointed on the nomination of the employer and Mr. Drummond Wren, Toronto, appointed on the nomination of the employees.

On May 10 a Board of Conciliation and Investigation was established to deal with a dispute between the B. Greening Wire Company, Limited, Hamilton, Ont., and its employees, members of Local 2950, United Steelworkers of America. (L.G., May, 1943, p. 598). Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, who had been authorized on April 16 as Industrial Disputes Inquiry Commissioner to investigate the dispute, recommended that a Board be established. The personnel of the Board is as follows: Dr. Alexander Brady, Toronto, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. Henry S. Robinson, K.C., Hamilton, appointed on the nomination of the employer and Mr. John J. Sullivan, Hamilton, appointed on the nomination of the employees.

A Board of Conciliation and Investigation was established on May 24 to deal with a dispute between the Dominion Glass Company, Limited, Hamilton, Ont., and its employees, members of Local No. 3, Canadian Brotherhood of Glass Workers (C.C.L.) (L.G., Apr., 1943, p. 472). Following receipt of the application for the establishment of a Board, His Honour Judge Ian Macdonell was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner found that the dispute came within the scope of the provisions of the Industrial Disputes Investigation Act as extended by P.C. 3495 and recommended that a Board of Conciliation and Investigation be established.

On May 26, a Board of Conciliation and Investigation was established to deal with a dispute between the Office Specialty Manufacturing Company, Limited, Newmarket, Ont., and its employees, members of Local No. 7, National Union of Furniture Workers (C.C.L.)

(L.G., May, 1943, p. 597). The Commissioner reported that he had been unable to affect a mutually satisfactory settlement of the matters at issue and recommended that a Board be established.

On May 15, a Board of Conciliation and Investigation was established to deal with a dispute between the Canadian Pacific Railway Company, Montreal, P.Q., and its dining car employees, members of the Brotherhood of Railroad Trainmen (L.G., May, 1943, p. 598). Following the receipt of the application, Mr. Bernard Rose, K.C., Montreal, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. In his report the Commissioner recommended the establishment of a Board of Conciliation and Investigation. At the end of the month Messrs. George B. Bagwell, Toronto and Victor A. Sinclair, K.C., Toronto, had been appointed to the Board on the nomination of the employees and employer respectively, and were conferring with a view to making a joint recommendation of a person for appointment as third member and chairman.

In connection with the constitution of the Board of Conciliation and Investigation established in April to deal with a dispute between Sawyer-Massey, Limited, Hamilton, Ont., and its employees, members of Local 520, United Electrical Radio & Machine Workers of America (L.G., May, 1943, p. 594). Dr. Christian Sivertz, London, Ont., was appointed on the nomination of the employees and Mr. Gordon R. Munnock, K.C., Toronto, appointed on the nomination of the employer. At the end of the month no recommendation had been made concerning the chairman of the Board.

On May 10, a Board of Conciliation and Investigation was established to deal with a dispute between Sorel Industries, Limited, Sorel, P.Q., and its employees, members of the Metal Trades Council of Sorel. (L.G., May, 1943, p. 594). Mr. Bernard Rose, K.C., Montreal, who was authorized as Industrial Disputes Inquiry Commissioner on April 20 to investigate the dispute, recommended that the application for a Board be approved. The personnel of the Board is as follows: Hon. Mr. Justice Joseph Archambault, Montreal, chairman, appointed on the joint recommendation of the other two members; Messrs. Paul Fournier, Montreal, and J. A. L'Heureux, Sorel, appointed on the nomination of the employees and employer respectively.

A Board of Conciliation and Investigation was established on May 24 to deal with a dispute between the Morrow Screw & Nut Company, Limited, and Ingersoll Machine & Tool Company, Limited, and their employees, members of Local 2918, United Steelworkers of

America (L.G., May, 1943, p. 594). Following receipt of the application, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, and being unable to bring about a mutually satisfactory settlement of the dispute, the Commissioner recommended the establishment of a Board. At the end of the month Mr. John J. Sullivan, Hamilton, appointed a member of the Board on the nomination of the employees and Mr. J. J. Robinette, Toronto, appointed on the nomination of the employer, had been requested to confer on the joint recommendation of a person to act as chairman and third member of the Board.

Other Board Fully Constituted

The constitution of the Board of Conciliation and Investigation established on April 21 to deal with a dispute between Defence Industries Limited, Brownsburg, P.Q., and its employees, members of the Munitions Workers Federal Union (T. & L.C.), (L.G., May, 1943, p. 596) was completed on May 7. The personnel of the Board is as follows: Mr. Gerald H. Brown, Ottawa, Chairman, appointed on the joint recommendation of the other two members; Messrs. D. A. Paterson and A. Feiner, both of Montreal, appointed on the nomination of the employer and employees respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

An application for the establishment of a Board of Conciliation and Investigation was received in April from employees of the Lake St. John Power & Paper Company Limited, Dolbeau, P.Q., members of the National Catholic Syndicate of Pulp & Paper Workers of Dolbeau (L.G., May, 1943, p. 594). On May 18 Mr. Raoul Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, was appointed as Industrial Disputes Inquiry Commissioner to investigate the dispute.

On May 24, Mr. Bernard Wilson, Industrial Relations Officer, Dominion Department of Labour, Ottawa, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between the Canadian National Railways (Work Equipment Department) Winnipeg, Manitoba, and its employees, members of Divisions 142 and 226, Canadian Brotherhood of Railway Employees and Other Transport Workers. (L.G., May, 1943, p. 594).

Other Reports of Industrial Disputes Inquiry Commissioners

In the dispute between the H. J. Heinz Company, of Canada, Limited, Leamington, Ont., and its employees, members of the Leamington Cannery Workers Union (C.C.L.) (L.G., Apr., 1943, p. 470), a report was received from Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, who had been appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner reported that in his opinion the dispute could not be considered as coming within the scope of the Industrial Disputes Investigation Act as extended by P.C. 3495. The Commissioner's report was concurred in and the interested parties were advised that a Board of Conciliation and Investigation could not be established.

On April 14, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the Breithaupt Leather Company, Limited, Kitchener, Ont., and its employees, members of Local 300, International Fur and Leather Workers Union of the United States and Canada (L.G., May, 1943, p. 594). The Commissioner was successful in having the Company consent to a representation vote being taken of the employees and also secured the consent of the Company to recognize the applicant union as the bargaining agency if they received a majority of the eligible votes. In the representation vote which followed the applicant union obtained a majority of the votes cast. The Commissioner reported that the Company, in accordance with its previous undertaking, immediately entered into negotiations with the applicant union for the purpose of consummating a collective labour agreement.

During the month a report was received from Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, who had been appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute between the Cockshutt Plow Company, Limited, Brantford, Ont., and its employees, members of the United Automobile Workers of America (L.G., May, 1943, p. 595). In view of the rejection of the applicant union by the employees of the Company in a representation vote, the Commissioner recommended that the application for a Board be denied. The report of the Commissioner was concurred in, and the interested parties advised that a Board would not be established.

On April 15, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute between the Commonwealth Electric

Corporation, Limited, Welland, Ont., and its employees, members of the Commonwealth Electric Shop Union (L.G., May, 1943, p. 594). A representation vote conducted on May 21 indicated that the applicant union did not represent a majority of the employees and consequently the Commissioner recommended against the establishment of a Board of Conciliation and Investigation. The interested parties to the dispute were subsequently advised that a Board would not be established.

Applications Withdrawn

The Department was notified on May 11 that the application for the establishment of a Board of Conciliation and Investigation to deal with the dispute between the Canadian Copper Refiners Limited, Montreal, P.Q., and its employees, members of Local 23184, Copper Refiners Union (A.F. of L.) (L.G., Nov., 1942, p. 1247) had been formally withdrawn as the applicant union did not wish to proceed with the making of a presentation to the Board.

On May 10, the application for the establishment of a Board of Conciliation and Investigation to investigate a dispute between Genelco

Company Limited, Peterborough, Ont., and its employees, members of United Electrical Radio & Machine Workers of America (L.G. Jan. 1943 p. 70) was withdrawn, a collective labour agreement having been signed by representatives of the Company and the union.

Strike Vote

On March 19, the Department received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Hamilton Bridge Company, Limited, and its employees, members of Local 2537, United Steelworkers of America (L.G. April 1943, p. 478.). The members of Local 2537 of the United Steelworkers of America rejected the report of the Board and requested that a strike vote be taken under the supervision of the Department of Labour as provided for in Order in Council P.C. 7307. The vote was taken April 20, and resulted in 611 voting in favour of going on strike and 113 against, with 26 spoiled ballots. Later, a strike occurred when the Company and the union failed to reach an amicable settlement of the dispute.

Report of Board in Dispute Between the Davie Shipbuilding and Repairing Company, Limited; Morton Engineering and Dry Dock Company, Limited; and the George T. Davie & Sons Limited, Lauzon, Quebec, and their Representative Employees

On May 12, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with disputes between the Davie Shipbuilding and Repairing Company, Limited; Morton Engineering and Dry Dock Company Limited, and the George T. Davie and Sons Limited, Lauzon, Quebec; and their respective employees members of Locals 3, 6 and 7, Boilermakers and Iron Shipbuilders Union of Canada (L.G., May, 1943, p. 597).

The personnel of the Board was as follows:

Mr. Ernest Godbout, Quebec, P.Q., Chairman, appointed by the Minister of Labour in the absence of a joint recommendation of the other two members; Mr. Walter A. Merrill, Montreal, P.Q., appointed, on the nomination of the employer; and Mr. Guy M. Desaulniers, Montreal, P.Q., appointed, on the nomination of the employees.

The report of the Board was signed by the Chairman and Mr. Desaulniers. Mr. Merrill submitted a minority report.

The texts of the report of the Board and the minority report follow:

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a Dispute between Davie Shipbuilding and Repairing Company, Limited, Morton Engineering & Dry Dock Company Limited and Geo. T. Davie & Sons Limited and their Employees respectively Members of Locals Nos. 3, 6 & 7 of the Canadian Union of Boilermakers and Iron Shipbuilders of the Canadian Congress of Labour.

To The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Parliament Buildings,
Ottawa.

Honourable Mr. MITCHELL:—

The Board of Conciliation and Investigation that you have established to take knowledge of the dispute between the Davie Shipbuilding & Repairing Company, Limited and Morton Engineering & Dry Dock Company, Limited and Geo. T. Davie & Sons, Limited and their employees, respectively members of Locals 3, 6 & 7 of the Canadian Union of Boilermakers and Iron Shipbuilders

of the Canadian Congress of Labour, has the honour to submit to you its report.

The Board has been constituted as follows:

Walter A. Merrill, K.C., of Montreal, recommended by the employers;

Guy M. Desaulniers, lawyer, of Montreal, recommended by the employees, and

Ernest Godbout, lawyer, of Quebec, named under your authority.

These members have duly taken oath and have conducted the procedures according to law.

The Board held its sessions at the Court House, in Quebec, on the 19th, 23rd and 24th day of April, 1943, and visited the shipyards of the Davie Shipbuilding, Morton Engineering and G. T. Davie Companies, on the 20th, 21st and 22nd day of April, 1943.

During its sittings, the Board heard the following gentlemen, on behalf of the Employers: Messrs. R. B. Thomson, vice-president and general manager of the Davie Shipbuilding, R. W. Morton, president of Morton Engineering, C. G. Davie, president of the G. T. Davie, T. H. Kerr, K.C., and R. Drouin, lawyers, representing these companies, and also some of the principal officers of these companies; and on behalf of the union members; Mr. A. R. Mosher, president of the Canadian Congress of Labour and also most of the presidents and secretaries of the Locals of the Union, and also a few workmen.

On the occasion of its visits to the shipyards, the Board obtained information on the shipbuilding industry in the Quebec region, the state of the shipyards, the labour conditions and the state of mind of the employers and the employees, with regard to the present conflict.

Since the establishment of this Board and during the whole period of its sittings, the parties have submitted to the Board statements of facts or briefs, projects of collective agreement and exhibits, they have caused witnesses to testify and have exposed their contentions eloquently. The Board transmits all these documents.

The Board has had to deal with the following litigious questions, out of which the dispute arose to wit:

- (A) the determining of the rates of pay for the supplementary hours of work. (overtime rates)
- (B) the deduction by the employers from the employees' salaries of the contributions payable by the latter to the union. (check off)
- (C) the establishment of Closed Shop.

The two first items have been settled by mutual agreement of the parties. No decision could be arrived at concerning the third item.

I

The union members had annexed to their request for the establishment of a Board of Conciliation and Investigation, a memorandum of agreement for the setting up of a joint production committee. It was a project of collective agreement for the creation of a committee composed of employers and employees, with a view of increasing production.

The union members alleged that the existence of such committees improves the co-operation and good understanding between employers and employees. The satisfaction deriving for both parties from such joint production committees stimulates production in the shipyards. The employers benefit by the suggestions, quite opportune at times, made by experienced tradesmen. The workers accept more easily, certain directions or decisions of the companies concerning the performance and the condition of work, because they are brought to their attention and explained to them by well-informed fellow workers.

In wartime collaboration between employers and employees is recommendable to the highest extent. Similar committees exist in important numbers in Canadian industry and certain government authorities would have approved of them.

It has been recognized by the companies that they should not be opposed to offers of co-operation which are reasonable. The companies have accepted the project for a collective agreement submitted by the union members, the parties will accommodate one another regarding a few secondary questions when it is put in force.

The terms of agreement which follow were adopted:

An agreement has been reached between the companies and the union to set up Joint Production Committees, on the basis with the memorandum of agreement submitted to the Board subject however to such changes as may be mutually agreed upon.

The Board recommends that the memorandum of agreement regarding the establishment of a joint production committee, submitted by the union members be signed as soon as possible by each of the companies with its local section of the union. This memorandum is annexed to the present report as Exhibit "A".

I—The establishment of a union-management co-operation through joint production committees;

II—The raising of rates in the shipyards up to the level of those now being paid for corresponding work in the shipyard operated by the Canadian Vickers, Limited, in Montreal;

III—After study by the parties of a proposed collective agreement, the adoption of the clauses concerning:

II

The union members requested an increase in salaries in the shipyards up to the level of those now being paid for corresponding work in the shipyard operated by the Canadian Vickers, Limited, in Montreal.

The union members have admitted without discussion that it did not belong to the Board to decide on such a litigation, on account of the Order in Council governing salaries in wartime, P.C. 5963, issued in virtue of the War Measures Act. They, however, declared that the difference between salaries paid in Montreal and those paid in Quebec for corresponding work was unjustified, and they have especially compared the rates paid by the Vickers Company and the Davie and Morton Companies.

The Companies have accepted these representations favourably. They agreed that the cost of living bonus could be made uniform in the shipyards of the Province of Quebec, with the rates and according to the computations prescribed by the Order in Council, P.C. 5963. They accepted as justifiable an increase in the rates paid to labourers in the shipyards of the region of Quebec, but they reserved their opinion as regards the level this increase should attain.

The union members have contended that this difference in salaries created an unsatisfactory situation, detrimental to production and therefore harmful to the war effort. The labourers have assured of their contribution to the Country by the enlistment of numerous members in the armed forces and the energetic efforts of the workers; that they pay the same taxes as do the other fellow citizens, subscribed generously to national loans, bear the strain of working conditions which are rigorous due to the kind of work itself and variable climatic conditions existing in the region of Quebec; supported large families and, having endured the economic depression, are subject to wartime restrictions and must face the high cost of living now that they have found work and are earning a salary. The union members have proven that the employers would suffer no prejudice by the fact of the salaries being increased because the difference between the wages actually paid and those asked for the future will be liquidated by the State, the Companies building warships for the Allied nations.

The Companies have replied that increases in salaries had already been given by them to their employees, either willingly or upon instructions from the Government, pursuant to the following industrial investigations:

"Board of conciliation and investigation, under the chairmanship of the Honourable

Judge Gillanders, in the spring of 1940, relative to the dispute between the DAVIE SHIPBUILDING COMPANY and its employees;

Board of conciliation and investigation, under the chairmanship of the Honourable Judge Savard, in the fall of 1941, concerning the dispute between MORTON ENGINEERING and its workers;

Royal Commission to investigate concerning the shipyards of Eastern Canada, presided by the Honourable Senator Leon Mercier Gouin, K.C., during the year 1941".

The Companies have alluded to the considerations expressed in the Royal Commission's report, that in certain regions or zones of a country numerous conditions influence the cost of living and the price of services. As an example, the Companies mentioned the law on minimum wages of the Province of Quebec, which determines zones where rates of pay are lower than in other regions.

The employers have discussed the probability of inflation which is possible on account of an exaggerated trend of wages. They have set forth the argument that they expect to maintain a demand for labour after the war in the Quebec shipyards, providing that excessive salaries do not erect a barrier. They have affirmed that a greater quantity of specialists are employed in the Metropolis.

Seeing its limited jurisdiction in the matter, and the understanding of the parties in the settlement arrived at on this problem, the Board may dispense itself from judging this argumentation upon its merits. The Board believes that it is its duty to conclude that the contentions of the labourers as a whole seem justified and reasonable.

It is the opinion of the Board that the principle of zones or regions created ill-feelings and rivalry when it becomes known that the State pays the different wages for corresponding occupations through the medium of certain companies bound by wartime contracts and out of monies collected from all the citizens. The labourers are wondering why the Government administration does not equally favour all the workers of the Country.

The Board is of opinion that presently specialized labour is distributed in practically equal proportions among the large industries which devote their activities to wartime enterprises; that all over Canada the employers must hire all available labour, even if it be partly unexperienced; that an increased salary for the employees of the Quebec & Lauzon shipyards, even if it should reach the level of wages paid in other shipyards of the Province of Quebec for similar work, will not affect in an appreciable way the wartime or peacetime economy of the Quebec region.

Consequently the Board submits its recommendation, so that if the Honourable Minister deems it proper, it may be brought to the knowledge of the National War Labour Board, before which the parties have agreed to present a joint demand for the purposes and according to the terms of the following agreement, to wit:

"The parties to the dispute before your Board agree to make joint representations to the National War Labour Board expressing the opinion that the existing differentials between rates of pay and cost of living bonus as in shipyards in Montreal and those in Quebec and Lauzon are not now justified and that the rates at Quebec and Lauzon should be increased, the Union contending that the entire spread and differential should be wiped out, the Companies contending it should be wiped out only in part; an effort will be made as soon as possible to reach an agreement as to the rate that should prevail at Quebec and Lauzon and, in case such agreement is arrived at, the parties will join in attempting to have the same approved by the Board, but failing an agreement, the parties reserve the right to make their respective representations to the Board on the question".

III

The study of a project of collective agreement between the parties has given rise to difficulties regarding Clauses 7, 15 and 16. The parties have agreed on the other clauses.

Clause 7-D reads, in the first place, as follows:

"Any work performed other than during the regular hours of work herein provided shall constitute overtime and shall be paid for at the rate of time and one-half, except where double time is payable. Provided however that if such overtime does not exceed fifteen minutes, it shall be paid for at straight time".

The Companies and the union members have agreed on this clause, as follows:

"Any work over 48 hours in one week from Monday to Saturday or in excess of twelve hours in any one day shall be paid for at the rate of time and a half except where double time is payable provided that if overtime does not exceed fifteen minutes, it shall be paid for at straight time".

Clause 7-E reads as follows:

"Any work performed by day shift employees after 10 p.m. on any of the first five days of the week, after 5 p.m. on Saturdays, on Sundays and on the following Statutory Holidays shall be paid for at the rate of double time:

New Year's Day, Epiphany, St. John the Baptist Day, Labour Day, All Saints Day, Immaculate Conception Day, Christmas Day.

Should any of the said holidays fall on Sunday, the day observed by the public will be treated and paid for as the holiday".

Actually the Davie Companies pay overtime for extra working hours, according to the following tariff:

Time and one-half: after forty-eight (48) hours per week;

Double time: on Sundays and certain holidays.

The Morton Company pays:

Time and one-half: after forty-eight (48) hours per week;

Double time: after 10 p.m. on any of the first 5 days of the week and after 5 p.m. on Saturday, Sunday and certain holidays.

The Companies have objected to the payment of Double Time after 10 p.m. on the first 5 days of the week and after 5 p.m. on Saturday, for the three following major reasons: The Davie Companies have never paid this double time after 10 p.m. and on Saturday; the Morton Company should not pay this double time, if it must in the future act with the other Companies in conformity with Clause 7-D. It is desirable to establish a uniform tariff for extra hours of work in the shipyards of the Quebec region because it is in the interest of both the Companies and of the Union that a collective agreement be adopted to apply in the same manner in the three shipyards.

The union members have insisted on the equity of Clause 7-D, as already accepted by the parties; they have refused to abandon double time after 10 p.m. and on Saturday at Morton's; they suggested as a compromise that things remain as they are in both the Davie Companies and at the Morton Company, regarding double time.

The Companies refused this arrangement; they definitely put a condition to their first acceptance of Clause 7-D, that Clause 7-E be exactly the same for the three Employers, and should read as follows:

"Work performed on Sundays and the following Statutory Holidays shall be paid for at the rate of double time:

New Year's Day, Epiphany, All Saints Day, St. John the Baptist Day, Labour Day, Immaculate Conception Day, Christmas Day.

Should any of the holidays fall on Sunday, the day observed by the public will be treated and paid for as the holiday".

The Board is informed that, in the Quebec region, many public enterprises or important industries, equivalent to shipyards, remunerate their employees on the basis of time and one-half for work performed even after an eight (8) hour day. The Board therefore is of opinion that Clause 7-D is reasonable and just and recommends that it be inserted in the collective agreement.

The Board admits that it is not essential for the Companies' interests that the three collec-

tive agreements to be passed between the parties, contain the same Clause 7-E; it believes that the Morton employees would take exception to the disappearance of double time after 10 p.m. and on Saturday and that this would affect wartime production. It considers that the employer is the sole judge as to whether work should be performed or not after 10 p.m. and on Saturday; it finds that the attitude adopted by the employees is suitable and conciliating and recommends that Clause 7-E in the collective agreement with the Morton Company be the one originally proposed by the union members and that Clause 7-D in the collective agreement with the two Davie Companies be the one drawn up by the Employers. The texts of these clauses have been cited previously.

The Board is of opinion that if Clause 7 (D and E) is to apply in its entirety, it must be approved by the National War Labour Board, in compliance with Order in Council, P.C. 5963. It recommends that the parties include this request in their joint demand that they will address to the Board in order to raise the cost-of-living bonus and salaries.

Clause 15:

This clause reads as follows:

"The Company agrees to deduct from the wages of each employee, upon written request, the amount of dues payable to the Union, namely One Dollar per month, such dues to be deducted weekly or monthly as may be arranged, and to remit said dues monthly to the representative of the Union designated by it".

The discussion of the parties on this point is resumed thus: on the first part, the Employer must help the Union because it deserves it; on the other part the Union is in a position to collect its dues.

The Board believes that to retain out of the employees wages, dues payable to the Union would be an additional effort to the onerous task already imposed upon the Companies by administrative regulations. Clause 15 does not provide for any remuneration for this service.

The Board is confident that although this clause is not included in the collective agreement, employers and employees may come to an understanding when necessary, on this question. It does not withdraw this clause from the contract but recommends that if the Companies oppose it persistently, it be cut out.

Clause 16:

This clause stipulates:

"No employees occupying a position governed by the terms of this agreement shall be retained in the service of the Company for a period exceeding thirty days except those who are members in good standing in the Union". This is the debated problem of Closed Shop.

The union members has asked for Closed Shop in the first place; the Companies had objected; then Union Shop was proposed, this was objected to; then a benefit called Maintenance of Membership was offered and this was refused.

The workers have asked the Board for the establishment of Closed Shop and argued in its defence.

The significance generally given to the expressions: closed shop, union shop and maintenance of membership, is the following:

"Closed Shop": a shop where one must be or become a member of the Union and remain so, in order to work;

"Union Shop": a shop where one must be or become a member of the Union, after a certain length of time and retain membership, in order to work;

"Maintenance of membership": a shop where one must remain a member of the Union, to work.

The union members have presented the following arguments:

Closed Shop creates a closer collaboration between the employer and the employees, it facilitates mutual understanding, it abolishes offensive and defensive attitudes between them, it augments mutual confidence; it reduces union strifes and quarrels between workers; it encourages the labouring class, reminds the labourers of their duties and responsibilities; it guarantees general welfare and a better productivity on the job in a peaceful atmosphere.

Closed Shop allows the Union to protect the justified rights of the workers in a more efficacious manner; it prevents competition, preferences and injustices, it assures the putting in force of collective agreements; it permits a better control of union workers; it contributes to the equitable distribution of duties among the employees who benefit by the union's efforts; it develops the spirit of solidarity which is so necessary to the interests of the labourers and assures of the permanent existence of the union in the shipyards.

Closed Shop recognizes more clearly the right of the workmen to associate; it establishes a just preference between the rights of the collectivity of workers and the liberty of the individual worker; it constitutes a progressive phase in the rational evolution of labour unionism.

Closed Shop is recognized and favoured in certain countries.

Ninety per cent (90%) of the employees of the Davie and Morton shipyards request the establishment of Closed Shop.

The Companies have denied the contentions of the union members and replied in substance as follows:

It seems that Closed Shop is not recommended, although it is not forbidden by the laws of the country. It comes in conflict with Wartime Regulations. It is in opposition with the privilege that other existing legal syndicates have to claim the same rights.

The Provincial and Federal laws governing the labour problem in Canada have not yet attained the degree of maturity as that of legislation in other countries concerning this matter. In such cases a control is exercised over the Unions; Closed Shop is subject to rulings.

Closed Shop cannot be imposed in law, the Companies must give their consent; they refuse to do so.

Public opinion is not in sympathy with the Closed Shop; in general, it is not accepted favourably by Canadian industry.

In wartime Closed Shop is not a profitable experience. The union which is favoured by it arouses the rivalry of other syndicates. The union profits at the present time by the excessive but temporary hiring of workers in the shipyards. The union member who is dissatisfied takes the risk of going on strike or becomes member of another union and the trouble is renewed.

With Closed Shop the Companies will have to deprive themselves of 10 per cent of their non-syndicate workers and among them are competent and deserving employees. They will have to dismiss the workers who are in conflict with the Union and refuse to engage a technician who does not choose to become member of the Union.

Individual freedom and freedom to work are in contradiction with the establishment of Closed Shop.

The Companies doubt that the Board is in authority to judge this question.

The Companies propose to substitute the following article to Clause 16:

"In order that the Union may be assisted in exercising over its membership such measure of control as may be necessary to enable it to carry out the purposes of the present agreement as set forth in article No. 1 hereof, both the Union and the Company will collaborate and co-operate either through the Grievance Committee or otherwise in fully and impartially investigating any cases where employees of the Company, whether members of the Union or not, have acted in a manner contrary to the spirit and intent of the present agreement as regards the proper keeping up of production or the maintenance of efficiency or harmonious relations between the Company and its employees, and the Company will either discharge or suspend from its employ any worker who, in the opinion of the Company and after joint investigation by the Union and the Company, is considered to have acted in a manner inconsistent with the letter and spirit of the present agreement but this

article shall not apply to any complaint based solely upon differences of opinion between the employees and the Union as regards purely Union matters".

The union members do not agree to this.

The Board makes certain suggestions in order to bring the parties to a better understanding. It reminds them of the offers made for Union Shop and Maintenance of Membership. The parties held their ground.

The Board is of opinion that the law allows it to take cognizance of the dispute in this case and make recommendations accordingly.

The Board admits that Closed Shop can legally exist in the Davie and Morton shipyards, through the consent of the parties for a collective agreement acknowledging this consent.

The Board believes that recent legislation is developing in Canada in favour of the labour collectivity. It notices that the State has a marked tendency to intervene in the field of industrial economy, being desirous to exercise a control over certain organizations of public interest or determine labour conditions in an imperative way.

The Board believes that public interest restricts more than ever, at this time, individual liberty and that the rights of the labour collectivity reduces to a smaller scale presently the liberty to work; it discovers two reasons: the first: private property belongs for a large part to associations of persons or of capital; the second: the grouping or agreements arrived at by the enterprises compel workmen to associate themselves:

The Board submits that unionism has rendered great services to the labouring class and that the laws of the country authorize the unions to organize the workers.

The Board believes that in the Davie and Morton shipyards which employ 8,000 persons in all, the Union, recognized by the Companies as operating on the system of Closed Shop, in conformity with the desire of 90 per cent of the workers, will be in a position to improve the lot of the employees without harming the interests of the Employers; on the contrary the shipbuilding enterprises in the Quebec region and consequently the war industry will benefit thereby.

The Board recommends that Clause 16 be inserted in the collective agreement. This clause should stipulate however that it will be effective only for the actual union members and those who will enter the service of the Companies from the date of the signature of the agreement. The application for this clause and for all clauses of the collective agreement must be subject to wartime laws and regulations. With these reserves the Companies and the non-union employees actually in their

employ, will suffer no prejudice and the war-time requirements will be respected. This collective agreement should be signed without delay by the Companies and the respective locals of the Union. The project for such an agreement is annexed to the present report as Exhibit "B".

The Board expresses its thanks to the Employers, the Employees, their representatives and all persons who have assisted the Board in the accomplishment of its duties.

Respectfully submitted.

Ernest Godbout,
Chairman.
Guy M. Desaulniers,
Member.

Quebec, May 3, 1943.

PIECE "A" (EXHIBIT "A")

MEMORANDUM OF AGREEMENT BETWEEN (NAME OF THE COMPANY) AND LOCAL NO. CANADIAN UNION OF BOILERMAKERS AND IRON SHIPBUILDERS, FOR ESTABLISHMENT OF A JOINT PRODUCTION COMMITTEE

I. Name

1. The name of the Committee shall be "The Joint Production Consultative and Advisory Committee," referred to hereafter as the Committee.

II. Object

2. The object is to establish in the shipyards of the Davie Shipbuilding and Repairing Company, Limited, Lauzon, Quebec a consultative and advisory committee for the regular exchange of views between the Management and the Workers on matters relating to the improvement of production, to increase efficiency for this purpose and to make recommendations thereon.

III. Functions

3. The functions of the Committee shall be to consult and advise on matters relating to production and increased efficiency for this purpose, in order that maximum output may be obtained from the yard. Illustrative of the questions to be considered and discussed are: (a) maximum utilization of existing machinery; (b) upkeep of equipment, tools, etc.; (c) improvement in methods of production; (d) efficient use of the maximum number of productive hours; (e) elimination of defective work and waste; (f) efficient use of material supplies; and (g) efficient use of safety precautions and devices.

IV. Limitation of functions

4. The Committee shall not discuss matters which are trade questions, such as wages and like subjects, or which are covered by agreements between the Company and the Union, or are normally dealt with the approved machinery of negotiation and discussion through Grievance Committees.

V. Management Representatives

5. Apart from and in addition to the Manager of the Yard who shall be ex officio Chairman of the Committee, the representatives of the management shall not exceed twelve in number, and shall be appointed by the Company.

VI. Workers' Representatives

6. Representatives of the workers, not exceeding twelve in number, shall be selected by the Union, covering as far as possible, the various shops, departments, or sections of the yard.

VII. Membership of the Committee

7. All organized workers who have served for a period of not less than twelve months at the yards at the date on which the election takes place shall be eligible for election.

VIII. Elections

8. The first election will take place during the month of January, 1943, and subsequent elections will be held annually during the month of January.

IX. Filling Vacancies

9. In the event of worker-representative on the Committee ceasing to be employed in the establishment or being transferred to another shop or department or retiring or ceasing to be a member of the Union, a successor shall be elected by ballot conducted by the Union, and hold office for the remainder of the current term of the Committee.

X. Number on each side of the Committee

10. Apart from and in addition to the General Manager of the yard, who shall be ex officio Chairman of the Committee, the number representing the Management and the Workers on each side of the Committee shall be equal.

XI. Officers of the Committee

11. In the event of the Manager being unable to act as Chairman on any occasion, he shall nominate a deputy for this purpose.

XII. Secretaries

12. The Management and the Workers' sides of the Committee shall each appoint a Secretary from its respective members of the Committee. Such Secretaries shall act as joint Secretaries to the Committee.

XIII. Meetings of Management Side of the Committee

13. In order to expedite procedure the Management side of the Committee, together with its Secretary, shall meet weekly, or as may be required, to discuss and consider the items or subjects which they wish to put on the agenda for discussion and consideration by the Committee. The Secretary of the Management side of the Committee shall, within twenty-four hours thereafter, provide the Secretary of the Workers' side of the Committee with a list of such items or subjects.

XIV. Meetings of Workers' side of the Committee

14. The Workers' side of the Committee, together with its Secretary, shall meet weekly, or as may be required, to discuss and consider

items or subjects which they wish to put on the agenda for discussion and consideration by the Committee. The Secretary of the Workers' side of the Committee shall, within twenty-four hours thereafter, provide the Secretary of the Management side of the Committee with a list of such items or subjects.

XV. Meetings of the Committee

15. Regular meetings of the Committee shall be held fortnightly or as may be required. Meetings of the Committee ordinarily shall be held during working hours by arrangement with the Management.

XVI. Accommodation for Meetings

16. Accommodation for holding meetings of the Committee will be provided by the Management.

XVII. Payment for Attendance

17. Members of the Workers' side shall be paid at the rate of their normal earnings for the period of their attendance at the meetings of the Committee, (The Joint Production Consultative and Advisory Committee).

XVIII. Special Meetings

18. In cases of urgency or emergency, special meetings of the Committee may be held on request by either side of the Committee, through the respective Secretaries. Twenty-four hours' notice of such request shall be given and the subject of the meeting shall appear on the notification convening it.

XIX. Agenda for Meetings of the Committee

19. The agenda for meetings of the Committee shall be prepared by the joint Secretaries and shall be issued by the Secretaries to each member of the Committee at least four days before the meeting, except in the case of Special Meetings dealt with under item No. 18 hereof.

XX. Minutes

20. The joint Secretaries of the Committee shall prepare and issue to the members of the Committee minutes of its proceedings.

XXI. Sub-Committees

21. The Committee shall have power to appoint joint Sub-Committees to deal with any particular question. The joint Secretaries of the Committee shall function in connection with the work of any such Sub-Committee and prepare a report or minutes of the proceedings of such Sub-Committee for submission to the Committee.

XXII. Duration

22. This Agreement shall continue in force for one year, and from year to year thereafter, unless revised by mutual agreement on thirty days' notice by either party before the expiration of any one year.

.....
(Name of the Company)

.....
Local No. Canadian Union of
Boilermakers and Iron Ship-
builders.

PIECE "B" (EXHIBIT "B")

This Agreement dated the day of 1943, is entered into between the (Name of the Company) (hereinafter referred to as the "Company", and Local No. Boilermakers and Iron Shipbuilders Union of Canada, Quebec, affiliated with the Canadian Congress of Labour, or its successor (hereinafter referred to as the "Union.")

Article No. 1

Preamble and Recognition

(a) It is the intent and purpose of the parties hereto that this agreement will promote and improve industrial and economic relationships between the Company and its employees and to set forth the basic agreement covering hours of work and conditions of employment to be observed by the parties hereto.

(b) The Company recognizes the Union as the collective bargaining agency for the employees of the Company.

(c) The Company agrees that during the life of this agreement it will not recognize any bargaining agency other than Local No. 6, Boilermakers and Iron Shipbuilders Union of Canada, unless and until some other organizations demonstrate to the satisfaction of the Department of Labour of Canada that it represents the majority of employees involved.

Article No. 2

Employee

(a) The term "Employee" as used in this agreement shall apply to all employees of the Company excepting foremen, assistant foremen and persons of higher rank, watchmen or any salaried or confidential employees.

It is agreed that an employee shall be classed as a confidential employee who:

- (i) does work of a confidential nature.
- (ii) has occasion to make reports of the work of employees or certifies to the hours worked by other employees.
- (iii) has access to information which is not available on request to the public or other employees.
- (iv) has occasion to certify to or on behalf of the Company, particulars of goods disposed of or rendered to or by the Company to or by persons other than employees.

Charge hands shall be covered by this agreement.

(b) A temporary charge hand who directs and supervises the work of others and who may or may not work himself, depending upon the nature of the job, shall receive while so employed a minimum of five cents per hour over his regular hourly rate, .05 cents paid by Ottawa, Order in Council 629.

Article No. 3

Management

The Management of the plant and the direction of the working forces including the right to hire and discharge, is vested in the Company. However, should the union be of opinion that the suspension, layoff or discharge of any worker covered by this agreement has been unjustifiable the union may bring the matter before the company management for further investigation.

Article No. 4 Rates of Wages

(a) It is agreed that where an employee is assigned temporarily not exceeding seven days to perform work in a classification paying a lower rate than his own, he shall be paid his regular rate.

(b) Any employee performing work in a higher rated classification than his own shall receive the higher rate of pay while occupying the said higher rated position where practicable. Ability and seniority shall be considered before assigning men to those positions.

Article No. 5—Posting Notices

The Union shall have the right to post on notice boards provided on the property of the Company notices of meetings and such other notices as may be approved by the General Superintendent of the Company.

Article No. 6—Dirty Work

(a) Men performing what is recognized in the industry as dirty work shall receive time and a quarter while so employed.

(b) In the event of difference of opinion arising regarding dirty work, the matter shall be decided by reference to the grievance procedures set out in this agreement but no interruption of such work shall occur pending the decision on the question submitted.

It is understood that the term "dirty work" will not apply to ships under construction but will only apply to the repairing ships.

Article No. 7—Hours of Labour

(a) The regular working day starting and quitting time for single shift work, shall be anywhere between 7 hrs. A.M. and 6 hrs. P.M. with meal period 12 hrs. Noon to 1 hr. P.M. and shall be fixed as 8 hours.

(b) When nightshift is worked the hours of starting and quitting shall be agreed upon between the Company and the Union and said Agreement shall become part of this contract.

(c) In cases of emergency, when men are requested to work through their regular lunch period, they will be given their lunch period as soon as possible after the emergency has passed.

(d) Any work over 48 hours in one week from Monday to Saturday or in excess of twelve hours in any one day shall be paid for at the rate of time and a half, except where double time is payable provided that if overtime does not exceed fifteen minutes, it shall be paid for at straight time. (For Morton Engineering & Dry Dock Company Limited)

(e) Any work performed by day shift employees after 10 p.m. on any of the first five days of the week, after 5 p.m. on Saturdays, on Sundays and on the following Statutory Holidays shall be paid for at the rate of double time:

New Year's Day
St. John the Baptist Day
Epiphany
Labour Day
All Saints Day
Immaculate Conception
Christmas Day

Should any of the said holidays fall on Sunday, the day observed by the public will be treated and paid for as the holiday.

(For Davie Shipbuilding & Repairing Company Limited and Geo. T. Davie & Sons Limited)

(e) "Work performed on Sundays and the following statutory holidays shall be paid for at the rate of double time."

New Year's Day
St. John the Baptist Day
Epiphany
Labour Day
All Saints Day
Immaculate Conception
Christmas Day

Should any of the holidays fall on Sunday, the day observed by the public will be treated and paid for as the holiday.

(f) As far as practicable, excessive overtime shall be avoided. When overtime is worked it shall be distributed as evenly as possible among the employees capable of doing the work required. Employees desiring overtime will be given preference where practicable. Any employee who has worked four hours overtime on one day may decline to work for more than two hours overtime on the next day if he informs the foreman before leaving his regular shift.

(g) Time worked by men called out on emergency jobs at night shall be classed and paid for as overtime. Whatever the time worked, such employee shall receive at least the equivalent of four hours' pay at straight times rates.

(h) In the event of men being called for work and no work available or men not being notified before leaving the plant or before leaving home for work that they are laid off and they return to work on their next regular shift, they shall receive one hour pay at straight time rates.

(i) Sundays and legal holidays shall be considered as the 24 hours elapsing between midnight and midnight.

(j) If the necessity for increased production or greater efficiency requires the working force to be organized on a three-shift basis, the hours of work to be adopted shall be as agreed between the Company and the Union.

(k) A short signal whistle blast will be blown out ten minutes prior to the quitting hour whistle each day, in order to give employees an opportunity of cleaning up, and a short blast signal whistle will be blown five minutes before the starting whistle, in order to permit employees to be at their job promptly at the starting whistle time. Employees will be severely disciplined if this rule is not fully observed and in case of laxity in this regard the rule may be withdrawn.

Article No. 8—Seniority

(a) Ability being equal, seniority in employment with the Company shall be the governing factor in lay-off, rehiring, promotion and demotion.

(b) Employees who are laid off shall be given preference of employment when work which they are capable of performing is available in other departments of the plant and in such event shall be paid at the rate of the classification in which they will then be working.

(c) The Company shall have the right to give necessary training in view of a promotion to employees who are specially qualified to be trained for executive positions, as far as ability being equal, the seniority shall govern.

Article No. 9—Grievance Procedure

(a) Should differences arise between the Company and the Union or any of its members

employed by the Company as to the meaning and application of the provisions of this agreement, or should any other disputes arise in either of the plants of the Company, there shall be no suspension of work on account of such differences, but an earnest effort shall be made to settle the same in the following manner:

(b) The Union shall appoint a Grievance Committee of three, and the personnel of such Committee shall from time to time, as changes in the same may occur, be communicated to the Company.

(c) All grievances shall in the first instance be taken up with the foreman directly concerned. If the grievance affects one employee it may be presented as such employee desires, either directly by such employee in person or through a member of the grievance committee of the plant in which such employee is engaged. If the grievance affects a group of employees, the same shall be presented through a member of the grievance committee of the plant in which such employees are engaged; the foreman concerned shall communicate his decision to the employee or when the grievance has been presented by a member of the grievance committee, to such members of the grievance committee with the least possible delay after the submission of the grievance.

(d) Failing adjustment or settlement, the matter shall then be taken up by the Grievance Committee, or a sub-committee thereof, of the plant with the Superintendent or such other officer as may be called upon, who shall render a decision within three days after submission and communicate the same to the Committee.

(e) Failing adjustment or settlement, the matter shall then be taken up by the Grievance Committee with the General Superintendent of the plant at the next ensuing regular meeting with him as hereinafter provided and the General Superintendent or equivalent officer shall render his decision in writing within five days after such meeting.

(f) Where practicable meetings with the General Superintendents or their representatives, if there is business to be transacted, shall be held twice a month on the day at the time agreed upon subject, however, to the arrangement of special meetings to deal with any serious or emergency situation.

(g) Written notice shall be furnished to the General Superintendent of any grievance at least twenty-four hours before the time of the meeting at which the grievance is to be dealt with.

(h) The Grievance Committee shall be entitled to have present with it at any meeting with the General Superintendent one other representative of the Union and also the employee or one of the group of employees whose grievance or complaint is involved.

(i) Meetings or attendances of members of the Grievance Committee with Company Officials other than with the General Superintendent shall be on Company time if during their regular working hours.

Article No. 10—Discharge Cases

(a) In the event a member of the Union shall be discharged from his employment from and after the date hereof, and the Union believes that he has been unjustly dealt with, such discharge shall constitute a case arising under the method of adjusting grievance herein provided.

(b) In the event it should be decided under the terms of this Agreement that an injustice

has been dealt the employees with regard to the discharge, the Company shall reinstate such employee and pay full compensation at the employee's regular rate for the time lost. All such cases of discharge shall be taken up within five (5) days from the date of discharge and prosecuted to conclusion as rapidly as possible.

Article No. 11—Leave of Absence

(a) An employee selected by the Union for any Union position which requires him to leave the employ of the Company will be given leave of absence for the duration of such appointment or of holding of Union Office and the standing of such employee will be continued as if during the period of holding such Union office he was still working for the Company in the same classification as he was working when such leave of absence was granted.

(b) Upon the expiration of such Union duties and if and when employment in his classification is available, such employee will be given employment at the plant in his classification and upon his seniority standing provided that nothing in this article shall entitle an employee to a higher rate of pay than that he was receiving when his leave of absence began.

Article No. 12—Safety Sanitation and Health

(a) The Company shall make reasonable provisions for the safety, sanitation and health of its employees at the plant.

(b) Protective devices and other equipment for the purpose of protecting employees from injury shall be provided by the Company.

(c) It is mutually agreed that both parties hereto will co-operate to the fullest possible extent towards a prevention of accidents and the promotion of safety and health.

(d) All operating machinery and equipment will be inspected periodically by a proper officer of the company.

(e) All staging required to be constructed in dangerous places shall be constructed under the direct supervisions of a competent stager; or in the case of slung staging, a rigger.

Article No. 13—Military, Air and Naval Services

Any employee who enlists or is called into the Military, Naval or Air Services of the British Empire or her allies, while the British Empire is at war and who, within ninety days after his honourable discharge from such service, registers for employment with the Company, shall for the sole purpose of determining seniority rights under this agreement be deemed to have been in continuous service with the Company during the time that he was so engaged in the Military, Naval or Air Services of the British Empire or her allies.

Article No. 14—Payment on Leaving Service

Any employee being laid off or quitting of his own volition shall receive all wages and personal property on the next regular pay day—provided he has his tool clearance.

Any employee discharged for cause, shall receive all his wages and personal property within 24 hours, provided he has tool clearance on legal hours.

Article No. 15—Check-Off

The Company agrees to deduct from the wages of each employee, upon written request, the amount of dues payable to the Union, namely One Dollar per month, such dues to be

deducted weekly or monthly as may be arranged, and to remit said dues monthly to the representative of the Union designated by it.

Article No. 16—Closed Shop

No employee occupying a position governed by the terms of this agreement shall be retained in the service of the Company for a period exceeding thirty days except those who are members in good standing in the Union.

Article No. 17

In so far as any of the matters in this agreement are within the jurisdiction of the National War Labour Board this agreement is made subject to direction from time to time by the Board and no provision of this agreement shall be deemed to authorize or approve any act or action by either of the parties hereto which is illegal or contrary to the directions of the National War Labour Board or any Dominion legislation governing labour relations.

Article No. 18—Periodical Conferences

With the object of maintaining harmonious relations between the two parties, it is agreed that the representatives of the Company, and the Employees' Grievance Committee will confer periodically for the purpose of adjusting any problem that may arise under this agreement, or for the purpose of negotiating amendments to this agreement, or for the purpose of dealing with any cases of mis-application, non-application or interpretation of this agreement or for anything that could not have been foreseen.

Article No. 19—Expiration of Agreement

This agreement shall become effective on the day of 1943 and shall remain in effect for a period of one year and will continue from year to year thereafter unless terminated or revised on thirty written days' notice by either party signatory hereto.

Article No. 20—Obligations

All provisions and terms of this Agreement are hereby mutually agreed to, by and between the Morton Engineering and Dry Dock Company Limited and all members of Local No. 6, BOILERMAKERS AND IRON SHIPBUILDERS UNION OF CANADA, and signed by the representatives of the parties hereto who have been duly authorized to execute the same on behalf of the Morton Engineering and Dry Dock Company Limited and on behalf of Local No. 6, Boilermakers and Iron Shipbuilders Union of Canada, respectively.

The fulfilment of this agreement and that of any subsequent joint agreements entered into shall be fully observed by the Officers and Members of the Union and by the Company, and it is their duty to see that all such agreements are carried out both in the letter and spirit.

SIGNED ON BEHALF OF LOCAL NO.
BOILERMAKERS AND IRON SHIPBUILDERS UNION OF CANADA.

.....
President

SIGNED ON BEHALF OF (NAME OF
THE COMPANY)

.....
General Manager

Minority Report

To:

The Honourable Humphrey Mitchell, P.C.,
M.P., Minister of Labour, Ottawa, Ont.

IN RE: *Conciliation Board established in respect of disputes between Davie Shipbuilding and Repairing Company Limited, Geo. T. Davie & Sons Limited, and Morton Engineering & Dry Dock Company Limited, Employers: and Members of Locals 3, 7 & 6 Boilermakers and Iron Shipbuilders Union of Canada, Employees.*

REPORT AND RECOMMENDATIONS FOLLOWING HEARINGS OF A BOARD OF CONCILIATION AND INVESTIGATION IN THE ABOVE MATTER:

The Board of Conciliation having been established by the Minister of Labour, composed of Mr. Ernest Godbout, advocate, of Quebec, as Chairman, Mr. Guy M. Desaulniers, advocate, of Montreal, nominee of the employees and Walter A. Merrill, K.C., of Montreal nominee of the employers; the members of the Board met on the morning of the 19th of April, 1943, at Quebec, to discuss the procedure to be adopted and the suggestion that all three disputes be dealt with simultaneously in accordance with the issues of the parties and the Minister.

A first formal public hearing before the Board took place at 2.30 p.m., on the 19th of April, 1943, in the Court House, Quebec.

Mr. A. R. Mosher, on behalf of the employees, read and filed a brief setting forth the demands of the employees and reasons in support of such demands.

The Board decided to adjourn until Friday, April 23, to permit the employers to answer the brief of the employees.

The Board re-convened on Friday, April 23; all parties being represented, and the employers filed briefs in answer to the employees' brief.

The hearing lasted all day, and the following morning, April 24.

In the briefs of both parties, the matters in dispute resolved themselves into the following three subjects:—

1. Employees demand that wage rates in the three shipyards be raised to the level of those being paid for corresponding work in the shipyard operated by Canadian Vickers Limited, in Montreal;
2. The establishment of a closed shop;
3. The establishment of a Joint Production Committee.

At the outset, the representatives of the employers made it clear that, under no circumstances, would they agree to the establishment of a closed shop, but, at the suggestion of the Board, the parties agreed to meet on adjournment on April 24 to ascertain if

their differences on the other two matters in dispute could not in some manner be reconciled.

When the Board re-convened on Saturday, April 24, 1943, it was stated that the parties had been able to agree in regard to the following:—

(1) *That* the Companies and the Union will join in making representations to the National War Labour Board, expressing the opinion that the existing differentials between rates of pay and cost of living bonus as in shipyards in Montreal and those in Quebec City and Lauzon, are not now justified; the union contending that the entire spread and differential should be wiped out, the Company contending it should be wiped out only in part.

(2) *That* the rates at Quebec and Lauzon should be increased; an effort will be made as soon as possible to reach an agreement as to the rates that should prevail at Quebec and Lauzon. And in case such agreement is arrived at, the parties will join in attempting to have the same approved by the Board but failing an agreement, the parties reserve the right to make their respective representations to the Board on the question.

(3) *That* the Companies and the Union will execute joint production committee contracts in the terms of the draft contracts submitted by the Employees with their Applications for Boards of Conciliation, subject to such changes as may be mutually agreed upon.

The parties and the Board then took up paragraph by paragraph a draft agreement which had been prepared as a basis of agreement between the Union and the employers, which—after certain changes and amendments had been made—met with the approval of all the parties, with the exception of three clauses; one dealing with wages affecting overtime in the Morton Shipyards and the two others with closed shop.

(i)

OVERTIME

As regards the question of overtime, the three Companies were prepared to join in an application to the National War Labour Board and agree to time and one-half in excess of 48 hours per week.

The employees insisted, however, that because the Morton Shipyard were at present paying double time for overtime after 10 p.m., or 5 p.m., on Saturdays, all the Companies should pay time and one-half for overtime in excess of 48 hours per week and double time for overtime after 10 p.m., or 5 p.m., on Saturdays.

The Union absolutely refused to compromise in this respect, notwithstanding the offer of the Companies to insert clauses in the two Davie contracts embodying the conditions presently existing in these two yards as to

pay for overtime and a different clause in the Morton Shipyard contract embodying provisions to conform to the rates of pay for overtime presently existing in this latter shipyard.

The employers were prepared to concede that, in addition to payment of time and one-half in excess of 48 hours per week, to pay time and one-half in excess of 12 hours in any day. As it had been the practice of the Morton Shipyard to pay double time after 10.00 p.m., or 5.00 p.m., on Saturdays, the employees of the Morton Shipyard insisted on retaining this in addition to what the employers were willing to concede.

The matter was thereupon left in the hands of the Board to consider and, if thought fit, to make its recommendation.

As the matter of wages and overtime is one exclusively within the jurisdiction of the National War Labour Board, and it has been agreed between the parties, as already stated, to join in an application to the National War Labour Board in respect to the question of wages and cost of living bonus paid in Quebec and Montreal, it would seem that the proper course to pursue is not to make any recommendation in this regard, but permit the matter to be dealt with by the only authority which can render a decision which will in any manner bind the parties.

(ii)

CLOSED SHOP

Mr. Mosher, on behalf of the employers, emphatically stated that the employees insisted on nothing less than a closed shop, and it was stated with equal emphasis by the representatives of the Companies that under no circumstances would a closed shop be agreed to.

It was admitted and is indeed a fact that a closed shop at this time and in the present stage of developments of the three shipyards would necessarily involve the dismissal of a certain percentage of employees who are not members of the Union or who would refuse to become members.

The employees submitted that a closed shop would give the Union greater control and make for greater efficiency and discipline, while at the same time doing away with discrimination as between Union and non-Union workers, thus creating harmony in the plant.

The employers, on the other hand, submitted that it was not the function of a Board of Conciliation to rule upon or make recommendations in this regard, as the matter was entirely one for decision by the employers in the conduct of their business, that it was undemocratic and, under present war conditions, impracticable.

As regards the question of control and discipline of employees, the Companies submitted the following clause, which they were prepared to insert in any agreement they entered into with the Union:—

"In order that the Union may be assisted in exercising over its membership such measure of control as may be necessary to enable it to carry out the purposes of the present agreement as set forth in Article No. 1 hereof, both the Union and the Company will collaborate and co-operate either through the Grievance Committee or otherwise in fully and impartially investigating any cases where employees of the Company, whether members of the Union or not, have acted in a manner contrary to the spirit and intent of the present agreement as regards the proper keeping up of production or the maintaining of efficiency or harmonious relations between the Company and its employees and the Company will either discharge or suspend from its employ any worker who, in the opinion of the Company and after joint investigation by the Union and the Company, is considered to have acted in a manner inconsistent with the letter and spirit of the present agreement but this Article shall not apply to any complaint based solely upon differences of opinion between the employee and the union as regards purely Union matters."

This clause would appear to give the Union, with the co-operation of the employer, such measure of control over all employees as would be ample and the authority granted in the clause to the Union commensurate with its interest, as, after all, the employer is assumed to be the owner of the business and should have some say as to whom he shall hire and fire.

It is questionable whether a closed shop might not even be considered illegal as contrary to the provisions of the National Selective Service Regulations, as for example if, in the event of an emergency, it became necessary to transfer a number of employees of other plants, who are members of other Unions or who refuse to join any Union, to the Lauzon Shipyards who have a closed shop agreement with the Canadian Congress of Labour, could either the Shipyards or the Union refuse these men employment in order to carry out the closed shop agreement?

The attention of the Board was drawn to Order-in-Council of the Province of Quebec No. 1012, dated the 14th of April, 1943, a copy of which was filed, and although this Order-in-Council is applicable to the Pulp and Paper Industry only, it, nevertheless, expresses the principle which has always been recognized, at least in the Province of Quebec, that a closed shop would be considered an interference with the liberty of a workman to freely engage in his occupation where his work and services are required.

It must be borne in mind that the Davie Shipbuilding and Repairing Company Limited and its Employees, Members of Local No. 3 Boilermakers and Iron Shipbuilders' Union of Canada, as the result of the Gillanders Board of Conciliation are bound until the termination of the War by the recommendations contained in that report, to which they unanimously agreed, and that any matters already submitted to and dealt with by that Board are no longer open to investigation and recommendation by the present Board.

The subjects dealt with by the Gillanders Board of Conciliation, and agreed upon, can only be changed or amended by mutual consent of the parties.

It should be pointed out that as regards Morton Shipyards, Local No. 6 Boilermakers and Iron Shipbuilders' Union of Canada has been operating in the plant for less than three months, as was stated in evidence by the President of the Local.

RECOMMENDATIONS

The Board, having succeeded in its task of conciliating the parties on two of the three matters in issue, the undersigned is of the opinion that the following recommendations should be made:—

1. *That* the three Companies and the Union be permitted to join in an application to the National War Labour Board for the purpose of making representations relative to the differential in wages and cost of living bonus between the Shipyards in Quebec and the Shipyards in Montreal, and that the question of payment for overtime be included in such Application.

2. *That* a closed shop in the three Shipyards would, in the opinion of the undersigned, not only preclude the Companies from engaging skilled and unskilled Non-Union workers in a rapidly diminishing labour market, but would also be a cause of continual discord between the Union and the Employers, who have declined to enter into an agreement with the Union in this respect, and therefore the undersigned is of the opinion that a closed shop should not be recommended, but, as an alternative, the undersigned recommends that the following clause, which has been submitted by the Employers, should be included in any agreements between the Union and the three Shipyards:—

"In order that the Union may be assisted in exercising over its membership such measure of control as may be necessary to enable it to carry out the purposes of the present Agreement as set forth in Article No. 1 hereof, both the Union and the Company will collaborate and co-operate either through the Grievance Committee or otherwise in fully

and impartially investigating any cases where employees of the Company, whether members of the Union or not, have acted in a manner contrary to the spirit and intent of the present agreement as regards the proper keeping up of production or the maintaining of efficiency or harmonious relations between the Company and its employee, and the Company will either discharge or suspend from its employ any worker who, in the opinion of the Company and after joint investigation by the Union and the Company, is considered to have acted in a manner inconsistent with the letter and spirit of the present agreement but this Article shall not apply to any complaint based solely upon differences of opinion

between the employee and the Union as regards purely Union matters."

3. That the three Companies and the Union execute Joint Production Committee Contracts in the terms of the draft Contracts submitted by the Employees with their Applications for Boards of Conciliation, subject to such changes as may be mutually agreed upon.

Quebec, P.Q., May 4, 1943.

The whole respectfully submitted:

(Sgd.) Walter A. Merrill
Member of the Board.

Report of Board in Dispute between the Consumers' Gas Company, Toronto, Ont., and its Employees

On May 5 the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Consumers' Gas Company, Toronto, Ont., and its employees, members of Local 12291, District 11, United Gas, Coke and Chemical Workers of America (LABOUR GAZETTE, Jan. 1943, p. 69).

The personnel of the Board was as follows: His Honour Mr. Justice J. G. Gillanders, Supreme Court of Ontario, Toronto, Chairman, appointed on the joint recommendation of the other two members; MESSRS. V. A. Sinclair, K.C., and Mr. Drummond Wren, both of Toronto, appointed on the nomination of the employers and employees respectively.

The unanimous report of the Board follows.

Report of Board

Re Industrial Disputes Investigation Act and re dispute between the Consumers' Gas Company of Toronto, Ont., and its employees, members of Local 12291, District 11, United Gas, Coke and Chemical Workers of America.

To The Honourable Humphrey Mitchell,
Minister of Labour, Ottawa, Ontario.

The Board of Conciliation and Investigation appointed by you in this matter begs to submit its report.

Sittings were held in Toronto, Ontario. The applicant Union was represented by Mr. Bora Laskin as counsel, and Mr. H. Leach, president of the applicant local Union; Mr. R. F. Wright, vice-president of the applicant local Union, and Mr. W. Edmiston, International Representative of the United Gas, Coke and Chemical Workers of America. The Company was represented by Mr. Edward J. Tucker, general manager of company, and Mr. Powell, superintendent of personnel of the company.

In view of the provisions of sec. 42 of the Act, it should be noted that the company representatives and the Board consented to have Mr. Laskin appear as counsel on behalf of the applicant Union.

The nature of the dispute referred to the Board as shortly stated in the application by the Union for the Board's establishment is:

The refusal (by the Company) to negotiate any form of closed shop agreement or check-off system of dues collection, or to consider any wage increases or adjustments or to permit the office workers to be covered by the terms of the proposed agreement.

It is admitted by both parties that any question of wage increases or adjustments is a matter for the Regional War Labour Board, and that this Board has no jurisdiction in that respect.

In so far as the dispute involves a demand for a closed-shop agreement and provision for a check-off system of dues collection, if the question was open there might be room for argument whether or not either of these matters constituted a dispute within the provisions of the Act. That point was not raised by either party and, in fact, is not open before this Board, in view of the fact that the Board has been established on the Minister being satisfied that the dispute is one to which the provisions of the Act apply. It has not been brought to the Board's attention that either of these questions, *i.e.*, a demand for a closed shop agreement and a check-off system of dues collection, has previously been the subject of a reference to a Board of Conciliation established under this Act.

FACTS

Before discussing the questions raised either in principle or in application to the situation here, it is convenient to make a brief state-

ment of the facts concerning the history of the Company and its labour relations.

The Company was incorporated March 23, 1848, for the purpose of manufacturing and distributing gas in the city of Toronto. Subsequently, it was authorized to extend its operations to adjacent suburban territories and the area now served extends some 17 miles from east to west and 8 miles from the city's water-front to the north. Since incorporation the Company has maintained its corporate identity. There have been no financial reorganizations of any kind, no subsidiary companies have been formed, and no alliance arranged with other institutions. It is subject to a large measure of public control. This embraces among others the following points:

- (a) statutory restriction of profits payable to shareholders;
- (b) compulsory selling of its capital shares in the open market by tender to the highest bidders;
- (c) restriction on the accumulation of a general reserve out of profits;
- (d) annual auditing by the auditor of the City of Toronto; and
- (e) the presence of the Mayor of Toronto on the board of directors.

It is said that employment with the Company has had the desirable feature of permanence not only over the years but in the main from week to week.

The following statement shows the service records of the employees concerned in the present dispute:

Years of Service	Distribution, Meter Readers, and Lockmen			Total	Per Cent of Total
	Production				
2 or less	31	112	143		21.4
3 to 9	44	42	86		12.9
10 to 20	92	141	233		34.8
Over 20	66	141	207		30.9
	233	436	669		100.0

The following statement shows the number of employees in various age groups:

Years of Service	Distribution, Meter Readers, and Lockmen			Total	Per Cent of Total
	Production				
Under 40	66	134	220		32.9
40 to 49	57	97	154		23.0
50 to 59	61	128	189		28.3
60 and over	29	77	106		15.8
	233	436	669		100.0

have been in the Company's service for ten years or more. These figures do not include 81 permanent employees now serving in Canada's active service forces. The average age of this group is thirty-four years, and their length of service with the Company averages ten and a half years each. In accordance with the provisions for re-instatement under the Civil Employment Act, 1942, this group will be entitled to re-employment at the termination of their military service. In addition, there is a group of 30 employees serving in His Majesty's Forces who were employed by the Company after the declaration of war and are, therefore, in the category of temporary employees. The rights of these men to re-employment according to seniority should be preserved.

Relations between the Company and a portion of its employees have been the subject of collective bargaining agreements at least since April 1, 1939. An agreement was made covering approximately 240 employees of the distribution and meter departments which was in effect from April 1, 1939, to March 31, 1940. This was replaced by another agreement covering the same employees, effective to September 30, 1941. As of October 31, 1941, a new agreement was executed between the Company and the applicant Union in respect of approximately 669 employees of the distribution, meter and gas production departments.

The applicant Union was formerly affiliated

with the United Mine Workers of America. When this organization withdrew from the

Over 67 per cent of the men employed are forty or more years of age and 66 per cent have ten or more years of service to their credit. Of these employees who are forty years of age and over, nearly 90 per cent

Congress of Industrial Organization (C.I.O.), the local Union severed its connection with the U.M.W.A. and affiliated with the United Gas, Coke and Chemical Workers of America, which was organized in September, 1942, and

affiliated with the C.I.O. The membership of the local Union was substantially identical before and after transferring its affiliation from the U.M.W.A. to the newly organized United Gas, Coke and Chemical Workers of America.

There are approximately 660 employees engaged in the distribution, meter and gas production departments of the Company. Of these at least 52 in number are not members of the applicant Union.

THE CLAIM FOR A CLOSED SHOP

Both parties made able and helpful submissions to the Board in connection with the principle of the closed-shop and the check-off of Union dues which the applicant Union sought to be incorporated in their proposed agreement.

It is not desirable in this report to discuss these questions exhaustively, but it is necessary to indicate clearly what they involve and the practical application of what is sought to the facts in question. As pointed out to the Board the term "closed-shop" is not a term of art, but is one of convenience. Various forms of what may be called a closed-shop were discussed:

- (a) A closed-shop in its more restricted sense where, by agreement, the Company binds itself to employ only Union members and employees must become and remain Union members to retain their employment.
- (b) It also may be said to include what is more correctly termed a "union shop" in which non-members may be employed, but to retain employment must within a fixed period become and remain Union members.
- (c) A broader, but somewhat related, form of agreement called the "preferential shop" agreement contains provisions whereby Union members are given preference in hiring, lay-off, or other matters that may be more specifically set out in the agreement.

A further provision termed the "membership maintenance clause" was also discussed. This cannot be called a closed-shop provision. A form of this clause has recently found favour with the National War Labour Board in the United States. This, in short, is a provision in the agreement whereby within a fixed period all employees are free to decide whether or not to remain in the Union. Those who decide to retain union membership are bound to remain members in good standing during the currency of the contract.

Considerable information was given to the Board respecting the history of closed-shop agreements, and various types and examples of such agreements both in Canada and elsewhere were discussed. Among submissions

made in support of the principle of closed-shop agreements were:

- (1) That it would eliminate strife and dissension among the workers themselves by making the Union the exclusive permanent agent for all workers, or, to borrow from the written submission of the Union, "the closed-shop would eliminate a deep source of friction that exists by organizing union parasites to receive benefits without responsibility and who are potential instruments of dissension to be used by opponents of the Union;"
- (2) That it makes for better control and discipline; the Union being in a position to exercise a large measure of control over all workers;
- (3) It eliminates repeated demands for concessions made for the purpose of holding membership;
- (4) Again, to quote from the applicant Unions brief: "A closed-shop is the consummation of the Union's desire to be recognized as a partner in industry consistent with true democracy."

On the other hand, among the objections urged to such a policy are:

- (1) It interferes with the fundamental democratic right of every worker to decide freely for himself whether or not he desires to become a member of a labour union;
- (2) It puts the economic freedom of each employee in the hands of the Union by making his continued employment conditional on remaining a member of the Union in good standing;
- (3) It deprives management of the right to select its own employees and tends to create a labour monopoly.

Beyond stating the matter briefly, it is unnecessary to consider the various points except in so far as they are important in relation to the facts of the particular case in hand.

In giving consideration to the matter of a closed-shop the Board noted that while the Company, opposing the request, and the Union, urging a recommendation in favour of a closed-shop, were both before the Board, the persons who would probably be most vitally affected by such an agreement, that is, the non-union employees, were not represented.

In view of this fact the Board felt that their views should be recorded. On the Board's suggestion, and with the willing co-operation of both the Company and the Union, an invitation and opportunity was afforded to non-union employees to record in writing their reasons for preferring to remain non-union. In response to this invitation 44 non-union employees recorded their reasons in writing. These are illuminating. A number of the employees gave more than one reason. As some

indication of the trend of the answers received. it may be noted that:

- (a) 21 indicated by answers that they were not interested in union membership;
- (b) 10 indicated they object to compulsion in being forced to join a union to retain their jobs;
- (c) 9 indicated some objection to the Applicant Union or its affiliation;
- (d) 6 objected on religious grounds;
- (e) 3 objected to the expense or payment of dues.

A number of those answering gave the length of their service with the Company. These answers indicated:

- 1 had been an employee only 2 weeks;
- 1 for six years;
- 3 from 10 to 20 years;
- 10 from 20 to 30 years;
- 4 for 30 years or over.

In so far as the Company's employees who are now on active service with His Majesty's Forces are concerned the applicant Union did not suggest that they should, or would, be in any way affected by any proposed closed-shop agreement, and agreed that they should be excluded from its provisions.

Keeping in mind, among other considerations, the length of service, the reasons given for desiring to remain non-union by the present non-union employees, it seems abundantly clear that no instrument of compulsion should be used which would make their continued employment with the Company dependent on their membership in a union against their will. Under the circumstances, to do so would be clearly unjust and inequitable. In fact representatives of the applicant Union during the discussion indicated they did not ask that such employees be affected, and agreed that all present non-union employees, whether now in His Majesty's Forces or not, be excluded from the operation of the agreement which they proposed. They urged, however, that it be applied to new employees.

Order in council No. 2685 stating and approving certain principles "for the avoidance of labour unrest during the war" enunciates (inter alia):

- "6. That employees should be free to organize in trade unions, free from any control by employers or their agents . . ."
- "9. That workers, in the exercise of their right to organize, should use neither coercion nor intimidation of any kind to influence any person to join their organization."

Under any circumstances strong reasons should be shown for compelling a workman against his wish to become a member of a union if he wishes to accept or continue in employment for which an employer wishes to engage him or keep him. In the present circumstances, however, it is unnecessary to

generalize further. There is at the present time an acute shortage of man-power owing to war-time conditions. It would be against the national interest to incorporate any provisions in an agreement which might operate to deter any man from accepting and doing a job where he could be useful.

The Company is engaged in supplying an essential commodity to the public. Representatives of the applicant Union fully realize the importance of the services being rendered, and take commendable pride in the contribution which their members are making in various ways to the war effort. The consideration that a closed-shop provision might operate to limit in any way the man-power that would otherwise be available to the Company in the present emergency must be paramount to all other considerations. It therefore seems unnecessary to analyze the various submissions that might otherwise be considered for or against the principle of a closed-shop.

CHECK-OFF

The question as to the compulsory check-off of union dues in the absence of any provision for a closed-shop is one on which no recommendation should be made. If some, or all, of the present member of the applicant Union desire to have the Company check off their union dues, and the Company is willing to accede to such a request and satisfied with the authority presented, that is a matter that could well be worked out by negotiation between the parties. No recommendation is made by the Board.

MEMBERSHIP MAINTENANCE CLAUSE

During the course of the negotiations before the Board the sittings were adjourned to permit the parties to discuss between themselves the possibility of agreeing upon a membership maintenance clause that would be satisfactory in form to both parties. Although the parties were unable to agree upon the form of such a provision in principle, both parties indicated that it has some merit. If freedom of choice is given to each new employee at the outset, either to stay out or become a member of the Union, it seems reasonable if he joins that he should be bound to remain as such and support the bargaining agency he has chosen during the currency of the contract entered into by the Union.

Representatives of the Union on behalf of their organization and its members zealously urged the inclusion of a provision for a closed-shop. While this is not recommended under the circumstances here, it seems fair that the

members of the Union as of the date of the agreement should be bound to remain members of the Union during the currency of the agreement negotiated.

A maintenance of membership provision is not uncommonly joined with some covenant on behalf of the Union against strikes during the term of the agreement. The Board recommends that the parties negotiate a new collective agreement embodying herein maintenance of membership provisions and an appropriate covenant by the Union against strikes during the currency of the agreement. In case the parties are unable to agree upon the form of a satisfactory maintenance of membership clause, the Board recommends a clause in the form of Appendix "A" attached hereto.

OFFICE EMPLOYEES

Among the requests of the Applicant Union was the claim that the office workers should be covered by the terms of the proposed collective agreement. In the past this has covered only employees of the Distribution, Meter, and Production Departments. During the course of the hearing the Board expressed the opinion to the parties that the office workers and clerical employees, excluding in a general way officers, officials, and persons employed in a confidential capacity, should not be included in the same bargaining unit with those covered by the present agreement, but should constitute a separate appropriate bargaining unit. It was further suggested that a vote be taken of the office employees to determine whether or not a recommendation should be made that a collective agreement be negotiated on their behalf through the Union.

At the request of the Board the Department of Labour conducted a vote of such employees. The ballot submitted was as follows:

"Re Industrial Disputes Investigation Act and Re Dispute between The Consumers' Gas Company of Toronto, Ont., and its Employees, Members of Local 12291, District 11, United Gas, Coke and Chemical Workers of America.

- (1) Are you a member of Local 30, District 11, United Gas, Coke and Chemical Workers of America?

Answer: Yes

No

- (2) Do you wish to negotiate a collective agreement with your employers through Local 30, District 11, United Gas, Coke and Chemical Workers of America?

Answer: Yes

No

(Place an "X" opposite the answer you desire to give in each case)".

Briefly the result of the vote was that out of 235 employees voting on the question, after deleting spoiled ballots or answers, 85 answered Question No. 1 "Yes" and 141 answered "No", indicating that out of 235 employees only 37.8 per cent indicated that they were members of the Applicant Union. In answer to Question No. 2, out of 235 the same number of employees voting after deleting spoiled ballots 126 voted "Yes" and 108 voted "No" indicating that out of the same number of employees a majority, being 53.6 per cent expressed the wish that the applicant Union negotiate a collective agreement on their behalf.

In the absence of any statutory provisions or recognized rules as to what the result should be under these circumstances the result raises questions of some difficulty.

After consideration of all the circumstances of this particular case, including the result of the vote taken, it is recommended:

- (1) That the office employees be recognized as a separate appropriate unit for the purpose of collective bargaining;
- (2) That if under the circumstances the applicant Union desires to assume the responsibility of entering into a collective agreement on behalf of the office workers, that the Company and the Union negotiate with a view to the conclusion of such an agreement.

The Board wishes to express its thanks and appreciation to the representatives of both the Company and the Union for the co-operation and able assistance rendered.

All of which is respectfully submitted.

Dated at Toronto, this 29th day of April, 1943.

(Sgd.) J. C. GILLANDERS,
Chairman.

(Sgd.) DRUMMOND WREN,
Member.

(Sgd.) V. A. SINCLAIR,
Member.

APPENDIX "A"

Re Industrial Disputes Investigation Act and Re Dispute between The Consumers' Gas Company of Toronto, Ont., and its Employees, Members of Local 12291, District 11, United Gas, Coke and Chemical Workers of America.

Suggested Form of Maintenance of Membership Provision

Every employee who is a member of the Union in good standing as of this date must, as a condition of employment, maintain his membership in good standing in accordance

with the Constitution and By-laws of the Union for the term of this agreement.

It is understood that every employee who is not a member of the Union, and every new employee, is to be free to decide whether or not to join the Union. If any such employee in any Department of the Company affected by this agreement hereafter joins the Union and becomes a member in good standing, he must, as a condition of employment, maintain his membership in accordance with the Constitution and By-laws of the Union for the term of this agreement.

The Union will promptly furnish to the Company a list certified by a statutory declaration of one or more of its responsible officers of its members in good standing as of this date. The Union will furnish similar proof from time to time respecting employees who may become members of the Union during the term of the agreement.

If any employee on such list or lists asserts he was not a member of the Union as of this date, or withdrew therefrom prior to this date, or that he is not a member of the Union in

good standing and any dispute arises, the question shall be decided by an arbitrator appointed by the Minister of Labour for the Dominion of Canada, and the decision of such arbitrator shall be final and binding on the Union, the employee, and the Company.

The Company agrees that there shall be no discrimination against any employees because of union or non-union membership. The Union agrees that neither it nor any of its officers or members will intimidate or coerce employees into membership in the Union; and, further, that there shall be no solicitation of employees for Union membership or dues in working hours on Company premises or at their place of employment. If any dispute arises (as to whether there has been any violation of this pledge or whether any employee affected by this clause has been deprived of good standing in any way contrary to the constitution and by-laws of the Union), the dispute shall be regarded as a grievance and submitted to the grievance machinery provided in the agreement for final determination.

Report of Board in Dispute between the Babcock-Wilcox & Goldie-McCulloch Ltd., Galt, Ont., and its Employees

On May 25 the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Babcock-Wilcox & Goldie McCulloch Ltd., and its employees, members of Local 2859, United Steelworkers of America (L. G. April 1943, p. 471).

The personnel of the Board was as follows: His Honour Judge James Parker, appointed on the joint recommendation of the other two members; Mr. J. J. Robinette, appointed on the nomination of the employer and Mr. F. Andrew Brewin, appointed on the nomination of the employees. All three reside in Toronto.

The report of the Board was signed by the Chairman and Mr. J. J. Robinette. Mr. F. Andrew Brewin submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

To the Honourable The Minister of Labour.
Re: Industrial Disputes Investigation Act, and re dispute between the Babcock-Wilcox and Goldie-McCulloch, Limited, and Local 2859 United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held meetings at Galt and Toronto. At the sittings in Galt written submissions were filed and read,

oral representations made, and argument heard on behalf of both parties.

The applicant union was represented by Robert F. Wilson and David J. Woods, President and Financial Secretary, respectively, of Local 2859, and by Arthur Williams of the Canadian Congress of Labour.

The company was represented by W. A. Osborne, General Manager, Hugh McCulloch, President, and J. C. Baird, Personnel Manager.

The sole question for determination is whether or not the company should be compelled to recognize this union as a collective bargaining agent of its employees.

This company has been in business in Galt since 1859 and has always enjoyed harmonious relations with its employees.

No suggestion or proof of any grievance on the part of the employees has been made, except with reference to the question of union recognition. The company has not refused to negotiate a collective bargaining agreement with all its employees, but urges that it should not be called upon to recognize this union as a collective bargaining agent of its employees.

The books of the Union would indicate that the union claims a membership of approximately 53 per cent of the total number of eligible employees of the company.

Shortly after this union commenced its activities in the City of Galt, about the first

of this year, a large number of the employees formed an employees' association, which, according to the evidence of one worker, was formed to combat the strike-minded attitude of the union.

It would also appear that in this instance the field representative of the union adopted tactics to persuade employees to become members of the union, which, to say the least, were not commendable.

Therefore, considering the fact that no substantial grievance in working conditions has been suggested and that the union claims but a bare majority of the total number of employees in the plants, we are of the opinion that no recommendation for union recognition should be made in this case.

All of which is respectfully submitted.

(Sgd.) J. PARKER, *Chairman*.

(Sgd.) J. J. ROBINETTE.

Toronto, May 24, 1943.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the dispute between Babcock-Wilcox and Goldie-McCulloch, Limited, Galt, Ontario, employer, and its employees, members of Local 2859, United Steelworkers of America.

This is the first of nine disputes in nine different plants in the City of Galt which have been referred, under the provisions of The Industrial Disputes Investigation Act, to Boards of Conciliation, all of which are constituted as in the present case. All of these nine plants are engaged in whole or in part in the manufacture of various steel products for war purposes.

In all of the disputes the sole question is whether or not the various employers should recognize various local unions of the United Steelworkers of America as the collective bargaining agencies on behalf of their employees or some of them.

Each case must be dealt with on its merits but, as there are some features which are common to all, I will refer to them in this report but not repeat them in the other eight reports.

I would have found no difficulty in making a very brief report in all of these cases. I would have thought that it would have been sufficient to point out that in each one of these cases a majority of employees desires to be represented by the various locals of the United Steelworkers of America and that, therefore, in each case the provisions of P.C. 2685, which sets out the wartime policy in these matters of the Dominion of Canada, the public policy of the Province of Ontario as set

out in the recent Collective Bargaining Act, the dictates of common sense and industrial practice in all civilized industrial countries alike required the employers to accept the wishes of the majority of their employees and I would, therefore, have recommended recognition of the unions as bargaining agencies on behalf of the employees in the respective plants without more ado. But, as my colleagues in some cases take a contrary view and in all cases a somewhat different view to mine, I have found it necessary to go into the matter at greater length.

Trade unionism seems to have been more or less new to both the employers and employees in these various plants in the City of Galt. However, when in November and December, 1942, an opportunity arose to join an industrial union, the majority of employees in each of the nine plants very soon became members of various locals of the United Steelworkers of America. Written requests for appointments for the purpose of collective bargaining were then presented by the unions to the various employers, accompanied in most cases by a draft agreement. This draft agreement contained clauses dealing with the maintenance of membership and check-off, which seem to have aroused the alarm of the employers and which had been put forward as a reason for their refusal to accept the unions as collective bargaining agencies. It was made clear, however, in the correspondence and throughout the hearings before the Board that these draft agreements were put forward merely as a basis for negotiation and that the unions would probably not have insisted upon these clauses remaining in the contract if, after discussion of their advantages, the employers remained unwilling to accept them. The employers, however, in every instance rejected the request of the union for a meeting and they have ever since, without exception, remained adamant in the view that they will not negotiate with, or recognize, the union.

The submissions of the companies have indicated some individual reasons for their objection to entering into collective bargaining agreements recognizing the unions. However, I am sure that the concerted refusal of all these employers even to discuss the matter with union representatives is caused not so much by any of the reasons put forward in the formal argument but rather upon a common suspicion as to the purposes and methods of industrial unions. This suspicion is based not upon actual knowledge or experience of the unions but upon the mischievous myths which are sometimes current as to the alleged financial irresponsibility of unions, their sup-

posed propensity to violence and intimidation, their supposed exclusive interest in dues, and their alleged practice of sending money out of the country and being unwilling to abide by negotiated contracts.

It was my hope that during the course of the proceedings before the Board the employers would see that these myths were without foundation in fact and would recognize that the United Steelworkers of America was a responsible organization which had contracts with innumerable companies, large and small, both in this country and the United States of America, including Crown companies and many of the greatest industrial war plants in this country, contracts whose mutual benefits and whose loyal observance were indicated by renewals from time to time. I hoped that they would realize that their fears and suspicions were groundless and that recognition of the union would be helpful, not only so as to maintain a satisfactory relationship with their employees but also so as to increase production, a consequence which naturally flows from the sense of partnership where there is genuine collective bargaining.

Unfortunately, however, the various employers have taken a different point of view. They have almost without exception and in various degrees encouraged the formation of employees associations as an alternative to, and a defence against, recognition of the Steelworkers Unions. In no case, however, have these employees associations been able to secure the support of a majority of the employees or win away from adherence to the union more than a handful of members despite the encouragement, greater in some cases than in others, that they received from the various employers. This is significant in determining what seems to me the crucial question, and that is, what is the effective will of the employees or their preference as to a bargaining agency on their behalf.

I would commend heartily to all the employees in these cases and their advisers the words of Mr. Justice McTague, Chairman of the National War Labour Board, in a recent speech at Montreal: "It is my view that industry's day of being paternalistic and deciding by direct or indirect means just what type of union it will deal with has long gone by."

The Government of Canada, by P.C. 2685, reaffirmed in P.C. 10802 and in innumerable pronouncements by the Government spokesmen, have laid down the principle that the proper basis for industrial peace and full war production is the conclusion of collective bargaining agreements with the representatives chosen by employees free from any control

by employers or their agents. This principle in my judgment can only be made effective by observing the rule that the choice of the majority as to the collective bargaining agency must prevail. It is impossible to have effective collective bargaining with a number of different agencies in the same unit. The whole practice of collective bargaining will be impossible if the right of the majority to choose the representatives of all the employees is not recognized.

Since this Board was constituted the Legislature of Ontario has clearly recognized this principle in the recently enacted Collective Bargaining Act. This is the law in this province and lays down the public policy of the province, which it seems to me should be given effect to unless it is inconsistent with some Dominion Statute or Order-in-Council. In my opinion it is clearly not inconsistent. By this Act a bargaining agency selected by a majority of employees in the unit concerned is entitled to be certified and then the employer must bargain collectively with that agency representing the majority *in respect to his employees in the unit (without exception)*.

It is true that to obtain the advantages of enforcement conferred by the Ontario Act it is necessary to apply for certification by the Labour Court of Ontario. It seems to me, however, that recommendation of a Board of Conciliation in this province should be consistent with the principles that will no doubt be applied by the Ontario Labour Court in administering that Act and that any recommendation of a Board that is inconsistent with the Ontario Act will only lead to a prolongation of the dispute involved.

I therefore conclude that, in accordance with the policy laid down by the Dominion Government, the public policy of the Province of Ontario and what I think are the dictates of common sense in these days of industrial development, wherever a majority of employees has clearly evinced their preference for a particular bargaining agency, then that preference should be accepted by the employer. Unless there is some clear and overriding reason why this general principle should not apply, I would have thought it the clear duty of a Board of Conciliation, once it has ascertained the wishes of the majority of the employees, to recommend that those wishes be accepted by the employer.

In every one of these cases there is no dispute that the local union of the Steelworkers has a majority of the eligible employees as its members and, therefore, I feel bound by reason of the principles set out above to

recommend recognition unless the evidence discloses some reason why the normal salutary rule that the will of the majority is to prevail should be disregarded.

I understand that in several of the nine cases with which we have to deal, including this case, my colleagues are unwilling to recommend recognition of the union and that the consideration which have moved them to this conclusion are in general terms as follows:—

- (a) The majority of eligible employees who are members of the local union is a bare majority;
- (b) There are no grievances in regard to wages or conditions which require to be rectified through the representations of a union;
- (c) In some cases there was an illegal stoppage of work for some hours at the time a vote was taken of the members of the union upon which the application for the Board of Conciliation was based;
- (d) Some reference appears in the majority report to the tactics of the union representative in securing membership not being commendable. This is so vague a reference that I am quite unable to deal with it. A suggestion was made in some of the briefs to the effect that there were misrepresentations as to the possibility of unions securing wage increases for their members. Although the matter was referred to in the submission of some of the employers, in no single case were the particulars of any alleged misrepresentation put before the Board or any substantiation of the charge attempted. We were not told what was said, by whom, or to whom. No court or any other responsible tribunal can, it seems to me, base its decisions on allegations of misrepresentation or misconduct of which there are neither particulars nor proof.

(a) I am at a loss to understand why the fact that the majority of employees in the union is only a small majority is any reason why recognition of the union should not be recommended. As I have said before, the democratic rule of the choice of the majority seems to me the only practicable and feasible method of arriving at effective collective bargaining. It also seems to me to have the sanction of practice and of the public policy of the Province of Ontario. While it would obviously be more satisfactory if the majority were a large one, the fact that it is not so large does not seem to me to effect the principle involved at all.

When, after an election, a government is formed by a party representing a small majority or even a minority of the electorate, those who voted against the party forming the government nevertheless accept and are bound to accept the government in good

grace during its term of office. I can see no reason why the same democratic rule should not be applied to the choice of a collective bargaining agency. Democratic government would be impossible unless such a rule were adopted. Democracy in industry requires precisely the same acceptance of the expressed will of the majority until the next opportunity arises to make a change through a new election. This rule is applied in the innumerable free organizations which are so important an element in our society. I see no reason why a majority for the purposes of selecting a collective bargaining agency should be fixed at 60 per cent, 75 per cent, or any arbitrary figure above 51 per cent, the majority recognized in practically all other affairs in a democratic system.

It should also be pointed out that the true test is not whether or not a majority of the employees are members of the collective bargaining agency but whether they are willing to be represented by the collective bargaining agency.

In all these cases a majority of the employees are actually members of the union. No doubt there are others who are not members who would be willing to be represented by the union, so that the majorities desiring to be represented for collective bargaining purposes by the union may well be considerably larger than the percentages given as of the actual union membership. It is unnecessary, however, to take a vote to ascertain how large a number these are, as the majority membership in the unions is the most cogent proof of the fact that a majority of employees wish to be represented by the union.

(b) To my mind it is entirely irrelevant to the issue in dispute here that there is no evidence of the existence of present grievances in the various plants in regard to wages and conditions. The Boards did not sit for the purpose of hearing whether such grievances existed or not and no doubt the representatives of the unions would have been criticized had they seen fit to occupy the time of the Board in bringing forward a series of detailed grievances if such existed. The only question the Board is required to determine is the question of recognition of the unions and in my opinion the right to recognition of the bargaining agency chosen by the majority is in no sense dependent upon the existence or otherwise of other current grievances than the refusal of recognition.

Mr. James McCallum, a witness in this case and a steward in the union, put the matter very well when he stated that the em-

ployees, in seeking recognition of the union, believed that it could give them security in the future and that the interest of the employees in union membership was based upon their recollection of what happened during the depressions before the war and their fear that similar conditions might arise in the future unless they had the protection of strongly organized international unions. It seems to me that this is a perfectly legitimate reason why employees should, if they see fit, choose to be represented now by international unions and that industrial harmony at the present time depends upon the acceptance by employers of the bona fides of the conviction of employees that union recognition now is important to their security for the future. Recognition sought now in the remembrance of an unsatisfactory past and the hope of a different future is the bone of contention. It is a present issue of grave importance that requires to be settled now and if possible conciliated. To look for other grievances or reasons why employees seek recognition does not aid in solving the present problem.

(c) In some of the plants, including the one discussed in this report, there was an illegal stoppage of work for some hours at the time that the strike vote was taken upon which the application for a Board of Conciliation was based.

At the present time Subsection (2) of Paragraph 16 in The Industrial Disputes Investigation Act requires an application for a Board of Conciliation to be accompanied by a statutory declaration setting forth that, failing an adjustment of the dispute or a reference thereof by the Minister to the Board, a lock-out or strike will be declared.

The natural result of this provision is that where employees are seeking a Board of Conciliation they must impress the Department of Labour with the seriousness of the dispute and the likelihood of a strike if a Board is not appointed.

The Act does not outline any procedure for taking this vote and it seems to me quite natural that this provision should lead to stoppages of work. In a city like Galt, in which industry has grown rapidly, in which many of the employees come from some distance to the various plants and there is more than one shift, it is difficult to obtain a representative meeting to discuss a strike vote. While these stoppages were technically wrong, it seems to me that they were largely based upon the weaknesses in the procedure of the Act to which attention has been called from time to time by the various Congresses of Labour and by other persons. Although my

colleagues mention this matter, I do not believe that they consider these stoppages a serious reason for refusing recognition as they are prepared to recommend recognition in cases in which stoppages took place but are not willing to recommend recognition in cases in which there was no stoppage.

In short, I cannot believe that the reasons suggested by my colleagues for their unwillingness to recommend recognition of the bargaining agency preferred by a majority of the employees are valid and I am, therefore, bound to dissent from their opinion and in each of these cases recommend that the employer enter into negotiations with the local union of the United Steelworkers of America with a view to a written collective agreement recognizing such union in respect to all employees in the plant for a period to be set out in the agreement.

Even at this stage I feel bound to express the hope that industrial strife may be avoided by the willingness on the part of employers to negotiate with the unions chosen by the majority of their employees. From what has been said before the Board, I fear that some of the employers do not yet recognize the depth and sincerity of the conviction on the part of their own employees that the union is a necessary and important instrument to establishing their security, their dignity, and their status. I do not believe this desire for recognition of the union is a reflection upon the past conduct of the employers, as some of them seemed to think it was. It is a natural and inevitable development in every industrial country of the prevailing conception of industrial democracy.

To turn to the particular facts in this case, it appears that there are 630 employees eligible for membership in the union. At one time there were 380 members but it appears that some of these have left the employment of the company and only some 335 are now members of the union. This represents a small majority. It is relevant, however, to consider that an employees association was formed in March, 1943, but that this association has only secured 144 members, or 22 per cent of the eligible employees.

For the reasons which I have outlined above, I would recommend that the company enter into negotiations with the representatives of Local 2859 of the United Steelworkers of America with a view to a written collective agreement with them on behalf of all the employees.

Respectfully submitted.

(Sgd.) F. A. BREWIN.

Report of Board in Dispute between Shurly-Dietrich Atkins, Galt, Ont., and its Employees

The Minister of Labour received on May 25 the report of the Board of Conciliation established to deal with a dispute between the Shurly-Dietrich Atkins Company, Ltd., and its employees, members of Local 2895, United Steelworkers of America (L.G., April 1943, p. 471).

The personnel of the Board was as follows: His Honour Judge James Parker, Toronto. Chairman, appointed on the joint recommendation of the other two members; Mr. J. J. Robinette and Mr. F. Andrew Brewin, both of Toronto, appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the Chairman and Mr. J. J. Robinette; and a minority report was submitted by Mr. F. Andrew Brewin.

Report of Board

To The Honourable The Minister of Labour.

Re: The Industrial Disputes Investigation Act and re dispute between Shurly-Dietrich Atkins Co., Limited, and members of Local 2895, United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held sittings at Galt and Toronto. At the sittings in Galt written submissions were filed and read, oral representations made, and argument heard on behalf of both parties.

The applicant union was represented by A. Snow and S. Anderson, President and Financial Secretary, respectively, of Local 2895, and by Arthur Williams of the Canadian Congress of Labour.

The company was represented by P. Dietrich, President, E. Dietrich, Plant Superintendent, and J. Shaw, Secretary.

The sole issue for determination in this case is whether or not the company should be called upon to recognize this union as a collective bargaining agent for its employees. The number of eligible employees for membership in the union is 302, and the union claims a membership of 170. No grievance with respect to working conditions was suggested or established.

In view of the relatively slight majority claimed by the union and considering the unfair and hasty methods adopted by this union in the City of Galt, we are of the opinion that

the company should not be called upon to recognize this union.

All of which is respectfully submitted.

(Sgd.) J. Parker,

Chairman.

(Sgd.) J. J. Robinette.

Toronto, May 24, 1943.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the dispute between Shurly-Dietrich-Atkins Company Limited, Galt, Ontario, employer, and its employees, members of Local 2895, United Steelworkers of America.

It is unnecessary for me to repeat the views which I have expressed in the similar case of Babcock-Wilcox and Goldie-McCulloch Limited.

In this case out of 302 eligible employees, some 170, or 56.3 per cent, are actual members of the union. Mr. Williams, representing the union, stated that there were other employees who do not wish to be involved in actual membership while recognition is still being opposed but who would be satisfied to be represented by the local union.

In this case the employers, after learning of the organization of the union, saw fit to encourage some of their employees to promote a ballot throughout the plant to determine whether the employees favoured a shop union. The result of the ballot was 137 for the shop union and 150 against, with three spoiled ballots.

In these circumstances, it seems to be clearly established that Local 2895, United Steelworkers of America, is the collective bargaining agency approved by the majority of the employees and I would, therefore, recommend that the Company enter into negotiations with the representatives of the union with a view to entering into a written agreement with them as the bargaining agency on behalf of their employees.

I should perhaps note that in the Company's submissions there is a reference to promises of higher wages made by union representatives to secure membership in the union. However, the Company representatives, although invited to do so, did not see fit to particularize or to substantiate this statement in any way. It seems to me, therefore, that it should be disregarded.

Mr. Williams for the union assured the Board that the necessity for applications to

the appropriate War Labour Boards for any increase in wages was clearly put before the members of the union by its representatives and indeed it would seem to me that any union which failed to disclose the necessity of applications to the Boards and the limita-

tions which exist at the present time upon the power of employers to grant wage increases would be asking for trouble.

Respectfully submitted.

(Sgd.) F. A. Brewin.

Report of Board in Dispute between the Galt Metal Industries Ltd., Galt, Ont., and its Employees

On May 25 the report of the Board of Conciliation and Investigation established to deal with a dispute between the Galt Metal Industries, Ltd., Galt, Ont., and its employees, members of Local 2894, United Steelworkers of America was received by the Minister of Labour (L. G., May 1943, p. 596).

The personnel of the Board was as follows: His Honour Judge James Parker, Chairman, appointed on the recommendation of the other two members; Mr. J. J. Robinette, appointed on the nomination of the employer and Mr. F. Andrew Brewin, appointed on the nomination of the employees. All three reside in Toronto.

The report of the Board is signed by the Chairman and Mr. J. J. Robinette; Mr. F. Andrew Brewin submitted a minority report.

Report of Board

To The Honourable The Minister of Labour.

Re: The Industrial Disputes Investigation Act and re Dispute between Galt Metal Industries Limited and members of Local 2894 United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held sittings at Galt and Toronto. At the sittings in Galt written submissions were filed and read, oral representations made, and argument heard on behalf of both parties.

The applicant union was represented by G. Roberts and H. O'Neil, both officers of Local 2894.

The company was represented by H. A. Elliott, General Manager, B. W. Smeed, Chief Engineer and E. C. Penney, Personnel Manager.

The only matter before the Board for determination is whether or not this union should be recognized by the Company as a bargaining agent for the employees.

The total number of employees eligible for membership in the union is 388, and the union claims from its records a membership of 315.

On March 26th, 1943, the union caused an illegal stoppage of work at the plant of the company.

The illegal strike called by the union causes us to hesitate to recommend recognition of the union, but in view of the fact that the union appears to have a substantial majority we are of the opinion that the company should recognize this union as the collective bargaining agent for the members of the union. We are not prepared to disturb the rights of the minority employees by recommending that the union should be recognized as the sole and exclusive bargaining agent for all the employees.

Therefore, our recommendation in this case is that the company recognize the union as the bargaining agent for its own members.

All of which is respectfully submitted.

(Sgd.) J. PARKER, *Chairman.*

(Sgd.) J. J. ROBINETTE.

Toronto, May 24, 1943.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the dispute between Galt Metal Industries Limited, Galt, Ontario, employer, and its employees, members of Local 2894, United Steelworkers of America.

This is another case in which there is a substantial majority who are members of the union and I am glad to concur in the recommendation of the Board, thus making it unanimous, with the exception, however, that, as in the case of the R. McDougall Company, Limited, I believe that recognition of the union should be as the bargaining agency on behalf of all the employees in the plant and not simply on behalf of the employees who are members of the local. My reason for this difference is set out in the McDougall case and need not be repeated.

Respectfully submitted,

(Sgd.) F. A. BREWIN.

Report of Board in Dispute between the Galt Brass Company, Galt, Ont., and its Employees

The Minister of Labour received on May 25 the report of the Board of Conciliation and Investigation established to deal with a dispute between the Galt Brass Company, Galt, Ont., and its employees, members of Local 2903, United Steelworkers of America (L. G., May 1943, p. 596).

The personnel of the Board was as follows: His Honour Judge James Parker, Toronto, Chairman, appointed on the joint recommendation of the other two members; Messrs. J. J. Robinette and F. Andrew Brewin, both of Toronto, appointed on the nomination of the employer and employees respectively.

The Chairman and Mr. J. J. Robinette signed the report of the Board while the minority report was submitted by Mr. Andrew Brewin.

Report of Board

To The Honourable The Minister of Labour.

Re: The Industrial Disputes Investigation Act and Dispute between Galt Brass Company and members of local 2903 United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held sittings at Galt and Toronto. At the sittings in Galt written submissions were filed and read, oral representations made, and argument heard on behalf of both parties.

The applicant union was represented by D. Williams, President, R. McFarland, Secretary, and W. Byron, Steward, all of Local 2903, and by Arthur Williams of the Canadian Congress of Labour.

The company was represented by J. S. McGaw and J. W. Archer, who are officers of the company.

Unlike the other companies in Galt considered by the Boards of Conciliation, we find that this company is not engaged in the production of war materials or supplies except to the extent that only one-fifth of one per cent of the company's total sales for the first three months of 1943 were shipped directly on orders from the Department of Munitions and Supply.

Therefore, we are of the opinion that the alleged dispute in this case does not involve a company engaged in the production of munitions of war or supplies within the meaning of P.C. 3495 of 1939, and, therefore, we are of the opinion that the Board of Con-

ciliation has no jurisdiction to determine the alleged dispute in this case.

All of which is respectfully submitted.

(Sgd.) J. PARKER,

Chairman.

(Sgd.) J. J. ROBINETTE.

Toronto, May 24, 1943.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the Dispute between Galt Brass Company Limited, Galt, Ont., Employer, and its Employees, Members of Local 2903, United Steelworkers of America.

In this case, 48 out of 75 eligible employees are members of the union.

No substantial reason is suggested as to why, in accordance with the Orders in Council, the principles of the Collective Bargaining Act of Ontario and the ordinary principles of industrial relationship that are applied in all civilized industrial countries, the choice of bargaining agency of the employees should not be accepted by the employer. In this case, however, the majority of the Board take the view that the Board has not got jurisdiction on the grounds that the employers and employees are not engaged in the construction, execution, production, repairing, manufacture, transportation, storage or delivery of munitions of war or supplies, as defined in P.C. 3495, dated November 7, 1939, as amended by Order in Council P.C. 1708 of March 10, 1941.

In this Order in Council, which extends the application of the provisions of The Industrial Disputes Investigation Act, the word "supplies" is very broadly defined as follows:—

"'supplies' includes materials, equipment, ships, aircraft, automotive vehicles, goods, stores and articles or commodities of every kind required or intended for war purposes including, but not restricting the generality of the foregoing (1) articles and equipment which, in the opinion of the Minister of Labour, would be essential for the needs of the Government or of the community in war; and (2) anything which, in the opinion of the Minister of Labour, is, or is likely to be necessary for or in connection with the production, storage or supply of any such article as aforesaid."

In paragraph 7 of the Industrial Disputes Investigation Act it is laid down by sub-

section (2) that the decision of the Minister as to the granting or refusal of a Board shall be final and when a Board is granted by the Minister it shall be conclusively deemed to be authorized by and to be in accordance with the provisions of the Act.

Information was given to the Board by the employers to the effect that only a very small percentage, one-fifth of one per cent., of the company's total sales for the first three months of 1943 was shipped direct on orders from the Department of Munitions and Supply. The products produced by the Company are plumbers' brass goods, valves and composition toilet tanks.

The Board did not investigate nor does it seem to me that it had the facilities to investigate the question of whether or not the persons who did secure the products of the Company had contracts with the Department of Munitions and Supply and whether or not these products were in fact supplies which in the opinion of the Minister of Labour were essential for the needs of the Government or the community in wartime.

This is a matter which it seems to me is clearly within the discretion of the Minister of Labour and I know no reason to believe that his discretion in appointing the Board

was not a sound discretion, nor any reason to believe that in his opinion the products of this Company were not essential for the needs of the Government or of the community in war. I believe that the appointment of the Board by the Minister concludes any question of his authority to appoint it and that, in the words of Section 7 of the Act, it must be conclusively deemed that the Board was granted in accordance with the provisions of the Act.

Furthermore, I do not know of any reason why, if even the smallest percentage of supplies is going to actual war purposes, the Minister of Labour has not then jurisdiction to appoint a Board.

I therefore cannot agree with my colleagues that we have not got jurisdiction in this case and consistently with reports made by me in the other cases I would recommend that the Company should be required to recognize Local 2903, United Steelworkers of America, as the collective bargaining agency on behalf of their employees and enter into negotiations with them forthwith with a view to a collective bargaining agreement.

Respectfully submitted.

(Sgd.) F. A. BREWIN.

Report of Board in Dispute between the Whitehall Machine & Tools Ltd., Galt, Ont., and its Employees

On April 25 the Minister of Labour received a report from the Board of Conciliation and Investigation established to deal with a dispute between the Whitehall Machine & Tools Ltd., Galt, Ont., and its employees, members of Local 2871, United Steelworkers of America (L.G., May 1943, p. 596).

The personnel of the Board was as follows: His Honour Judge James Parker, Chairman, appointed on the nomination of the other two members, Mr. J. J. Robinette appointed on the nomination of the employer and Mr. F. Andrew Brewin, appointed on the nomination of the employees. All three reside in Toronto.

The report of the Board was signed by the Chairman and Mr. J. J. Robinette. Mr. F. Andrew Brewin submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

To The Honourable The Minister of Labour.

Re: The Industrial Disputes Investigation Act and re Dispute between Whitehall Machine and Tools Limited and members of Local 2871, United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held sittings at Galt and Toronto. At the sittings in Galt written submissions were filed and read, oral

representations made and argument heard on behalf of both parties.

The applicant union was represented by A. C. Hillman and W. M. Hunt, both officers of Local 2871, and by Arthur Williams of the Canadian Congress of Labour.

The company was represented by H. C. McLaughlin, President, and F. Dörner, General Manager.

The only question for determination by the Board is whether the company should be called upon to recognize this union as a collective bargaining agent for the employees at the present time.

Due to lengthy litigation the present management of the company has been in control of the plant only since March of this year. Therefore, the present management has had no adequate opportunity to date to establish a relationship with its employees.

We, therefore, feel that we should make no recommendation in this case at the present time, but that the matter before the Board should be left open for a period of three months for determination.

All of which is respectfully submitted.

(Sgd.) J. PARKER, *Chairman.*

(Sgd.) J. J. ROBINETTE.

Toronto, May 24, 1943.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the dispute between Whitehall Machine and Tools Limited, Galt, Ontario, employer, and its employees, members of Local 2871, United Steelworkers of America.

In this case, 59 out of 66 employees, or 89 per cent, are members of the union.

The union was formed in December, 1942, and the membership of the union has remained constant.

I understand that the majority of my colleagues are in favour of recommending a delay of three months in dealing with this matter until after the present employers have had a longer opportunity of getting to know the employees in the plant.

It appears that a Government Controller has been in actual possession of this plant as there was some dispute amongst the shareholders as to who had the controlling interest and that the present management has only had full possession from the 1st of April.

I feel bound to dissent vigorously from the opinion of my colleagues as I regard delay in these matters as being almost inevitably productive of disagreement and strife and further friction. I cannot conceive of any proper inducements or reasons that might be put forward by the new employers to change the desire of the vast majority to be represented by the local union of the Steelworkers of which in such overwhelming numbers they have become members. The choice of bargaining agencies is entirely a matter for employees and one with which the employer is not entitled to interfere.

There seemed to me in this case to be a trace of the attitude which appeared in a good many of these other cases that the desire of employees to be represented by an international union was in some way a reflection upon the ability of the management to get along with its employees, and that the management should be prepared by satisfying some of the wishes of the employees to eradicate any desire to be represented by the union. It seems to me that this is a profoundly mistaken attitude and that the management in this case, which has only recently taken control of this plant, would have started out upon their relationship with their employees on a far happier and more satisfactory basis had they been willing to accede promptly to the evident desire of their employees that the relations between them be on the basis of the collective bargaining through the union.

I regret that the hearing in this case was not completed owing to an unfortunate incident and I would have been glad to hear any further representations that the Company might wish to make but, as my colleagues have decided that on the material already before them this is a proper case for delay or for not recommending recognition of the union at the present time, it is not necessary to continue the hearings.

I would, therefore, recommend in this case, as in the other cases, that the employer enter into negotiations forthwith with Local 2871, United Steelworkers of America, with a view to a collective bargaining agreement with them on behalf of their employees.

Respectfully submitted,

(Sgd.) F. A. BREWIN.

Report of Board in Dispute between the R. McDougall Company, Ltd., Galt, Ont., and its Employees

The Minister of Labour received on May 25 the report from the Board of Conciliation and Investigation established to deal with a dispute between the R. McDougall Company, Ltd., Galt, Ont., and its employees, members of Local 2890, United Steelworkers of America (L.G., May, 1943, p. 597).

The personnel of the Board was as follows: His Honour Judge James Parker, Toronto, Chairman, appointed on the nomination of the other two members; Messrs. J. J. Robinette and F. Andrew Brewin, both of Toronto, appointed on the recommendation of the employer and employees respectively.

The report of the Board was signed by the Chairman and Mr. J. J. Robinette and a minority report was submitted by Mr. F. Andrew Brewin.

Report of Board

To The Honourable The Minister of Labour.
Re: The Industrial Disputes Investigation Act and Disputes between The R. McDougall Co. Ltd., and members of Local 2890 United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held sittings at Galt and Toronto. At the sittings in Galt written submissions were filed and read, oral representations made and argument heard on behalf of both parties.

The applicant union was represented by J. McIlhinney and J. Ginsod, President and Secretary, respectively, of Local 2890 and by Arthur Williams of the Canadian Congress of Labour.

The company was represented by A. R. Oliver, Managing Director and James Marshall, Engineer.

This company has 163 employees eligible for membership in the union and the union claims a membership of 139.

No grievance against the employer has been suggested or proven and on February 9, 1943, the union caused an illegal stoppage of work lasting one-half day.

Because of the illegal stoppage of work caused by the union, this case presents some difficulty as to whether we should recommend that the union under the circumstances should be recognized by the company. However in view of the substantial majority which the union claims we are of the opinion that the company should recognize the union as the bargaining agent for the members of the union only. The rights of the employees who are not members of the union must be respected and we do not think the company should be called upon to recognize this union as the sole and exclusive bargaining agent. Therefore we recommend that the union be recognized by the company as the bargaining agent for the members of the union only.

All of which is respectfully submitted.

(Sgd.) J. PARKER.

(Sgd.) J. J. ROBINETTE.

Toronto, May 24, 1943.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the Dispute between R. McDougall Company Limited, Galt, Ontario, Employer, and its Employees, Members of Local 2890, United Steelworkers of America.

In this case, a very large majority of employees are members of the union and I am glad to be able to concur in the recommendation of the majority of this report that the Company enter into negotiations with the representatives of Local 2890.

I should note that this is the only case in which there is any suggestion of intimidation by representatives of the union and no effort was made to particularize or substantiate such charges. If such charges were proven, I for one would regard them very seriously but in the circumstances they must be disregarded.

Although concurring in the report of the majority, I am bound to express my dissent from the limitations suggested as to the form of recognition to be recommended. The majority report recommends recognition "on behalf of the employees, members of the union". This seems to me to leave open the possibility of negotiations or collective bargaining by the Company with some minority group during the term of the agreement with the union which represents the majority. In my view it is quite impracticable to have more than one bargaining agency in any one appropriate unit and it is not suggested that there is more than one appropriate unit in this plant.

It seems to me that the only practicable method of achieving collective bargaining is that, once a majority of employees in any unit have freely and clearly chosen their bargaining agency, then such majority representatives must act for all employees.

It seems to me that the form of recommendation which I suggest is consistent with the public policy of this province as set out in Section 6 of the Ontario Collective Bargaining Act, which provides that once a bargaining agency has been certified by the court as representing a majority of employees, then an employer is required to bargain collectively with it in respect to his employees without exception.

I therefore concur in the recommendation of the majority of the Board with this exception that I would substitute the words "on behalf of the employees of the plant" for the phrase "on behalf of employees, members of the Union" recommended by my colleagues.

Respectfully submitted.

(Sgd.) F. A. BREWIN.

Report of Board in Dispute between the J. A. M. Taylor Tool Company, Ltd., Galt, Ont., and its Employees

The Minister of Labour received a report from the Board of Conciliation and Investigation established to deal with a dispute between the J. A. M. Taylor Tool Company, Ltd., Galt, Ont., and its employees, members of Local 2903, United Steelworkers of America, on May 25 (L. G., May 1943, p. 597).

The personnel of the Board was as follows: His Honour Judge James Parker, Chairman,

appointed on the recommendation of the other two members, Mr. F. Andrew Brewin appointed on the nomination of the employees and Mr. J. J. Robinette appointed on the nomination of the employer. All three reside in Toronto.

The report of the Board was signed by the Chairman and Mr. J. J. Robinette; Mr. F. Andrew Brewin submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

To The Honourable The Minister of Labour.

Re: The Industrial Disputes Investigation Act and re dispute between J. A. M. Taylor Tool Company, Limited, and members of Local 2903, United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held sittings at Galt and Toronto. At the sittings in Galt written submissions were filed and read, oral representations made, and argument heard on behalf of both parties.

The applicant union was represented by Charles Smith, Guard, and Miss Bernice Duncan of Local 2903, and by Arthur Williams of the Canadian Congress of Labour.

The company was represented by J. A. M. Taylor, President and General Manager, A. R. Taylor, Vice-President and R. G. Hurde, Sales Manager.

This company carries on business in the City of Galt and compared to the other companies involved it has a small plant. The number of employees eligible for admission to the union is 30 and the union claims a membership of about 15. In such a small plant the relations between the employer and the employee can adequately be put on a personal basis.

Therefore, considering the small number of employees and the fact that the Union claims only a slight, if any, majority, we are of the opinion that we should not recommend that the company be called upon to recognize this union.

All of which is respectfully submitted.

(Sgd.) J. PARKER, *Chairman.*

(Sgd.) J. J. ROBINETTE.

Toronto, May 24, 1943.

Report of Board in Dispute between the Canada Machinery Corporation, Galt, Ont., and its Employees

The Minister of Labour on May 25 received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canada Machinery Corporation, Galt, Ont., and its employees, members of Local 2905, United Steelworkers of America (L.G., May, 1943, p. 597).

The personnel of the Board was as follows: His Honour Judge James Parker, Chairman,

Minority Report

In the matter of the Industrial Disputes Investigation Act and the Dispute between J. A. M. Taylor Tool Company, Limited, Galt, Ontario, Employer, and its Employees, Members of Local 2903, United Steelworkers of America.

Once again I would refer to my dissenting report in the Babcock-Wilcox and Goldie-McCulloch Limited case for the general principles that I think are applicable in matters of this sort.

This is a small shop but I fail to see why any different principles should be applied for that reason. Out of 28 eligible employees, I understand that 15, or 57 per cent, are members of the union. In this case, perhaps because of the smallness of the plant, the employer took a particularly strong line against the union, as is apparent from the submissions put forward by the Company to the Board. In the written submissions the employer makes reference to the employees being "mere children". Again it is stated that the President and General Manager is old enough to be the father of 90 per cent of the workers and intends to look after their interests. I feel bound to say that this paternalistic outlook, however high-minded its origin, seems to me to be out of tune with the developments of the present day and likely to lead to trouble. I would respectfully suggest that the treatment of all employees as fully responsible adults and an attitude of partnership with the representatives of the employees would achieve better results.

In this case also I can find no reason why the choice of the majority of employees of Local 2903, United Steelworkers of America, as their bargaining agency should not be recognized by the company and I recommend that the employer enter into negotiations with the union with a view to an agreement with them on behalf of their employees.

Respectfully submitted.

(Sgd.) F. A. BREWIN.

Toronto, appointed on the joint recommendation of the other two members and Messrs. J. J. Robinette and F. Andrew Brewin, both of Toronto, appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the Chairman and Mr. J. J. Robinette and a minority report was presented by Mr. F. Andrew Brewin.

Report of Board

To The Honourable The Minister of Labour.

Re: The Industrial Disputes Investigation Act and Dispute between Canada Machinery Corporation and Members of Local 2905, United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held sittings at Galt and Toronto. At the sittings in Galt written submissions were filed and read, oral representations made, and argument heard on behalf of both parties.

The applicant union was represented by E. Bechtel, an officer of Local 2905, and by Arthur Williams with the Canadian Congress of Labour.

The company was represented by J. C. Scanlon, General Manager.

The following representatives of the Employees' Association were also present: R. McHendry, T. Lawrence, and G. Gallagher.

In this case the number of employees of the company eligible for membership in the union is 347, and the union claims a membership of 188.

In view of the fact that the union claims only slight majority of the employees and considering the absence of any grievances, we are of the opinion that no recommendation with respect to union recognition should be made in this case.

All of which is respectfully submitted.

(Sgd.) J. PARKER.

Chairman.

(Sgd.) J. J. ROBINETTE.

Toronto, May 24, 1943.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the Dispute between Canada Machinery Corporation, Galt, Ontario, Employer, and its Employees, Members of Local 2905, United Steelworkers of America.

This case differs in some ways from the other cases discussed.

Once again there is no necessity for repetition as to the general principles that are applicable, in my judgment, where recognition of a union is the matter in dispute.

In this case the membership of the union according to the evidence is 189 out of 347 eligible employees, or approximately 54 per cent. We have, however, additional evidence of the real feelings of the employees. On February 22nd a letter asking for negotiations

with the union was sent to the management. On February 23rd a vote was held at a meeting, arranged before February 22nd it is true. This vote was held on the Company premises and in the Company time after an address by the Manager. The vote was as to whether the employees were in favour of a Shop Committee. Seventy-nine, or 22 per cent, of all the eligible employees were in favour of the Shop Committee, 162 were opposed. Nevertheless, on February 25th, the Company entered into an agreement which recognized the employers association as an exclusive bargaining agency for its employees.

According to the terms of the agreement it was to be for one year's duration and from year to year unless notice of abrogation or amendment was given in writing thirty days before the expiration (presumably by one or other of the parties to the agreement). It is interesting to observe that this employer apparently had no objection to entering into an exclusive bargaining agreement although the group with which he chose to deal had been clearly indicated to be a very small minority of the employees. In my opinion this agreement is clearly contrary to the whole intent and purpose of the government policy under the Orders in Council and the public policy of this province as set out in the Collective Bargaining Act of Ontario. It is a device to prevent collective bargaining with the union chosen by the employees free from any interference by the employer (P.C. 2685). In my view it should be disregarded by the Board.

I understand that my colleagues agree that their recommendation should not be affected by the agreement arrived at in this way but they are nevertheless unwilling to recommend recognition of the union because of the smallness of the majority of actual union membership.

It seems to me that the effect of making no recommendation will be to give sanction to an arrangement by the Company which, as I have said, seems to me entirely contrary to the whole spirit of government policy.

In this particular case there was no illegal stoppage and absolutely no suggestion of misrepresentation or misstatement by union representatives. It is true that the majority of the employees who are members in the union is a bare majority but nevertheless the preference of the employees was clearly shown in the vote on February 23rd.

I cannot for the life of me see any good reason why recognition of the union in this case should not be recommended and I

suggest with some confidence that in this case the only recommendation that can be made consistent with the Orders in Council and the law of this province is that the employer should enter into negotiations with

Local 2905 with a view to a collective bargaining agreement on behalf of the employees in the plant, and I so recommend.

Respectfully submitted.

(Sgd.) F. A. BREWIN.

Report of Board in Dispute between the Galt Malleable Iron Co., Ltd., Galt, Ont., and its Employees

On May 25 the Minister of Labour received the report of the Board established to deal with a dispute between the Galt Malleable Iron Co., Ltd., Galt, Ont., and its employees, members of Local 2899, United Steelworkers of America (L.G., May, 1943, p. 597).

The personnel of the Board was as follows: His Honour Judge James Parker, Chairman, appointed on the joint recommendation of the other two members; Mr. J. J. Robinette, appointed on the nomination of the employer and Mr. F. Andrew Brewin appointed on the nomination of the employees. All three reside in Toronto.

The report of the Board was signed by the Chairman and Mr. J. J. Robinette. A minority report was submitted by Mr. F. Andrew Brewin.

The texts of the report of the Board and the minority report follow.

Report of Board

To The Honourable The Minister of Labour.

Re: The Industrial Disputes Investigation Act and Dispute between The Galt Malleable Iron Company, Limited, and Members of Local 2899 United Steelworkers of America.

The Board of Conciliation and Investigation established in this matter has held sittings at Galt and Toronto. At the sittings in Galt written submissions were filed and read, oral representations made, and argument heard on behalf of both parties.

The applicant union was represented by M. McIntosh and W. H. Ellis, President and Financial Secretary, respectively, of Local 2899, and by Arthur Williams of the Canadian Congress of Labour.

The company was represented by H. J. Bassett, General Manager.

The number of employees eligible for membership in the union is 175 and the union claims a membership of 112.

The company has expressed its willingness to enter into a collective bargaining agreement with a committee of the employees.

In view of the reasonably substantial majority claimed by the union we think that the company should recognize the union as the collective bargaining agent for its own members. We do not think that the rights of the minority employees should be disturbed to the extent of a recommendation that the union be recognized as the sole and exclusive bargaining agent for the employees.

Therefore, our recommendation in this case is that the company recognize the union as the collective bargaining agent for its own members only.

All of which is respectfully submitted.

(Sgd.) J. PARKER.

(Sgd.) J. J. ROBINETTE.

Toronto, May 24, 1943.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the Dispute between Galt Malleable Iron Company, Limited, Galt, Ontario, Employer, and its Employees, Members of Local 2899, United Steelworkers of America.

In this case, I understand that my colleagues are recommending that, in view of the substantial majority, i.e. 64 per cent of the eligible employees being members of the local union, the Company recognizes the union as the bargaining agency on behalf of the employees, members of the union.

While I concur in the recommendation of the majority that there should be recognition of the union, once again I am bound to dissent from the form of recognition recommended.

I need not repeat what I have said in my report in the R. McDougall Company case. In my view the only practicable and proper rule is that, once a collective bargaining agency has been chosen by a majority within any particular unit, then it must speak for all the employees during the term of the agreement and no leeway should be permitted for competing agencies during the currency of the agreement.

I therefore concur in the recommendation of the majority of the Board with this exception that I would substitute the words "on behalf of the employees of the plant" for the

phrase "on behalf of the employees, members of the union".

Respectfully submitted.

(Sgd.) F. A. BREWIN.

Report of Board in Dispute between Howard Smith Paper Mills, Ltd., Beauharnois, P.Q., and its Employees

On May 4 the Minister of Labour received a unanimous report from the Board of Conciliation established to deal with a dispute between the Howard Smith Paper Mills, Ltd., Beauharnois, P.Q., and its employees, members of the National Catholic Syndicate of Pulp and Paper Workers of Beauharnois (L.G. Dec., 1942, p. 1376).

The personnel of the Board was as follows: Honourable Mr. Justice Alfred Savard, Quebec Superior Court, Quebec, P.Q., Chairman, appointed on the joint recommendation of the other two members; Mr. C. N. Moisan, Montreal, P.Q., appointed on the nomination of the employer and Mr. Maximilien Caron, Montreal, P.Q., appointed on the nomination of the employees.

The text of the Board's report is printed below.

Report of Board

Montreal, April 20, 1943.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Howard Smith Paper Mills, Ltd., at Beauharnois, P.Q., and its Employees.

The Board of Conciliation and Investigation appointed under your sanction to investigate and conciliate the difficulties between the Howard Smith Paper Mills, Ltd., at Beauharnois, and its employees, has the honour to submit its report.

The facts may be summed up as follows:

Up to the Fall of 1942, and for many years previous, the employees of the Howard Smith Paper Mills, Ltd., at Beauharnois, were associated with the American Federation of Labour, and were members of a local of the aforementioned trade union, at Beauharnois. They had their own officers, but the negotiations between the Company and its employees were generally carried out through the medium of a Mr. Reynolds, a travelling business agent appointed by the head office of the American Federation of Labour.

At the end of 1941, a contract was drafted to govern the working conditions which were to prevail at the mill during 1942. It was submitted for approval to the members of the local, at Beauharnois. The employees, at that time, wanted a readjustment of salaries in certain departments. One of the clauses

of the agreement was not clear. The men were given to understand that they could, at any time, apply to the Regional War Labour Board to have the matter of salaries reconsidered. They were prevailed upon to accept the agreement, and were given to understand that the fact of their signatures would not be a bar to any request which they might present. The Company was not made aware of this.

When the demand for readjustment of salary came before the Regional War Labour Board, the employees were told that a contract had been signed and that the same wages were to prevail during the year 1942.

The employees met again at Beauharnois, and expressed their dissatisfaction to Mr. Reynolds who advised them to take a strike vote which he was not to press immediately but which he was to keep in his pocket and use it if he saw fit to do so. The Company, apparently, was not advised to that effect.

These disappointments left the men entirely dissatisfied with the service they were receiving from the American Federation of Labour. They withdrew en bloc from the above Union and decided to strike. The Department of Labour has declared this strike to be illegal.

Some of them consulted Mr. Maxime Raymond, K.C., M.P. for Beauharnois, who advised them to return to work and to honour their contract for its duration. He suggested to them that it might be to their advantage to associate themselves with the Syndicats Catholiques.

This suggestion was finally accepted; they returned to work, joined almost en bloc the Syndicat Catholique. A local was organized, and the Syndicat Catholique is now the trade union serving the employees at Beauharnois.

An application was made to the Department of Labour for this Board of Conciliation.

At the outset of the sittings, before proceeding any further, the Company expressed the desire to investigate what had brought the men to strike. This demand was granted, and the board held a sitting at Beauharnois. The full facts were placed before the board by the employees who were questioned by the officials of the Company and its counsel.

There was an adjournment, and it was decided to call the officials of the American Federation of Labour to secure their version.

Mr. D'Aoust and Mr. Reynolds appeared before the board and were questioned at length.

After the completion of this examination, it was decided by all parties to carry on further the work of the board. Such examination was not, perhaps, within the scope of the work of the board, but it did contribute to clarify certain issues and smoothen relations between both sides.

The petition requesting the appointment of the board did not contain any statement of facts concerning the issues which were to be considered.

The employees were requested to present a brief covering the questions which were to be submitted.

At a subsequent meeting, the employees formulated the following demands:

1. The recognition by the Company, of the Syndicat as bargaining agent for its employees;
2. The negotiation of a collective agreement;
3. The granting to the employees of the same schedule of wages as the one prevailing at Cornwall.

Adjournment was granted to the Company to consider these demands.

At the next meeting, the Company reported that it was willing to negotiate with the Syndicat as the bargaining agent, that it was willing to enter into a collective agreement. As to the wages, it was represented that they were relevant of the jurisdiction of the Regional Board, only.

As the question of wages was the main issue raised by the employees, it was suggested that both parties return to Beauharnois, discuss between themselves the matter of wages, obtain a ratification from the Regional War Labour Board, and embody the schedule as approved in the agreement to be signed. This was accepted.

Some weeks previous, the Company had prepared a general increase in the Booklet Department.

It had been submitted to the Regional War Labour Board which had given its approval. The employees had not been consulted, but apparently were satisfied with its provisions.

In the course of the discussion, at Beauharnois, on the question of the readjustment of wages, the Company, in addition to the increase granted in its Booklet Department, agreed to give a raise to thirteen other employees.

The parties came back before the board, and after considerable discussion, agreed to sign the agreement, with the understanding that the Syndicat was to apply to the Regional War Labour Board and submit the demand in the cases where no increase had been granted.

The contract was signed with that reserve. Before being signed, the draft agreement was submitted to the general meeting of the employees who voted its approval, and authorized its officers to sign it. It is the intention of the men to appear before the Regional War Labour Board to press their demand for readjustment of wages.

A certain number of the employees have not yet received any increase. It is not within the province of this board to deal with the question of wages, and without wishing to interfere outside of its sphere, this board feels that it would be in the interest of better relations between the Company and its employees if it would meet them some way in their request, and if the board would ratify such increase.

We take this opportunity of expressing our thanks to the officials of the Company and to their attorneys, and also to the representatives of the employees who have shown a sincere desire of understanding and conciliating their respective contentions.

The whole respectfully submitted.

(Signed) Alfred Savard.

C. N. Moisan.

Maximilien Caron.

Conciliation Work of the Department of Labour during May, 1943

SIXTY-SIX industrial disputes came to the attention of the Industrial Relations Branch of the Department during May, and were dealt with by Industrial Relations Officers and, in Ontario, by the additional services of the Conciliation Officers of the province working in co-operation with the Federal Department. In nearly every instance an amicable adjustment of the matters in dispute was secured by the investigating officer. The disputes of peculiar interest or importance are

summarized in the statement below which represents a partial review of the activities of the Branch during the month.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Onta-

rio; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of Quebec and one officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

TANK PARTS WORKERS, BRANTFORD, ONT.—Early in May information reached the Department that a strike had occurred on May 1, 1943, among employees in the tank parts division of the Market Street Plant of Massey-Harris Co. Ltd., Brantford, Ont. There were 99 women belonging to three shifts and 3 heat-treat men of one shift involved in the dispute, which arose out of the institution of new piece-work rates based on time studies, which were considerably lower than temporary rates which had been in effect since early March. An Industrial Relations Officer, Mr. F. J. Ainsborough of Toronto, immediately proceeded to the scene of the strike and after negotiations lasting three days brought about an agreement upon conditions for a return to work. The strikers had joined the United Automobile Workers of America, but were content to have direct negotiations on their behalf carried on through an Industrial Plant Council. Both the Council and a mass meeting of the strikers with Union representatives in attendance endorsed the solution reached. Some employees resumed work on May 8 and production was fully restored on May 10.

SUGAR REFINERY EMPLOYEES, SAINT JOHN, N.B.—During May Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., investigated a dispute involving a threatened strike by some 330 employees of Atlantic Sugar Refineries, Ltd., Saint John, N.B. The dispute arose over allegations by Local No. 20, Sugar Refinery Workers' Union (T. and L.C.), that the Company had violated the clause of its Agreement concerning seniority and a demand of the Company's checkers for payment of punitive overtime wage rates. A signed understanding supplementing the Collective Agreement between the Company and the Union was reached in regard to seniority provisions and vacancies which would be posted on bulletin boards. The wage dispute was referred to the Regional War Labour Board for New Brunswick.

MOTOR VEHICLE WORKERS, HAMILTON, ONT.—On May 1, 1943, the Department was advised by an officer of Local Union No. 2868, United Steelworkers of America, Hamilton, Ont., that a brief stoppage of work had occurred on

April 30 by a small group of employees in the scout car department of the International Harvester Company, Ltd., Hamilton, Ont., because of the Company's refusal to meet a Union committee to discuss union recognition. A further strike was threatened on May 7 unless the Company agreed to negotiate with a committee representing the employees who were members of the Union. Mr. H. Perkins, Industrial Relations Officer, Toronto, entered the situation on May 5 and got the company to agree to hold an election under Departmental supervision to determine the wishes of the employees in regard to a bargaining agency. The results of the vote are given below under "Union Representation Votes". Negotiations in regard to union recognition have not yet been concluded.

COAL MINERS, SYDNEY MINES, N.S.—On May 20, 625 employees of Old Sydney Collieries, Ltd., working at the Princess Colliery, Sydney Mines, N.S., went on strike when members of Local No. 4535, United Mine Workers of America, refused to work with eight non-union employees. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., endeavoured to secure a settlement of the dispute by conferring with officials of the Company and of District No. 26 of the Union. Work was resumed on May 25th, after all the non-union workers had signed union membership cards.

FREIGHT HANDLERS, FORT WILLIAM AND PORT ARTHUR, ONT.—A six-hour strike of employees of the Steamship Forwarding Company, a subsidiary of Canada Steamship Lines, Ltd., occurred on May 4, when the company announced a two-shift working schedule to overcome problems created by the refusal of the men to work overtime. The strike involved some 550 workmen, members of Lodges 408 and 418, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. Negotiations covering proposed wage adjustments were later arranged between representatives of the employing Company, the local lodges and the General Chairman of the Interior Steamship Board of Adjustment of the Union, with Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, representing the Department of Labour. After three days of discussions agreement was reached between the Company, the General Chairman and the Union Committee upon the terms of a joint application to the National War Labour Board. However the terms of this proposal were rejected by the membership of the two lodges. Further conferences were scheduled for June 9.

UTILITY WORKERS, NEW WATERFORD, N.S.—Intervention by Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., averted a threatened strike during May by 21 employees of the Seaboard Power Corporation Ltd., New Waterford, N.S., a subsidiary of Dominion Steel and Coal Corporation, Ltd. The employees, members of Local No. 4528, United Mine Workers of America, contended that by custom their wage rates were established on a basis similar to those paid by Old Sydney Collieries, Ltd., and Acadia Coal Co., Ltd., and that accordingly they were entitled to an adjustment when the rates of the latter two companies were brought up to the same level as those of the Dominion Coal Company. This was agreed to by the management of Seaboard Power Corporation which applied for permission to make such adjustment to the Regional War Labour Board for Nova Scotia. Permission was granted as of the date of the Company's application, April 30, 1943. The employees then threatened to strike unless the increased wage rates were made retroactive to February 1, 1941, the date of the Dominion Coal Company's agreement with District No. 26, U.M.W.A. Settlement was reached upon the basis of a new joint application to the Regional Board for authority to pay the increased rates retroactively to October 3, 1942, when the rates of the other two subsidiaries were levelled up.

SHIPYARD AND DOCKYARD WORKERS, VICTORIA AND ESQUIMALT, B.C.—During April employees of Yarrows, Ltd., Esquimalt, B.C., Victoria Machinery Depot Co., Ltd., Victoria B.C., and H.M.C. Naval Dockyard, Esquimalt, B.C., members of Local No. 2, Boilermakers and Iron Shipbuilders Union of Canada decided not to work overtime although they received punitive wage rates for so doing. Approximately 1500 men were involved. The workers based their objections on the effect of income taxation on overtime rates. Mr. G. R. Currie, Industrial Relations Officer of Vancouver, investigated the situation in company with F. G. Coburn of the Treasury Department and explained the income tax to the workers. The men then decided to work overtime as required, but reiterated their protest against the tax situation.

As a result of the settlement of this dispute it was decided between the Department of Labour, the Finance Department and the Department of National Revenue that steps would be taken to have a competent official in each of the District offices of the Income Tax Division of the Department of National Revenue available, in the case of industrial disputes, to explain the details of income tax.

TEXTILE WORKERS, MILLTOWN, N.B.—In April, 1942, the Department was asked by the United Textile Workers of Canada, Local Union No. 10, to conduct an investigation of labour conditions at the St. Croix Mill of Canadian Cottons, Ltd., Milltown, N.B., with particular reference to the Company's refusal to permit maintenance men to be covered under its collective agreement with the Union, differences concerning the unwillingness of a Union official to accept a promotion which would prevent his continuance as a union member; allegations that battery hands were compelled to assume added responsibility with no increase in wages; seniority problems; a general wage increase and wage grievances of weavers and junior employees. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., conducted joint conferences of the parties and succeeded in settling some of the matters at issue and in having others referred to the Regional War Labour Board of the Province. Some of the more important issues were still in dispute at the end of the month.

SHIPYARD WORKERS, NORTH VANCOUVER, B.C.—When a competing union put forward claims to bargaining rights on behalf of a group of employees in the stores department of Burrard Dry Dock Co., Ltd., North Vancouver, B.C., the Dock and Shipyard Workers' Union, C.C.L., and the Company requested the Minister of Labour, through Mr. F. E. Harrison, Western Representative of the Department, to nominate an independent Arbitrator to decide the question. The Minister appointed Mr. Arthur M. Whiteside, K.C., of Vancouver, B.C., who was called upon to interpret an agreement between the parties, one clause of which stated that "this Union shall cover all Labourers in all departments not otherwise covered by another Union. . . ." The Arbitrator ruled that 26 workmen employed under charge hands in the stores department were labourers within the meaning of the clause and therefore came under the jurisdiction of the Dock and Shipyard Workers' Union, but the remaining employees in the department were mainly stock clerks, rather than manual labourers.

On May 19 an investigation into certain working conditions in the electrical department of the Burrard Dry Dock Co. Ltd., was requested by the Electrical Workers' Unit No. 3, Amalgamated Building Workers of Canada. Among the allegations put forward by the Union were anti-union activities and intimidation on the part of a supervisory official and mismanagement of the men. Mr. F. E. Harrison conferred with the management and a large delegation of employees and secured the adoption of a new system of grievance

procedure which eliminated the source of what the Union members considered intimidation. By direct negotiations agreement was reached in respect of complaints that the Company required considerable overtime to be worked at time-and-one-half pay but would not allow the employees on naval refitting work to perform overtime on the sixth, or bonus, day when double-time would be paid.

AIRCRAFT PARTS WORKERS, BELLEVILLE, ONT.— Towards the end of May a request was made by the United Automobile Workers of America for a representation vote among employees of the Reliance Aircraft and Tool Co., Ltd., Belleville, Ont. Mr. H. Perkins, Industrial Relations Officer, Toronto, was assigned to deal with the situation. After preliminary conversations it was mutually agreed that if, after an independent examination of the Company's payroll records and the Union's membership cards by Mr. Perkins, the result showed a majority of the employees were members of the Union, the Company would dispense with a vote and recognize the U.A.W. as bargaining agency. An examination of the records indicated that the Union had 61 per cent of 450 employees as members, and at the end of the month a draft agreement was being drawn up for consideration by the parties.

Unions Representation Votes

MOTOR VEHICLE WORKERS, HAMILTON, ONT.— By joint consent of all parties concerned, Mr. H. Perkins, Industrial Relations Officer, Toronto, supervised a vote among employees of the International Harvester Co., Ltd., Hamilton, Ont. Out of 1,591 ballots cast, 510 were marked in support of the question, "Do you want to bargain collectively with your employer through the Works Council?"; 946 marked their ballots opposite the question, "Do you want to bargain collectively with your employer through Local 2868, the United

Steelworkers of America, C.I.O.?"; and 115 voted opposite the statement, "I do not desire to be represented by either of the above organizations". There were about 2100 employees concerned and 20 spoiled ballots.

MOTOR VEHICLE WORKERS, TORONTO, ONT.— By a majority of 231 to 67, employees of W. D. Beath and Sons, Toronto, Ont., voted on May 17 in favour of bargaining collectively with their employer through the International Association of Machinists, A.F. of L., in preference to the W. D. Beath and Sons Shop Committee. There were 5 spoiled ballots among the 303 votes cast. Mr. G. F. Fenwick, Conciliation Officer, Toronto, supervised the vote by joint consent of the parties.

RUBBER WORKERS, BOWMANVILLE, ONT.— Employees of the Goodyear Tire and Rubber Co. Ltd., Bowmanville, Ont. voted on May 17th to decide whether or not the workers wanted to deal with their employer for purposes of collective bargaining through Local Union No. 189, United Rubber Workers of America. Out of 255 ballots cast, 249 polled their votes in favour of the Union and 5 voted against it. There was 1 spoiled ballot. The vote was taken by joint consent of the Company and the Union under the Supervision of Mr. H. Perkins, Industrial Relations Officer, Toronto.

SANITARY FIXTURE WORKERS, PORT HOPE, ONT.— By joint consent of the parties a ballot was conducted on May 6, 1943, among employees of the Port Hope Sanitary Manufacturing Co. Ltd., Port Hope, Ont., under supervision of Mr. H. Perkins, Industrial Relations Officer, Toronto. The ballot read: "Do you want to bargain collectively with your employer through the Port Hope Industrial Union, Canadian Congress of Labour?" A total of 265 employees cast their ballots as follows:—Voting "Yes", 220; voting "No", 42; spoiled ballots, 3.

Strikes and Lockouts in Canada during May, 1943

WHILE the number of strikes and lockouts recorded for May was higher than the previous month both the number of workers involved and the time loss in man working days decreased sharply, being about 50 per cent lower than in April. The figures for May show 39 strikes, involving 15,351 workers, with a time loss of 46,792 days, as compared with 37 strikes in April, with 30,526 workers involved and a time loss of 102,685 days. During May, 1942, there were 32 strikes, involving 6,904 workers, with a time loss of 18,047 days.

During the month three strikes, involving aircraft factory workers in Vancouver, motor vehicles factory workers at Hamilton and metal factory workers at Galt, accounted for about 55 per cent of the workers involved and over 70 per cent of the time loss.

Five strikes, involving 8,196 workers, were carried over from April and 34 commenced during May. Of these 39 strikes five resulted in favour of the workers, thirteen in favour of the employers, two were compromise settlements and 12 were indefinite in result work being resumed pending final settlement of

each dispute. At the end of the month, therefore, there were seven strikes reported as un-terminated, namely: Coal Miners at Stellarton, N.S., fur workers at Toronto, Ont., fur factory workers at Point aux Trembles, P.Q., fur factory workers at Quebec, P.Q., motor vehicles factory workers at Hamilton, Ont., metal factory workers at Galt, Ont., and machinists at Ville LaSalle, P.Q.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

The following table gives information for April and May, 1943, and May, 1942:—

Date	Number of strikes	Number of workers involved	Time loss in man working days
*May, 1943.....	39	15,351	46,792
*April, 1943.....	37	30,526	102,685
*May, 1942.....	32	6,904	18,047

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to May, 1943

MANUFACTURING—				
<i>Fur and Leather Products—</i>				
Fur factory workers, Toronto, Ont.	1	22	500	Commenced April 19; against agreement signed with another union; un-terminated.
<i>Textiles and Clothing—</i>				
Clothing factory workers (cutters), Montreal, P.Q.	1	65	195	Commenced April 27; against employment of a non-union worker; terminated May 4; (conciliation federal); (union agreement signed), in favour of workers.
Cotton factory workers, Montmorency Village, P.Q.	1	(b) 420	420	Commenced April 29; for union recognition; terminated May 1; conciliation (provincial); return of workers pending negotiations for a union agreement; indefinite.
<i>Metal Products—</i>				
Aircraft factory workers, Vancouver, B.C.	4	6,739	13,400	Commenced April 28; re adoption of rest periods; terminated May 3; return of workers; in favour of employer.
<i>Shipbuilding—</i>				
Shipyard workers, Saint John, N.B.	1	950	500	Commenced April 30; for reinstatement of a worker and dismissal of a charge hand; terminated May 1; conciliation (federal); return of workers pending arbitration; in favour of workers.

Strikes and Lockouts Commencing During May, 1943

MINING, ETC.—				
Quarry workers, Scotch Lake, N.S.	1	32	640	Commenced May 3; for increased wages; terminated May 25; return of workers pending reference to the National War Labour Board; (increased cost of living bonus approved) compromise.
Coal miners, Minto, N.B. . .	1	(c) 128	128	Commenced May 5; against conveying timber in the day shift; terminated May 5; conciliation (federal); in favour of employer.
Coal miners, Bellevue, Alta.	1	240	240	Commenced May 7; re transportation to mine; terminated May 7; return of workers; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing During May, 1943—Cont.

MINING—Con.				
Coal miners, Glace Bay, N.S.	1	(d) 64	64	Commenced May 12; <i>re</i> working conditions; terminated May 12; return of workers; in favour of employer.
Coal miners, Springhill, N.S.	1	1,300	1,300	Commenced May 18; against suspension of a miner for refusal to perform a certain task; terminated May 18; return of workers; in favour of employer.
Coal miners, Sydney Mines, N.S.	1	625	1,875	Commenced May 20; against working with eight non-union miners; terminated May 22; conciliation federal; (all joined union) in favour of workers.
Coal miners, Stellarton, N.S.	1	10	10	Commenced May 21; <i>re</i> wage adjustments; terminated May 21; return of workers; in favour of employer.
Coal miners (haulage engine-men), Glace Bay, N.S.	1	(e) 14	14	Commenced May 26; <i>re</i> wage adjustments; terminated May 26; return of workers pending settlement; indefinite.
Coal miners (machine cutters and helpers), Stellarton, N.S.	1	6	25	Commenced May 26; <i>re</i> wage adjustments of machine cutters' helpers and for extra helper; unternminated.
Coal miners, Glace Bay, N.S.	1	600	900	Commenced May 26; <i>re</i> revision of local contract for landing tenders; terminated May 27; negotiations; return of workers pending settlement; indefinite.
MANUFACTURING—				
Rubber Products—				
Rubber products factory workers (footwear, etc.) Kitchener, Ont.	1	567	567	Commenced May 31; for increased wages; terminated May 31; negotiations; return of workers pending settlement; indefinite.
Animal Products—				
Truck drivers (meat packing plant), Windsor, Ont.	1	5	12	Commenced May 28; for increased wages; terminated May 31; negotiations; replacement and return of workers pending settlement; indefinite.
Fur and Leather Products—				
Fur factory workers, Quebec, P.Q.	1	33	550	Commenced May 12; for union recognition and agreement with increased wages and against dismissal of two workers; unternminated.
Fur factory workers (dressers and dyers), Pointe aux Trembles, P.Q.	1	20	300	Commenced May 13; against agreement signed with another union; unternminated.
Textiles, Clothing, etc.—				
Textile factory workers, Farnham, P.Q.	1	175	1,400	Commenced May 11; for payment of approved increase in cost of living bonus; terminated May 20; conciliation (Regional War Labour Board); favour of workers.
Clothing factory workers, Ste. Croix, P.Q.	1	68	272	Commenced May 19; against employment of a non-union worker; terminated May 22; conciliation (provincial); in favour of employer.
Miscellaneous Wood Products—				
Box factory workers, Tillsonburg, Ont.	1	95	10	Commenced May 28; for increased wages; terminated May 28; negotiations; return of workers pending settlement; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1943—*Con.*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts Commencing During May, 1943—Cont.				
MANUFACTURING—Con.				
Metal Products—				
Metal factory workers, Brantford, Ont.	1	(f) 102	650	Commenced May 1; for adjustments in wages following change from hourly to piecework rates; terminated May 8; conciliation (federal); compromise.
Motor vehicles factory workers Hamilton, Ont.	1	(g) 675	12,000	Commenced May 10; for union recognition; unterminated.
Machinist apprentices, Montreal, P.Q.	1	9	25	Commenced May 13; against dismissal of a worker; terminated May 15; replacement and return of workers; in favour of employer.
Electricians, St. Joseph de Sorel, P.Q.	1	38	240	Commenced May 14; against dismissal of certain workers; terminated May 21; conciliation (federal); return of workers pending reference to an I.D.I. Commissioner; indefinite.
Metal factory workers; Galt, Ont.	1	96	40	Commenced May 15; for union recognition terminated May 15; return of workers pending report of Board of Conciliation; indefinite.
Die casting machine operators, Wallaceburg, Ont.	1	22	11	Commenced May 18; against employment of women; terminated May 18; replacement; in favour of employer.
Metal factory workers, Galt, Ont.	8	1,000	8,500	Commenced May 21; for union recognition ; unterminated.
Motor vehicles factory workers Windsor, Ont.	1	250	250	Commenced May 22; re overtime pay; terminated May 22; return of workers; in favour of employer.
Steel mill workers (tongsmen), Hamilton, Ont.	1	(h) 50	75	Commenced May 25; for increased wages; terminated May 26; negotiations; return of workers pending further reference to the Regional War Labour Board; indefinite.
Pipe fitters and helpers, Sydney, N.S.	1	15	45	Commenced May 25; for increased wages ; terminated May 27; conciliation (federal); return of workers pending settlement; indefinite.
Machinists, Ville LaSalle, P.Q.	1	185	925	Commenced May 26; for increased cost of living bonus, vacation with pay and for reinstatement of a worker; unterminated
Shipbuilding—				
Passer boys, Montreal, P.Q.	1	25	25	Commenced May 5; for increased wages ; terminated May 5; negotiations; in favour of employer.
Riveters, Montreal, P.Q..	1	70	300	Commenced May 21; for two passer boys instead of one; terminated May 26; negotiations; in favour of employer.
Non-metallic Minerals—				
Building products factory workers, Winnipeg, Man	1	58	58	Commenced May 20; for increased wages ; terminated May 20; conciliation (federal); return of workers pending decision of the Regional War Labour Board; indefinite.
CONSTRUCTION—				
Miscellaneous—				
Electric welders, Arvida, P.Q.	1	13	39	Commenced May 13; for increased wages ; terminated May 15; negotiations; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1943—*Con.*

Industry, occupation and locality	Number involved		Time loss in man working days	†Particulars
	Establish- ments	Workers		
Strikes and Lockouts Commencing During May, 1943— <i>Conc.</i>				
TRANSPORTATION, ETC.— <i>Water—</i> Freight handlers, Fort William and Port Ar- thur, Ont.	2	550	275	Commenced May 4; against change from one to two shifts per day; terminated May 4; negotiations; in favour of workers.
SERVICE— <i>Custom and Repair—</i> Cleaners and dyers, To- ronto, Ont.	1	15	12	Commenced May 28; for union recognition ; and agreement; terminated May 28; conciliation (provincial); return of workers pending negotiations for a union agreement and reference to the Regional War Labour Board <i>re</i> wages; indefinite.

* Preliminary data, based where possible on reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(b) 1,200 indirectly. (c) 122 indirectly. (d) 240 indirectly. (e) 600 indirectly. (f) 83 indirectly.
(g) 675 indirectly. (h) 62 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the May, 1942, issue, in the review of "Strikes and Lockouts in Canada and other Countries, 1941". The latter included a table summarizing the principle statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in March was 152 and 7 were still in progress from the previous month, making a total of 159 disputes in progress during the month; 47,400 workers were involved in the disputes in progress during the month and the time loss was 122,000 working days.

Of the 152 disputes beginning in March, 40 arose out of demands for increased wages and 39 over other wage questions; 6 on questions as to hours; 26 over questions as to employment of particular classes or persons; 35 over other questions as to working arrangements; 2 on questions of trade union principle; and 4 were sympathetic strikes. Final settlements were reached in 118 disputes, of which 20 were settled in favour of workers, 67 in favour of employers and 31 resulted in compromises; in 30 other disputes, work was resumed pending negotiations.

United States

The number of strikes beginning in April was 395, involving 200,000 workers in these new strikes. The time loss for all disputes in progress during the month was 675,000 man-working days.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods

MEDICINE HAT, ALBERTA.—THREE FLOUR MILLING COMPANIES AND THE MEDICINE HAT FLOUR AND CEREAL WORKERS FEDERAL UNION No. 121.

Agreements to be in effect from March 16, March 31, and April 5, 1943, respectively, each for a period of one year and thereafter subject to 60 days' notice. The companies recognize the union as the bargaining agent for its members.

Hours: 8 or 9 per day according to conditions prevailing in various departments. Overtime: all work over 9 hours per day or 54 per week is payable at time and one half; for work on holidays and on Sundays (except those who normally work on Sundays and are given another day off), time and one half. Vacation: employees of two of the above companies have one week's vacation annually after two years' service and two weeks after ten years' service.

Hourly wage rates for some classes: employees of one company—trick millers 60 cents, smutters 46 cents, oiler 47½ cents, packers 42½ to 47½ cents, warehouse loaders 47½ cents, assistant millwright 60 cents, power operator 47½ cents; employees of the second company—trick millers 64 cents, smutters 51½ cents, oilers 48½ cents, packers and loaders 48½ cents, assistant millwrights 63 cents; employees of the third company—bolters and grinders 60 cents, smutters 48 cents, oilers 44 cents, packers 40 and 46 cents, loaders 46 cents, assistant millwright 55 cents. In the case of the first two companies, the agreements provide for a cost of living bonus in accordance with federal government regulations.

Provisions are made in all three agreements for seniority rights and for the settlement of disputes.

Manufacturing: Metal Products

LACHINE, QUEBEC.—DOMINION ENGINEERING WORKS LTD. AND THE HOURLY RATED EMPLOYEES AS REPRESENTED BY THE METAL TRADES COUNCIL OF MONTREAL.

Agreement to be in effect from April 1, 1943, to November 23, 1943, or for another year if required notice is not given in 1943. No discrimination against any employee on account of union membership, and the union not to coerce employees into membership.

Hours and overtime: time and one half for all hours in excess of 9 per day and 5 on Saturdays except for yardmen and labourers who are paid time and one half for all work in excess of 9 per day, Monday to Saturday inclusive; double time for work over 12 hours in any day and for all work on Sundays and holidays.

Hourly wage rates for some classes: male trainees over 18 years or those younger who have a certificate from a recognized training school, 35 cents for first 12 weeks, 40 cents for second twelve weeks; male trainees not holding such a certificate 25 cents during first 4 weeks and 30 cents during second 4 weeks; after the completion of 12 weeks at 40 cents, trainee to be classified as an "improver" at 45 cents, with increases of 5 cents per hour each four weeks until rate for the job is reached. Minimum hourly rates for certain classified operations: babitter 60 cents, blacksmiths 60 to 80 cents; carpenters 55 and 65 cents, chippers 55 to 75 cents, operators 55 to 80 cents, electricians 60 to 80 cents, engineers 60 and 70 cents, fitters and assemblers 55 to 80 cents, helpers (general) 50 cents, horizontal boring machine operators 55 to 90 cents, inspectors 55 to 85 cents, labourers 45 cents, layout men 60 to 90 cents, machine shop maintenance 60 to 80 cents, milling machine operators 55 to 90 cents, painters 50 and 60 cents, pipefitters 55 to 75 cents, slingers 50 to 75 cents, toolmakers 80 to 95 cents, welders 60 to 80 cents. Minimum wage rates on night shift are 5 cents per hour over the day scale.

Provision is made for seniority rights and for the settlement of disputes.

ST. LAURENT (MONTREAL), QUEBEC.—THE ROBERT MITCHELL CO. LTD. AND UNITED SEELWORKERS OF AMERICA, LOCAL 2830 FOUNDRY WORKERS).

Agreement reached following application (later withdrawn) for a board under the Industrial Disputes Investigation Act, to be in effect from January 19, 1943, to January 18, 1944 (or 1945 if required notice not given for 1944). The agreement covers employees who are members of this union. No discrimination against employees because of union membership, and the union will not coerce other employees into membership. All employees who were

members of the union when the agreement was reached and all who later become members shall remain members for the duration of this agreement.

Hours: 8 per day, 48 per week. For female employees, rest periods of 15 minutes are allowed morning and afternoon. Overtime is payable at time and one half for the first four hours and double time thereafter; double time for all work on Sundays and holidays. A cost-of-living bonus to be paid in accordance with existing governmental regulations.

Apprentices are limited to one to each eight journeymen and they are to serve four years when they will become journeymen. Seniority rights are established and the method for settlement of disputes.

PETERBORO, ONTARIO.—GENELCO LTD. AND UNITED ELECTRICAL RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 524.

Agreement to be in effect from April 29, 1943, to April 28, 1944, and thereafter from year to year, subject to notice. No discrimination against any employee on account of union membership and the union will not intimidate employees into membership.

Hours: 9 per day, 5 on Saturdays, a 50-hour week. Overtime is payable at time and one half, including all work on Sundays and holidays. Wages: It is the policy of the Company to pay wage rates equal to or better than the average rates paid in the community for comparable work, subject to government legislation; wage rates to be adjusted in accordance with the schedule mutually agreed on. A cost-of-living bonus is paid in accordance with instructions of the National War Labour Board.

Night work: a bonus of 5 per cent will be paid for recognized second and third shifts. Seniority rights and methods of settlement of disputes are provided for.

In a supplementary agreement of the same date, the parties agree to negotiate the question of vacation with pay, and if they cannot agree either party may make a submission to the Regional War Labour Board. Further more detailed provisions are made for seniority rights and for the settlement of grievances.

LEASIDE (TORONTO), ONTARIO.—CANADIAN AIRCRAFT INSTRUMENTS AND ACCESSORIES LTD. AND INTERNATIONAL ASSOCIATION OF MACHINISTS, AIRCRAFT LODGE 1625.

Agreement reached following a dispute and the mediation of an official of the Department of Labour. Agreement to be in effect from May 3, 1943, to May 2, 1944, and thereafter from year to year, subject to notice. The Company agrees to bargain exclusively with the union as long as this local represents a majority of the hourly paid employees. No discrimination against any employee on account of union membership or activity, and the union will not intimidate any employee into membership.

Hours: 48 per week. Overtime is payable at time and one half. For work on Sundays and holidays, double time. Vacation: All employees who have been with the company from the beginning of the calendar year are entitled to one week's vacation with pay during the summer.

Minimum hourly wage rates: Production workers—beginners 40 cents, learners 45 cents, classified production workers 50 to 75 cents, set-up men 60 to 90 cents, inspectors and checkers 85 cents, journeymen 80 cents, journeymen's

helpers 60 cents, tool makers 90 cents to \$1.10, toolmakers' assistants 70 cents. Provision is made for seniority rights and for the settlement of disputes.

WALKERVILLE (WINDSOR), ONTARIO.—THE CANADIAN BRIDGE CO. LTD. AND HOURLY RATED EMPLOYEES OF ITS NOS. 1 AND 2 PLANTS WHO ARE MEMBERS OF THE INTERNATIONAL UNION, UNITED STEEL WORKERS OF AMERICA, LOCAL 2471.

Agreement to be in effect from March 1, 1943, to February 28, 1944, and thereafter from year to year, subject to notice.

The company recognizes a plant committee as bargaining agency for the employees. Employees are free to join or to refrain from joining any union or association. The company is not to discriminate against any employee on account of union membership, and union members are not to coerce other employees into union membership. Seniority rights and methods of settlement of disputes are provided for.

Manufacturing: Shipbuilding

Following the recommendations of the Royal Commission (L.G., Sept., 1942, p. 1007) and further negotiations (p. 732 of this issue) the following supplementary agreements have been signed implementing the "continuous operation" plan. Similar agreements for Victoria shipyards were noted in the LABOUR GAZETTE, April 1943, p. 488.

VANCOUVER, B.C.—BURREARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, NORTH VAN SHIP REPAIRS LTD. AND THE BLACKSMITHS AND HELPERS' UNION OF CANADA, LOCAL NO. 1.

Supplementary agreements to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreements will be reverted to and these supplementary agreements terminated except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreements. (The basic agreement for the North Van Ship Repairs Ltd. was noted in the LABOUR GAZETTE, January, 1942, p. 106 and that for the Burrard Co. in the June, 1942, issue, p. 737.)

Upon 60 days' notice given after the cessation of hostilities, negotiations will be entered into to reduce the hours of work in order to take care of returned service men and post war problems.

Hours: The shipyards operate seven days per week and three shifts per day, and employees work six consecutive shifts and have the seventh day off as a day of rest; these days of rest are to be rotated; with a change every four weeks. If required to work on his weekly day of rest, an employee to be paid double time. For the day shift, 8 hours to be worked, 48 per week, with pay for 51 hours; for the second shift, 7½ hours to be worked, 45 per week, with pay for 9 hours a shift, 56 hours a week; for the third shift, 7 hours to be worked, 42 per week, with pay for 9 hours a shift, 56 hours a week. Premiums thus included of one hour's pay per week for the first shift, two hours' pay each for the second and third shifts are payable only on working six shifts in a calendar week unless prevented from doing so by the company or by injury incurred during one of these shifts. The additional premium of two hours' pay per week for the day shift is for working

the last half of the sixth shift and is to be paid even if six consecutive shifts are not worked. The number of statutory holidays is reduced to six, in accordance with Order in Council 8682 (L.G., Oct., 1942, p. 1171).

Vacation: After one year's service, one week's vacation with pay during the succeeding year.

VANCOUVER, B.C.—BURRARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, BURRARD (VANCOUVER), DRY DOCK CO. LTD., NORTH VAN SHIP REPAIRS LTD. AND BOILERMAKERS AND IRON SHIPBUILDERS' UNION OF CANADA, LOCAL No. 1.

Supplementary agreements to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreements will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreement. These agreements terminate the supplementary agreements of April, 1942 (L.G., Feb., 1943, p. 217). (The original agreements for the Burrard Dry Dock Co. Ltd. of North Vancouver and the North Van Ship Repairs Ltd. were noted in the *LABOUR GAZETTE*, March, 1940, p. 278; an amendment (applicable to both of these firms) was noted in the June, 1941, issue, p. 700; a second amendment to each of these two agreements was noted in the April, 1942, issue, p. 481. The original agreement for the Burrard (Vancouver) Dry Dock Co. Ltd. was noted in the *LABOUR GAZETTE*, June, 1942, p. 737.)

The terms of these three supplementary agreements of May 1, 1943, are the same as those for the blacksmiths' union as noted above.

VANCOUVER, B.C.—WEST COAST SHIPBUILDERS, LTD. AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 452.

Supplementary agreement to be in effect from May 1, 1943, until the cessation of hostilities when the basic agreement will be reverted to and this supplementary agreement terminated, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreement. (The basic agreement was noted in the *LABOUR GAZETTE*, Oct., 1942, p. 1208.) The terms of this supplementary agreement are the same as in the agreement for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURRARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, BURRARD (VANCOUVER) DRY DOCK CO. LTD., NORTH VAN SHIP REPAIRS LTD. AND AMALGAMATED BUILDING WORKERS OF CANADA, SHIPYARD SECTION.

Supplementary agreements to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreements will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreement. These agreements terminate the previous supplementary agreements of April, 1942 (L.G., Feb., 1943, p. 218). (The basic agreement for the Burrard Dry Dock Co. Ltd. of North Vancouver was noted in the *LABOUR GAZETTE*, Oct., 1942, p. 1208; that for the Burrard (Vancouver) Dry Dock Co. Ltd., in the issue of Feb., 1943, p. 218; and that for the North Van Ship Repairs, Ltd., in the issue of Dec., 1941, p. 1570.)

The terms of these three supplementary agreements of May 1, 1943, are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURRARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, BURRARD (VANCOUVER) DRY DOCK CO. LTD., NORTH VAN SHIP REPAIRS LTD. AND AMALGAMATED BUILDING WORKERS OF CANADA, ELECTRICAL WORKERS' SHIPYARD SECTION.

Supplementary agreements to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreement will be reverted to and this supplementary agreement terminated, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreements. These agreements terminate the previous supplementary agreements of April, 1942 (L.G. Feb., 1943, p. 217). (The basic agreements were noted in the *LABOUR GAZETTE*, December, 1941, p. 1570, with amendments as noted in the April, 1942, issue, p. 481.)

The terms of these three supplementary agreements of May 1, 1943, are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURRARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, BURRARD (VANCOUVER) DRY DOCK CO. LTD., NORTH VAN SHIP REPAIRS LTD., WEST COAST SHIPBUILDERS' LTD., AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 692.

Supplementary agreements to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreements will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreements. (The basic agreement for the Burrard Dry Dock Co. Ltd. of North Vancouver was noted in the *LABOUR GAZETTE*, July, 1940, p. 728, and that for the North Van Ship Repairs, Ltd., in the issue of Feb., 1941, p. 180; amendments to both were noted in the April, 1942, issue, p. 481.)

No basic agreement between this union and the Burrard (Vancouver) Dry Dock Co. Ltd. is on file in the Department. With reference to the West Coast Shipbuilders Ltd., no basic agreement was signed, but this supplementary agreement was signed nevertheless. The terms of the supplementary agreements of May 1, 1943, are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURRARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, AND NATIONAL UNION OF OPERATING ENGINEERS, LOCAL No. 3.

Supplementary agreement to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreement will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreement; it terminates the previous supplementary agreement of April, 1942 (L.G., Feb., 1943, p. 218). (The basic agreement was noted in the *LABOUR GAZETTE*, June, 1940, p. 606, and an amendment in the April, 1942, issue, p. 481.) The terms of this supplementary agreement are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—NORTH VAN SHIP REPAIRS LTD. AND INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 115.

Supplementary agreement to be in effect from May 1, 1943, until the cessation of hostilities,

when the basic agreements will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreement. (The basic agreement was noted in the *LABOUR GAZETTE*, Feb., 1943, p. 217.) The terms of this supplementary agreement are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURREARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, NORTH VAN SHIP REPAIRS LTD. AND BROTHERHOOD OF PAINTERS, DECORATORS & PAPERHANGERS OF AMERICA, LOCAL 138.

Supplementary agreements are to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreements will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreements; it terminates the previous supplementary agreements of April, 1942 (*L.G.*, Feb., 1943, p. 218.) (The basic agreements signed by both companies, was noted in the *LABOUR GAZETTE*, May, 1940, p. 493, and amendments in the April, 1942, issue, p. 481.) The terms of these supplementary agreements are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURREARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, AND AMALGAMATED BUILDING WORKERS OF CANADA, PATTERN-MAKERS' UNIT.

Supplementary agreement to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreement will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreement. (The basic agreement was noted in the *LABOUR GAZETTE*, December, 1941, p. 1570, with amendment in the April, 1942, issue, p. 481.) The terms of this supplementary agreement are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURREARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, NORTH VAN SHIP REPAIRS LTD. AND UNITED ASSOCIATION OF JOURNEYMEN PLUMBERS AND STEAMFITTERS, LOCAL 170.

Supplementary agreements are to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreement will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreement; they terminate the previous supplementary agreements of April, 1942 (*L.G.*, Feb., 1943, p. 218). (The basic agreement for the Burrard Dry Dock Co. Ltd., was noted in the *LABOUR GAZETTE*, July, 1940, p. 728, and that for the North Van Ship Repairs Ltd., in the issue of Feb., 1941, p. 180; amendments to both agreements were noted in the issue of April, 1942, p. 481.) The terms of these supplementary agreements are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURREARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, AND SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 280.

Supplementary agreement is to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreement will be reverted

to, except as to the provisions for vacations with pay and rates of pay, which shall remain in force and become part of the basic agreement; it terminates the agreement of April, 1942 (*L.G.*, Feb., 1943, p. 218). (The basic agreement was noted in the *LABOUR GAZETTE*, July, 1940, p. 729, and an amendment in the issue of April, 1942, p. 481.) The terms of this supplementary agreement are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—BURREARD DRY DOCK CO. LTD. OF NORTH VANCOUVER, NORTH VAN SHIP REPAIRS LTD. AND DOCK AND SHIPYARD WORKERS' UNION OF VANCOUVER, LOCAL No. 2.

Supplementary agreements are to be in effect from May 1, 1943, until the cessation of hostilities, when the basic agreement will be reverted to, except as to the provisions for vacations with pay and rates of pay, which shall remain in force and become part of the basic agreements; they terminate the agreements of April, 1942 (*L.G.*, Feb., 1943, p. 217). The basic agreements were noted in the *LABOUR GAZETTE*, December, 1941, p. 1570, with amendments in the issue of April, 1942, p. 481.) The terms of these supplementary agreements are the same as those for the blacksmiths' union, as noted above.

VANCOUVER, B.C.—WEST COAST SHIPBUILDERS LTD. AND AMALGAMATED BUILDING WORKERS OF CANADA, WELDERS AND BURNERS' UNIT No. 4.

Supplementary agreement to be in effect from May 1, 1943, until the cessation of hostilities when the basic agreement will be reverted to, except as to the provisions for vacations with pay and rates of pay which shall remain in force and become part of the basic agreement. (The basic agreement was noted in the *LABOUR GAZETTE*, October, 1942, p. 1208.) The terms of this supplementary agreement are the same as those for the blacksmiths' union, as noted above.

'Transportation and Public Utilities: Water Transportation

NORTH SYDNEY, N.S.—NEWFOUNDLAND RAILWAY AND THE INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 1259.

Agreement to be in effect from January 1, 1943, to December 31, 1943, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect which was noted in the *LABOUR GAZETTE*, December, 1942, p. 1485, with these exceptions:

The hourly wage rate is increased by 5 cents to: 55 cents for day work, 65 cents for night work; the cost of living bonus of 7 cents per hour is continued. Provision is now made for the settlement of disputes.

MONTREAL, QUEBEC.—CERTAIN STEAMSHIP COMPANIES (OCEAN NAVIGATION) AND INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 1657 (CHECKERS AND COOPERS).

Agreement to be in effect from April 15, 1943, to December 31, 1943, and thereafter from year to year, subject to notice. (The previous agreement for these workers was with another union and was noted in the *LABOUR GAZETTE*, June, 1940, p. 729.) Preference in employment

to be given members of the above local union, when available.

Hourly wage rates: for checkers, 64 cents for day work, 74 cents for night work; for coopers, 63 cents for day work, 73 cents for night work; checkers employed as head checkers, in office work or on stowage or as warehousemen, 5 cents per hour extra. A war bonus of 6 cents per hour is paid. In addition to hourly wage rates and the war bonus, there is a cost of living bonus of 8 cents per hour which is to be adjusted with changes in the cost of living, in accordance with federal government regulations. Meal hours are fixed, and if required to work through them, men are to be paid at double time until relieved; double time for all work on Sundays and three holidays; employees called to work mails, express or baggage on Sundays or holidays to be paid from time of reporting, with a minimum of two hours at the prevailing rate.

Arrangements are made for the settlement of grievances.

Transportation and Public Utilities: Air Transportation

CANADA.—CANADIAN PACIFIC AIR LINES LTD. AND ITS EMPLOYEES ENGAGED ON AIR TRANSPORTATION, FIELD MAINTENANCE AND SHOP EMPLOYEES ENGAGED IN THE MAINTENANCE OF AIRCRAFT, AERO ENGINES AND SUCH OTHER EQUIPMENT AS MAY BE USED IN AIR TRANSPORTATION, AS REPRESENTED BY A DULY ACCREDITED COMMITTEE OF THE SAID EMPLOYEES.

Hours: For field maintenance employees, 8 hours to be specified if possible; if required to work more than 48 hours per week, compensatory time off to be allowed. For shop employees, the normal working day to be 8 hours; for work in excess of 48 hours in a week, compensatory time off to be allowed. Vacation: after one year's service, monthly rated employees to have two weeks' vacation with pay.

Monthly wage rates for certain classes: air engineer (senior) \$175, journeymen \$165, inspector \$175, air engineer \$115 during first year to \$155 during fifth year and after; dopers, upholsterers, fabric workers \$110 and \$130, junior mechanic \$105 to \$125, helpers \$60 to \$100, cleaner and labourer \$75, apprentices \$60 to \$150, storekeepers \$100 to \$125, shipper and receiver \$110 and \$115, issuer \$60 to \$90, truck driver \$85 to \$100. Apprentices, if accepted, are to serve five years, when they will be journeymen mechanics or air engineers in their respective classifications. Provisions are also made for seniority rights and for the settlement of grievances.

Trade

CALGARY, ALBERTA.—TWO WHOLESALE GROCERY ESTABLISHMENTS AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS, LOCAL 528.

Agreement to be in effect from April 1, 1943, to March 31, 1944, and thereafter from year to year, subject to notice. No discrimination against employees on account of union activity.

Hours: 48 per week; overtime at time and one half; work on Sundays or holidays, double time. Monthly wage rates: shippers \$120, head packer \$115, receivers \$115, truck drivers \$105,

warehousemen \$105, junior warehousemen \$85, pickup boys \$60. Inexperienced help (except pickup boys) to receive \$10 less than the regular rate for first six months and \$5 less during second six months. Vacation: After one year's service, employee entitled to a vacation of 10 days, with pay. Seniority rights and procedure for the settlement of disputes are provided for.

Service: Public Administration

CALGARY, ALBERTA.—CITY OF CALGARY AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 348.

Agreement to be in effect from January 1, 1942, to December 31, 1943, and thereafter from year to year, subject to notice. The general working rules and conditions in the agreement applicable to all civic employees at Calgary were noted in the *LABOUR GAZETTE*, December, 1938, p. 1420, and are still in effect.

Hours: 40 per week, except operators who work for 44 hours. Overtime: time and one quarter for first hour, time and one half for next three hours and double time thereafter; double time for Saturdays (as long as 40 hour week is in force), Sundays and holidays.

Daily wage rates: journeymen cable splicer \$8.70; line, repair and testing, maintenance and trouble, trolley, welding, station, inside and car wiring, armature winding journeymen \$8.05, apprentices to these trades \$3.35 to \$6.40, ground-man \$5.85, arc trimmers \$6.60, motor and controller man \$6.90, line inspector \$8.80, station and operating departments—operator \$155.20 to \$170.82 per month, apprentice operators \$3.20 to \$4.20.

Vacations are to be governed by the general agreement for all civic employees except that operators on shifts to have three weeks vacation with pay after three years' continuous service in that work. Apprentices to serve four years, and one apprentice allowed to three journeymen except for inside wiremen and operators where one apprentice allowed to one journeyman.

Service: Business and Personal

GLACE BAY, N.S.—A DRY CLEANING ESTABLISHMENT AND THE DRY CLEANING AND LAUNDRY EMPLOYEES, LOCAL No. 1.

Agreement reached following strikes noted in *LABOUR GAZETTE*, April, p. 486, to be in effect from March 1, 1943, to February 29, 1944. Hours: 44 per week, and each employee has the right to work each day of the week. Overtime is payable at time and half, double time for all work on Sundays and holidays. Vacation: the parties are to negotiate the proposal that employees with six or more months' service have one week's vacation with pay, and those with one year's service, two weeks. Wages: employees may refer the matter of wages to the Regional War Labour Board, whose finding shall be embodied into this agreement.

CALGARY, ALBERTA.—CERTAIN OPERATORS OF RESTAURANTS AND THE HOTEL AND RESTAURANT EMPLOYEES INTERNATIONAL ALLIANCE, LOCAL 282.

Agreements to be in effect from January 1, 1943, to December 31, 1943, and thereafter from year to year, subject to notice. All employees must be or become union members.

Hours: 8 per day, 48 per week, with one day off in seven. Overtime is payable at time and one-half. Minimum weekly wage rates: female employees \$14, except apprentices or learners who may be paid from \$10 during first month to \$12 during third month, waitresses on a lunch counter (counter girls) \$16, female short order cooks \$18, bus boys \$15, part time female em-

ployees 40 cents per hour with a minimum of \$1.60 on each occasion. A cost of living bonus is payable in accordance with federal government regulation. Where meals are furnished, 15 cents may be deducted from wages for every meal taken. Vacation: after one year's service, one week's vacation with pay each year.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of three new agreements, the amendment of one and the extension of the period of another, all of which are noted below. Requests for the extension of new agreements for funeral undertakers at Montreal and checkers and coopers (ocean navigation) at Montreal were published in the *Quebec Official Gazette*, May 8, and for a new agreement for building trades at Ste. Agathe, in the issue of May 29. Requests for the amendment of the agreements for police department employees, firefighters, municipal employees (outside services) and municipal employees (permanent) all in Quebec city, and tanneries throughout the province were published in the issue of May 1; for the amendment of the agreements for the paper box (uncorrugated paper) manufacturing industry throughout the province, garages and service stations at Montreal, barbers and hairdressers at Three Rivers and building trades at St. Hyacinthe in the

issue of May 8; for the amendment of the agreement for the fur industry at Quebec city, in the issue of May 22; and for the amendment of the agreement for hardware stores at Quebec, retail stores, etc., at Magog and the sheet metal industry at Montreal, in the issue of May 29.

Manufacturing: Fur and Leather Products

FINE GLOVE MANUFACTURING INDUSTRY, PROVINCE

On Order-in-Council, dated April 28, and gazetted May 1, makes obligatory the terms of a new agreement between certain manufacturers of fine gloves and La Fédération Nationale des Gantiers (The National Federation of Glove Makers). The agreement is to be in effect from May 1, 1943, to December 31, 1943, and thereafter from year to year, subject to notice. It applies throughout the province of Quebec.

Hours: 9 per day, 4 on Saturday, a 49 hour week.

Apprenticeship to be for two years for table cutting of gloves and mitts; one year for stitching gloves and mitts; no apprenticeship for examining, blocking, block cutting, machine cutting (clicking) and cutting around the pattern (knife cut) of fine gloves and mitts. One apprentice table cutter allowed to every 20 table cutters or fraction thereof employed by one employer, and one apprentice operator to each ten operators or fraction thereof. Wages are \$6 to \$12 per week for apprentice table cutters and \$7 and \$9 for apprentice operators.

An employer may not have mitts or gloves cut or blocked at his employee's home, but may have them sewn and examined there if he wishes. Employers not to charge needles to operators.

Wages for stitching, examining and blocking: the former basic piece rate schedule which has been adjusted for a few classes and enlarged from time to time, remains in effect. In this schedule the piece rates for cities and towns of less than 15,000 population are 10 per cent below the larger cities (other than Quebec and Three Rivers). The increase payable over the basic rates is now 21 per cent.

Wages for cutting operations: the former piece rate schedule for this section of the industry which had been adjusted for some classes, remains in effect, as also the provision that the piece rate for cities and towns of less than 15,000 population is 10 per cent less than in the larger cities. The increase payable over the basic rates is now 32 per cent.

**WORK GLOVE MANUFACTURING INDUSTRY,
PROVINCE OF QUEBEC.**—An Order in Council,

dated April 28, and gazetted May 1, makes obligatory the terms of a new agreement between certain manufacturers of work gloves and La Fédération Nationale des Gantiers (The National Federation of Glove Makers). The agreement is to be in effect from May 1, 1943, to December 31, 1943, and thereafter from year to year, subject to notice. It applies throughout the province of Quebec and replaces the two agreements which formerly were separately in effect, one for cutters, the other for other operations.

Hours: 9 per day Monday to Thursday, 8 on Friday, 4 on Saturday, a 48 hour week in the cutting departments; 9 per day, 4 on Saturdays, a 49 hour week in the other departments. Apprenticeship is two years for cutting and one year for stitching; no apprenticeship for other operations. One apprentice allowed to every ten cutters or fraction thereof for cutters and for operators. Weekly wages of apprentices \$7 and \$9 during first year. Home work is forbidden. Employers not to charge needles to their employees.

Wages: For the cutting departments, the basic wage schedule, which from time to time has been adjusted and subject to general percentage increases, remains in effect; the percentage increase over the basic rates is now 37½ per cent. For other departments, the basic wage schedule also remains in effect; the percentage increase over the basic rates for these departments is now 21 per cent. For all departments in cities and towns of a population of 15,000 or less, wage rates are 10 per cent less than in the larger cities.

Manufacturing: Textiles and Clothing

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated May

19, and gazetted May 22, amends the previous Orders in Council (L.G., Oct., 1940, p. 1075, Nov., p. 1202; March, 1942, p. 353; March, 1943, p. 340) by a change which does not affect the summaries as previously given.

Manufacturing: Printing and Publishing

LITHOGRAPHING INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated April 28, and gazetted May 1, makes obligatory the terms of a new agreement between certain lithographing firms and the Amalgamated Lithographers of America Local 27, which is to be in effect from May 1, 1943 to December 31, 1943, and thereafter from year to year, subject to notice. It applies throughout the province of Quebec.

The terms of this agreement are similar to those of the agreement previously in effect between this same union and the Canadian Lithographers' Association, Province of Quebec Branch (L.G., Dec., 1940, p. 1310; May, 1942, p. 631; Feb., 1943, p. 219, April, p. 490) with these exceptions:—

The hourly wage rates for feeders and feeder operators in the press department are increased by 4 cents per hour for the lower paid classes to 6 cents for those receiving over 60 cents per hour. Vacation: After one year's service, all employees to have an annual vacation of one week with ½ week's pay.

Service: Business and Personal

HAIRDRESSERS, MONTREAL.—An Order in Council, dated May 12, and gazetted May 22 extends the term of this agreement (L.G., Oct., 1941, p. 1315, Dec. p. 1573; July, 1942, p. 857; April, 1943, p. 490) to June 6, 1944.

Protection on the Home Front

At the annual meeting of the Industrial Accident Prevention Associations, last April, Mr. T. A. Rice, retiring president, spoke in part as follows:

"To-day all the world is engaged in building barriers against an enemy. Our air force, our army, our navy, are all barriers which we as a nation are erecting at great expense against a common foe. In order that these national barriers may remain strong enough to resist attack and help us to win a victory, the second line barriers must be effectively built in all our workshops on the widespread home front. . . . Do we realize that every time a barrier is allowed to fall, another man or woman goes off the production line to the hospital? In these times a barrier lost on the home front, in your shop or mine, may be just as important as an outpost lost in Libya, in the Solomons, or on any other fighting front. A man down on the home front is a man lost to the cause, temporarily at least."

Mr. Rice referred to some specific barriers as follows:

"*Goggles*—a barrier between sight and blindness. Often the difference between a good

workman doing a fine job and a total loss to production and liable to become in the end a drain on society.

"*Safety Shoes*—a barrier between a man who can walk perfectly while he performs a worthwhile job and a casualty who draws our sympathy and needs attention.

"*Guards on Saws or Punch Presses*—all barriers between a good workman able to use all his faculties and a maimed man or woman who must forever be given sympathetic preference and put on light work of a minor nature.

"*Safety Feet on Ladders*—often the only barrier between a workman performing a dangerous job overhead and a workman who ultimately arrives in the hospital as a casualty from a fall due to a sliding or broken ladder.

"*Locked Starting Boxes on Electrical Equipment*—very often the only barrier between the maintenance repair man doing repair work and possible electrocution or mangling of an innocent victim when the prime mover is started by someone who does not know a man is working on the equipment."

War Emergency Training

Statistical Summary for the Month of April, 1943—Training for Farm Work—Cost of Program during Fiscal Year 1943

AT the end of April, 1943, 18,631 persons were attending the various classes being carried on under the provisions of the War Emergency Training Program. As compared with the enrolment on April 30, 1942, this total represents an increase of approximately 3,500 trainees.

While there was a sharp decrease in the number training in the pre-employment industrial classes there were substantial increases in the part-time industrial, R.C.A.F., Navy and plant school totals. The total enrolment in the pre-employment classes on April 30, 1943, was 2,954, as compared with 4,899 at the end of April, 1942. It is believed that the peak enrolment in this type of training has been passed.

In part-time industrial classes, however, there were 4,167 individuals in training at the end of April, 1943, an increase of about 2,300 persons, as compared with 1,871, the total in training on April 30, 1942. There is little change in the Army totals, but the enrolment in the Navy classes has increased from 178 to 945 trainees.

At the end of April of this year there were 1,282 trainees enrolled in plant schools as contrasted with 371 for April, 1942.

The supply of trainees for full-time pre-employment classes has shrunk and in some areas it has been impossible to enrol a full class.

Through an arrangement with National Selective Service, steps are being taken to facilitate the transfer of individuals employed in non-essential industries to jobs in war industry through the medium of part-time evening classes.

Minimum Age of Student Trainees for Farms

A recent Order in Council (P.C. 3868, May 10, 1943) amends the War Emergency Training agreements entered into between the Dominion and the provinces by lowering the minimum age of students who may be provided training in farm work during the summer vacation period. The relevant paragraph reads as follows:

The Province will select for training for work in War Industries persons, male or female, who shall have reached their sixteenth birthdays, and who shall be British Subjects or Nationals of other countries approved by the parties hereto, without discrimination or favour in relation to the racial origin, religious views or political affiliations of such persons.

In view of the shortage of farm workers in certain provinces the following sentence has been added by the new Order:

In training secondary school pupils for farm work during the vacation period, the minimum age shall be 14 years.

Farm Training

To meet an anticipated shortage of farm help in the Prairie Provinces, particularly at harvest time, a co-operative arrangement has been concluded with the Province of Alberta by which older students from the secondary schools who are willing to work on the farms during their vacation period will be given one month's preliminary training during which time they will receive subsistence allowances. This training may be given either on a farm or in certain selected centres throughout the province. At these centres the training will be designed to develop physical fitness of the boys and to give them certain basic instruction in various types of farm work.

Training is also being given to selected individuals in the construction of hay and grain sweeps which are designed to reduce very considerably the amount of man power needed for haying and harvesting operations. Similar plans will likely be put into effect in the Province of Saskatchewan.

Costs of War Emergency Training

During the fiscal year ending March 31, 1943, the approximate cost of War Emergency Training Classes throughout the country was \$6,500,000 for approximately 3,655,000 man-days' training, or a gross cost of \$1.78 per trainee day. This cost was made up as follows:

Subsistence allowances	77c.
Salaries of instructors and supervisors	66c.
Materials, supplies and hand tools....	13c.
Capital expenditures for machinery and equipment; alterations to buildings	5c.
Other general operating costs.....	17c.

These figures include the operation of classes for tradesmen for the Army, Navy and Air Force, full-time pre-employment classes for industry, part-time industrial classes and the operation of plant schools. The gross cost was approximately the same as for the previous fiscal year. There was an increase in the cost of instruction and supervision but a decrease in expenditures for supplies and hand tools.

WAR EMERGENCY TRAINING PROGRAM
TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE MONTH OF APRIL, 1943
(Subject to Revision)

	NUMBERS IN TRAINING				PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES		
	At first of April	Enrolled in April	At end of April	Placed in (2) Employment in April	Enlisted in April	Completed Training but not reported placed in April	Left before Training Completed in April
DOMINION SUMMARY							
Pre-Employment Classes—Men.....	2,255	1,264	2,104	991	15	110	191
Women.....	1,044	757	850	828	4	24	109
Part-Time Classes (1)—Men.....	3,294	960	3,042	.....	.....	.....	.....
Women.....	499	327	439	.....	.....	.....	.....
Rehabilitation Classes.....	195	103	180	89	.....	6	22
Total.....	7,287	3,411	6,615	1,908	19	140	322
NOVA SCOTIA							
Pre-Employment Classes—Men.....	75	9	70	13	.....	.....	1
Women.....	14	5	5	13	.....	.....	1
Rehabilitation Classes.....	2	3	5	.....	.....	.....	.....
Total.....	91	17	80	26	.....	.....	2
NEW BRUNSWICK							
Pre-Employment Classes—Men.....	54	49	57	46	.....	.....	.....
Women.....	13	29	29	13	.....	.....	.....
Rehabilitation Classes.....	6	3	6	1	.....	.....	.....
Total.....	73	81	92	60	.....	.....	.....
QUEBEC							
Pre-Employment Classes—Men.....	1,018	742	1,065	358	3	93	119
Women.....	88	66	79	58	.....	.....	15
Part-Time Classes (1)—Men.....	278	217	384	.....	.....	.....	.....
Women.....	.....	22	22	.....	.....	.....	.....
Rehabilitation Classes.....	45	44	46	27	.....	.....	11
Total.....	1,429	1,091	1,596	443	3	93	145

WAR EMERGENCY TRAINING PROGRAM
TABLE 1.—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE MONTH OF APRIL, 1943 (Cont.)
(Subject to Revision)

NUMBERS IN TRAINING							PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES					
							At end of April	Enrolled in April	Placed in ⁽²⁾ Employment in April	Enlisted in April	Completed Training but not reported placed in April	Left before Training Completed in April
ONTARIO												
Pre-Employment Classes—Men.....	844	295	642	459	10	6	36					
Women.....	633	475	477	560	24	63						
Part-Time Classes (1)—Men.....	2,071	292	1,791	.....	.....	.....			
Women.....	350	218	270	15	3	3						
Rehabilitation Classes.....	26	9	17	.....	.....	.....			
Total.....	3,924	1,289	3,197	1,034	30	102						
MANITOBA												
Pre-Employment Classes—Men.....	104	57	111	26	9	15						
Women.....	41	1	40	.....	.....	.....			
Part-Time Classes (1)—Men.....	28	4	13	10	5	4						
Women.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes.....	173	62	164	36	14	19						
Total.....	.....	.....	.....	.....	.....	.....
SASKATCHEWAN												
Pre-Employment Classes—Men.....	39	5	23	20	1	2						
Women.....	86	79	86	66	.....	12					
Part-Time Classes (1)—Men.....	.....	28	28	.....	.....	.....			
Women.....	61	2	62	.....	.....	.....			
Rehabilitation Classes.....	32	9	27	13	1	1						
Total.....	218	123	226	99	1	15						
ALBERTA												
Pre-Employment Classes—Men.....	43	7	29	13	2	6						
Women.....	73	29	48	44	3	7						
Part-Time Classes (1)—Men.....	51	5	35	.....	.....	.....			
Women.....	2	.....	.....	.....	.....	.....	
Rehabilitation Classes.....	33	12	33	17	.....	1					
Total.....	202	53	145	74	5	14						
BRITISH COLUMBIA												
Pre-Employment Classes—Men.....	78	100	107	56	.....	12					
Women.....	137	74	126	74	.....	11					
Part-Time Classes (1)—Men.....	853	417	764	.....	.....	.....			
Women.....	86	55	85	.....	.....	.....			
Rehabilitation Classes.....	23	19	33	6	1	2						
Total.....	1,177	695	1,115	136	1	25						

(1) Trainees in the part-time classes consist largely of employed persons who are being given training at the request of employers in war production who wish to upgrade their employees.
(2) Include those graduates who, though actually placed prior to April 1, 1943, were not so reported until after April 1, 1943.

WAR EMERGENCY TRAINING PROGRAM

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF APRIL, 1943

(Subject to Revision)

	NUMBERS IN TRAINING			COMPLETED TRAINING
	At first of April	Enrolled in April	At end of April	In April
DOMINION SUMMARY				
R.C.A.F. Classes.....	6,952	1,720	6,563	1,916
Army Classes.....	2,582	1,095	2,540	1,085
Navy Classes.....	973	406	945	357
Total.....	10,507	3,221	10,048	3,358
NOVA SCOTIA				
R.C.A.F. Classes.....	68	26	72	20
Army Classes.....	162	30	70	122
Navy Classes.....	6		6	
Total.....	236	56	148	142
NEW BRUNSWICK				
R.C.A.F. Classes.....	302	71	309	40
Army Classes.....	184	90	194	79
Navy Classes.....	1			1
Total.....	487	161	503	120
QUEBEC				
R.C.A.F. Classes.....	677	295	744	163
Army Classes.....	414	154	432	125
Navy Classes.....	88	34	34	12
Total.....	1,179	483	1,210	300
ONTARIO				
R.C.A.F. Classes.....	2,566	709	2,321	910
Army Classes.....	870	311	759	412
Navy Classes.....	709	339	705	342
Total.....	4,145	1,359	3,785	1,664
MANITOBA				
R.C.A.F. Classes.....	781	45	654	152
Army Classes.....	138	94	177	50
Total.....	919	139	831	202
SASKATCHEWAN				
R.C.A.F. Classes.....	917	157	867	193
Army Classes.....	106	134	196	44
Total.....	1,023	291	1,063	237
ALBERTA				
R.C.A.F. Classes.....	801	185	806	173
Army Classes.....	285	76	279	80
Navy Classes.....	89	30	119	
Total.....	1,175	291	1,204	253
BRITISH COLUMBIA				
R.C.A.F. Classes.....	840	232	790	265
Army Classes.....	423	206	433	173
Navy Classes.....	80	3	81	2
Total.....	1,343	441	1,304	440

WAR EMERGENCY TRAINING PROGRAM
TABLE 3—TRAINING IN INDUSTRY DURING THE MONTH OF APRIL, 1943
(Subject to revision)

			NUMBERS IN TRAINING			NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED			
			At first of April	Enrolled in April	At end of April	Completed Training	Transferred to Production before Training Finished	Enlisted	Quit or Released from Com- pany before Training Finished
DOMINION SUMMARY									
Plant Schools—	Men.....	673	721	679	512	133	1	69	
	Women.....	721	573	603	501	116	2	72	
Part-time Classes—	Men.....	568	387	499	422	16	1	17	
	Women.....	197	170	187	176	4			
Total.....		2,159	1,851	1,968	1,611	269	4	158	
NOVA SCOTIA									
Plant Schools—	Men.....	39			38			1	
	Women.....	4			4				
Part-time Classes—	Men.....		15	15					
	Women.....								
Total.....		43	15	15	42			1	
NEW BRUNSWICK									
Plant Schools—	Men.....	23	10	10	22			1	
	Women.....								
Total.....		23	10	10	22			1	
QUEBEC									
Plant Schools—	Men.....	58	327	190	29	128		38	
	Women.....	52	58	26	47	32		5	
Part-time Classes—	Men.....	16				16			
	Women.....	16		12		4			
Total.....		142	385	228	76	180		43	

ONTARIO									
Plant Schools—	Men.....	540	353	455	406	3	1	28	
Women.....	554	433	510	420	420	4	2	51	
Part-time Classes—	Men.....	472	355	445	365			17	
Women.....	179	159	162	176					
Total.....	1,745	1,300	1,572	1,367	7	3		96	
MANITOBA									
Plant Schools—	Men.....	7	6	11		2			
Women.....	111	82	67	30		80		16	
Total.....	118	88	78	30		82		16	
BRITISH COLUMBIA									
Plant Schools—	Men.....	6	25	13	17			1	
Women.....									
Part-time Classes—	Men.....	80	17	39	57		1		
Women.....	2	11	13						
Total.....	88	53	65	74		1		1	

Activities of Unemployment Insurance Commission

Staff Training Organization set up—Insurance Registration— Claims for Benefit

THE need for a well defined staff training policy and program at all levels of the Unemployment Insurance Commission organization has been felt for some time. May, 1943, saw the realization of this long-felt need and as the result of a conference of Staff Training Advisors held at Head Office, Ottawa, May 24-29, plans were formulated to immediately put into effect a progressive Local Office training program comprised of "Induction" and "On-the-job" training.

Staff Training Advisors have been appointed for each of the five regions, as well as for the Toronto Local Office. It is expected that the appointment of a Staff Training Advisor for the Montreal Local Office will follow in the very near future. The following appointees attended the Ottawa conference: J. A. Trudelle, Quebec Region; C. S. Raper, Ontario Region; Leo. J. Curry, Maritime Region; J. B. Larway, Prairie Region; E. R. Bradbury, Pacific Region; Robt. Stevenson, Toronto Local Office.

The conference was under the guidance and direction of Mr. T. Parkinson, recently appointed as Senior Staff Training Advisor with Headquarters in Ottawa, assisted by a number of the Head Office Departmental Officials. Staff Training is a section of the Operations Division, headed by Dr. E. P. Laberge.

The function of these Advisors who will specialize on training standards, techniques and methods is of a consultative rather than a supervisory nature. They will work through and with the line officers in endeavouring to secure increased efficiency of operation in the local offices by the promotion of scientific methods of instruction.

Local offices grade 2 and above will be encouraged to set up Staff Training Faculties or Committees, drawn from their own personnel.

Some of the benefits of this program will be immediately apparent, while others will be reflected in the operation over a period of time.

Insurance Registration

Reports from Local Offices of the Unemployment Insurance Commission showed that at June 1, 1943, 167,475 employers establishments and 3,074,015 insured persons were registered.

With the exception of one relatively small group, uninsured persons are no longer being registered by the Unemployment Insurance Commission. Statistics with regard to such registrations are, therefore, no longer available.

PROGRESS OF REGISTRATION AT JUNE 1, 1943

Region	Employers Establishments Registered	Insured Persons Registered
Maritimes	12,535	239,007
Quebec	49,173	945,263
Ontario	60,487	1,203,612
Prairies	31,450	427,228
Pacific	13,830	258,905

Total for Canada.. 167,475 3,074,015

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the month of April, 1943, was \$141,990.92. During the month

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD APRIL 1, 1943, TO APRIL 30, 1943¹ (Inclusive of claims pending on March 31, 1943)

Insurance Offices	Claims Received at Local Offices	Claims Received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton.....	433	448	283	60	105
Montreal.....	2,516	2,530	1,666	379	485
Toronto.....	752	676	447	139	90
London.....	62	66	45	11	7
North Bay.....	43	38	26	9	10
Winnipeg.....	536	568	390	98	80
Saskatoon.....	183	176	104	17	55
Edmonton.....	188	197	149	30	18
Vancouver.....	420	427	318	41	68
TOTAL.....	5,133	5,126	3,431	777	918

¹ Cumulative figures of claims received for adjudication for the period February 1, 1942, to March 31, 1943, were published on page 653 of the May issue of the Labour Gazette. In this and succeeding issues the figures will be cumulative for the current fiscal year only.

4,095 claims were received at the nine offices of the Commission, which together with the 1,031 claims pending at March 31, made a total of 5,126 claims for adjudication. Of these, 3,431 claims were allowed, 777 claims were not allowed, and 918 were pending at the end of the month.

An analysis of the 777 claims not allowed by insurance officers reveals the following reasons for non-allowance: 209 claims under Section 28 (i) in which the applicants had made insufficient contributions; 40 claims under Section 28 (ii) in which 32 applications were not made in the prescribed manner, and 8 of the claimants were not unemployed; 14 claims under Section 28 (iii) in which 9 claimants were not capable of work and 5 were not available for work; 2 claims under Section 43 (b) (i) for refusal of offer of work; 3 claims under Section 43 (b) (ii) for neglect of opportunity to work; 501 claims under Section 43 (c) in which 50 were discharged due to their own misconduct, and 451 were disqualified for

voluntarily leaving without just cause; 1 under Section 43 (d) for being under 16 years of age; 7 under Section 43 (f), 6 of which were in class "O" contributions, and 1 for other reasons.

Appeals and References

During the month of April there were 118 references and 11 appeals made by claimants to Courts of Referees. In addition there were 4 references by insurance officers to Courts of Referees; and 110 references and appeals which had not been heard at March 31. Of the 243 cases, 126 were heard, 112 had not yet been heard at the end of the month, and 5 were withdrawn. The Courts of Referees allowed 42 claims and disallowed 84.

Appeals to Umpire

There were no appeals to the Umpire during the month. Two appeals remained pending as from March 31, 1943.

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD APRIL 1, 1943, TO APRIL 30, 1943

Districts	Not Heard Mar. 31/43	REQUESTS FROM CLAIMANTS		Refer- ences by Insurance Officers	Total Refer- ences and Appeals	Not Yet Heard	With- drawn	Heard	COURT'S DECISION	
		Refer- ences	Appeals						Allowed	Dis- allowed
Moncton.....	1	3	2		6	2		4	1	3
Montreal.....	64	61	2		127	74	1	52	20	32
Toronto.....	20	28	4	1	53	13	2	38	10	28
London.....		1		1	2		1	1	1	
North Bay.....	1				1			1		1
Winnipeg.....	9	15	1	2	27	16	1	10	5	5
Saskatoon.....	3	2			5	1		4	1	3
Edmonton.....	7	8	2		17	6		11	4	7
Vancouver.....	5				5			5		5
Total.....	110	118	11	4	243	112	5	126	42	84

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY-TWO MONTHS ENDED APRIL 30, 1943

REVENUE

EXPENDITURE

Month	CONTRIBUTIONS (Gross, less refunds)						Interest	Monthly Total Revenue	BENEFITS		Balance
	Stamps	Meter	Bulk	Misc.	Total	er and ee			Monthly Total	Cumulative Total	
Total from July to December 31, 1941.....	\$ 14,958,205 22	\$ 4,240,303 34	\$ 4,388,192 15	\$ 44 17	\$ 23,586,804 88		\$ 177,720 00	\$ 28,481,885 85	\$ Nil	\$ Nil	\$ 28,481,885 85
Total for the year ended December 31, 1942.....	20,869,803 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65		1,409,797 39	67,556,327 78	349,655 94	349,655 94	95,658,557 69
1943											
January.....	2,470,473 51	1,174,517 53	1,237,776 61	544 05	4,883,311 70		22,778 38	5,882,752 42	69,851 82	419,507 76	101,471,453 29
February.....	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66		12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37
March.....	3,202,971 58	1,286,165 19	1,246,228 75	2,428 33	5,737,793 85		238,960 00	7,124,312 62	195,190 49	743,810 68	113,762,974 50
April.....	2,431,365 31	1,103,912 33	1,256,407 64	103 94	4,791,789 22		315,887 50	6,086,034 56	141,990 92	885,801 60	119,687,018 14
Total.....	10,448,009 72	4,651,998 63	4,874,759 80	4,074 28	19,978,542 43		589,995 20	24,564,606 11	536,145 66	885,801 60	119,687,018 14
GRAND TOTAL...	55,276,018 03	21,957,801 50	21,422,575 35	6,361 08	98,562,755 96		2,177,512 59	190,572,819 74	885,801 60	885,801 60	119,687,018 14

The Interest column represents the Interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include interest at the time of purchase. This figure does not include the Miscellaneous column includes the following:

Penalties.....	\$ 677 04
Contributions in respect of service in the Armed Forces.....	4,152 92
Miscellaneous.....	1,531 12
	<u>\$ 6,361 08</u>

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of April, as reported by employers.

—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

This month's article shows a slight decrease in employment. Reports were submitted by 13,555 establishments. These firms employed a total of 1,809,081 persons at the beginning of April, 9,570 fewer than at the beginning of March. This decline was in conformity with the trend in 18 of the previous 22 years of the record but was below average in extent. It took place largely in logging and construction, mining also being quieter.

The index number of employment (based on the average for the calendar year 1926 as 100) stood at 180.5, as compared with 181.5 in the preceding month. A year previously, at April 1, 1942, the index registered 165.2. At the outbreak of war it stood at 119.6.

The same employers also submit each month information regarding payrolls, which is incorporated in this article. The per capita average wage in the Canadian industries submitting returns rose from \$30.72 a week in the last report to a new high of \$31.09 at April 1, 1943. The figure for April 1, 1942 had been \$28.41.

Employment conditions at the end of May as reported by Employment and Selective Service Offices.—Reports from the Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situa-

tion in various industries at the end of May. These reports describe employment conditions in the Maritimes, Quebec, Ontario, the Prairie Provinces, and British Columbia.

Applications for employment; vacancies, and placements; April.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

During the four week period ending April 29, Employment and Selective Service Offices reported an increase in the daily average of placements in employment, both when compared with the preceding five weeks and with the month of April, 1942. With the exception of a decline in logging, all industrial groups showed gains in placements under the first comparison and there were marked advances over April, 1942, the most pronounced being in manufacturing, transportation and trade. During the four weeks under review there were 240,025 vacancies reported, 206,022 applications for employment and 144,373 placements effected in regular and casual employment. The marked increase over last year was due to National Selective Service Regulations under which employers seeking workers, and persons desiring employment, must notify Employment and Selective Service Offices.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of May, 1943, the percentage of unemployment among trade union members was 1.0, as compared with percentages of 1.3 in April, and 3.3 in May a year ago. The May percentage was based on returns compiled from 2,258 labour organizations with a total membership of 423,590 persons.

The Employment Situation at the Beginning of April, 1943, as Reported by Employers

INDUSTRIAL employment at the beginning of April showed general curtailment, in conformity with the trend in 18 of the previous 22 years of the record. The decline, which was below-average in extent, took place very largely in logging and construction, from which some 12,700 and 4,900 persons, respectively, were released by the co-operating firms. Mining also was quieter. Heightened activity was indicated in the remaining industrial groups the greatest expansion was in manufacturing, transportation and trade, with smaller gains in services. The general increases, however, were moderate in all cases, that of 3,874 workers in manufacturing being the smallest seasonal advance indicated since the outbreak of war. The durable goods industries reported the addition of some 4,000 workers, but there was a slight falling-off in other classes.

Data were tabulated by the Dominion Bureau of Statistics from 13,555 firms, whose employees numbered 1,809,081 at April 1, compared with 1,818,652 at the beginning of March; this was a reduction of 9,570, or 0.5 per cent. The weekly payrolls distributed by these establishments amounted to \$56,240,800, exceeding by \$367,115, or 0.7 per cent, the disbursements reported at March 1. The general per capita weekly average rose from \$30.72 at that date, to a new high of \$31.09 at April 1. This increase is partly seasonal in character, resulting to some extent from the release of persons in the lower brackets of earnings; on the other hand, the latest figures of aggregate and average weekly earnings were adversely affected to some extent by strikes in various parts of the country. The April 1, 1942, average had been \$28.41.

The contraction in employment at the date under review slightly lowered the crude index; based on the 1926 average as 100, this stood at 180.5, as compared with 181.5 in the preceding month, and 165.2 at April 1, 1942. Since then, there has been a gain of 9.3 per cent in employment with an accompanying rise of 18.7 per cent in the aggregate weekly payrolls. As already stated, the decrease in employment at April 1, 1943, was rather less than average according to the experience of past years, so that the seasonally-adjusted index showed an upward movement, advancing from 189.1 at March 1, to 191.2 at the date under review.

Payrolls

As already stated, the weekly payrolls reported at April 1 by the firms furnishing statistics aggregated \$56,240,800, as compared with \$55,873,685 distributed on or about March

1. The gain amounted to 0.7 per cent. The weekly average earnings of the typical individual in recorded employment rose from their previous maximum of \$30.72 at March 1 to \$31.09 at the date under review. The April 1, 1942, figure had been \$28.41.

Including the figures for financial institutions, the most recent survey shows that the total number of persons in recorded employment in the nine leading industrial groups was 1,872,310, as compared with 1,882,018 at the beginning of March. The weekly payrolls of these workers totalled \$58,201,627 at April 1, as compared with \$57,852,799 in the preceding report. The per capita average for the nine main industries, including finance, was \$31.09, as compared with \$30.74 at the beginning of March, and \$28.47 at April 1, 1942. The latter two averages were slightly higher than those given in the preceding paragraph for the eight leading industries, for which records of employment are available for a lengthy period, so that they are used in the general comparisons of this bulletin.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at March 1, 1943, and April 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 18.1 per cent, while the aggregate weekly earnings of these workers are higher by 44.1 per cent. (Table I). Including finance, the gain in employment from June 1, 1941, to April 1, 1943, amounted to 17.5 per cent, and that in payrolls to 42.8 per cent.

From April 1, 1942, to April 1, 1943, there was an increase of 9.3 per cent in employment in the eight industries, accompanied by that of 18.7 per cent in the weekly payrolls. The explanation previously given for the much greater rise in the latter than in employment may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the

extension of the system of paying a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been increased on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been granted. In spite of these main factors reacting favourably upon the earnings of the typical wage-earner, the average weekly pay envelope, as a result of the continued dilution of labour and other factors, has not shown advances commensurate with those in the index of aggregate payrolls. Thus, the latter has risen by 18.7 per cent from April 1, 1942, while the index of per

capita earnings has increased by 9.4 per cent in the 12 months.

The effect of wartime demand for manufactured commodities is seen in the growth in employment and payrolls in factories, which in the period of observation has greatly exceeded that in the non-manufacturing industries; where the index of employment in the former has risen by almost 33.4 per cent from June 1, 1941, that of payrolls has advanced by 64.5 per cent. The weekly earnings of the typical individual engaged in factory work have increased by practically 24.2 per cent, while the all-industries' average has risen by 22.3 per cent. The factors given above as influencing the general trends have had an

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



even greater influence in the case of manufacturing.

The expansion in employment and payrolls in the production of durable goods has been particularly noteworthy in the months for which data are available; in this class, the index of employment shows a gain of 52.7 per cent, accompanied by an increase of 91.6 per cent in the salaries and wages distributed in the interval from June 1, 1941, to April 1, 1943. Although there has recently been some contraction in certain non-durable goods, the index number of employment in this group at April 1 was higher by 16.4 per cent than that indicated at June 1, 1941, since when there has been an increase of 36.6 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Employment and Payrolls by Industries

Manufacturing.—The upward trend in manufacturing continued in evidence at the beginning of April, but the number of persons added to the working forces was smaller than usual for the season. Statistics were tabulated from 7,610 plants employing 1,168,377 workers, as compared with 1,164,502 at March 1. With rare exceptions, this gain is the smallest between any two months in the period since the outbreak of war; it was also decidedly less than at April 1 in any other year since 1939. The increase raised the index, (1926=100), from 223.4 at March 1 to 224.1 at the date under review, when it was 12.4 per cent higher than that of 199.4 at the first of April in 1942. Since the gain was below-average in extent, the seasonally-adjusted index declined, falling from 228.2 at March 1 to 226.0 at the date under review; this is the third month in succession in which the seasonally-corrected curve has been lowered.

The weekly salaries and wages paid on or about April 1 by the co-operating firms totalled \$37,119,355, a sum which was larger by 1.2 per cent than that of \$36,667,809 reported by the same employers at March 1. The per capita weekly average at \$31.77 was higher by 28 cents than that of \$31.49 at the preceding period of observation. The April 1, 1942, figure had been \$28.94. In the 12 months since then, the index of payrolls has risen by 22.9 per cent, a proportion which considerably exceeds that of 12.4 per cent in the index of

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
			\$			\$
June 1, 1941.....	100.0	100.0	25.25	100.0	100.0	25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
Jan. 1, 1942.....	108.4	112.1	26.13	111.4	114.3	26.32
Feb. 1.....	108.2	113.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.61	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.0	144.3	30.06	132.0	160.1	31.17
Jan. 1, 1943.....	120.1	131.9	27.92	130.7	142.9	28.11
Feb. 1.....	118.5	139.5	29.96	132.2	157.4	30.65
Mar. 1.....	118.7	143.2	30.72 ¹	133.0	162.5	31.49 ¹
April 1.....	118.1	144.1	31.09	133.4	164.5	31.77

¹ Revised.

employment in manufacturing in the same period. The greater growth in the wages distributed by the co-operating establishments in the twelve months has been dealt with briefly in an earlier paragraph, under the heading "Payrolls".

Iron and steel works continued to add to their personnel, but the gain was, with only one exception, much smaller than in any other month since the war commenced. Shipyards, aircraft and other vehicle plants again showed heightened activity. Lumber, pulp and paper, chemical, electrical apparatus, non-ferrous metal

and miscellaneous manufacturing factories also reported moderate increases. On the other hand, animal food, tobacco, beverage and textile works were slacker. The falling-off in the last-named and in the animal foods division was contra-seasonal; that in tobacco factories was seasonal in character.

Recent monthly bulletins on employment and payrolls have pointed out that, largely as a result of wartime shortages of labour, the employment afforded by an increasingly large number of factories turning out consumers' goods has declined from the extraordinarily

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at April 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at April 1, 1943, March 1, 1943 and April 1, 1942, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees Reported at April 1, 1943	Aggregate Weekly Payrolls at April 1, 1943	Per Capita Weekly Earnings at			INDEX NUMBERS OF					
						Employment			Aggregate Weekly Payrolls		
			April 1, 1943	Mar. 1, 1943	April 1, 1942	April 1, 1943	Mar. 1, 1943	April 1, 1942	April 1, 1943	Mar. 1, 1943	April 1, 1942
(a) PROVINCES		\$	\$	\$	\$						
Maritime Provinces	126,767	3,650,068	28.79	28.25	26.40	111.0	110.5	102.1	147.8	144.5	127.7
Prince Edward Isl.	2,097	50,515	24.09	22.90	22.42	100.8	103.5	85.9	114.3	111.6	90.7
Nova Scotia.....	75,561	2,275,437	30.11	29.77	27.34	111.3	110.1	104.2	150.2	146.9	131.3
New Brunswick.....	49,109	1,324,116	26.96	26.19	25.04	111.8	112.3	100.3	145.5	141.9	123.6
Quebec	572,810	16,742,219	29.31	28.96	26.38	124.4	126.4	112.4	155.1	155.7	126.4
Ontario	754,162	24,286,772	32.20	31.82	29.79	114.6	115.1	108.0	137.0	135.9	120.1
Prairie Provinces	183,173	5,560,071	30.35	30.14	28.53	105.5	105.5	99.1	122.9	122.2	109.0
Manitoba.....	87,296	2,622,743	30.04	29.64	28.40	106.7	106.7	100.6	121.4	119.9	108.6
Saskatchewan.....	33,742	972,207	28.81	28.88	27.23	95.5	96.4	88.6	110.5	111.7	97.2
Alberta.....	62,135	1,965,121	31.63	31.52	29.41	109.7	109.7	103.6	132.2	131.7	116.6
British Columbia	172,169	6,001,670	34.86	34.33	30.47	137.1	135.2	110.9	173.0	167.9	124.6
CANADA	1,809,081	56,240,800	31.09	30.72	28.41	118.1	118.7	108.0	144.1	143.2	121.4
(b) CITIES											
Montreal	281,628	8,608,005	30.57	30.56	27.62	131.3	130.3	113.6	161.2	159.7	127.5
Quebec City	37,943	972,030	25.62	24.98	22.43	161.7	158.5	126.8	201.7	192.7	136.9
Toronto	250,038	8,008,463	32.03	31.52	29.58	126.7	126.5	114.0	152.4	149.7	127.6
Ottawa	21,761	583,169	26.80	26.64	25.17	109.4	108.8	104.0	127.9	126.5	114.8
Hamilton	62,563	209,372	33.46	33.26	31.40	118.3	118.1	112.1	144.1	143.0	128.4
Windsor	42,073	1,819,292	43.24	42.11	39.07	134.7	135.6	116.1	153.3	150.4	119.8
Winnipeg	56,290	1,604,326	28.50	27.99	26.89	110.3	109.1	104.3	124.5	120.9	111.4
Vancouver	85,819	2,906,606	33.87	34.07	29.43	169.3	168.7	125.4	222.4	223.0	144.3
(c) INDUSTRIES											
Manufacturing	1,168,377	37,119,355	31.77	31.49	28.94	133.4	133.0	118.7	164.5	162.5	133.9
Durable Goods ¹	647,427	22,679,302	35.03	34.65	31.89	152.7	151.9	123.7	191.6	188.4	142.9
Non-durable Goods.....	503,725	13,822,341	27.44	27.31	25.42	116.4	116.5	115.0	136.6	136.0	125.6
Electric Light and Power.....	17,225	617,712	35.86	35.75	34.53	90.3	89.4	92.3	100.4	99.1	99.1
Logging.....	56,458	1,338,043	23.70	22.59	20.26	119.1	146.0	131.8	149.8	174.9	143.0
Mining.....	75,112	2,741,124	36.49	36.84	35.11	90.6	91.5	98.8	105.6	107.7	111.9
Communications.....	27,471	782,555	28.49	28.86	28.02	105.8	105.8	104.7	111.2	112.6	108.3
Transportation.....	138,100	5,033,630	35.45	36.38	34.64	110.3	108.0	99.8	126.8	123.9	109.2
Construction and Maintenance.....	149,823	4,606,364	30.75	29.67	26.54	85.2	87.9	70.3	115.0	114.5	84.3
Services.....	40,447	747,655	18.48	18.32	16.98	106.0	105.3	101.1	122.4	120.5	107.5
Trade.....	153,293	3,872,074	25.26	25.14	24.06	94.9	93.8	97.6	105.5	103.8	103.6
Eight Leading Industries	1,809,081	56,240,800	31.09	30.72	28.41	118.1	118.7	108.0	144.1	143.2	121.4
Finance.....	63,229	1,960,827	31.01	31.23	29.89	105.5	105.7	105.9	113.6	114.6	109.8
Total—Nine Leading Industries	1,872,310	58,201,627	31.09	30.74	28.47	117.5	118.1	107.9	142.8	142.0	120.9

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Tables 4 and 7, with the exception of electric light and power.

high levels reached before the labour stringency became so marked; where only two of the industrial groups shown in Table IV had reported less activity at April 1, 1942, than at the same date in 1941, 17 divisions at the beginning of April, 1943, showed a reduction in the 12 months' comparison. Notable among these were the furniture, boot and shoe, pulp and paper and tobacco and beverage divisions, as well as several branches of textiles; in these groups, however, employment was still in greater volume than in the period prior to the outbreak of hostilities. The recent falling-off in many of these classes is more noteworthy for the reason that, in a great many cases, they are engaged in manufacturing commodities or parts directly required in the war effort. On the other hand, employment in an important number of industries has reached new all-time highs in recent months; especially important among those in this category are the chemical, beverage and the various metal-using industries.

Based on the weekly salaries and wages disbursed by the reporting employers at June 1, 1941, as 100, the index number of payrolls at April 1, 1943, was 164.5, as compared with 162.5 at the beginning of March, and 133.9 at April 1, 1942. There was accordingly an increase of 22.9 per cent in the reported payrolls during the 12 months, accompanied by that of 12.4 per cent in the index number of employ-

ment. An explanation has been given elsewhere in this report regarding the disparity in the rates of increase in employment and payrolls; the up-grading of employees as they acquire experience is a factor of particular and increasing importance in the manufacturing industries, tending to counteract the effect of the large scale dilution of labour resulting from the existing shortage. Another factor exercising unusual influence in the case of manufacturing is the changing industrial distribution of the wage-earners in recorded employment. The effect of this is clearly shown by a comparison of the figures for the durable and the non-durable goods groups. Thus, the payroll index in the former at the date under review was 34.1 per cent higher than at April 1, 1942, while that in the non-durable goods division was 8.8 per cent higher; in the 12 months, the index of employment in durable goods has risen by 23.5 per cent, while that in the non-durable classes has gained by only 1.2 per cent.

Since the institution of the payroll statistics early in 1941, there have been especially pronounced increases in the salaries and wages paid in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and tobacco industries. The advances in these industries have been accompanied by important though relatively smaller gains in employment. In

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
April 1, 1927.....	97.4	97.8				94.6	100.4	94.1				96.1
April 1, 1928.....	102.3	98.5				99.2	106.0	101.9				100.0
April 1, 1929.....	110.4	107.5				101.1	117.4	113.9				106.0
April 1, 1930.....	107.8	107.8				103.7	112.7	103.2				106.0
April 1, 1931.....	99.7	102.3				98.5	102.4	97.7				92.4
April 1, 1932.....	87.5	88.3				85.0	91.1	86.1				80.9
April 1, 1933.....	76.0	78.3				73.1	78.3	78.3				68.8
April 1, 1934.....	91.3	95.1				85.1	98.7	83.3				86.6
April 1, 1935.....	93.4	95.8				85.9	100.7	86.9				91.8
April 1, 1936.....	97.4	101.8				91.4	103.4	90.5				95.9
April 1, 1937.....	103.0	105.4				102.2	108.8	89.4				97.5
April 1, 1938.....	105.0	103.6	80.0	115.6	90.5	107.4	109.6	89.4	89.2	87.4	91.0	100.2
April 1, 1939.....	104.9	99.7	88.3	114.7	82.3	109.4	108.0	91.7	88.9	91.9	95.8	100.5
April 1, 1940.....	111.9	111.8	94.0	123.7	98.4	112.2	118.8	96.7	94.8	94.4	101.2	102.8
April 1, 1941.....	141.3	135.6	93.4	151.2	119.4	143.1	152.0	116.7	113.3	106.6	128.5	129.4
April 1, 1942.....	165.2	155.6	92.0	175.0	135.3	176.8	174.8	127.2	125.5	112.9	139.4	149.6
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1.....	181.2	167.4	108.3	184.2	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Mar. 1.....	181.5	168.4	110.9	184.8	151.5	198.9	186.4	135.4	133.1	122.8	147.5	182.4
April 1.....	180.5	169.1	108.0	186.8	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
Relative weight of Employment by Provinces and Economic Areas as at April 1, 1943	100.0	7.0	.1	4.2	2.7	31.7	41.7	10.1	4.8	1.9	3.4	9.5

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area to the total number of all employees reported in Canada by the firms making returns at the date under review.

practically every case, and notably in the industries just mentioned, the per capita averages in the various branches of manufacturing were considerably higher at the date under review than at April 1, 1942.

Logging.—Seasonal curtailment on a scale rather below the average at April 1 in the

experience of the years since 1920 was indicated in logging at the date under review, according to returns furnished by 501 employers whose working forces aggregated 56,458, as compared with 69,151 persons at March 1. Although this decline was smaller than the loss noted at April 1, 1942, the latest

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	Relative Weight	Apr. 1 1943	Mar. 1 1943	Apr. 1 1942
Manufacturing	64.6	224.1	223.4	199.4
Animal products—edible.....	1.9	170.5	171.8	162.3
Fur and products.....	0.2	128.4	126.3	117.2
Leather and products.....	1.6	143.0	142.4	142.7
Boots and shoes.....	1.0	128.5	127.6	133.2
Lumber and products.....	3.3	110.6	109.2	113.9
Rough and dressed lumber.....	1.8	90.3	90.1	101.2
Furniture.....	0.5	109.2	109.4	114.6
Other lumber products.....	1.0	188.0	180.6	160.8
Musical instruments.....	0.1	46.9	45.5	40.2
Plant products—edible.....	2.4	136.5	136.6	136.2
Pulp and paper products.....	4.4	126.7	126.0	132.8
Pulp and paper.....	1.9	115.1	113.7	123.2
Paper products.....	0.9	188.8	185.0	188.9
Printing and publishing.....	1.6	120.6	121.8	126.2
Rubber products.....	0.9	129.4	128.9	127.2
Textile products.....	8.0	165.4	165.5	169.0
Thread, yarn and cloth.....	2.9	169.5	169.8	177.8
Cotton yarn and cloth.....	1.4	123.6	124.5	129.6
Woolen yarn and cloth.....	0.7	197.4	197.0	206.3
Artificial silk and silk goods.....	0.6	557.8	551.9	580.4
Hosiery and knit goods.....	1.2	138.0	138.4	145.4
Garments and personal furnishings.....	2.9	171.0	172.0	171.6
Other textile products.....	1.0	179.6	176.2	173.2
Tobacco.....	0.7	160.6	174.5	166.0
Beverages.....	0.6	214.0	218.5	222.3
Chemicals and allied products.....	5.3	760.5	755.5	707.1
Clay, glass and stone products.....	0.8	130.1	129.1	128.5
Electric light and power.....	0.9	135.3	134.0	138.4
Electrical apparatus.....	2.3	292.2	289.2	242.7
Iron and steel products.....	25.9	344.6	343.3	266.6
Crude, rolled and forged products.....	1.8	256.7	259.1	244.2
Machinery (other than vehicles).....	1.5	253.5	255.5	251.7
Agricultural implements.....	0.6	135.3	135.6	118.5
Land vehicles.....	9.8	281.7	279.7	230.4
Automobiles and parts.....	2.5	313.8	316.3	280.7
Steel shipbuilding and repairing.....	4.1	1,637.4	1,579.2	760.6
Heating appliances.....	0.3	161.9	161.7	160.4
Iron and steel fabrication (n.e.s.).....	1.2	335.5	334.5	279.2
Foundry and machine shop products.....	1.0	317.1	332.7	285.6
Other iron and steel products.....	5.6	479.9	483.8	355.9
Non-ferrous metal products.....	3.4	407.7	403.0	331.8
Non-metallic mineral products.....	0.9	204.6	205.0	190.8
Miscellaneous.....	1.0	399.2	394.3	326.1
Logging	3.1	188.6	231.1	208.7
Mining	4.2	160.6	162.2	175.0
Coal.....	1.4	92.4	93.4	97.4
Metallic ores.....	2.2	315.6	320.5	357.3
Non-metallic minerals (except coal).....	0.6	151.5	149.4	153.6
Communications	1.5	102.8	102.8	101.8
Telegraphs.....	0.4	132.3	130.2	117.3
Telephones.....	1.1	94.8	95.4	97.5
Transportation	7.6	109.4	107.1	99.0
Street railways and cartage.....	2.2	162.9	161.6	146.2
Steam railways.....	4.4	100.3	99.5	91.6
Shipping and stevedoring.....	1.0	83.2	74.7	74.2
Construction and Maintenance	8.3	118.8	122.6	93.0
Building.....	4.1	171.3	174.1	131.1
Highway.....	2.1	96.3	92.9	89.0
Railway.....	2.1	86.2	97.9	72.6
Services	2.2	181.2	179.9	172.8
Hotels and restaurants.....	1.4	173.5	173.7	164.5
Personal (chiefly laundries).....	0.8	194.6	190.5	187.1
Trade	8.5	148.6	147.1	153.0
Retail.....	6.4	155.7	154.0	159.8
Wholesale.....	2.1	130.6	129.0	134.7
All Industries	100.0	180.5	181.5	165.2

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

index of employment, at 188.6, was below that of 208.7 at the same date of last year, there being a falling-off of 9.6 per cent in this comparison. The payrolls reported aggregated \$1,338,043, a decrease of 14.3 per cent from the total indicated at March 1, 1943; however, the latest figure exceeded the weekly aggregate indicated at the beginning of April last year, the latest payroll index being higher by 4.8 per cent.

The per capita average earnings rose from \$22.59 at March 1, 1943, to \$23.70 at the date under review, as compared with \$20.26 at April 1, 1942. It must be noted that the figures of aggregate and per capita earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings.

Mining.—Seasonal curtailment was indicated in mining; the extraction of coal and of metallic ores afforded rather less employment, while quarrying and the mining of other non-metallic minerals showed moderate improvement. Data were received from 442 operators, employing 75,112 workers, as compared with 75,850 at the beginning of March. The index in the mining group, at 160.6, was slightly lower than that of 162.2 in the preceding report, being also below that of 175.0 at the beginning of April, 1942; the falling-off in the latter comparison amounted to 8.2 per cent. In the year, the index of pay-rolls has shown a loss of 5.6 per cent. The weekly payrolls reported at the date under review amounted to \$2,741,124, as compared with \$2,795,007 in the preceding period of observation. The per capita figure declined from \$36.84 at March 1 to \$36.49 at April 1, as compared with \$35.11 at April 1, 1942.

Communications.—Employment in communications at the beginning of April showed no change on the whole, according to returns from 59 employers with a combined staff of 27,471 persons, two less than at March 1. A moderately upward movement is usual at April 1. The salaries and wages paid at the date under review aggregated \$782,555, as compared with \$792,737 in the preceding report. The per capita average declined from \$28.86 at March 1 to \$28.49 at the first of April, as compared with \$28.02 at the same date of last year. The latest index of employment, at 102.8, was slightly above that of 101.8 at April 1, 1942; in the 12 months' interval, the payroll index has risen by 2.7 per cent.

Transportation.—Further considerable gains were indicated in employment in transportation at April 1; statistics were tabulated from

588 employers whose working forces included 138,100 men and women, 2,853 more than at the beginning of March. All three branches—local, steam railway and shipping and stevedoring—showed heightened activity, the gain in the last-named being greatest. The index, at 109.4, was 10.5 per cent higher than that of 99.0 at April 1, 1942. The accompanying increase in the index of payrolls was 16.1 per cent. The weekly salaries and wages earned by the persons in recorded employment in transportation at April 1, 1943, amounted to \$5,033,630, as compared with \$4,920,308 in the preceding report. The latest per capita average was \$36.45, as against \$36.38 at March 1, and \$34.64 at April 1, 1942.

Construction and Maintenance.—Employment in building and railway construction and maintenance was curtailed at the beginning of April, when highway work showed heightened activity. The 1,522 contractors and branches furnishing returns reported 149,823 workers, as compared with 154,709 at March 1. The salaries and wages disbursed, however, rose from \$4,589,578 at that date to \$4,606,364 at April 1. The gain, which was partly due to overtime work, raised the per capita average from \$29.67 in the preceding report, to \$30.75 at the beginning of April. The April 1, 1942, figure had been \$26.54. The index of employment, at 118.8 at the date under review, exceeded that of 98.0 at April 1, 1942, by 21.2 per cent, while the latest payroll index was higher by 36.4 per cent.

Services.—Seasonal advances were indicated in the services division at April 1; the gain, which was below-average for the time of year, took place in laundries and dry-cleaning establishments, there being a further falling-off in employment in hotels and restaurants. Information was received from 611 employers with a staff of 40,447 men and women, whose weekly payrolls at April 1 amounted to \$747,655; the 40,173 workers reported at March 1 had received \$736,014 for services rendered in the preceding week. The index of employment, at 181.2, was higher by 4.9 per cent than that of 172.8 at the beginning of April in 1942; the accompanying gain in the index of payrolls in the 12 months was 13.9 per cent. The latest per capita average was \$18.48, showing a small increase over the figure of \$18.32 at March 1, and also exceeding that of \$16.98 at April 1, 1942. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 61 per cent of the total reported in the service division as a whole at the beginning of April.

Trade.—Employment in merchandising establishments showed seasonal improvement of about normal proportions at April 1, when the 2,222 employers furnishing statistics reported a personnel of 153,293 men and women. This was greater by 1,747, or 1.2 per cent, than the number they had employed at March 1. The salaries and wages disbursed at the latest date amounted to \$3,872,074, as compared with \$3,810,024 in their last report. The per capita average rose from \$25.14 at March 1, to \$25.26 at the first of April, as compared with \$24.06 at April 1, 1942. Over the year, the index of employment has decreased by

2.7 per cent, while that of payrolls has risen by 1.8 per cent.

Financial Institutions.—The 753 financial institutions co-operating in the latest survey of employment and payrolls reduced their working forces by 138, to 63,229 at April 1; the earnings of these persons aggregated \$1,960,827, as compared with \$1,979,114 paid on or about March 1. The latest per capita weekly average was \$31.01, as compared with \$31.23 at March 1, 1943, and \$29.89 at April 1, 1942. The index of employment in financial institutions, at 122.5, was fractionally lower than that of 122.9 at April 1, 1942, but the index number of payrolls was higher by 3.5 per cent.

Employment Conditions at the End of May as Reported by Employment and Selective Service Offices

THE following abstract of regional summaries of reports from Local Employment and Selective Service Offices of the Unemployment Insurance Commission indicates that employment conditions across Canada at the end of May were as follows:

Maritime Region

Although farming operations were being held up because of the unusually late spring, seeding was well underway in most areas throughout the Maritimes. An acute shortage of fertilizers was delaying the planting of the potato crop and seemed likely to result in a reduction of the acreage. Fertilizer plants, especially in the St. John area, were badly in need of men. Groups of farmers had been organized to assist at the plants for one-day periods in efforts to obtain the fertilizer they required for their several farms. The demand for farm workers was increasing and the supply was inadequate to meet it.

The fishing season had been a successful one. In most cases, catches had been good and prices had been maintained at a satisfactory level. No shortages of fishermen were reported.

River driving was proceeding in most of the important logging and lumbering areas and was practically finished on the smaller streams. With the completion of this work it was expected that a substantial pool of labour would be available for other industries.

Skilled miners were needed for the coal mines, as well as labourers for the hard rock mines and lime quarries. Production declined in some instances because of labour shortages, absenteeism, mine accidents and small labour disputes.

Nearly all manufacturing industries were very active. There was a serious shortage of workers for fish processing plants, but most sawmills appeared to have sufficient labour for the summer season. One firm of founders and machinists had been awarded an important contract for the repair of naval vessels, but sufficient additional labour had been found for this work for the time being. Tradesmen were urgently required at the Halifax shipyards.

There was a serious shortage of carpenters and labourers in the building construction industry. In addition to local labourers, efforts were being made to obtain approximately 1,500 through clearance, as well as several hundred from other industries of lower priority. One important area reported a shortage of bricklayers. New contracts for construction work were being entered into daily and the labour situation was becoming correspondingly serious.

Workers for the wholesale and retail trade were in demand at Halifax and were not available locally. Inadequate housing facilities were making it hard to secure help from outside points. Hotels, restaurants, hospitals and other institutions, as well as private homes in several communities were in need of domestic help. Great difficulty was being met with in obtaining these, due, it was alleged, to the scales of wages being offered for this type of work.

Quebec Region

There was an active demand for farm workers throughout the Region, but it was claimed that wage scales were not sufficiently attractive to interest men in farm work. Arrangements had been completed in one of

the larger centres to send several hundred students to work on farms after the schools had closed in June.

Although handicapped by a lack of adequate manpower, river driving was being rushed as much as possible. Wood cutters were badly needed also. It was expected that farmers could be persuaded to assist in this work after their spring seeding had been completed.

Both base-metal and gold mine operators were facing an acute shortage of miners and mine helpers.

It was hoped that the production of sawmills would be increased in some areas, in spite of the fact that additional millmen were needed in two or three centres. Textile mills were hampered by a shortage of experienced power sewing machine operators. There was a high labour turnover in one important flax mill, said to be due to inferior working conditions there. In Montreal, there were shortages of skilled tradesmen in many lines and great difficulty was being met with in securing labourers for wartime industries, foundries and steel plants. Labour troubles at a few centres appeared to be interfering with production in several lines. In one such instance, a number of coremakers and moulders were out of work temporarily at an important centre in the Eastern Townships. These men were unwilling to accept positions through clearance in the hope that conditions would be righted and they could return to their former jobs. Labour unrest was appearing also among employees in some shipbuilding yards. Women workers were in demand "almost everywhere" and the supply was quite inadequate. At Quebec city 100 girls quit work in the arsenals rather than accept transference to jobs in an out-of-town wartime plant.

While building construction was not as extensive as during the corresponding period in 1942, the industry was very active in some districts. In the Montreal and Lake St. John areas there were critical shortages of ordinary labourers. Highway construction was being resumed, but no shortages of workers had been reported.

Truckers and maintenance men were needed by the railways, but the supply of workers for steamship navigation appeared to be adequate. Truck drivers and repairmen were in demand throughout the Region.

Qualified stenographers, draughtsmen and help for hotels, restaurants, hospitals and private homes were required at many points, but were not available in sufficient numbers.

Ontario Region

Farmers in many portions of Ontario were almost a month behind with their spring work, due to the excessive rainfall during May. In

other areas, better weather prevailed and good progress was being made with seeding. Men from "Alternative Service Camps" were relieving the farm labour shortage somewhat, though in southwestern Ontario the situation remained rather acute. With the return of better weather conditions, farmers in that section of the province were using tractors for ploughing at nights. Because of the better wages being paid on tobacco farms, many men were leaving wartime industries to take work in the tobacco fields. However, a shortage of fertilizers seemed likely to reduce tobacco planting by about twenty per cent.

River drivers were in considerable demand in northern Ontario, but in the older portions of the province river driving was practically completed and the men who had been engaged in this work were being transferred, chiefly to employment in sawmills. A few men were needed in one or two centres for logging and for cutting cordwood.

There was an acute shortage of mine workers at Timmings and, as a result, the mines there were operating at only sixty per cent of their capacity. Quarry workers were needed for the gypsum mines in the vicinity of Ingersoll.

Butchers and meat packers, bakers and bakers' helpers were in demand at a number of important points in central Ontario. Both male and female workers were required by the textile industry, notably at Stratford, where power sewing machine operators were wanted also, to make gloves and mufflers for wartime contracts. Aircraft plants at Brantford needed skilled and semi-skilled male woodworkers, as well as labourers for their shipping department and women for fitting and sanding work. At other centres in western Ontario, aircraft manufacturers required additional skilled cabinet makers, carpenters and labourers for veneer work. Skilled foundry workers, machinists, lathe operators and welders were in demand. It was proving difficult to supply these. Motor mechanics were needed in Ottawa and very few were available. A beginning was being made in the employment of women for work in the shipyards at Kingston. Women were wanted for machine tool work at Ingersoll, where one plant was planning to operate three eight-hour shifts. Workers were needed urgently by the rubber industry at Kitchener, Toronto and Welland; some of these firms were taking on unskilled workers for training.

Carpenters were wanted for wartime housing construction at Kitchener, plumbers for National Defence projects at Barrie, labourers for sewerage and power development work at Simcoe and St. Catharines and bricklayers

and plasterers for wartime and general construction work at Ottawa.

Freight handlers, brakemen, switchmen and firemen were needed by the railways and truck and transport drivers were required for highway transportation work.

Prairie Region

Although spring seeding was well advanced, wet weather was beginning to retard farming operations on the Prairies. Experienced dairy stockmen and men capable of handling tractors were urgently needed, but with these exceptions the demand for farm workers was becoming less acute.

The labour shortage in the logging and timber industries was showing little improvement, particularly in northwestern Ontario, where both cutters and river drivers were in considerable demand.

The gold mines were badly handicapped by a lack of sufficient labour and some of the mine operators were contemplating the possibility of being forced to close their mines. Base-metal miners and labourers were also needed. Labour shortages in the coal mines were being relieved somewhat by the recent Government regulations with respect to experienced coal miners employed in other industries.

More men and women workers were needed by the meat packing houses, because of increases in the production of hogs. This situation was being relieved to some extent by the employment of farmers who had been granted temporary permits after they had completed their spring seeding. The baking and textile industries required more men, but few were available for this class of work. A number of workers were being transferred to work in the shipyards on the west coast.

In spite of considerable unfavourable weather in some areas, the demand for building construction workers was increasing. Good progress was being made, however, on wartime housing and other national defence projects.

The railways needed firemen, switchmen, maintenance men and men for extra gang labour. Women were being employed as car cleaners at a few points. Truck drivers for handling coal were in much demand.

All types of domestic help were scarce; hospitals and other institutions especially, being seriously handicapped as a result.

Pacific Region

Progress was being made with the Emergency Farm Labour program in British Columbia by the establishment of uniform

rates of pay in some districts. Experienced help was needed for dairy farms. In some portions of the Okanagan area efforts were being made to obtain Japanese for farm work.

There was no appreciable reduction in the demand for manpower in the logging industry. The chief requirements were fallers, buckers and chokermen. Men in the armed forces were not asking for temporary leave in the numbers that were anticipated and loggers were very reluctant to accept employment in the more remote camps, because of deductions from their pay to meet transportation costs. An increasing number of men were needed in the Queen Charlotte Islands to get out spruce logs to be used in the manufacture of airplanes. However, the most serious handicap throughout the region appeared to be the shortage of common labourers.

The need for miners and mine workers for both coal and base-metal mines was increasing, despite some assistance derived from the Regulations requiring experienced coal miners who were otherwise employed to return to the mines.

Special efforts were being made to supply the heavy demand for packing house workers. Although a few sawmills on the lower mainland had increased their production, the overall output in the region was far below normal, due both to log and labour shortages. Many mills were remaining closed and the demand for workers was general in all areas. Grinder room labourers were badly needed for work in the pulp and paper mills. Shipyards were reported to be suffering from severe shortages of men and were losing workers to the armed forces, to other industries such as logging and mining, as well as on the ground of physical disabilities. Although welders, machinists, engine fitters, electricians, painters, shipwrights and other skilled tradesmen were urgently needed, there was an even greater demand for helpers and trainees. Arrangements were being made under the War Emergency Training plan to increase the number of trainees. Efforts were also being made to obtain helpers through clearance. It was feared that the situation might grow more acute as special new undertakings were being put under way in some of the shipyards.

Skilled and semi-skilled tradesmen were required in large numbers in machine and engineering plants engaged in the production of war materials and equipment needed in the production of merchant and naval vessels. These were being sought through clearance and from training schools so that mass production methods could be used in some of the larger plants.

Hotels, restaurants, laundries and dry cleaning establishments were greatly handicapped by the lack of sufficient qualified workers.

The average number of vacancies reported daily by employers to Employment and Selective Service Offices throughout Canada during

The graph displays monthly precipitation data for three years. The solid line with circles represents the actual precipitation, while the dashed line represents the normal average. The y-axis is scaled in inches, ranging from 0 to 140. The x-axis lists the months from January to December for each year.

Year	Month	Actual (inches)	Normal (inches)
1941	JAN	58	60
	FEB	43	48
	MAR	48	52
	APR	50	60
	MAY	68	70
	JUN	68	72
	JUL	68	72
	AUG	70	72
	SEP	70	75
	OCT	68	75
	NOV	62	70
	DEC	65	75
1942	JAN	45	55
	FEB	50	60
	MAR	48	60
	APR	58	75
	MAY	60	92
	JUN	32	52
	JUL	48	85
	AUG	55	88
	SEP	48	108
	OCT	65	108
	NOV	75	90
	DEC	72	100
1943	JAN	65	95
	FEB	70	105
	MAR	70	110
	APR	70	118
	MAY	70	120
	JUN	70	120
	JUL	70	120
	AUG	70	120
	SEP	70	120
	OCT	70	120
	NOV	70	120
	DEC	70	120

the four weeks April 2, to April 29, 1943, was 10,435 in comparison with 9,155 in the preceding five weeks and with 1,742 during the month of April, 1942. The average number of applications for employment received daily during the period under review was 8,957 compared with 8,402 in the previous period and with 2,172 during April a year ago. The average number of placements made daily by the offices during the four weeks ending April 29, was 6,277, of which 6,083 were in regular employment and 194 in work of one week's duration or less, in comparison with a daily average of 5,904 during the previous five weeks. Placements during the month of April, 1942 averaged 1,262 daily, consisting of 883 in regular employment and 379 in casual work.

During the period April 2, to April 29, 1943, the offices referred 205,046 persons to employment and effected a total of 144,373 placements. Of these, the placements in regular employment numbered 139,916, of which 90,985 were of males and 48,931 of females, while placements in casual work totalled 4,457. The number of vacancies reported by employers was 160,489 for males and 79,536 for females, a total of 240,025, while applications for work numbered 206,022, of which 134,941 were from males and 71,081 from females. Reports for the five weeks ending April 1, 1943, showed 274,651 positions offered, 252,039 applications for employment and 177,114 placements effected, while in April, 1942, there were reported 43,534 vacancies, 54,297 applications and 31,529 placements in regular and casual employment. The following table gives the placements effected by the offices each year from January, 1933 to date:—

Year	Placements		
	Regular	Casual	Totals
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943 (17 weeks).....	574,842	21,838	596,680

Nova Scotia and Prince Edward Island

Employment opportunities, as indicated by orders received at Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the four weeks ending April 29, 1943, showed a daily average of 442, compared with 359 in the preceding period and 127 during April of last year. The aver-

age number of placements effected daily was 256 during the period under review, in comparison with 245 in the previous five weeks and 114 in April, 1942. When comparing placements by industrial groups with April of last year, the most important gain was in manufacturing with somewhat smaller increases in trade, transportation and services. The only declines occurred in logging and agriculture and were unimportant. Industrial divisions in which the majority of placements were effected during the four weeks were: manufacturing 1,889; construction 1,425; servicees 1,148; trade 642; transportation 444 and mining 157. There were 4,164 men and 1,623 women placed in regular employment.

New Brunswick

Positions offered through Employment Offices in New Brunswick during the period under review averaged 283 daily, compared with 265 in the preceding five weeks and 49 during April, 1942. There was a daily average of 175 placements in comparison with 171 during the preceding period and 39 in April of last year. Except for a nominal decrease in fishing and hunting, all industrial divisions indicated improvements in placements over April, 1942, the largest increase being in manufacturing with moderate gains in construction, trade, services and transportation. Placements by industrial groups included: manufacturing 1,249; services 811; construction 782; trade 449; transportation 347; logging 159 and mining 148. Regular placements numbered 2,860 of men and 1,024 of women.

Quebec

The demand for workers on a daily average, as indicated by orders listed at Employment Offices in the Province of Quebec during the period ending April 29, showed a decrease when compared with the five weeks ending April 1, but an increase over April of last year, the daily average being 2,929 during the four weeks under review, 2,956 in the preceding period and 302 in April, 1942. There was a daily average of 1,547 placements compared with 1,484 during the preceding five weeks and 173 in April of last year. The outstanding gain in placements from April, 1942, was due to a marked increase in manufacturing, although services, construction, trade, transportation and logging were considerably higher. In addition, more moderate advances were reported in mining and finance. Placements by industrial divisions included: manufacturing 20,016; services 4,575; construction 4,440; trade 2,603; transportation 1,619 and logging 1,248. Placements in regular employment numbered 23,695 of men and 11,612 of women.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS APRIL 2ND TO
APRIL 29TH, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	382	202	606	478	322	1	428
Charlottetown.....	210	110	398	196	179	1	291
Summerside.....	172	92	208	282	143		137
Nova Scotia	9,780	8,367	7,296	7,462	5,465	97	2,816
Amherst.....	150	60	176	203	179		85
Bridgewater.....	206	504	109	99	85		31
Digby.....	872	387	176	177	191		27
Halifax.....	4,628	4,021	2,898	3,288	2,278		1,112
Inverness.....	20	6	17	22	24		61
Kentville.....	284	368	211	171	124	8	98
Liverpool.....	27	382	75	76	47		57
New Glasgow.....	1,165	715	1,164	1,177	862	28	382
Springhill.....	145	80	95	86	84		0
Sydney.....	1,148	1,191	1,706	1,513	1,058	20	833
Truro.....	727	607	245	266	162	1	91
Yarmouth.....	408	46	424	384	371		39
New Brunswick	6,503	4,379	6,012	5,299	3,884	140	2,291
Bathurst.....	54	41	278	209	186		72
Campbellton.....	1,038	989	568	372	260	44	377
Edmundston.....	67	49	200	90	79	1	123
Fredericton.....	239	85	284	307	213		71
Minto.....	187	194	264	324	261		5
Moncton.....	1,452	683	1,778	1,490	1,142	57	820
Newcastle.....	193	90	137	105	103		24
Saint John.....	2,910	1,956	2,129	2,055	1,383	33	624
St. Stephen.....	300	188	315	315	235	0	112
Woodstock.....	63	104	59	32	22		63
Quebec	67,356	74,342	58,449	55,791	35,307	263	27,457
Acton Vale.....	141	74	109	146	78		28
Asbestos.....	155	79	113	82	46	36	95
Baie St. Paul.....	232	210	264	159	98		75
Beauharnois.....	499	136	326	332	292		46
Buckingham.....	51	19	231	87	87		128
Campbell's Bay.....	28	657	174	173	163		24
Causapscal.....		2	77	66	66		0
Chandler.....	910	513	723	731	731		14
Chicoutimi.....	2,007	1,567	1,322	1,212	897	1	382
Coaticook.....	130	36	100	130	110		36
Cowansville.....	72	34	79	63	63		26
Dolbeau.....	141	51	112	109	43		48
Drummondville.....	197	5	349	375	254		691
East Angus.....	20	2	41	23	23		27
Farnham.....	502	498	170	161	114		63
Granby.....	380	176	265	326	218		63
Hull.....	484	135	1,324	490	485		572
Joliette.....	223	147	177	138	129		29
Jonquiere.....	451	172	1,074	1,127	808		206
Lachine.....	1,316	901	1,248	1,203	896	13	587
Lachute.....	510	310	468	466	303		257
La Tuque.....	155	29	273	265	205		59
Levis.....	512	98	791	461	405		423
Longueuil.....	551	196	551	715	405		196
Louiseville.....	91	33	189	92	103		70
Magog.....	83	7	170	76	76		85
Matane.....	2,826	1,997	430	371	371		55
Megantic.....	237	136	220	213	144		59
Mont Laurier.....	547	453	84	13	60		6
Montmagny.....	79	30	108	128	54		46
Montreal.....	34,143	49,051	26,480	29,569	15,471	84	13,025
Nicolet.....	3	0	7	7	7		0
Plessisville.....	48	50	117	85	30		71
Pointe aux Trembles.....	1,002	792	819	632	632		263
Port Alfred.....	160	162	338	359	206		86
Quebec.....	4,976	4,155	6,555	4,660	3,096	42	2,691
Richmond.....	101	93	122	77	77		42
Rimouski.....	1,061	1,211	389	371	362		110
Riviere du Loup.....	594	217	428	329	329		79
Roberval.....	360	319	166	241	77		103
Rouyn.....	644	1,406	605	391	353		244
Ste. Agathe.....	67	101	46	14	11		72
Ste. Anne de Bellevue.....	282	0	327	327	327		0
St. Hyacinthe.....	837	334	585	508	463	7	186
St. Jean.....	393	106	537	398	305		190
St. Jerome.....	264	137	377	220	220		86
St. Joseph d'Alma.....	405	165	483	451	303		136
Ste. Therese.....	624	556	330	241	194		97

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS APRIL 2ND, TO
APRIL 29TH, 1943—Cont.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Cont.)							
Shawinigan Falls	835	223	1,011	1,334	688		648
Sherbrooke	869	172	1,032	954	660	79	353
Sorel	871	185	1,180	811	811		221
Thetford Mines	156	109	385	187	141		135
Three Rivers	622	231	1,580	765	614		1,010
Val d'Or	154	996	203	198	150		63
Valleyfield	1,232	849	793	742	510		169
Verdun	3,262	3,723	1,690	1,307	1,307		2,827
Victoriaville	361	296	302	380	236	1	134
Ontario	95,389	76,691	78,725	83,902	56,931	1,274	24,676
Arnprior	302	210	204	192	143		84
Barrie	443	320	391	507	263	3	139
Belleville	809	637	568	614	423		120
Bracebridge	180	134	217	223	187		69
Brampton	343	396	289	350	243		105
Brantford	1,758	1,950	1,384	1,423	1,010	8	404
Brockville	360	221	423	511	284	10	308
Carleton Place	105	59	93	99	76		13
Chatham	852	476	862	818	542	36	384
Cobourg	117	59	125	117	88	1	37
Collingwood	331	437	301	279	243		72
Cornwall	987	311	1,102	870	811	43	265
Dunnville	61	81	98	94	51		5
Fergus	65	36	101	84	77	4	12
Fort Erie	522	692	273	387	242		80
Fort Frances	493	318	318	222	222		145
Fort William	3,924	3,367	1,641	1,672	1,189	36	662
Galt	615	805	462	549	398	2	89
Gananoque	47	7	49	57	54		6
Goderich	136	23	212	134	156		54
Guelph	711	650	550	543	438		72
Hamilton	7,326	5,054	5,208	6,527	4,569	41	695
Hawkesbury	150	70	298	298	237		46
Ingersoll	168	275	181	182	134		46
Kapuskasing	755	722	675	675	572		89
Kenora	66	592	111	127	59		30
Kingston	1,277	1,086	1,037	1,628	668	14	416
Kirkland Lake	594	248	937	642	608	3	263
Kitchener-Waterloo	1,140	871	923	1,086	886	9	83
Leamington	152	157	216	181	125		175
Lindsay	186	96	179	208	155		50
Listowel	112	84	114	131	108		4
London	2,646	2,482	2,665	2,927	1,716	209	748
Midland	768	463	842	816	664	1	216
Napanee	249	169	154	182	112	4	30
Newmarket	68	88	113	76	53		17
New Toronto	1,814	1,900	1,182	1,374	824		546
Niagara Falls	781	553	925	920	642	17	209
North Bay	1,051	654	1,146	923	814	66	595
Orangeville	124	78	69	100	70		10
Orillia	437	414	364	474	248		141
Oshawa	1,265	982	1,663	1,122	952	17	781
Ottawa	5,561	3,366	5,161	5,072	3,198	85	905
Owen Sound	528	270	679	619	493	18	331
Paris	37	61	47	47	34		19
Perry Sound	118	13	342	327	260		29
Pembroke	654	415	687	513	268	5	244
Perth	190	113	146	146	123	2	55
Peterborough	961	838	735	685	572		231
Pictou	180	113	133	179	130	38	66
Port Arthur	3,130	2,263	1,738	1,899	1,067	1	417
Port Colborne	296	76	478	368	329		19
Port Hope	138	116	133	127	76	1	62
Prescott	163	109	126	130	115		30
Renfrew	151	218	157	217	116		252
St. Catharines	1,419	919	1,510	2,011	1,250	3	587
St. Thomas	643	400	601	557	428	16	168
Sarnia	1,360	2,245	2,128	1,670	1,415	1	479
Sault Ste. Marie	2,552	2,189	965	818	728	7	156
Simcoe	311	173	385	427	215	1	126
Smiths Falls	135	21	207	152	152		81
Stratford	481	407	549	486	362	63	122
Sturgeon Falls	99	39	245	331	143		86
Sudbury	1,039	490	1,891	1,636	1,188	65	583
Timmins	836	2,209	1,488	1,137	968	26	886
Toronto	32,034	24,882	22,987	26,948	17,063	339	8,508
Trenton	301	241	264	360	244		48
Walkerton	214	157	213	190	154		62
Wallaceburg	459	304	305	152	216		100
Welland	1,164	1,302	1,080	1,135	718		294
Weston	1,020	864	566	788	458		168
Windsor	4,404	3,296	3,729	3,953	2,768	77	1,106
Woodstock	521	355	395	478	324	1	51

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS APRIL 2ND, TO
APRIL 29TH, 1943—Cont.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Manitoba	12,210	4,990	13,058	13,016	8,749	782	5,118
Brandon.....	674	545	545	605	384	.....	165
Dauphin.....	163	112	261	166	146	.....	99
Flin Flon.....	210	189	117	115	97	8	27
Portage la Prairie.....	226	123	275	189	143	8	102
Selkirk.....	121	30	137	170	119	2	26
The Pas.....	293	183	270	260	223	.....	76
Winnipeg.....	10,523	3,808	11,453	11,511	7,637	764	4,623
Saskatchewan	7,241	4,362	7,081	6,377	4,150	350	2,661
Estevan.....	261	201	81	85	59	.....	33
Moose Jaw.....	966	661	908	861	571	33	324
North Battleford.....	292	165	186	185	117	.....	55
Prince Albert.....	700	406	697	591	385	14	311
Regina.....	2,136	895	2,359	2,078	1,443	163	780
Saskatoon.....	2,283	1,601	2,180	2,137	1,156	134	727
Swift Current.....	194	155	148	120	120	.....	14
Weyburn.....	180	117	174	146	140	5	47
Yorkton.....	229	161	348	174	159	1	370
Alberta	12,138	6,710	10,928	11,273	7,511	724	3,356
Blairmore.....	158	192	115	104	96	.....	16
Calgary.....	3,621	1,375	3,941	3,879	2,513	272	1,161
Drumheller.....	249	219	127	116	96	.....	85
Edmonton.....	6,746	3,761	5,618	6,055	3,899	449	1,807
Edson.....	137	193	51	50	50	.....	0
Lethbridge.....	628	472	609	647	459	1	178
Medicine Hat.....	455	322	373	330	307	2	95
Red Deer.....	144	176	94	92	91	.....	14
British Columbia	29,026	17,580	23,867	21,448	17,597	826	7,926
Courtney.....	147	50	191	130	129	.....	40
Cranbrook.....	246	356	187	172	149	.....	133
Dawson Creek.....	480	714	300	300	300	.....	0
Duncan.....	260	262	175	93	93	.....	93
Kamloops.....	371	267	269	178	178	.....	98
Kelowna.....	333	190	226	296	177	11	87
Nanaimo.....	299	114	313	381	254	10	114
Nelson.....	259	262	302	269	269	.....	137
New Westminster.....	1,259	294	1,661	1,577	1,233	37	935
Penticton.....	96	17	120	92	76	16	27
Port Alberni.....	683	436	229	198	195	1	74
Prince George.....	902	1,010	762	751	702	2	58
Prince Rupert.....	2,013	1,170	1,111	1,087	959	.....	132
Princeton.....	147	230	144	106	85	.....	10
Trail.....	316	293	366	355	259	0	592
Vancouver.....	18,358	10,202	14,789	13,188	10,676	573	4,395
Vernon.....	377	266	374	345	327	20	100
Victoria.....	2,360	1,431	2,267	1,644	1,462	147	865
White Horse.....	120	36	81	286	74	.....	36
Canada	240,025	197,623	206,022	205,046	139,916	4,457	76,729
Men.....	160,489	139,764	134,941	131,500	90,985	1,221	48,543
Women.....	79,536	57,859	71,081	73,546	48,931	3,236	28,186

Ontario

There was an increase in the average number of positions available daily at Employment Offices in Ontario during the four weeks ending April 29, there being 4,147 compared with 3,411 in the preceding five weeks and 703 in April, 1942. During the period under review, the average number of placements registered daily was 2,531, in comparison with 2,439 during the period ending April 1, and 556 in April of last year. The substantial gain in manufacturing was mainly responsible for the increase in placements over April, 1942, although services, trade, transportation and construction recorded noteworthy ad-

vances, with improvement of smaller proportions in finance, mining, logging and agriculture. Industrial divisions in which most of the placements were effected included: manufacturing 28,513; services 9,884; trade 5,862; transportation 5,122; construction 4,744; logging 1,512; mining 866; finance 772 and agriculture 697. During the four weeks ending April 29th, there were 35,728 men and 21,203 women placed in regular employment.

Manitoba

Orders received at Employment Offices in Manitoba during the period ending April 29, called for an average of 531 workers daily

compared with 384 in the preceding period and 133 during April, 1942. Placements showed a higher average during the four weeks under review, there being 414 daily in comparison with 307 in the preceding five weeks and with 102 in April of last year. Placements in logging and agriculture reported moderate declines when compared with April, 1942, but these losses were more than offset by gains in all other groups; the most important of which were in manufacturing services and trade, with smaller increases in construction and transportation. Placements by industrial divisions included: manufacturing 2,920; services 2,572; trade 1,610; construction 1,109; transportation 816 and logging 133. Placements in regular employment numbered 5,197 of men and 3,552 of women.

Saskatchewan

During the four weeks ending April 29, 1943, the daily average of positions offered through Employment Offices in Saskatchewan was 315, compared with 196 in the preceding five weeks and 75 in April of last year. The average number of placements effected daily was 196 during the period under review, in comparison with 150 in the preceding period and 57 during April 1942. With the exception of a small loss in agriculture, all industrial groups indicated improvement in placements over April of last year, the largest increases being in services, trade and manufacturing, with smaller gains in transportation and construction. Industries in which employment was found for more than 100 workers included: services 1,660; trade 944; manufacturing 682; transportation 432; agriculture 314 and construction 311. There were 2,400 men and 1,750 women placed in regular employment.

Alberta

Orders listed at Employment Offices in Alberta during the period under review, called for a daily average of 528 workers compared with 431 during the period ending April 1, and 115 in April of last year. An increase was reported in placements during the four weeks under review, the daily average being 358 compared with 321 in the previous period and 93 in April 1942. Fairly large increases in services and trade with smaller advances in transportation, manufacturing and construction accounted for the improvement in placement over April of last year, while small losses only were recorded in logging, fishing and hunting. Placements by industrial divisions were: services 2,282; trade 1,307; manufacturing 1,222; construction, 1,150; transportation 1,057; agriculture 756 and mining 259. Regular placements numbered 4,825 of men and 2,686 of women.

British Columbia

Opportunities for employment, through Offices in British Columbia during the period ending April 29, numbered 1,262 daily compared with 1,153 in the preceding period and 237 in April, 1942. During the period under review, the average number of placements registered daily was 801, in comparison with 788 in the preceding five weeks and 128 in April of last year. All industrial divisions recorded improvement in placements over April, 1942, the most pronounced being in manufacturing, although services, construction, trade, logging and transportation were much higher. Industrial groups in which most of the placements were effected during the four weeks under review, were: manufacturing 6,850; services 3,377; construction 2,584; trade 1,786; logging 1,589; transportation 1,300 and mining 387. There were 12,116 men and 5,481 women placed in regular employment.

Unemployment in Trade Unions at the Close of April, 1943

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are engaged at work outside their own trades are not considered as unemployed. As the number of unions making returns varies from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

Returns were tabulated at the close of April from 2,258 labour organizations having a combined membership of 423,590 persons. Of

these 4,268, or a percentage of 1.0 were without work, in comparison with percentages of 1.3 in March and 3.3 in April a year ago. The slightly higher employment level prevailing in April was due principally to the noteworthy employment expansion for union members in the building and construction trades. As will be seen in table II, the unemployment percentage for these members declined from 9.0 to 5.1; this increase in available work at this time was due largely to seasonal influences. Among transportation workers, also the unemployment percentage of .9 was slightly lower, thus indicating a minor betterment.

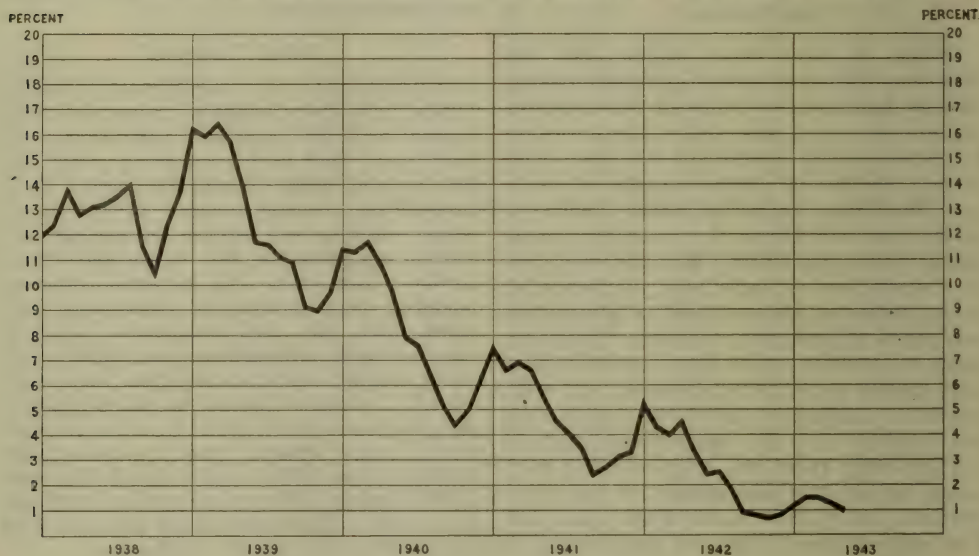
On the other hand, these employment advances were offset to some extent by the slight decline in work afforded union members in the manufacturing industries; in these the unemployment percentage was .5, as compared with .3 in March. Among those organizations, in which the memberships were comparatively small, non-metallic mineral workers also indicated a rather appreciable contraction in available work, as the unemployment percentage among these members was up from .4 to 3.7. The Dominion unemployment percentage for April of 1.0, was the lowest for any corresponding month in the trade union records, and the lowest for any month since November, 1942.

In table I the unemployment percentage is shown for each province. At the close of

degree in Nova Scotia, Quebec, Saskatchewan and British Columbia; in New Brunswick a minor improvement only was indicated.

A separate compilation is made each month of unemployment among trade unions in the largest city in each province, with the exception of Prince Edward Island. The percentages of union members shown as without work at the close of April ranged from .3 in Edmonton to 1.6 in Winnipeg. Every city under survey with the exceptions of Montreal, Winnipeg, and Regina, in which the percentages of unemployed members were 1.4, 1.6 and 1.3, respectively, indicated that less than one per cent was unemployed. In comparison with the situation at the end of March, conditions in Montreal reflected a fair expansion in available work, as the unemployment percentage

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



April these percentages ranged from .3 in Nova Scotia to 1.6 in Quebec. New Brunswick, Quebec and Manitoba were the only provinces to show more than one per cent of unemployment. As compared with March, slightly higher employment levels were reflected in reports received from Nova Scotia, Quebec, Ontario, Saskatchewan, and Alberta unions; in British Columbia the percentage of those without work remained unchanged at .4. Slight employment recessions, only, were observed in New Brunswick and Manitoba, although, as will be seen in the table, employment levels in each case, remained high. In comparison with conditions at the end of April, 1942, impressive expansions in available work were apparent in Alberta, Manitoba and Ontario, and to a somewhat lesser

declined from 2.3 to 1.4. The percentages of union members reported as without work in Halifax, Saint John, Toronto, Edmonton and Vancouver, were respectively, .7, .9, .8, .3 and .4. Each of these was slightly lower than the corresponding percentage for March, thus manifesting minor employment increases. Winnipeg and Regina recorded percentages of 1.6 and 1.3 respectively; these were slightly higher, thus reflecting a somewhat lower employment level. In comparison with April, 1942, Toronto, Winnipeg, Regina and Edmonton recorded the greatest employment expansions; the percentages of those without work in these cities at that date, were, respectively 4.1, 4.4, 4.7 and 6.4. Vancouver union members had an unemployment percentage of 1.7 in April a year ago, and of .4 in the period

under review, thus reflecting also considerably improved conditions. Halifax and Montreal indicated moderate employment increases, while in Saint John, the percentage of those without work was .9, as compared with 1.0 per cent in April, 1942.

The accompanying chart shows the trend of unemployment from January 1938, to date. The level of the curve in April continued in a downward direction as conditions improved slightly over March. The point of the curve was at a considerably lower level than in April, a year ago, thus indicating a substantial employment expansion.

For the manufacturing industries 793 reports were tabulated. The total membership reported was 238,275 persons of whom 1,247, or a percentage of .5 were unemployed, as compared with .3 in March and 2.4 in April, a year ago. In comparison with the preceding month, employment for union members in the printing and publishing trades was slightly higher, as the percentage of these without work declined from 1.0 to .8. Minor improvements were observed, likewise, among unions with smaller memberships, such as leather and unclassified manufacturing members, as the unemployment percentages for these workers declined to 5.6 and 3.8, respectively. There were slight employment increases, likewise, for bakers and confectioners, electric current employees, etc., fur workers and metal polishers, etc.; little or no unemployment was apparent among these latter groups. Among hat, cap and glove workers the percentage of those without work remained unchanged at .1. Among those unions in which the memberships were reported to be fully employed at both dates were soft drink workers, cigar and tobacco workers, textile and carpet workers, butchers, meat and fish packers, rubber workers, jewellery, aluminum, clay, glass and stone, mineral products and chemical workers. An appreciable reduction in available work was reflected among woodworkers, as the percentage of unemployed members was up from full employment to 2.8. Some retarded activity was evident among papermakers, although the unemployment percentage remained low at .6. A slight increase in unemployment was observed for union members in the iron and steel trades, as the percentage of unemployed members was .2 as compared with .1. A moderate decline in work afforded was in evidence in the garment trades. Reports received from these unions showed that 1.1 per cent of the members were unemployed, in comparison with .3 in March. Reports tabulated for the garment trades include unions of both men's and women's clothing workers. As compared with April, 1942, union members in the iron and steel trades were much better

employed as the percentage of those out of work at that date was 3.0. Among unclassified manufacturing workers and fur workers noteworthy employment expansions were apparent, as the percentages of those without work declined from 21.0 to 3.8 and from 10.6 to .2, respectively. These groups have much smaller memberships, however, and consequently the number of workers involved in these changes was not especially large. Among the organizations in which full employment was indicated at both dates, were soft drink workers, cigar and tobacco workers, electric current employees, etc., textile and carpet workers, butchers, meat and fish packers, rubber, jewellery and mineral product workers.

Returns were tabulated from 58 unions of coal miners, whose total membership was 20,292 persons. Of these, 21, or a percentage of .1 were without work; this percentage remained unchanged from March, while the unemployment percentage for April, a year ago, was 5.0. In comparison with the situation in the previous month, very slight betterment was observed in Alberta, as the percentage of those out of work declined from .4

TABLE 1.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	6.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	3.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
April 1932.....	8.8	16.0	28.1	24.0	21.9	16.9	26.1	21.5	23.0
April 1933.....	21.3	15.1	25.7	26.5	20.9	17.5	22.1	22.6	24.5
April 1934.....	10.9	9.6	22.3	18.6	19.5	15.6	22.4	19.2	19.1
April 1935.....	5.2	13.1	20.7	16.6	14.5	9.8	20.8	19.7	17.0
April 1936.....	3.8	8.0	21.2	13.2	11.8	10.2	18.0	12.5	15.1
April 1937.....	3.2	5.5	15.6	8.6	8.4	10.0	16.4	7.4	11.1
April 1938.....	3.0	9.2	14.5	13.6	9.1	11.8	18.1	15.6	13.1
April 1939.....	8.2	12.0	15.6	13.7	12.5	13.0	17.4	12.9	13.9
April 1940.....	4.0	4.1	12.3	8.2	8.3	8.3	16.5	8.8	9.6
April 1941.....	3.2	2.5	8.0	3.1	4.4	3.3	12.6	5.7	5.5
April 1942.....	1.9	1.6	3.0	4.0	4.0	2.1	6.1	1.4	3.3
May 1942.....	1.6	1.6	2.8	2.5	2.7	1.2	4.5	1.1	2.4
June 1942.....	1.3	4.7	4.6	1.6	1.1	.9	2.6	.9	2.5
July 1942.....	.8	1.0	3.8	.9	2.2	.8	1.3	.3	1.8
Aug. 1942.....	.4	2.3	1.4	.7	1.6	.8	.8	.2	.9
Sept. 1942.....	.8	1.1	1.3	.5	.5	.9	.9	.3	.8
Oct. 1942.....	.7	1.2	1.2	.5	.4	.5	.9	.2	.7
Nov. 1942.....	.7	1.5	1.1	.5	1.0	.6	1.3	.4	.8
Dec. 1942.....	.3	2.4	1.6	1.0	2.6	1.1	1.7	.6	1.2
Jan. 1943.....	.4	2.3	2.1	.8	2.7	.9	1.4	1.6	1.5
Feb. 1943.....	.5	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
March 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
April 1943.....	.3	1.3	1.6	.6	1.3	.9	.8	.4	1.0

to .3. In Nova Scotia no unemployment was reported as compared with a very small percentage in March, while full employment was recorded in New Brunswick and British Columbia at both dates. In comparison with April, a year ago, Alberta unions manifested an impressive employment expansion, as the percentage of those without work at that time was 13.3. Better conditions prevailed also, in Nova Scotia, where the unemployment percentage in April, 1942, was 2.3. In British Columbia there was a very slight improvement, only while in New Brunswick no unemployment was reported at either date.

Returns were received from 7 unions of non-metallic mineral workers having a combined membership of 3,578 persons, of whom 131, or a percentage of 3.7 were unemployed, in comparison with percentages of .4 in March and 5.9 in April, a year ago.

Unions in the building and construction trades returned 198 reports with an aggregate membership of 33,517 persons, of whom 1,721 or a percentage of 5.1 were without work as compared with percentages of 9.0 in March and 12.5 in April, 1942. In comparison with the previous month, bricklayers, masons and plasterers and carpenters and joiners, in which trades the unemployment percentages declined to 12.8 and 5.7 respectively, reflected noteworthy employment advances. Among bridge and structural iron workers and painters, decorators and paperhangers, there were appreciable increases in available work; very little unemployment was observed in these trades. Among hod carriers and unclassified building workers the unemployment percentage was 4.5; this was moderately lower, thus reflecting a fair employment expansion. The percentages of members without work among steam shovel men, granite and stone cutters, electrical workers and plumbers and steamfitters were respectively, 9.0, 6.4, .1 and 2.5; these were slightly higher, which was indicative of minor employment contractions. Among wood, wire and metal lathers the membership is very small; and, as in March no unemployment was apparent. As compared with conditions in April, 1942, bricklayers, masons and plasterers, and carpenters and joiners registered impressive gains in available work as the unemployment percentages in these trades at that date, were 30.7 and 13.7 respectively. Among organizations with smaller memberships, granite and stonecutters were much better employed; the unemployment percentage declined from 20.8 to 6.4. Among plumbers, steamfitters, hod carriers and unclassified building workers, likewise, employment levels were considerably higher.

In the transportation industries 881 reports were tabulated. The total reporting membership was 83,686, persons. Of these, 763, or a percentage of .9 were unemployed, in comparison with percentages of 1.1 in the preceding month and 1.5 in April, 1942. In comparison with March, the employment level in the steam railway division, which includes over 79 per cent of the entire group membership, was slightly higher, as the percentage of those out of work declined from 1.2 to 1.0. Among navigation workers the unemployment percentage of 4.9 was slightly lower, thus, reflecting a minor betterment. The unemployment percentages among street and electric railway employees and teamsters and chauffeurs remained unchanged. As compared with the situation in April, a year ago, the employment trend for steam railway employees, as in the previous comparison was slightly upward. For navigation workers there was a moderate increase in work, as the unemployment percentage declined from 7.4 to 4.9. For street and electric railway employees conditions were very slightly improved, while on the other hand, among teamsters and chauffeurs there was a slight increase in the unemployment percentage from full employment to .6.

For the retail and wholesale trades reports were received from 10 unions, of which the combined membership was 2,280 persons. As in the preceding month and in April, a year ago, no unemployment was noted.

From unions of civic employees there were 107 reports tabulated. These embraced a membership of 11,128 persons. Of these 13, or a percentage of .1 were unemployed. This percentage remained unchanged from the previous month, and was identical also, with that of April, 1942.

In the miscellaneous group of occupations returns were received from 140 unions having a total membership of 12,331 persons. Of these 208, or a percentage of 1.7 were without work. In March 1.6 per cent were unemployed and in April, a year ago, 1.1 per cent. A comparison of the previous month, showed conditions among theatre and stage employees, barbers and unclassified workers to be slightly improved; the unemployment percentages for these members were 2.7, .5 and .3 respectively. The percentages of those without work among hotel and restaurant employees and stationary engineers and firemen were 4.1 and 1.2, respectively, these were slightly higher, thus denoting fair employment recessions. As compared with conditions in April, a year ago, employment for stationary engineers and firemen was very slightly improved. Among theatre and stage employees, the percentage of unemployed members remained unchanged at

2.7 while on the other hand, fractional increases in the unemployment percentages were observed for barbers and unclassified workers.

Reports were tabulated from 2 unions of fishermen. These combined 2,775 persons, all of whom were working. The unemployment percentage for March was .7 and for April, a year ago, it was 12.5.

Returns were received from 4 unions of lumber workers and loggers, whose total membership was 4,445 persons. As in the previous

month, these workers did not report any unemployment; in April, 1942, the unemployment percentage was 3.7.

Table I shows by provinces the average percentage of union members who were unemployed each year from 1932 to 1942, inclusive, and also, the percentage of unemployment for April of each year from 1932 to 1941, inclusive and from April, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in table I.

Employment Trends in the United States

ACCORDING to an official report issued by the United States Department of Labour, the total number of employees in non-agricultural establishments in March 1943 was 38,146,000—2,735,000 more than in March 1942. The gain over the preceding month, 188,000, is the smallest February to March increase since 1938, reflecting the high level which employment has reached. More than 100,000 workers were added to manufacturing during the month, which brought the total of wage and salary workers in this industry division to its highest point—15,957,000 workers.

The largest employment increase over the year was in manufacturing, 2,098,000. In spite of an increase of 41,000 in trade between February and March 1943, employment in this industry division was 379,000 below that of March 1942.

Industrial and Business Employment

The number of wage earners in all manufacturing was 13,700,000, which represents a gain of 16 per cent since March 1942. The gain over the month of 91,000 wage earners was the result of an increase of 101,000 wage earners in the durable-goods industries and a decline of 10,000 wage earners in the non-durable.

The transportation equipment group, which covers aircraft, shipbuilding, railroad equipment, and some ordnance items, again led the other groups in monthly and yearly increases—51,000 and 1,038,000 wage earners, respectively. Iron and steel, electrical machinery,

machinery, and automobiles each employed about 14,000 more wage earners than in February.

Employment in bituminous-coal mining continued to decline, reaching a level more than 1 per cent below February 1943 and almost 10 per cent below March 1942. The anthracite mining industry employed 7 per cent fewer wage earners in March 1943 than in March 1942. However, the working time per week was sufficiently large to cause an increase of 11 per cent in total working hours over March of last year.

Public Employment

Federal employment rose 58,000 in March 1943 to a total of 3,035,000. War agencies increased employment by 53,100 while other agencies added 4,900. The gain was entirely outside the Washington, D.C., metropolitan area; employment inside the area showed a slight decline.

During the year March 1942 to March 1943, war-agency employment showed a rise of 1,148,000, as compared with a rise in total Federal employment of 1,105,000.

Unemployment statistics for Great Britain are now being compiled and published only at quarterly intervals, according to a statement in the British House of Commons made by the Minister of Labour and National Service (L.G., May, 1943, p. 680). The figures most recently received were published in the LABOUR GAZETTE for April, page 523.

Legislative Proposals of Labour Organizations

PROPOSALS for legislation were submitted recently to the Governments of Alberta, Manitoba and New Brunswick by various labour organizations. In all three provinces, legislation was requested which would provide for compulsory recognition of trade unions and collective bargaining. In both Manitoba and New Brunswick the Government was urged to introduce an Apprenticeship Bill. Suggestions for reconstruction in the post-war period were also included in the briefs. Both the Alberta

and Manitoba delegations urged the enactment of provincial health-insurance legislation and all three recommended the development of a low-cost housing scheme. Legislative proposals of labour organizations to the Governments of British Columbia, Nova Scotia, Ontario and Quebec were summarized in the *LABOUR GAZETTE* for February and May, pp. 262, 683; and proposals to the Dominion Government in the March issue, p. 376.

Alberta

In addition to recommendations concerning collective bargaining and health insurance, the Alberta Federation of Labour asked that the principle of labour representation on Government boards should be further applied to include such bodies as the Board of Industrial Relations and the Civil Service Commission. It suggested that a retirement scheme should be incorporated in the Old Age Pensions Act to benefit all persons withdrawing from industry at 60 or over, and urged more generous treatment of the aged in the province.

As regards the Minimum Wage Act the delegation recommended that minimum rates should be increased at least 20 per cent because both the cost of living and the productivity of women workers had increased in the last few years. It also urged that the Act should be amended to bring within its scope many workers not at present protected. The principle of equal pay for equal work should be incorporated in the Act. The Board

of Industrial Relations was requested to make a survey of minimum wages in the province.

Attention was called to the need for maintaining the health of workers by providing more facilities for recreation and ensuring freedom for relaxation on their day off whether or not it fell on Sunday. The Government was urged to provide cod liver oil at cost to offset the effects of rationing essential foods such as butter. A survey of mental hospital facilities in the province was suggested to determine the need for expansion.

The delegation commended the appointment of the provincial Post-War Research Advisory Council and offered to co-operate in any way desired.

Protest was voiced at the new definition of "contractor" proposed for the Canadian Electrical Code on the ground that it would not make electrical installations safer, and more rigid inspection of electrical work was urged.

Manitoba

In Manitoba proposals were presented jointly to the Government by the provincial Executive Council of the Trades and Labour Congress of Canada and representatives of the Railway Transportation Brotherhoods. Besides recommending legislation providing for compulsory collective bargaining and health insurance, considerable attention was given to the subjects of post-war reconstruction and the competition between railways and motor transport.

Representation of labour on all Government boards and commissions was requested and in particular on the Advisory Board on Technical Training connected with the recently established Provincial Technical Training School. It was suggested that employers should be required to file an annual return with the Department of Labour showing the number of persons employed for more than 48 hours a week and for less than 48 hours,

so that a picture of employment could be obtained. The long hours being worked in many industries were protested, particularly in view of the unemployment still existing in Manitoba. Transfer of accident-prevention work from the Department of Labour to the Workmen's Compensation Board was urged. The delegation also asked that wages and conditions in hospitals should be improved and that night work in bakeries be abolished.

Payment was advocated of a cost-of-living bonus to persons being paid the minimum rates of wages fixed under provincial legislation and it was recommended that the Regional War Labour Board should permit increases in provincial minimum rates. The delegation requested that the present provincial minimum rate of 25 cents an hour should be raised to 40 cents or at least to the 35 cents for men and 25 cents for women over 18 established by the Dominion for

persons on federal Government contracts. Strict enforcement of minimum wage orders was recommended. Although the wage tax had not been deducted since July, 1941, under the Taxation Suspension Act, the delegation requested repeal of the provisions in the provincial Income Taxation Act authorizing it. The Department of Labour was asked to call a conference of representatives of the building industry to work out a system for registering contractors to facilitate enforcement of the Fair Wage Act.

Amendments recommended in the Old Age Pensions Act would raise the annual pension from \$240 to \$360, lower the pensionable age from 70 to 60, reduce the residence qualification in Canada from 20 to 15 years and prohibit deductions on account of incomes under \$500 instead of \$125 as at present. The Child Welfare Act should be amended to provide allowances for widows without children and for widows with one child and to allow widows to augment their allowances by homework or by renting rooms.

The delegation considered that mass unemployment and depression could be avoided after the war by a program of Government-sponsored projects. It suggested that members of the Armed Forces should be kept on Government pay-rolls until they secured permanent employment. Among post-war projects proposed by the delegation were slum clearance, farm modernization, hydro-electric development, reforestation, highway building, water conservation, etc. Workers engaged on construction work connected with such projects should be paid the rates fixed under the

Fair Wage Act and only bona fide skilled tradesmen should be employed. The introduction of a six-hour day, five-day week and two weeks' holiday with pay was proposed as a post-war measure. The school-leaving age, now 14, should be raised by a year or two, free school books provided and the Provincial Government should co-operate with the Dominion in developing a uniform national system of education.

While recognizing the value of vocational education, the delegation emphasized its belief in apprenticeship and asked for an Apprenticeship Act modelled on the Ontario one and for a preliminary conference to study the question.

Protest was voiced at the Public Officers Disqualification Act which prevents persons convicted or detained under the Defence of Canada Regulations from holding public office.

The representatives of the Railway Transportation Brotherhoods asked for closer regulation of highway traffic to eliminate unfair competition with the railways. Attention was drawn to the fact that the higher-rated freight was being carried by trucks while the railways handled the lower-rated basic commodities on which there was much less profit. They recommended higher licence fees for trucks and buses and more rigid safety laws. The use of trailers should be banned or carefully regulated and trucks should not be allowed to operate on Sundays when highways are crowded. Unnecessary duplication of bus and truck service in areas adequately served by railways should be prevented.

New Brunswick

On February 24, the New Brunswick Federation of Labour and the Joint Provincial Legislative Committee of the Railway Transportation Brotherhoods submitted a joint brief of recommended legislation to the Government of New Brunswick. Major requests were for the establishment of a Provincial Department of Labour and for labour representation on all public boards and commissions, particularly on any bodies connected with post-war activities.

Amendments in the Labour and Industrial Relations Act were requested to make collective bargaining compulsory, and to bring Crown employees under the Act. The delegation asked that the Industrial Standards Act should be extended to work done by or for the Government or a municipality and that an inspector should be appointed to enforce the Act.

Immediate proclamation of the Factories Act, 1937, was urged and it was suggested that

provisions should be added requiring the payment of time-and-one-half for all hours worked in excess of eight a day and the payment of equal rates to women doing the same work as men. The establishment of three grades of licences for stationary engineers was recommended as well as the licensing of hoisting and traction engineers and firemen.

The Factories Act and School Attendance Act should be amended to prohibit the employment of children under 16. The provision of free school books and of physical culture in all schools was urged. The Government was also requested to pass an Apprenticeship Act.

The delegation asked that the wages and working conditions of employees of the Provincial Hospital should be reviewed further and that consideration should be given to introducing an eight-hour day and a six-day week. Provincial employees should receive a cost-of-living bonus computed in accordance

with the Wartime Wages Control Order and representing the full rise in the cost-of-living index. The provision of additional isolation hospitals to cope with a situation such as the recent infantile paralysis outbreak was urged, and it was suggested that employees of hotels, restaurants and other public eating places should be required to take pre-employment and periodic medical examinations to check the spread of contagious diseases. Painters and paper-hangers should be licensed in order to prevent the development of unsanitary conditions from the renovation and repair of houses, and a strict code should be drawn up governing repairs to hotels and restaurants.

The delegation condemned poll taxes as a qualification for voting in local elections, and suggested the adoption of a uniform ballot in Dominion, Provincial and Municipal elections. It protested, as had the Alberta delegation, at the new definition of "contractor" proposed for the Canadian Electrical Code, on the ground that it might place responsibility on

the worker instead of on the contractor who gives the instructions.

Detailed recommendations on Workmen's compensation were omitted because the New Brunswick Federation of Labour is urging the appointment of a special committee to consider amendments in this Act. Amendments being sought include raising the rate of compensation from 60 to 66½ per cent of earnings and increasing the maximum earnings on which compensation may be reckoned from \$1,500 to \$2,000 a year, increasing a widow's pension from \$30 to \$40 a month, and eliminating appeals on matters of law to the courts.

On the subject of post-war reconstruction, the delegation planned to submit a separate brief. It urged a comprehensive scheme for the development of the province's natural resources and the reconstruction of basic industries such as lumbering, agriculture, mining, electrical power, fishing, etc. It commended the appointment of the Provincial Post-war Reconstruction Committee.

Vacation Provisions in Union Agreements in United States

AN article in the May issue of the *Monthly Labour Review*, U.S., Department of Labour presents an analysis of vacation and holiday provisions in union agreements in the United States. "During the last few years", the article states, "there has been a great increase in the number of union agreements providing vacations with pay. At present almost eight million workers, representing about 60 per cent of all workers under agreement, are covered by agreements which provide vacation allowances. In 1940 two million workers, or about 25 per cent of all workers under union agreement at that time, were entitled to paid vacations if they met certain eligibility requirements."

Vacations with pay were found to be least common in seasonal industries, such as the building trades and clothing manufacture, and in those in which work is intermittent, such as the entertainment industries.

In a majority of industries, according to the survey, the most recurrent type of vacation clause is that which grants 1 week's vacation with pay after 1 year of service. Two weeks' vacation after 1 year of service is provided in varying numbers of agreements in many industries and is frequently provided in agreements covering maritime workers, telegraph and radio operators, office, technical, professional, and utility employees. Both the anthracite and bituminous-coal agreements

provide a vacation of 10 days (including the Fourth of July).

Longer than 1 year's service for a week's vacation is required in some agreements. Several of the large rubber companies require 2 years' service before a week's vacation with pay is granted. Three years' service for 1 week's vacation and 15 years' service for 2 weeks' vacation is specified in practically all of the agreements in the basic iron and steel industry.

It is estimated that well over two million workers are entitled, under the terms of their union agreements, to vacations longer than a week (usually 2 weeks) after having attained a specified length of service beyond the minimum required for a 1-week vacation. The service requirements for 2 weeks' vacation vary, the most common range being from 2 to 5 years.

In agreements covering time workers, the vacation pay provided is usually based on the "regular rate of pay," "base rate," or "current rate." Since workers paid by the hour sometimes work at different rates during the same week because of job transfers, some agreements specify that vacation pay shall be based on the "highest" or "predominating" rate; others specify the average wages over a given period, exclusive of overtime.

The article discusses various other aspects of vacation provisions in union contracts.

Labour Law

Labour Legislation in Alberta and Saskatchewan in 1943

Alberta

THE Alberta Legislature, in session from February 18 to March 30, enacted a law which requires proper working conditions in industry and is to be administered by the Board of Industrial Relations. The Workmen's Compensation Act was revised, and amendments made in statutes relating to collective bargaining, security for wages, mothers' allowances, old age pensions and post-war reconstruction.

Labour Welfare Act

The Labour Welfare Act, which applies to all employers and employees except farm labourers and domestic servants, repeals a number of sections of the Factories Act and re-enacts them with certain changes, adding new provisions to require prompt payment of wages and to enable the Board of Industrial Relations to conduct investigations and make orders relating to working conditions.

Provisions of the Factories Act which are repealed and incorporated in the new statute without material change are those forbidding employment of a child under 15 years of age in a factory, shop or office building; requiring an employer to give a statement of length of service to an apprentice leaving his service, keep his premises in a sanitary condition, provide sanitary conveniences, washrooms and wholesome drinking water and cups, avoid overcrowding, and ensure proper heat and ventilation, with special provision for printing offices and places where dust, gases or vapours are generated; forbidding employment in food trades of persons with communicable diseases; setting forth the powers of the inspector and enabling him to take a qualified physician, medical officer or sanitary inspector with him when examining premises. Another section transferred without change from the Factories Act provides that in a factory or shop, if the inspector so directs in writing, the employer must not allow meals to be taken in a room in which a manufacturing process is going on and must at his own expense provide a suitable dining-room and that no person may take food into a room where paint, varnish, white lead, arsenic, dye or other poisonous substance is exposed or where deleterious fumes, dust or gases are present. Drinking water in such a room must be taken directly from taps or suitably closed receptacles.

A section of the Factories Act required the employer in a shop to provide seats for female employees and permit them to use such seats. It also provided that where the inspector considered that the whole or a substantial portion of the work of female employees in any department of a factory or office building could be efficiently performed while such employees were seated, the employer must provide such chairs or seats as were directed in writing by the Chief Inspector. This section has been repealed and a section included in the Labour Welfare Act authorizing an inspector, by written direction, to require the employer in any employment to provide seats for women employees and to permit them to use such seats. The fine for contravention of this section is the same as was provided under the Factories Act, \$10 to \$30 and costs, but a prison term not exceeding 30 days may now be imposed in default of payment of the fine. There is also a change in the penalty for obstructing an inspector which is now from \$10 to \$200 and costs, with a prison term not exceeding three months in default of payment. Under the Factories Act the penalty for this offence was from \$10 to \$30 and costs unless the offence was committed at night when a fine of from \$25 to \$100 might be imposed. The provision of the Factories Act requiring women working about machinery to wear their hair rolled or confined in a cap or net is transferred to the new Act with the added requirement that no jewellery may be worn which might be caught in the machinery or interfere with safety. As formerly the employer must see that employees are notified of such rules. Two further sections of the Factories Act, transferred to the new statute, forbid the doing of laundry work in a room used for sleeping, living, or preparing meals, and prohibit the use of any part of a factory as a sleeping place without a permit from the chairman or chief inspector of the Board of Industrial Relations.

There are a number of new provisions. An employer must pay all wages within ten days of the expiration of each period of employment, which may not be longer than one month. When the employer terminates the employment he must pay the wages earned by the employee at the time of the termina-

tion. No prosecution for an infraction of these provisions may be commenced without written authority of the Minister of Trade and Industry.

The Board of Industrial Relations is authorized to hold inquiries into conditions of labour in any employment or industry and to make orders prescribing action to be taken and conditions to be observed for the welfare of employees. These orders may, among other things, prescribe the type of safety garments or safety appliances to be worn by employees and the terms and conditions upon which the employer shall provide them; prohibit female employees in any employment from lifting or carrying burdens of a greater weight than that fixed by the Board; prohibit employment of women on day shifts for a period of six weeks before, and two months after, childbirth and on night shifts during the period of pregnancy; require that where the shift system is used the shifts shall be rotated at least once in 3 months or in such other manner as the Board may consider necessary and that the workers be employed on different shifts on the expiration of the period; require an employer of over fifty workers to employ an attendant qualified to render first aid; require employers in any employment or class of employment to provide lockers or compartments for employees' clothing and personal belongings; require employers to give employees one week's holidays with pay after one year's service and up to two weeks' holiday after such period of service as may be fixed by the order; exempt any industry, trade, business or occupation in whole or in part from any order; and make such other orders as the Board may deem necessary. Orders of the Board are to be operative on the date of publication in the *Alberta Gazette*, or at such later date as may be named in the Order, and copies must be kept posted on premises to which they relate.

Any person violating any provision of the Act, order of the Board or written instruction of the Chairman or Chief Inspector of the Board, where no other penalty is provided, is liable to a fine not exceeding \$500 and costs and in default of payment to imprisonment for not more than three months. In a prosecution for an offence against the Act alleged to have been committed by an employer, the onus of proof that he is not an employer is upon the person charged with the offence.

Workmen's Compensation

The Workmen's Compensation Act was revised with a number of amendments, most of which carry out recommendations made by the Special Committee of the Legislature

appointed during the 1942 session. The definition of "accident" was extended to include disablement arising out of and in the course of the employment. A clause added to the definition of "dependant" provides that a person shall not be deemed to be a partial dependant of another person unless he was partially dependent on contributions from that person for the ordinary necessities of life suitable for persons of his class and position. "Foster-mother" is defined to include a natural mother.

The Workmen's Compensation Board is to consist of three members, instead of "not more than three", as formerly. For some years there has been a one-man Board. A provision in force from 1928 until 1938 and now re-inserted forbids a member of the Board to engage in any other business or employment for remuneration. Under the Act as revised in 1938 only the Chairman was required to give full time service. Another provision which was dropped in 1941, and is now re-enacted enables a member of the Board to be dismissed by the Lieutenant-Governor in Council, on address of the Legislative Assembly.

All awards made by the Board previous to the revision of the Act are validated and declared not open to question in any court. The Board has the same powers as formerly in determining questions and classifying industries and also has authority to determine the existence of relationship of any member of the family of an employer, as well as of a workman, and to withdraw, as well as to add to and rearrange, industries in the schedules to the Act. A provision retrospective to June 1, 1942, empowers the Board to exclude from the Act workmen employed on projects of the United States Government for whom compensation has been otherwise provided.

The section enabling the Board to levy an additional assessment on an employer who fails to take proper precautions for safety and health of employees, was extended to permit similar action where the employer has not complied with the first-aid requirements of the Act or regulations. The Board may now cancel an accident prevention certificate if it considers that the holder no longer has the necessary qualifications.

Provisions relating to compensation for hernia and for frostbite, formerly included, are omitted from the revised Act. A new section provides that, where the injury consists of disease due partly to the employment and partly to other causes, a proportional compensation is to be paid.

A section which formerly applied only to a coal mine but is now extended to any place of employment, provides that where a workman

is found dead at a place where he had a right in the course of his employment to be, it is to be presumed that death resulted from accident arising out of his employment unless there is evidence sufficient to rebut this presumption.

Compensation is now payable from the date of disablement if the disability lasts for more than fourteen days, instead of thirty days, as formerly. In other cases the waiting period remains unchanged at three days.

A new section provides that the time limit of twelve months for claiming compensation shall not run against dependants residing in enemy territory or enemy-occupied territory, for the duration of the war. The capital value of such pensions is to be computed from the date of the workman's death but the pensions will not become payable until the end of the war or such other time as may be permitted by the War Measures Act or the Regulations respecting Trading with the Enemy. Moneys that would have been payable to such dependants are to be applied to increase payments to widow dependants who are in needy circumstances because of their own illness or that of their dependent children.

A similar disposition is to be made of the difference between a lump sum paid a workman in settlement of his claim, in order to permit him to live outside Canada, and the ordinary commuted value at the date of commutation. Where a workman accepts a lump sum in full of his claim, it is now provided that the claim may be re-opened if there is a change in the degree of disability. Formerly the acceptance of such a sum was final.

The provision denying compensation to members of the employer's family unless their application to come under the Act has been approved by the Board, now applies only to members who live in the employer's house.

The word "wife" was replaced by the word "spouse" in the section enabling the Board to divert compensation from a workman to his wife or children where the workman has deserted, or fails to provide for, them.

A section similar to that in force in a number of other provinces provides that where an accident happening outside the Province entitles the workman to compensation under the law of another province or country as well as under the Act, the workman must elect under which law he will claim compensation. Notice of election must be given the Board within thirty days of the accident or death or within such longer period as the Board may allow.

Projects undertaken by the United States Government in the Northwest Territories and the Yukon and workmen employed on them are excluded from the provisions of the Act

which would entitle a workman to compensation under the Act on certain conditions in the case of an accident happening outside the Province in a place where there is no State system of compensation.

As formerly, actions for the recovery of compensation are barred by the Act. A new section gives any party to an action the right, upon notice to the other party or parties, to apply to the Board for adjudication and determination of the plaintiff's rights to compensation under the Act and as to whether the action is one the right to which is taken away by the Act. The subrogation in favour of the Board of the workman's rights to action against a third party is now limited to his rights in respect of personal injury. It is made clear that he is free to sue in respect of property damage.

Notice of an accident must now be given by the workman or dependant, to the employer, as soon as practicable and failure to give it is a bar to compensation, unless the failure is excused by the Board. Formerly, notice had to be given before the workman left work on the date of the accident, or in any case before he had voluntarily left the employment in which he was injured. A new clause requires the workman to notify the Board also. As formerly, the employer must notify the Board of an accident and it is now stipulated that if he fails to do so, unless excused by the Board, he is liable on summary conviction to a penalty of \$50 and costs and in default of payment to a prison term not exceeding three months. The attending physician must report to the Board within two days of his first attendance, instead of five days, and on the first and fifteenth of each month during the workman's disability. As before, he must make other reports when required by the Board and in any case within three days after he considers the workman able to resume work. A new provision requires the physician to give all reasonable and necessary advice to the workman and dependants, without cost to them, in making application for compensation and furnishing certificates and proofs.

The provision authorizing a panel of medical practitioners from which medical boards of three members were to be chosen to handle appeal cases, was struck out. Appeals from awards of the Board are now to be taken to a specialist in the class of injury or ailment for which the workman has claimed compensation. Two specialists are to be nominated by the Board, in consultation with the physician attending the workman, and the workman may select one of them to examine him and report to the Board. If the workman does not make his choice within ten days of receiving notice from the Board, the latter

may make the selection. The Board may also, of its own motion, refer a claim to a medical practitioner.

Provisions for retraining disabled workmen are unchanged but the limit of \$20,000 a year formerly placed on expenditure for this purpose has been removed.

A new section authorizes the Board to order an autopsy where it considers it necessary and to pay the expenses from the Accident Fund. If the dependants refuse to permit the autopsy the Board may reject their claim for compensation. A further new provision requires hospital authorities to report to the Board immediately if a workman dies in hospital.

There are a number of increases in the scale of compensation. The pension to a widow or invalid widower is raised from \$35 to \$40 a month and provision is made for payment of a sum not exceeding \$100 to a widow or foster-mother for "pre-burial expenses." Payments in respect of children under 18 are now \$12 a month for each child. Formerly \$12 was paid for the first child, \$10 for the second, \$9 for the third and \$8 for all others. Orphan children are to receive \$20 a month each instead of \$15, as formerly. The maximum payment in the case of dependent parents is raised from \$30 to \$35 a month and the maximum total compensation to dependants other than consort or children is increased from \$65 to \$70 a month. Where reduced pensions are payable to alien dependants, the Board is to create the same reserve as for payment of full compensation and the undistributed surplus accruing is to be placed in a reserve and applied every six months to increase the payments to widows who are in needy circumstances because of their own illness or illness of their children under 18 years of age. Such extra payments may not exceed \$15 a month for the duration of the illness. Where pensions to alien dependants are suspended under the War Measures Act or regulations, the surplus resulting is to be distributed in like manner.

Another new section provides that, where a workman leaves no widow there is to be computed an amount equal to the average capitalized cost of pensions awarded during the previous three years to the dependants of workmen leaving widows and also the capitalized cost of pensions awarded to the dependants of the deceased workman. The larger of these amounts is to be charged against the Accident Fund and the excess of the amount so charged over the capitalized cost of the awards made is to be transferred to a special reserve to provide for such part of the cost of claims of workmen suffering enhanced disability, because of injury previously suffered, as, in the

opinion of the Board, is due to such previous injury. "Average capitalized cost of pension" includes the additional charges occasioned by the provisions requiring the same reserve for alien dependants residing outside Canada as for other dependants.

A new clause provides that, when deemed just, the impairment of earning capacity in partial disability cases may be estimated from the nature of the injury, having in view the workman's fitness to continue the employment in which he was injured or to adapt himself to a new employment. In computing compensation in any case, the Board, where it seems more equitable, may have regard to the earnings of the workman at the time of the accident. Minimum compensation for total disability is increased from \$10 a week or average earnings to \$12.50 a week or average earnings. A workman or dependant entitled to compensation of \$20 a month or more may be paid semi-monthly if he makes written request to that effect to the Board.

The only amendment relating to silicosis extends the time for making claims from two to five years from the date of leaving employment.

Sections of the Act which authorized deductions from wages of employees, to be applied to the cost of medical aid, were repealed, the repeal to be effective from October 31, 1943, in the case of bush work, lumber manufacturing and work incidental to such industries, and from December 31, 1943, in the case of all other industries. The entire cost of medical aid is now to be met by assessments against employers. The Board is authorized to establish hospitals at one or more points in the Province and to establish, equip and maintain clinics for the treatment and rehabilitation of injured workmen. The services of such a hospital may be extended to persons other than those entitled to medical aid under the Act. Accounts for medical services must be filed with the Board within three months of the discharge of the workman by the physician or of the date on which the workman returned to work, whichever period is shorter. An employer who is required by the Board to provide first-aid appliances and services, must notify the Board when he has complied with the order.

Rates of assessment may be graded or varied, not only according to the hazard of the industry, as formerly, but also according to other circumstances of the operations of the employer. Where an employer fails to pay any assessment when due or fails to submit a wages or production statement or submits an underestimate of his payroll, he is liable to pay in addition, as a penalty, a percentage, fixed by the regulations, upon the unpaid

amount. Work performed for an employer under one or more contracts may, if the principal and contractor agree, be treated as one employment for assessment purposes. As formerly, the minimum assessment is \$5, except for mines, coke ovens and briquetting plants, which have a minimum of \$50. A new provision, however, fixes a \$5 minimum for coal mines where safety committees are employed by trade unions. Provision is made for inspection of employers' premises by the Board and persons authorized by it, who may take affidavits concerning any matter relating to such inquiry.

The Board is given power to require an employer to furnish security for assessments and in case of default in furnishing such security or paying assessments may order the employer to cease employing workmen. An employer convicted of disobeying such order is liable to not less than \$5 a day nor more than an amount equal to his debt to the Board and, in default of payment, to a prison term not exceeding three months.

For purposes of administration and in such cases as the Board considers necessary, contractors and sub-contractors and their workmen are to be deemed to be workmen of the principal. Copies of all contracts and sub-contracts involving the employment of workmen must be filed with the Board within seven days of being made.

Changes were made in the section requiring that, except in the case of sales made by regularly established retailers, each purchaser of lumber, before paying or giving security for any part of the purchase price, must obtain from the vendor a certificate from the board that it has no claim on such lumber. Where the vendor has not furnished such certificate, the purchaser is liable for the amount due the Board by the producer or vendor of the lumber, up to the amount of the assessment for the then current year in respect of the lumber purchased. The Board may also, by written notice to the purchaser, require payment of such further sum per thousand feet, board measure, as it may fix. Formerly, the liability of the purchaser was limited to 75 cents per thousand feet, board measure, of the lumber purchased. Purchasers of lumber to whom the above provisions apply must keep accurate accounts of all lumber purchased, in form required by the Board, and submit them for examination when required. Persons engaged in lumbering, logging, saw-milling, planing or processing of lumber, manufacture of lumber or lumber products, including ties, shingles, laths and other products, must advise the Board within ten days of commencing business and furnish, then and at other times, such particulars of their opera-

tions as the Board may require. Such person is to be deemed to be within the provisions of the Act unless, within ten days of beginning operations, or such further period as the Board may allow, he applies to the Board for a declaration that he is not within its scope.

As formerly, the amount due on any assessment may be recovered by distress and sale of the goods and chattels of the debtor and new provisions outline procedure for seizure of such goods and chattels. The provisions directing the disposal of any unclaimed surplus realized on the sale, were amended to allow six months from date of sale for claiming such surplus.

The section enabling the Board to notify an employer, who is in default of paying an assessment for one year, to cease employing workmen, was amended to reduce the time limit to one month. A maximum penalty of \$100 and costs has now been provided for violation of the Act or any regulation or order made under it, in cases where no other penalty is provided; the minimum penalty is unchanged at \$5 and costs. As formerly a prison term of three months may be imposed in default of payment of the fine and costs. For continuation of such an offence after conviction the minimum penalty is still \$5 per day but a maximum penalty of \$100 a day has been provided and the maximum prison term in default of payment has been raised from three to six months.

The Board has power to define any of the industries contained in the schedules to the Act and to decide whether or not any establishment, trade, or business is, or is not, an industry to which the Act applies.

Except where it is otherwise stated, the benefits provided under the revised Act for workmen and dependants apply only to accidents occurring on and after the date of coming into force of the Act (March 30, 1943). Claims in respect of accidents occurring before that date are to be dealt with under the law in force at the time of the accident.

Collective Bargaining

The Industrial Conciliation and Arbitration Act, 1938, was amended as to the sections relating to collective bargaining. The trade union or negotiating committee representing the employees, appointed in accordance with the provisions of the Act, may serve upon the employer or employers a notice of a meeting to be held for the purpose of bargaining. The notice is to be served at least forty-eight hours before the time of the meeting and the employer or employers, or their accredited representatives, must attend. A fine, not exceeding \$500 for each offence, may

be imposed on an employer convicted of refusing to attend a meeting of which he has received notice or to send an accredited representative. No prosecution may be undertaken or carried on under this section, however, without the written authority of the Minister of Trade and Industry. The clause was omitted which declared liable to a fine of \$500 any employer who refused to bargain with the negotiating committee or a trade union appointed by a majority vote of the employees affected. A maximum fine of \$500 may now be imposed on any person who, by intimidation, threat of loss, or actual loss, of employment or by any other threat, seeks to compel any person to refrain from engaging in any activities in support of an organization of employees or any union or negotiating committee, or from making a complaint to such a union or committee, or from giving evidence at an inquiry.

Wages

An amendment in the Industrial Wages Security Act provides that an Order in Council designating any industry as an industry to which the Act applies may restrict the operation of such Order to a specified area. The Minister may now accept any type of security and may refer applications to furnish security other than cash or guarantee bond to the Board of Public Utility Commissioners for approval.

There were a number of changes in the Mechanics' Lien Act. The lien is now imposed on the land itself instead of on the estate or interest of the owner in it. A lien for materials is expressly stated to arise at the date of first delivery of material. Husband and wife are placed on the same footing in cases where one is presumed to be acting as agent for the other. Formerly only cases where the husband was presumed to be acting for the wife were covered by the Act. New provisions deal with priorities as between liens and mortgages and with the disposition of the proceeds after sale of the land so as to make a fair distribution between a mortgagee and lien-holder where there is not sufficient to satisfy both claims. These provisions apply to liens arising before, as well as after, the passing of the amendment and to all proceedings respecting them, except where they have been concluded by the sale of lands to the mortgagee. Provision is made for the enforcement of the Act in cases where the contract price is not money. Liens on oil and gas well equipment, registered in the office of the Minister of Lands and Mines, may now be cancelled in the same manner as liens registered against lands in the Land Titles Office. Liens in connection with oil and gas wells

now cover oil and gas in place or severed and all persons having an interest in the oil or gas are brought within the definition of "owner." Where the oil or gas is held in fee simple, however, the holder of an interest in the first royalty in the oil or gas is protected up to twenty per cent, but all interests over that amount are subject to the lien. A new section enables a judge to order removal from the land and sale of a structure to satisfy a lien.

Chaufeurs

An amendment in the Vehicles and Highway Traffic Act authorizes the Minister to grant, to any person between the ages of 16 and 18 years who holds a driver's certificate, a temporary permit to operate a motor vehicle as a chauffeur, providing such motor vehicle is not being used to transport passengers for hire.

Mothers' Allowances

The Mothers' Allowances Act was amended to provide for allowances in respect of boys up to the age of 16. Formerly the maximum age was 15 years for boys and 16 for girls. Where a child for whom an allowance is being paid reaches the age of 16 after the opening of the December school term, payments may be continued until the end of the school year, if the child is attending school and making satisfactory progress.

Old Age Pensions

An amendment in the Old Age Pensions (Supplementary Allowances) Act, 1942, provides for the payment of a supplementary allowance to Alberta pensioners resident in other provinces which pay a similar allowance to their pensioners who are resident in Alberta. The allowance is to be the same as that paid by the other province but may not exceed \$5 per month. The Lieutenant-Governor in Council is authorized to make agreements with the other provincial Governments for the carrying out of the Act, and the agreement made with British Columbia in January, 1943, is validated.

Changes in School Holidays during the War

The Operation of Schools (War) Act makes temporary changes in the time of school holidays, which are to begin on July 1 in 1943 and on August 1 in subsequent years and extend into October, to enable teachers and pupils to assist in harvesting and other seasonal operations. The Act may be repealed at any time by Proclamation.

Housing and Public Works

An amendment in the Calgary Charter enables that city to operate a housing scheme

under the National Housing Act and to take advantage of any Act of the Parliament of Canada or of the Province providing for assistance to municipalities in carrying out such a scheme.

The Edmonton Charter was amended to enable the City Council to set up a fund to cover the cost of municipal works or delayed public improvements, including new housing, to be undertaken after the war.

Post-War Reconstruction

The Post-war Reconstruction Act sets up a Post-war Reconstruction Committee of six members named in the Act. The Committee is to obtain information and undertake a survey of the resources of the Province, make plans for economic reconstruction measures to be taken at the end of the war, and for the prevention of unemployment during the transition period and make such other investigations as the Lieutenant-Governor in Council may direct.

The Post-war Reconstruction Fund Act creates a fund to consist of moneys appropriated by the Legislature together with such other appropriations as may be made from time to time. The fund, for which \$1,000,000 was provided by the Special Appropriation Act, is to be applied to the undertaking of public works to give employment to, and assist in the rehabilitation of, persons serving in His Majesty's Forces, to grant subsidies or loans for this purpose to commercial or industrial projects, and to pay the expenses of the Post-war Reconstruction Committee.

Resolutions

On March 4 the Legislature passed a Resolution urging the Government to make an immediate investigation of every case receiv-

ing assistance under the Mothers' Allowance Act to ensure an equitable system of payments and to provide, in co-operation with the municipality concerned, an increase in allowance wherever circumstances require.

On March 29 a Resolution was approved setting up a Special Committee to study and report to the next session, with recommendations, concerning the proposed Dominion health insurance legislation and its effect on the tax structure, the people, and the administration of the Province of Alberta.

A Resolution, adopted on March 30, requested the Dominion Government to cancel the National Selective Service Order prohibiting employment of Canadian workers by United States firms engaged in certain projects in Canada, for the defence of Alaska and the Canadian West. The reasons for the request were:—That it is unnecessary, since National Selective Service has power to refuse permits in individual cases where the worker's services are more urgently required in his present employment, or in some other essential Canadian project; that it is injurious to harmonious relations between Canadian and United States workmen, and detrimental to Canadian unity and to employer-employee relations; that it violates the democratic right of workmen to choose their individual employment, provided the safety of the State is not jeopardized; that it constitutes an unjustifiable discrimination against Canadian workmen; and that it interferes with the securing of necessary workmen for projects of vital importance to the defence of Western Canada. It was further resolved that any arrangements entered into between the Dominion Government and the United States authorities in respect to American projects undertaken in Canada, should provide equal pay for equal work as between Canadian and United States workmen.

Saskatchewan

The Saskatchewan Legislature, during its session from February 23 to April 12, enacted statutes providing for a Reconstruction Council and for compensation to civil defence workers injured on duty and amended the laws governing payment of wages, labour contracts, boiler inspection and the early closing of shops.

Wages

The Masters and Servants Act was amended to enable either party to proceedings under the Act to have the matter tried by the police magistrate of the locality in which the employer or employee resides instead of by the justice of the peace before whom the complaint was made, upon making a request to that effect to the justice of the peace and

paying the fees fixed for summary proceedings by Part XV of the Criminal Code.

The Workmen's Wage Act, which requires employers in the construction industry and in factories and shops to pay wages weekly in cash or by cheque and prohibits payment in goods, was amended to enable the Minister of Municipal Affairs, who is the Minister in charge of the Bureau of Labour and Public Welfare, to make an Order exempting any employer from these provisions.

A section added to the Mechanics' Lien Act, effective May 15, 1943, requires a lienholder to obtain leave of the judge before commencing action to realize under a lien. Where such application is made, the judge is to extend the time within which an action must

be instituted under the Act for such period as may be necessary.

Steam Boilers

An amendment in the Steam Boilers Act forbids any person to do welding in the construction, repair or alteration of a boiler or pressure vessel unless he holds a welder's certificate issued under the regulations which the Lieutenant-Governor in Council is authorized to make. Such regulations may prescribe qualifications, tests and evidence of training and experience to be required of applicants for certificates, provide for the issue, duration, suspension and cancellation of certificates and the fees to be paid, require posting of certificates on premises where welding is carried on, and provide penalties for breach of the regulations.

Early Closing of Shops

Identical amendments in the City Act and the Town Act replace the section dealing with early closing of shops by new provisions, which are effective June 1, 1943. Dry cleaners' and dyers' establishments are included in the list of places covered by the definition of "Shop", the others being, as formerly, any building or portion of a building, booth, stall or place where goods are exposed or offered for sale by retail or public auction, barbers' shops and ladies' hairdressing, manicuring, and beauty parlours.

Instead of merely authorizing city and town councils to pass early closing by-laws, as formerly, the Acts now require that during the whole of the year shops must remain closed on each day of the week during certain hours. From Monday to Friday, garages, filling stations, service stations and gasoline pumps are to be closed from 7 p.m. until 5 a.m. of the following day, except for the storing of cars and emergency services, and all other shops are to be closed from 6 p.m. until 5 a.m. On Saturdays, other than a Saturday which is the 24th of December, and on each of the four week days immediately prior to December 24th all shops must be closed between 10 p.m. and 5 a.m. except, in the case of garages, for the storing of cars and emergency services.

Within two months of receipt of a petition signed by not less than three-quarters of the occupiers of the class or classes of shops to which it relates, the council may pass a by-law fixing an earlier closing hour than those specified above. Such a by-law may not be repealed or amended except on petition of one-third or more of the occupiers of shops affected or by a by-law passed unanimously at a regular or special meeting

of the council at which all the members are present or at a regular meeting after notice in writing has been given of the terms of the by-law.

Councils may also, without petition, pass by-laws to provide for Saturday closing, during all or any part of the year, of all or any class or classes of shops, at 6 p.m., or such later hour as may be fixed in the by-law, but not later than 10 p.m. from November to April and not later than 11 p.m. from May to October, and may fix different hours for different classes of shops. A by-law may provide also for closing on any one day a week, for all or part of the year, at 12 o'clock noon or such later hour as may be fixed, with different closing days for different classes of shops, and for closing on all or any part of any specified holiday or day proclaimed as a civic holiday.

As formerly, certain shops are exempt, including those in which the principal business is that of a tobacconist, news agent, hotel, and refreshment house, and to these are now added confectioners', bakers' and druggists' shops. The goods which may be sold under these exemptions are more clearly set forth in the Act and the shops selling them are required, whenever they are open after the general closing hour, to keep a card at least 30 x 18 inches posted in a conspicuous place, stating that the shop is now closed except for the sale of exempted merchandise and specifying such merchandise. The provisions are continued in force which enable by-laws to be passed for the sale of gasoline, lubricating oil and grease in garages when filling and service stations and gasoline pumps are closed, which exempt from penalty any person selling any article for use in emergency arising from sickness, personal injury, or death, and which restrict to sale of used or second-hand goods the sale by public auction during closing hours of such goods as are sold by the shops required to close. As formerly, no employer may permit his employees to be in his shop after closing time except for one-half hour, but a new provision enables the employer, with the consent of his employees and upon compliance with any relevant provisions of the Minimum Wage Act or any orders made under it respecting overtime, to use the employees' services, after such half-hour period, for taking inventories, dressing windows, arranging stock, balancing account books or other work which cannot reasonably be done when the shop is open to customers.

For contravention of the early closing provisions of the Act or of any by-law passed under their authority the proprietor of a shop

and the person in charge when any contravention occurs are each guilty of an offence and liable to a fine not exceeding \$100 and costs, except in a case of unlawful sale of goods other than exempted goods by a tobacconist, news agent, hotel, refreshment house, confectionery, bakery or druggist, when the minimum fine is \$50 and costs. In default of payment of any fine the offender is liable to imprisonment for not more than six months with or without hard labour. Nothing in the early closing provisions of the Act or in by-laws passed under them is to be deemed to apply to the sale of beer on licensed premises, or construed as authorizing the sale on Sunday of any merchandise forbidden by the Lord's Day Act.

Chauffeurs

Amendments in the Vehicles Act include a new definition of "chauffeur" which excludes a person operating a school bus under arrangement with the board of a school district.

Post-War Reconstruction

The Saskatchewan Reconstruction Council Act, 1943, provides for appointment by the Lieutenant-Governor in Council of a Council of not more than fifteen persons, of whom one is to be appointed chairman, to study and investigate conditions that are likely to arise during or after the war and to consider, develop and recommend policies to meet such conditions. The Council may confer with Dominion, provincial and municipal authorities, industrialists, agriculturists, organizations of employers and employees and others. The Council is to make its reports and recommendations whenever it considers advisable or as the Lieutenant-Governor in Council may require. A member of the Legislative Assembly may serve on the Council and accept remuneration or allowance for such services without forfeiting his seat in the Assembly or incurring a penalty. The Act repeals the Industrial Development Board Act.

Superannuation

A number of changes, effective May 1, 1943, were made in the Workmen's Compensation Board Superannuation Act, 1940. The section which provides that an employee of the Board reaching retirement age with less than ten years' service shall receive a lump sum based on his annual salary but not exceeding \$2,000, was amended to provide that where such employee's contributions plus accrued interest exceed \$2,000 he shall be paid a lump sum equal to his contributions with

accrued interest. No allowance is payable to the widow, child or adopted child of a superannuate or employee if the employee married or adopted the child after the amendment comes into force (May 1, 1943) and was over 55 years of age at the date of marriage or of adopting the child. A new section enables any person who was an employee on March 1, 1940, when the principal Act came into force, and whose service has been continuous since that date, to have his service before that date reckoned for purposes of the Act if his service after February 29, 1940, was continuous with his present service and if he sends a written request to the Board before July 1, 1943, and pays up back contributions with interest at 3 per cent. A member of the Board is to be deemed to have reached retiring age on the date on which he ceases to be a member of the Board if he has been a member continuously for ten years or more.

Compensation for Civil Defence Workers

The Civil Defence Workers' Compensation Act, 1943, provides for medical aid and the payment of compensation to any person sustaining injury by accident during the war, in the course of his training as a fire-fighter under a civil defence scheme established in any city. If a city is declared a "designated area" under the Air Raid Precautions Personnel Compensation Order, 1942, made by the Dominion Government, the Act will cease to apply to that city. The Act, which applies to injuries sustained before as well as after its enactment, is administered by the Workmen's Compensation Board.

Compensation for injury which incapacitates the injured person from engaging in his usual employment or occupation is fixed at \$11.50 per week for the injured person, \$4.60 for his wife and \$2.30 for each dependent child under 18 or dependent parent. In case of serious or prolonged disability compensation ranges from \$120 a year for disability of from 20 to 24 per cent, to \$600 a year for 100 per cent disability. The additional pension for a wife ranges from \$48 to \$240 a year and for each dependent child under 18, or parent, from \$24 to \$120 a year. In case of death the Board may also pay the expenses of burial up to \$100. Medical aid includes medical surgical, hospital and nursing services, and artificial members and apparatus and their renewal. Claim for injury allowance must be made within three months and for pensions within one year after the injury. The widow is entitled to a pension of \$480 a year with an additional \$120 for each child. Where the dependants

are orphan children \$240 a year is paid to the first child and \$180 to each additional child. Where there is no widow or children, such amount, not exceeding a widow's pension, as is considered by the Board to be adequate, may be paid to dependent parents. No pension is payable to a widow unless she was wholly or mainly being maintained by her husband at the time of his death and unless she had been married to him before he sustained the injury. The city in which the injury occurs is jointly liable with the Province for payments made under the Act and for expenses of administration. The Lieutenant-Governor in Council may make regulations for carrying out the provisions of the Act.

Bill not Passed

A Bill respecting the Right of Employees to Organize and providing for Conciliation and Arbitration of Industrial Disputes was introduced and was considered by the Committee on Law Amendments. The Committee recommended that it be not proceeded with but that the Assembly request the Government to provide for an inquiry into the principles of the Bill and a report at the next Session. This recommendation was adopted by a vote of 27 to 11.

The Bill, which would have repealed the Freedom of Trade Union Association Act and the Act enabling the Dominion Industrial Disputes Investigation Act to be applied to provincial disputes, followed closely the Industrial Conciliation and Arbitration Act of British Columbia, as amended this year (L.G., May, 1943, p. 691). The Bill would have recognized the right of employers and employees to organize, made collective bargaining mandatory, provided for conciliation and investigation in industrial disputes, and prohibited strikes and lockouts pending investigation by a tripartite board. One provision which is not included in the British Columbia law would have required every trade union and organization of employees to file, within thirty days, with the Commissioner of Labour and Public Welfare, a copy of any agreement entered into by the union and any employer or representative of an employer.

Resolution

On April 6 a Resolution was adopted requesting the Government of the Province to consider providing for improved high school facilities and a revision of the high school curriculum to provide vocational courses in agriculture, shop work, home care and additional facilities for courses in art and music,

increased equalization grants for districts of low assessment, and greater financial assistance to enable young people in necessitous circumstances to obtain university education. The Resolution further commended the Dominion Government for its assistance to youth, vocational and war emergency training and scholarships for university students, and recommended the continuance and extension of this assistance.

Special Committee on Social Welfare

On March 2 a Select Committee was appointed by the Legislative Assembly to inquire into the social welfare legislation of Saskatchewan, practical measures of further social security and health services, for the Province by itself or in conjunction with the Dominion Government, means of meeting cost of such services, constitutional limitations affecting joint Dominion-Provincial arrangements, and any incidental matters. Later, the Assembly added the subject of three resolutions to the terms of reference. These urged: (1) that the Child Welfare Act and regulations be amended to provide mothers' allowances in respect of all needy children and an increase in the amount of such allowances; (2) that the maximum pension under the Old Age and Blind Persons' Pension Act be increased, and that the Government associate itself with the Governments of other provinces in requesting the Government of Canada to contribute to such increases and that the Special Committee consider the practicability of establishing in Canada a contributory plan of old age pensions; and (3) that the Government should co-operate with the Government of Canada in a national plan of health insurance.

The Special Committee in its first report to the Legislature, presented on April 12, stated that over forty organizations and societies had sent representatives to give evidence or had submitted written briefs. These included medical, hospital, dental, and nursing services, labour organizations, churches, welfare societies, municipalities and the Canadian Legion.

The Committee found a wide variety of views but fairly general agreement on the following points:—The need for extending health and social services and distributing them more equitably and uniformly throughout the Province; the apparent willingness of the people to pay for such extended services; the need for an immediate increase in pensions for the aged and blind; and the desirability of further provision for families eligible for mothers' allowances.

There was a wide difference of opinion, however, on questions of method and of ways and means. The Committee found that it had not enough time to study the various proposals made to it to the point where definite conclusions on the major issues were possible. In view of this, and of the fact that the House of Commons Special Committee on Social Security had not ended its sessions and that its decisions must have a direct bearing on the major matters in the terms of reference of the Saskatchewan Committee, the latter recommended that the inquiry be continued during the recess through a Committee of seven, who would assemble the material, consider the further deliberations of the House of Commons Committee and report to the reconstituted Special Committee early in the next session so that a final report may be made during that session.

The Committee, however, was able to report certain findings with respect to social welfare legislation in Saskatchewan and the constitutional limitations affecting joint Dominion-Provincial arrangements. Saskatchewan's legislation was found to compare favourably with that of other provinces. Expenditure for social services in the fiscal year 1941-42 amounted to \$9,990,693, of which \$2,781,168 was reimbursed by the Dominion Government and other provinces. As to constitutional limitations, a brief had been presented by the law officers of the Crown stating that legislative jurisdiction in the matter of the subject under inquiry rests with the Legislature of the Province but that there was little doubt that a formula could be devised under the Canadian constitution to enable the Province to participate in any national scheme of health insurance or to allow a

provincial programme to be fitted into a national scheme.

The Committee found an urgent need of immediate additional assistance to the aged and blind and to mothers for the care of dependent children. They therefore recommended that an immediate increase in pensions to the aged and blind be granted and that while the strongest pressure should be brought to bear on the Dominion Government to make adequate provision for such persons without delay, the Provincial Government should, regardless of the attitude of the Dominion consider contributing its share of a reasonable increase. The Committee further recommended that the Dominion Government provide for a substantial increase in the income which aged and blind persons are entitled to receive and in the exemption on account of property holdings before pension deductions are made and that the age at which blind persons become eligible for assistance under the Department of Pensions and National Health be reduced to 21 years.

Other recommendations of the Committee were:—An immediate increase in the allowance to mothers with dependent children; an increase in the number of public health nurses; provision for adding to the number of students training for nursing, medical and dental services; consideration to extending dental clinics; a request to the Workmen's Compensation Board to consider raising the compensation rate from 66½ per cent to 75 per cent of wages; amendment of the Workmen's Compensation Act to provide for payment to children of \$12 instead of \$10 per month and to orphan children of \$20 instead of \$15 per month; raising the maximum wages reckoned in computing compensation to \$2,500.

Recent Regulations under Dominion and Provincial Legislation **Housing—Workmen's Compensation—Pensions—Public Service—** **Seamen—Pilots—Safety in British Columbia—Minimum** **Wages in Nova Scotia and Quebec**

THE Minister of Finance has been authorized to take measures to relieve the housing shortage in certain areas. The application of the Government Employees' Compensation Act has been extended to additional groups of persons. Certain recommendations of the Advisory Committee to the Treasury Board on the Public Service have been implemented and a Pension Plan for employees of the National Harbours Board is to be established. Amendments have been made in the regulations under the Dominion Old Age Pensions Act. Orders in Council relating to

the disposition of the wages of deceased seamen and to load-line certificates for ships were passed and a number of Pilotage by-laws have been amended. Orders in Council concerning manpower and other topics, which are summarized elsewhere in the GAZETTE, are listed at the end of the Dominion section.

In the provincial field the British Columbia Workmen's Compensation Board has revised its general accident-prevention regulations. Nova Scotia has passed a minimum wage order for women employed in a miscellaneous

group of industries or wherever women replace men. Quebec has amended the order applying to the silk textile industry, issued a by-law

under the Order governing cotton textiles and renewed the Order relating to theatres on the Island of Montreal.

Dominion

Housing

To relieve the acute shortage of housing in the Ottawa, Vancouver and Victoria districts, two Orders in Council have been passed under the War Measures Act authorizing the Minister of Finance to acquire large houses in these areas for conversion into multiple dwelling units. Order in Council P.C. 2641 of April 1 authorizes the acquisition of 10 suitable buildings in the Ottawa district and Order in Council P.C. 4579, June 4, authorizes the acquisition of 40 additional buildings in Ottawa and 50 in the Vancouver and Victoria districts.

The Minister, on behalf of His Majesty, leases the buildings from their owners for five years, with the privilege of renewing the lease for three years more. He may cancel the lease at any time on 30 days' notice. The buildings are converted at the cost of the Government into apartments which may then be sublet to suitable tenants at reasonable rentals. The buildings themselves will be returned to the owners, on the expiration or cancellation of the leases, in their then existing condition.

Government Employees' Compensation Act

This Act provides that employees of the Government of Canada will be paid compensation for accidents on the terms provided for workers in private industry by the Workmen's Compensation Act of the Province in which the accident occurs. Since the beginning of the war the Act has been extended by Orders in Council passed under the War Measures Act to cover various classes of workers who would not normally be eligible for compensation under either this Act or the Provincial Acts (L.G., Mar., 1943, p. 390). It has recently been extended to cover still further classes of workers.

Order in Council P.C. 3650 of May 4 provides that the Act will apply to Dominion Government employees who are ordinarily resident in a Canadian province and who suffer injury or death in the course of their employment while they are performing war work in the Yukon or Northwest Territories. Compensation will be paid as if the accident had occurred in the Province in which the worker is ordinarily resident, and will not be affected by the length of time the worker is employed in the territory concerned.

Men who are granted postponement of military training on the ground that they are Mennonites, Doukhobors or conscientious objectors are required to perform alternative service under Part IIA of the National Selective Service Civilian Regulations (L.G., April, 1943, p. 526). This part provides that men performing alternative service will be entitled to benefits under the Government Employees' Compensation Act and that the Minister of Labour may, with the concurrence of the Minister of Transport, prescribe the remuneration which any man will be deemed to have received for the purposes of this Act. An Order in Council of June 1 (P.C. 36/4453), which was passed on the recommendation of these two Ministers, provides that compensation in the case of permanent disability or death will be based on a wage of \$12.50 per week, and in the case of temporary disability on a wage of \$7.40 per week. In the latter case, however, the amount of compensation is reduced by \$4.20 per week for board if the person is receiving board without expense to himself in the place where he has been performing alternative service or while he is in a hospital at the expense of the Crown.

Public Service

Three Orders in Council have been passed putting into effect recommendations of the Advisory Committee on the Public Service (L.G., Feb., 1943, p. 267). Order in Council P.C. 1/4456 of May 31 provides for the payment of a cost-of-living bonus to persons receiving between \$2,100 and \$3,000 per year. A bonus was already in effect for persons receiving under \$2,100 by virtue of an Order in Council of August, 1941 (L.G., 1941, p. 1036). The bonus for the lower paid employees is calculated on the basis of the rise in the cost-of-living index from August 1, 1939. That for employees receiving over \$2,100 is smaller, being calculated on the basis of the rise in the index after July 1, 1941.

Persons whose basic remuneration is less than \$3,000 may not have their total remuneration raised above \$3,000 by reason of the payment of the bonus. For those whose remuneration is less than \$2,100, payment of a bonus may not result in their total remuneration exceeding \$2,100 plus the bonus payable to persons receiving \$2,100 to \$3,000. When a husband and wife are both members of the Public Service of Canada

and both are eligible for a bonus, that of the employee with the greater salary will be paid. If either is ineligible, neither will receive a bonus and if both are eligible for the same bonus the husband's will be paid.

In addition to the Order in Council relating to the bonus, Orders in Council have also been passed relaxing in some respects the provisions respecting permanent appointments (P.C. 2/4456, May 31) and restoring the payment of gratuities in respect of civil servants of two years' standing who die while serving in the Armed Forces (P.C. 3/4456, May 31).

Seamen

Load-Line Rules on Great Lakes Ships.—The load-line rules relating to Great Lakes ships were relaxed by an Order in Council of July 24, 1941 (L.G., 1942, p. 1437) under the War Measures Act. This Order provided that the certificates indicating the depth to which ships could be loaded were subject to cancellation at any time by the Minister of Transport. An amendment has now been passed (P.C. 4357, May 27), repealing the above provision and providing that the certificates will remain in force for any period not exceeding five years which may be specified therein and may be renewed for any further period of not more than five years which the Assigning Authority may determine. No certificate, however, will remain in force after the Regulations themselves have ceased to have effect.

Seamen's wages.—The Minister of Transport has been authorized by an Order in Council (P.C. 3296) passed April 22 under the War Measures Act to dispose of any wages of deceased seamen which come into his hands, by paying them to the persons named as next of kin in the seaman's Articles of Agreement. The Canada Shipping Act provides that the property of deceased seamen is to be forwarded, in certain cases, to the Minister who is to dispose of it, after making deductions for any expenses incurred in respect of the seaman or the property, in accordance with the order of any court which has jurisdiction to determine how the seaman's property is to be distributed. However, when the seaman had no property other than the balance of his wages, Letters of Administration were not usually taken out and there was, therefore, no court competent to determine the disposition of the wages. In such cases, the Minister may dispose of the wages, if the amount involved does not exceed \$100, to the next of kin.

Pilots

The by-laws of three Pilotage Districts have been amended recently.

The special wartime pilotage rates authorized last October for vessels entering or leaving Prince Rupert in the British Columbia Pilotage District (L.G., 1942, p. 1302) have been extended to the new United States army base at Porpoise Harbour adjacent to Prince Rupert by an Order in Council (P.C. 3649) gazetted May 22 under the War Measures Act. Rates have also been set for movages between these two harbours. These rates are all subject to the 25 per cent surcharge on all pilotage rates in the District authorized in December, 1941 (L.G., 1941, p. 958).

The by-laws of the Saint John Pilotage District relating to movage charges have been amended by an Order in Council (P.C. 3430) under the Canada Shipping Act gazetted May 15. The amendment fixes a rate of \$20 for movage of all ships irrespective of size from the Main Harbour to any place in the harbour above the Falls or vice versa and authorizes special rates varying with tonnage for movages between the Main Harbour and Courtenay Bay or vice versa. The rates for movages within the Main Harbour or Courtenay Bay are unchanged. The amendment was proposed by the pilots of the District and approved by the Shipping Federation of Canada Inc.

To build up a fund for the maintenance of pilot vessels, a flat rate of \$2.50 for embarking or disembarking a pilot by pilot boat was authorized in the Pilotage District of Richibucto, New Brunswick, by an Order in Council (P.C. 3964) passed under the Canada Shipping Act and gazetted May 29.

National Harbours Board Pension Plan

The National Harbours Board has drawn up a Pension Plan for the Board's employees. A Pension Fund made up of contributions from the Board and from the persons covered by the Plan will be created and the Government will credit interest to the Fund at the same rate as it pays to Superannuation Fund No. 5. By-law 1 of the plan, approved by an Order in Council (P.C. 3/4225) of May 21, was gazetted May 29 and stipulates that the Plan is to come into effect on June 1 and will be administered by the Minister of Finance.

All permanent full-time officers, clerks and other employees of the Board are eligible if they earn at least \$600 per annum and are not contributors under the Civil Service Superannuation Act or the Civil Service Superannuation and Retirement Act. The provisions of the Plan are to be, *mutatis mutandis*, in the terms of the Civil Service Superannuation Act and all regulations and Orders in Council related to it.

Persons employed on June 1, 1943, must indicate by December 1, 1943, if they wish to become contributors. All persons employed after June 1 must become contributors provided the Department of Pensions and National Health certifies that their health and physical condition come up to standards set for the Civil Service.

Contributors may make extra contributions to cover any period of service prior to becoming contributors, and may include service as employees of the Civil Service, Senate, House of Commons, Library of Parliament, or any other portion of the Public Service which the Governor in Council may designate; or as employees of any corporation to which the Board is or shall become a successor. Such period of service will then be counted for the purpose of computing allowances. It is counted in computations of time served whether or not contributions are made in respect of it. Persons who, between September 7, 1939, and June 1, 1943, obtained leave of absence to enter the Armed Forces must indicate by June 1, 1944, whether or not they wish to become contributors and whether or not they desire to contribute for past service.

Contributors must retire at 70 unless the Treasury Board grants annual extensions for a period not exceeding 5 years. Contributors over 74 on June 1, 1943, may have their period of employment extended up to June 1, 1944.

No allowance will be paid until the Treasury Board certifies that a contributor is eligible and, if he is under 65, the Board must also report, on the advice of the Minister of Transport, that it is in the public interest to grant the allowance. Allowances will be granted to widows and children of contributors on certain conditions. The Treasury Board must consider such recipient worthy of an allowance. Allowances will not be granted to dependents of a contributor who married after superannuation, who was over 60 years at the time of a marriage contracted after June 1, 1943, or who dies within one year of his marriage unless the Board is satisfied that he was in good health at the time of marriage and that there are no other objections to granting the allowance. If there are 20 or more years difference between the contributor's age and that of his wife, her allowance is to be reduced.

Old Age Pensions Act

The amendment in the regulations under the Dominion Old Age Pensions Act (L.G., 1938, p. 286; 1939, p. 1230; 1942, p. 583; April, 1943, p. 527) which declared that cost-of-living bonuses and supplemental allowances

paid to old age pensioners by the Governments of Alberta, British Columbia, Manitoba and Ontario are to be disregarded in calculating a pensioner's income, has been further amended by an Order in Council (P.C. 10/4120) gazetted June 5. The latest amendment extends this provision to cover similar payments by the Governments of Nova Scotia and Saskatchewan.

The regulations governing the determination of the income of married applicants for old age and blind pensions whose spouses are or are not in receipt of a pension under the Dominion Old Age Pensions Act have also been amended by an Order in Council gazetted May 8. The amendment stipulates that the income of an applicant for an old age pension whose spouse is not in receipt of any pension under the Act is to be taken as the sum of the incomes of the husband and wife less \$365. The provisions relating to the income of applicants whose spouses are in receipt of either an old age or a blind pension are unchanged. Under the Act a person is not eligible for an old age pension unless his yearly income is below \$365 and a married applicant for a blind pension must have an income of less than \$640 to qualify for a pension.

Alberta, which adopted the Dominion Old Age Pensions Regulations in 1937, gazetted two Orders in Council on April 30 adopting the above amendment and the one relating to cost-of-living bonuses and supplemental allowances passed February 17 (L.G., April, 1943, p. 527).

Other Orders in Council

The following Orders in Council have been passed recently and are summarized elsewhere in the GAZETTE:

Manpower.—Compulsory Employment Order No. 2, May 15, issued under National Selective Service Civilian Regulations, P.C. 246 (L.G., Jan., 1943, p. 19), p. 738; P.C. 4091, May 17, authorizes proclamation declaring a state of emergency in regard to production of coal, p. 739; P.C. 4092, May 17, regarding employment of coal miners, p. 739; P.C. 3628, May 4 and P.C. 4565, June 5, amend P.C. 10674 (L.G., 1942, p. 1404) establishing Emergency Coal Production Board, p. 741; P.C. 2326, May 10, authorizes utilization of services of prisoners of war in agricultural and other work, p. 741; P.C. 4356, May 20, permits Japanese labour to be employed in timber operations, p. 739.

National War Labour Board.—P.C. 4566, June 4, gives the National War Labour Board jurisdiction over wages in shipyards in Ontario,

Quebec and Halifax, p. 747; P.C. 3870, May 17, establishes Western Labour Board, p. 746.

P.C. 3868, May 10, amends agreements with Provinces regarding War Emergency Training Program, p. 814.

An Order authorizing agreements with provinces for more effective use of agricultural labour (P.C. 3620) was dealt with last month (L.G., May, 1943, p. 568).

P.C. 4175, May 20, amends P.C. 4020 (L.G., 1941, p. 1210) relating to Industrial Disputes Inquiry Commissions, p. 761.

Correction

The Order in Council (P.C. 2821) of April 7, 1943, regarding alternative service for conscientious objectors which was summarized in the April GAZETTE, p. 526, as an amendment to the National Selective Service Mobilization Regulations should have appeared as an amendment to the National Selective Service Civilian Regulations, although the Order also made certain minor adjustments in the Mobilization Regulations to bring them into line with the new provisions relating to conscientious objectors in the Civilian Regulations.

Provincial

British Columbia Workmen's Compensation Act

New accident-prevention regulations have been issued by the British Columbia Workmen's Compensation Board to replace regulations of June 22, 1935 and amendments (L.G., 1935, p. 512; 1939, p. 474; 1941, p. 1502). They deal with guards for machines, protective clothing, safe practices and good housekeeping in all workshops, factories and other plants and include special regulations relating to sawmills, shingle mills, logging operations, wood-working, construction and demolition work, mechanical refrigeration, explosives, electrical installations, transport of workers, cranes and derricks, etc. Most provisions of the new regulations were included in the former ones, but sections have been added relating to welders and burners, the transport of explosives, acetylene generators, and air and gas lines, torches and cylinders. The accident-prevention regulations for ship-construction gazetted last month contain similar provisions concerning welders and burners and air and gas lines, torches and cylinders (L.G., May, 1943, p. 689).

Other new clauses in the general regulations stipulate that women working about machinery must wear caps or other approved head covering which completely covers the hair. Toeless, high-heeled or sandal type shoes are forbidden. Workers in foundries who are exposed to the hazard of molten metal must wear suitable protective clothing. Boats used for transporting workers must have fire-extinguishing equipment as well as life-saving equipment which includes life-jackets, life-buoys and life boats or other approved buoyancy equipment. Workers are forbidden to board or leave moving trucks and all trucks on construction work must have horns, bells or whistles which are to be sounded before the truck moves. All buildings in and around which workers are employed must be of substantial construction

with roofs braced in areas where heavy snow-falls occur.

Provisions have also been added relating to cranes and derricks, logging trucks and lumber carriers, guy-lines for gin-poles, circular resaws, starting devices on transmission machinery, treadles, work-rests on abrasive wheels, standard railings on construction work and testing devices for fuses and circuits. The section prescribing a penalty of \$50 for violation of the regulations has been omitted from the new regulations which came into effect June 1.

Nova Scotia Minimum Wage for Women Act

Order 11, gazetted May 19, sets minimum wage rates for women employed in garages, gasoline service stations, theatres and other places of amusement, messenger services and as operators of taxis or delivery cars. It also applies to all women workers replacing men in any type of employment. The order went into effect on June 1 and extends to all cities and incorporated towns in the province.

The weekly minimum rates correspond to those prescribed for other industries but time and a half instead of straight time is required for all hours in excess of eight a day and 48 a week. In Halifax, Sydney and Glace Bay the minimum rate for experienced workers is \$12 a week and for inexperienced, \$10. In all other incorporated towns the rates are \$11 for experienced employees and \$9 for inexperienced. The learning period is one month after which experienced workers' rates must be paid. Part-time employees are to receive not less than 25 cents an hour in Halifax, Sydney and Glace Bay and 23 cents elsewhere and must be paid for a minimum of four hours on any day they work.

Deductions from minimum rates for the use, purchase or laundering of uniforms or other articles of wearing apparel are for-

bidden, and deductions for absence may not exceed the actual value of the time lost computed in proportion to the normal working hours in the establishment. Workers must be paid for waiting time spent on the premises. The Order repeats the provision of the Act which stipulates that if a worker is not paid the minimum rate, she may sue and recover as a debt the difference between the minimum rate and the wages paid to her.

Employers are forbidden to discharge or threaten to discharge any worker because the worker has lodged a complaint with the Minimum Wage Board or testified at any investigation or proceeding under the Act. A penalty of \$25 is prescribed in the Order for failure to post a copy of the Order in a conspicuous place in each establishment covered by it. In addition the Act provides for fines of \$25 to \$100 for non-compliance with any order of the Board.

Quebec Minimum Wage Act

The provisions relating to apprentices in Order 5, Revised, governing the silk textile industry (L.G., 1938, pp. 985, 1350; 1940, p. 691; 1941, pp. 960, 1290) have been amended by an Order in Council gazetted May 15. No changes have been made in rates, but the percentage of apprentices permitted in the various categories has been raised for the duration of the war and a number of sections have been reworded to clarify them. The provisions of the new general Order 4 (L.G., 1942, p. 586; Jan., 1943, p. 154) which are not inconsistent with Order 5, Revised are declared applicable to the silk textile industry.

Under the former provisions, apprentices' rates could be paid to not more than 5 per cent of all the employees in the throwing, warping, weaving, cloth room and maintenance departments, and to a similar percentage of the employees engaged in printing, engraving, dyeing, finishing and miscellaneous converting jobs. This percentage has been raised to 10 per cent for the duration of the war to allow for the rapid turnover of staff in wartime. All inexperienced workers in excess of this quota must be paid experienced workers' rates, but if the number of employees declines, persons who have been classified as apprentices will continue as apprentices for the period of their apprenticeship.

The period during which apprentices' rates may be paid remains at 10 months in any employment covered by the Order, except in the case of apprentices to roller printers and to sketch-makers, plate cutters, bench hands, roller turners and etchers in the engraving department. For these, the period of

apprenticeship is five years in the specified trade. A new clause states that for the purpose of determining periods of apprenticeship, 312 days of employment constitute a year, 156 days make up six months and 26 days a month. The days worked need not be consecutive or complete.

As before, the minimum hourly rate for apprentices is 20 cents in the following departments: throwing, warping, weaving, cloth room, maintenance, printing, engraving, dyeing and finishing and for miscellaneous converting help which includes carriers, washers, truckers, folder men, etc. No average hourly rate is set. For the trades in the printing and engraving departments for which a five-year apprenticeship is required, however, special rates are set and provision made, as formerly, for yearly increases in the minimum hourly rates. There has been no change in these rates. Roller printers' apprentices start at a minimum of 35 cents an hour and receive an increase of 5 cents an hour each year for four years. Apprentices to plate cutters, bench hands and etchers have a beginning rate of 30 cents which rises by two cents each year to 38 cents an hour in the fifth year. Roller-turning apprentices start at 28 cents and reach 36 cents in the fifth year. Sketch-making apprentices start at 30 cents and receive increases of 3 cents an hour each year for four years.

The particulars which employers in the cotton textile industry governed by Order 8, Revised (L.G., 1941, p. 31) must state on the pay envelopes of their workers were set forth in by-law No. 5 gazetted May 22 by the Minimum Wage Commission. Order 8 requires employers to furnish particulars of the amount paid to each worker and authorizes the Minimum Wage Commission to enact by-laws prescribing the minimum particulars which must be supplied. By-law No. 5 is issued under this authority and lists the following particulars: the name of the employee, the date of the pay and of the pay-period, the number of regular and overtime hours worked, the wage rate, the deductions made and the amount paid. An approved form for listing these particulars is appended to the by-law.

Employers in other industries in the province are also required to furnish particulars of this nature on pay envelopes under the terms of by-law B-4 (L.G., 1940, p. 1037) and Order 4, 1942 (L.G., 1942, p. 586; Jan., 1943, p. 154).

Order 40, governing cinemas and theatres on the Island of Montreal (L.G., 1941, pp. 653, 960) was renewed to July 1, 1944, by an Order in Council gazetted May 22.

Recent Legal Decisions Affecting Labour

Alberta Court holds that Mother who Divorced her Husband after being Deserted is not thereby Ineligible for Mother's Allowance

By a majority of two to one, the Appellate Division of the Alberta Supreme Court on May 6 overruled two lower court decisions and granted the application of a mother for an order that she had been deserted without reasonable excuse by her husband for a continuous period of five years. Such an order was necessary for her to establish her right to an allowance under the Alberta Mothers' Allowance Act. Her action had failed in the lower courts on the ground that she had divorced her husband during the period for which she claimed desertion and that her husband could no longer be considered guilty of desertion after his matrimonial obligations had ceased. The majority of the Supreme Court held, however, that it was not intended by the Mothers' Allowance Act which is

a beneficent statute, passed for the benefit, protection and maintenance of children living and being cared for by their mother, to require that a wife who is entitled to live apart from her husband because of his attachment for and adultery with another woman must wait before bringing an action for divorce until five years have passed on penalty of losing her chance of a mother's allowance, especially where, as here, she has been left in destitute circumstances.

Mr. Justice Hanson, in dissenting, held that the appellant had not proved that the desertion was without reasonable cause and that under the statute this was essential to the making of the order sought. *In re Mothers' Allowance Act and McDonald* (1943) 2 Western Weekly Reports 97.

Ontario Court Awards Damages to Dependents of Worker Killed through Town's Negligence in Permitting Headway under Bridge to be Reduced

Damages were granted by Mr. Justice Chevrier in the Ontario High Court of Justice on January 11 to the widow and unborn child of a workman who had been killed when he struck a railway bridge while riding on top of a loaded truck. The action was against both the Canadian National Railway Company and the town of Parry Sound which maintained the road beneath the bridge. As the company had built the bridge with the headway required by the Board of Transport Commissioners, the Court dismissed the action against it with costs. On the other hand, it found the town negligent in permitting the

surface of the road to be raised by nearly 11 inches, thus reducing the headway. However, it considered that the worker was also negligent in riding backwards with his head above the top of the load. The Court assessed the relative degrees of negligence at 80 per cent against the town and 20 per cent against the worker and ordered the town to pay damages amounting to \$2500 for the widow and \$840 for the child, less deductions for contributory negligence, into the Accident Fund established by the Ontario Workmen's Compensation Act. Because the dependants had elected to receive compensation rather than bring suit against the company and the town, the Workmen's Compensation Board had been subrogated to their right of action under sec. 8 (3) of the Act. Consequently, the proceeds of any action in the dependants' names went to the Accident Fund.

The widow appealed on three grounds: (1) that the damages were insufficient; (2) that there was no negligence on the part of the workman; and (3) that she should have been allowed to recover from the town the costs which she was required to pay to the company on dismissal of her action against it. The town submitted a cross-appeal, contending, (1) that the plaintiff sustained no damages or not the amount awarded; (2) that the degree of negligence of the worker was fixed too low; and (3) that the driver of the vehicle should have been found negligent.

The Court dismissed the cross-appeal without costs and refused to interfere with the trial judge's decision relating to the amount of damages or the costs of the company. It allowed with costs the widow's appeal in regard to the finding of negligence against the workman, holding that there was no evidence of negligence on his part. *Chapman v. Canadian National Railway Company and the Town of Parry Sound* (1943) Ontario Weekly Notes 47, 297.

Quebec Court, Dismissing Damage Action, Holds that Accident is Fault of Worker

A worker's action for damages on account of an injury caused by a wool-carding machine was dismissed with costs by the Montreal Superior Court on April 19, on the ground that the accident was solely the fault of the worker.

The worker was employed by an independent contractor engaged in laying cement floors in the defendant company's premises. When returning to his work after obtaining a drink of water in the plant, the worker attempted to pick up a piece of wool near a

wool-carding machine and his left hand was caught in the rollers of the machine and severely injured. In bringing action for \$24,520 damages against the company, the worker claimed that the accident was due to the company's negligence because the floor was wet and had caused him to slip and fall against the machine which was not properly guarded as required by regulation under the Quebec Industrial and Commercial Establishments Act.

The defendant company claimed that the floor was not wet and denied that the worker had slipped or fallen. Moreover, it declared that the machine was not dangerous and that the worker's injury was the result of his own imprudence in reaching inside the machine to pick up wool from a revolving roller.

The Court accepted the defendants' version of the accident as there was evidence to disprove that the floor was wet and that the plaintiff had slipped and fallen. As regards the argument that the company had violated the Quebec Industrial and Commercial Establishments Act which requires factories and the machinery and equipment in them to be kept in such a manner as to secure the safety of the employees, and had violated also a regulation under the Act which stipulates that guards five feet in height must be provided for transmission machinery situated in places through which workers must pass. The Court agreed that the regulation applied to the machinery in question, but held that, while it might be considered that the accident could not have happened if the regulation had been complied with, failure to comply was not the determining cause of the accident. The Court pointed out that the "plaintiff's act in placing his hand in close proximity to the rollers was purely voluntary, quite unnecessary and, indeed, inexcusable. He had nothing whatever to do with the machinery". Moreover, he had been working in the plant for over a week, was of mature age and therefore ought to have been aware of the danger to which he was exposing himself. "Consequently, the Court concludes that the accident was due solely to the fault of the plaintiff himself". *Earl James v. Ayers Limited*, Montreal Superior Court, April 19, 1943.

**Quebec Court Affirms Judgment Acquitting
Company Official of Making False
Report—Held Report was Made
by Company**

An appeal by the Joint Committee of the Printing Trades for Montreal and district against the acquittal of an official of a newspaper company charged under the Quebec

Collective Agreement Act with submitting a false return to the Joint Committee was dismissed with costs by Mr. Justice Archambault on March 2, in the Quebec Court of King's Bench for the District of Richelieu.

The Joint Committee was established in May, 1941, to administer a decree issued under the Collective Agreement Act on April 24, 1941, to govern printing establishments in Montreal and district. All employers subject to the decree are required to submit to the Joint Committee monthly returns showing the wages paid and regular and overtime hours worked in their establishments. Sec. 43 of the Act makes it an offence to submit a false or inaccurate statement or to falsify a pay-list or other document relating to the administration of the decree. It was under this section that A. O. Cartier, an official of *Le Sorelois Ltd.*, a newspaper company was charged with having submitted a return for the month of December, 1941, containing false statements regarding wages and hours of the company's employees. The magistrate dismissed the charge on the ground that the offences enumerated by the Act could be committed only by employers.

Mr. Justice Archambault, in the Appeal Court, agreed that the statements in the return relating to overtime were false and that the official knew they were false. He disagreed with the Magistrate on the point that all offences listed in the Act could be committed only by an employer, and held that the offence specified in sec. 43 could be committed by anyone, even by a perfect stranger. However, he agreed with the Magistrate that in this case the offence, which was the submission of a false return, was committed not by the official but by the company. The return was made on a form supplied by the company and headed by the company's name and address. Moreover, as the signature of the official was preceded by the words "authorized signature," the official was acting and signing on behalf of the company. In the Court's opinion, it was not a question of determining the responsibility of a representative for the offences of his employer or the personal responsibility of the directors or officers of a company for the acts of the company, but simply of deciding who submitted the false return. The official himself had no personal obligation to submit a return since he was not an employer to whom the printing trades decree applied. The company had such an obligation and the Court held that it was the company which had submitted the false return.

Comité Paritaire de l'Industrie de l'Imprimerie de Montréal et du district v. A. O.

Cartier, Cour du Banc du Roi de Québec, March 2, 1943.

Montreal Firm Awarded Damages for Loss Suffered when Rival Company and Former Employee Entice Away its Workers

On April 6, a Montreal bakery was awarded damages of \$272.83 and costs by Mr. Justice Tyndale in Montreal Superior Court in an action against a rival company, its president (Bousquet) and one of the plaintiff's own former employees (Corbeil). The complaint was that the defendants had wrongfully conspired to entice certain employees to leave the plaintiff's employment and that as a result the plaintiff had suffered monetary loss.

Much of the evidence was contradictory, but the Court accepted the following as proved. Corbeil had persuaded five other employees of the plaintiff to break their contracts and accept employment with the defendant company. All six had quit their former jobs without notice and had immediately proceeded to sell the defendant's bread to the customers they had previously been serving on behalf of the plaintiff. Moreover, the Court was convinced that there had been an arrangement between Bousquet and Corbeil under which the latter, "for money or money's worth", had acted as he had done. The following two arguments were cited to support this conclusion: (1) if Corbeil had simply wanted to better his position and had had no direct interest in enticing workers from the plaintiff to the defendant company, he would not have gone to the trouble of persuading the others to change their jobs, and (2) he had immediately become an inspector in the defendant company, a promotion which might be considered as a reward for his services.

The Court therefore concluded that Bousquet and Corbeil had committed a wrongful act

with the intention, *inter alia*, of injuring plaintiff in his business. It is true that considerable latitude is permitted in business competition even when action is taken for the express purpose of injuring a competitor; but what is in question here, in the view taken by the Court, amounts to a conspiracy to commit a wrongful act and to induce others to commit a breach of contract.

Jonas v. Pain Suprême Ltée et al, Montreal Superior Court, April 6, 1943.

Saskatchewan Appeal Court Affirms Damages to Widow of Workman Killed Due to Defect in a Machine

Holding that failure to engage competent designers to supervise alterations in a machine constituted negligence, the Saskatchewan Court of Appeal dismissed with costs an appeal by Canadian National Railways from

a judgment awarding damages of \$7,500 to a woman whose husband had been killed as a result of a defect in the machine. The decision, which was unanimous, was delivered on April 21.

The machine in question was a pile-driver and the accident occurred when a brace parted from a lead it was supporting. In falling, it struck or shook the workman off a platform causing him to fall about 24 feet to his death. The pile-driver had been used since 1913. At that time the leads had been made of wood, but during the winter of 1937-38 the machine was remodelled in the defendant company's repair shop and steel leads were substituted for the wooden ones. The old braces were retained, however, as were the brackets by which they were attached to the leads.

According to the testimony of an expert engineer, the breakage had resulted from the fact that when steel leads had been substituted for wooden ones, increased strain had been placed on the braces because of the additional weight. Counsel for the defendant submitted that there had been no way of foreseeing this and that there was no evidence that reasonable precautions had not been taken when the machine had been remodelled. The Court found, however, that the alterations in the machine had been made under the supervision of mechanics, who, though competent in their trade, did not have sufficient training to appreciate the consequences of what they were doing. Moreover, it seemed clear that no expert advice had been sought when the alterations were being made. The defendant's counsel argued that there was no evidence to support this last conclusion. The Court, however, pointed to the evidence of the mechanic in charge of the workshop who stated that, as far as he knew, no account had been taken of the effect of the changes on the bracket. In any case the defendant company could easily have proved that it had consulted expert opinion if it had actually done so. *Jansen v. Canadian National Railways* (1943) 2 Western Weekly Reports 109.

English Court Holds that Worker is Reinstated if Employer Pays Wages but does not Provide Work

Whether reinstatement in employment involved the granting of both work and wages in all circumstances was the question at issue in a case arising out of application of the Essential Work Order in Great Britain (L.G., 1942, p. 933). The Order prohibits workers in industries scheduled under it from leaving their jobs or being dismissed without the permission of a National Service Officer, and makes provision for appeals to local Boards against directions of National Service Officers issued under the Order. Local Appeal Boards

are composed of one representative each of employers and workers and of an independent chairman and have power to make recommendations to National Service Officers in cases referred to them.

The case concerned an electrical firm covered by the Essential Work Order. The firm applied for and was granted permission to dismiss seven employees on the ground that there was no work for them. One of the seven appealed against the direction of the National Service Officer ordering her dismissal, and the local Appeal Board recommended that the National Service Officer should direct that she be reinstated. Such a direction was issued and the firm put the worker back on the pay-roll but had no work for her when she reported at the plant.

The National Service Officer then instituted proceedings under the Order against the firm for failure to reinstate the worker in accordance with his direction, but the Magistrates dismissed the charge; and when the Crown appealed the decision, a King's Bench Divisional Court upheld the lower court.

In the appeal court, the Crown contended that reinstatement involved wages plus work and that an offence had been committed if it was shown that the firm had failed to provide work. The company submitted, however, that the worker had all the rights after reinstatement which she had had before. For example, she could not be dismissed without the permission of a National Service Officer. Therefore, the order to reinstate had been complied with.

Mr. Justice Charles, in giving judgment, declared that reinstatement as contemplated by the Order connoted the putting back of a person, so far as was humanly possible, in the same position as he or she held when dismissed. While he disagreed with the assertion that the question of giving work in addition to wages was irrelevant, since work and wages were closely linked in the Order, he considered that the company had done all in its power to provide work and had therefore reinstated the worker as far as was possible in the circumstances. *Rex v. Ultra-Electric Ltd.*, King's Bench Divisional Court, April 15, 1943.

***Employers in Great Britain Convicted under
Factories Act For Failure to Fence
Dangerous Machinery***

Two legal cases involving prosecutions under the Factories Act in Great Britain for failure to fence dangerous machinery were reported in the British Ministry of Labour Gazette for April. In both cases a Divisional Court reversed the decision of a Magistrate's Court and convicted the employers.

The first case arose out of the injury of a 16-year old boy who had been ordered by a forewoman to replace a belt which had slipped off a pulley. To do so he had to stand with one foot on a bench and the other on the window-sill. He replaced the belt while the transmission machinery was still in motion, although there was a switch in the room by which it could have been stopped. As he turned, the belt slipped off again and caught his arm against the pulley wheel, breaking it and tearing his fingers. The machinery was not fenced in any way. The employer was prosecuted under the section of the Act stipulating that every part of the transmission machinery in a plant must be securely fenced unless it is in such a position or of such construction as to be as safe as if fenced. The Magistrate dismissed the case on the ground that it was as safe as if fenced because the belt and pulley could not be reached from the floor.

However, the Divisional Court held that the fact that the transmission machinery was out of reach did not justify the Magistrate's decision, and cited another case where an employer had been convicted of failing to fence machinery which was 12½ feet above the floor and which could only be reached by the worker climbing a pipe. In the present case the worker only had to stand on a window-sill to reach the dangerous machinery.

The second case involved a paste-mixing machine of the trough type equipped with revolving arms which caused injury to a woman when she was scraping the inner sides of the trough. The employers were prosecuted under the section of the Act which stipulates that all dangerous machinery must be securely fenced, or if the nature of the operation makes a guard impracticable, there must be a device which automatically prevents the operator from coming into contact with the dangerous part. In their defence, the employers pointed out that they had provided a wooden cover with wire mesh in the centre for use when the blades were revolving, that this was the best type of guard that could be provided, and that the machine would have been perfectly safe if the guard had been used. It was not in place at the time of the accident. The Magistrate accepted the employers' contention that the machine was adequately guarded, but the Divisional Court, in reversing the decision, held that the provision of a guard by the defendants did not avail them, if, while the machinery was in motion, the guard was not in use. *Newby v. Angus Stuart Ltd.*, Divisional Court, March 30, 1943; *Davies v. Batger & Co. Ltd.*, Divisional Court, April 1, 1943.

Prices and Price Control

Price Control in Canada During May, 1943

Meat Rationing Regulations—Other Wartime Prices and Trade Board Orders Affecting Foods and Other Commodities— Enforcement Activities

AS in previous months food prices and supply problems were of major concern. Supply and price problems also arose in the field of civilian manufactured goods, however, especially clothing and footwear, and also in the case of certain types of used goods. In regard to foods, the Wartime Prices and Trade Board was mainly occupied with making preparations for meat rationing which was introduced on May 27, and with overcoming shortages of potatoes which had developed in certain areas. As a result of meat rationing certain other foods such as fish and poultry required special attention, particularly with respect to prices.

Foods

Meat Rationing.—During the month the Board completed its preparations for meat rationing, the plan coming into effect on May 27. As announced in the House of Commons some time ago, the ration allowance was set at two pounds per person per week (B-276, May 17). For details of the plan, see the article following this, entitled "Meat Rationing Regulations."

Beef Prices.—The advance in wholesale price ceilings on beef of 25 cents per cwt., May 27, represented the final price rise in the seasonal adjustment plan outlined in the statement of government policy last October (A-734, May 24). At that time it was provided that the schedule of maximum wholesale prices of beef, reached May 27, 1943, would remain in effect indefinitely, with prices free to fluctuate under the overall ceiling in accordance with market conditions. It was also provided that steps would be taken to ensure that beef cattle prices were maintained at levels appropriate to floor prices.

To prevent any undue fall in cattle prices which might result from meat rationing, a series of floor prices for beef were established, corresponding to the seasonal maximum prices for beef which existed last fall and winter. According to the joint statement issued by the Department of Agriculture and the Prices Board, the floor price for carcass beef from May 27, the date of the final seasonal rise, to

August 14, will be one quarter of a cent per pound below the maximum wholesale prices established by the Board; from August 16 to September 18, when a seasonal decline in beef prices is expected, the floor price will be one cent below the ceiling; and from September 18 to the end of the following April, "the floor price maintained will follow a curve corresponding exactly to the ceiling price schedule of the past fall and winter," that is, it will be 2½ cents below this year's ceiling during the period September 20 to December 18, and starting on December 20, the floor price will be raised one-half cent on February 7, March 20, and April 24, 1944. In periods of surplus supply when prices might ordinarily be expected to fall, the Department of Agriculture will support the market by the purchases of beef at prices which will maintain the floor. From these supplies reserves will be built up for taking care of domestic requirements under rationing in periods of short supply; beyond that point, the rest will be available for overseas shipment.

Poultry.—Because the prices of certain kinds of live poultry were out of line with dressed prices and because poultry was not under the ration it was necessary to place wholesale and retail price ceilings on practically all types of live poultry. The maximum prices in each province at which live birds may be sold under the new order are related to the prices of corresponding kinds of dressed poultry (B-268, April 27).

Fish.—With fish taking on new importance in civilian consumption since meat rationing began, the Board has taken steps in several instances to ensure supplies at reasonable prices. The chief factors determining prices and supply are the requirements of the United Kingdom for certain types of fish, mainly salmon and herring, rising prices in United States markets, and labour shortages in some branches of the fishing industry. For example, since a substantial proportion of such fish as lobsters, oysters, codfish, herring, haddock, halibut, etc., and all fresh water fish, particularly whitefish and lake trout, are exported, a

number of these varieties of fish were exempted from the price ceiling at its initiation in December, 1941. Early this year, however, when prices in certain instances appeared unduly high, the Board passed an order limiting wholesalers' and retailers' markups to those obtained in the basic period, but not exceeding certain specified percentages.

In April it became necessary to fix processors' maximum prices for frozen halibut on the Pacific coast, and control wholesalers' and retailers' markups in an effort to divert some supplies to the Canadian market and at the same time, maintain reasonable prices. Rising prices in the United States, however, continued to attract practically all of the Canadian supplies, and it became necessary, in the latter part of May, to have each processor set aside 50 per cent of fresh halibut to be processed and frozen for the Canadian market. Under this order prices to the primary producer were specified, the prices charged by processors and distributors remaining at the levels established in the April order (A-751, June 2).

In a few cases, when the United Kingdom has not taken all the supplies of certain types of fish as called for in the original contract, it has been necessary to set prices on the amount left available for the Canadian market (e.g. herring packed in tall tins, April, 1943). During the month under review, regulations were passed covering maximum prices of canned salmon on the Pacific coast, including prices to be paid fishermen, canners' prices, and wholesale and retail markups, since it was expected that some salmon of the 1943 pack would be released for sale in Canada (A-723, May 12). (Last year the entire pack went to the United Kingdom.) Price ceilings were also established for fresh and various types of frozen salmon on the Atlantic coast (A-732, May 18). About 80 per cent of the supply is expected to go to the United States where higher prices prevail, and arrangements have been made to divert the other 20 per cent to the Canadian market at the lower level of prices established under the order.

Potatoes.—During the month serious shortages of potatoes developed in some of the larger centres, due mainly to light crops last year in Ontario and Quebec. To relieve the situation the Board, in conjunction with the Department of Agriculture, arranged for the systematic channelling of all shipments from the Maritimes—the surplus area—to the centres of greatest shortage. This was accomplished by freezing, temporarily, parts of the stocks of potatoes held by large wholesalers; by having each potato shipper in the Maritimes send in to his nearest grading inspector of the Department of Agriculture the necessary

information with respect to destination, car number and quantities he intended shipping, and by having this information telegraphed to the Board's central distributing agency in Montreal which was given the authority to reroute consignments of potatoes, depending on where the more serious shortages existed. The Montreal agency was informed as to the supply situation in the different parts of Canada by the regional prices and supply representatives of the Board.

It was also necessary to pass an order prohibiting the sale of certified seed potatoes for any use other than planting as there was evidence that buyers in some instances had been purchasing potatoes of seed quality for purposes of home consumption, thereby reducing the amount of seed available for the 1943 crop. The order became effective on May 13 and covered the period until June 5, considered the normal end of the potato planting season (B-275, May 11). To ease the potato shortage, imports from the United States were encouraged by suspending from May 1 to June 30 the war exchange tax of 10 per cent amounting to about 25 cents a bushel, and thus enabling imports to be sold at ceiling prices.

Other Commodities

Coal.—During the month special consideration was given several commodities which presented difficult problems from the point of view of maintaining supplies at reasonable prices. The most notable case was that of retail coal prices in the city of Toronto. In April, the Board, after making a careful study of the costs of distributing coal in Toronto, came to the conclusion that an increase in price of 25 cents per ton, together with a further service charge of 50 cents per ton for bagging, represented the minimum increase in charges required to permit dealers to cover costs of distribution. Upon the urgent request of the Toronto City Council which expressed the opinion that it could produce a satisfactory alternative to a price increase, the Board suspended the authorized increase in price until May 18, but further investigation convinced the Board that the temporary suspension should not be renewed, and the price increase, therefore, became effective on May 18 (A-679, Apr. 3, A-696, Apr. 16).

The Board's investigations revealed that dealers' margins in Toronto have been subnormal for a number of years, and that the pressure of rising costs, which was absorbed by adequate profit margins in other areas, could not be met by many of the dealers in Toronto, particularly the smaller dealers, because the profit margin had already been forced below economic levels. The Board concluded that

the best solution under the circumstances, taking into account such factors as the scarcity of equipment for delivery, etc., was to permit the price increase and extra service charge.

Cascara Bark.—An interesting example of the problem of higher costs is provided this month in the case of cascara bark, a product used by pharmaceutical processors for use in different extracts of cascara. In 1942 the cost of obtaining cascara bark (in British Columbia) had increased enormously, mainly because of an acute labour shortage. Formerly the principal gatherers of the bark were Japanese, and in 1941 it was possible for the processors to buy it at about 12 or 14 cents per pound, but in 1942, because of the labour shortage, it became necessary to pay a much higher price—the collectors who sold the product to the processor were paying the “peelers” 20 cents per pound. At the time the 1942 crop was marketed, the maximum price at which collectors could sell the bark to processors was fixed at 24½ cents, while the latter agreed to continue selling their finished products at ceiling prices. This year, in order to ensure adequate supplies of the bark, the price was established at approximately the same level (A-718, May 8).

Used Goods.—The pricing of used goods still remains an acute problem because of the scarcity of many consumer goods whose manufacture has been prohibited or greatly reduced. During the past few months, several kinds of used goods were brought under a system of specific maximum prices, usually bearing some appropriate percentage relation to the prices of the goods when new. This month, two important items in the consumer budget were added to the list: used metal beds and bed springs, and used mechanical household refrigerators. The order covering beds listed prices to consumers and prices for transactions between dealers. In both orders prices and conditions of sale differentiated between used and “rebuilt” models, a factor which should help to stabilize the market and ensure reasonable prices (A-710, May 4; A-712, May 4).

Conservation and Simplification

Several important measures were taken during the month to ensure supplies of certain manufactured goods for civilians (flannelette garments, repair leather for civilian footwear, protective rubber garments). At the same time, the Board's program of simplification and standardization, designed to conserve the use of materials and also to reduce costs, was extended to several additional articles (particularly finished paper products such as carbon paper, counter check books). In one or two cases it has been necessary to increase the quota of materials, mainly metal used in the manufacture of civilian goods which are con-

sidered essential and which have been in extremely short supply. (Wire screen cloth and barbed wire).

Probably the most notable example of measures taken by the Board this month in the field of manufactured goods is that of flannelette garments. By eliminating unnecessary or less important uses of flannelette in the manufacture of children's sleepers, women's and misses' pyjamas and nightgowns, a considerable yardage of flannelette will be diverted to garments of an essential character for infants and children. In addition the Administrator has been given control over the quantity of different classes of flannelette garments which may be manufactured (A-716, May 8). An Order prohibiting the use of full leather soles for shoe repairing will result in a considerable diversion of outsole leather to maintain essential civilian supplies and help meet military requirements for sole leather (A-717, May 8). It was also announced during May that restrictions on the sales of protective rubber clothing to essential users would go into effect on June 1—an extension in time having been allowed to permit manufacturers to obtain the necessary “essentiality certificates” to be affixed to the garment (A-705, April 26 and A-726, May 13).

Enforcement Activities

The number of prosecutions during May continued close to the high level of April, the total being considerably higher than in any other previous month. Prosecutions for alleged violations of prices regulations were again the largest single category as in March and April; before this time rentals afforded the greater number of prosecutions. The percentage of prosecutions for alleged offences remained at the same high level, viz., 95 per cent. The following table shows the number of prosecutions for each of the main classes of alleged offence, for the months of March, April and May.

PROSECUTIONS

(BY TYPE OF ALLEGED OFFENCE)

MARCH, APRIL, MAY, 1943.

(By number of persons)

<i>Wartime Prices and Trade Board</i>				
	March	April	May	
Prices	101	159	169	
Rentals	73	68	48	
Rationing	35	101	83	
Other	15	37	31	
<i>Department of Munitions and Supply</i>				
Gasoline	46	57	61	
Tires	29	15	14	
Other	12	7	13	
	311	444	419	

Meat Rationing Regulations

Rationing of meat came into effect on Thursday, May 27. The meats which are rationed are beef, veal, pork, mutton and lamb and most cooked meats, but "fancy" meats such as heart, tongue, liver, brains, sweetbreads and kidneys and a few cooked meats such as bologna and weiners are not included in the ration groups, nor are cuts containing 50 per cent or more of bone, such as spareribs, oxtails and pigs' knuckles. Poultry and fish are not included in the ration system.

In purchasing rationed meats household consumers use the brown Spare "A" coupons already included in their ration books—the first pair of Spare "A" coupons, marked No. 1 became goods on May 27, and other pairs become valid each succeeding Thursday. Coupons becoming valid before the 15th of a month expire at the end of that month and coupons becoming good on or after the 15th expire at the end of the month following.

Rationed meats are divided into 4 groups, A, B, C and D, with poundage values per coupon of $\frac{1}{2}$, $\frac{3}{4}$, 1 and $1\frac{1}{4}$ pounds respectively. Different cuts have a higher or lower coupon value depending on the amount of bone content. In this way consumers may choose the cut of meat or the kind of meat product they prefer and they obtain an approximately equal ration of 2 lbs. per week, carcass weight. The amount of shrinkage in cooking is also taken into consideration—for example, cuts included in Group "D" ($1\frac{1}{4}$ lbs. per coupon) are included in Group "C" if they are cooked, i.e. only 1 lb. can then be purchased per coupon.

Retailers and other suppliers started collecting ration coupons and other ration documents (ration cheques, special purchase permits, etc.) from their customers on May 27 but they were not required to surrender these when purchasing meat themselves until June 10—thereby having a period of two weeks in which to accumulate ration documents and thus to maintain their stocks. Certain retailers and suppliers are required to open meat ration bank accounts and others, doing a smaller business, may do so if authorized by the Ration Administration.

Purchases made by retailers and other suppliers on and after June 10 have to be covered by a meat ration cheque if a bank account is operated or by other ration documents if the retailer or supplier does not operate a bank account. The number of coupons required to represent the quantity of meat purchased is determined in accordance with a schedule showing the wholesale coupon value (number of coupons per 100 lbs.) of the cuts, portions and products detailed in Groups A, B, C and

D and also of carcasses, sides, quarters and wholesale cuts.

Operators of hotels, restaurants, etc., must register as quota users with the Board if not already registered and their purchases are limited by quotas set by the Ration Administrator. Every quota user is required to open a meat ration coupon bank account in which he deposits his quota authorization (stated in number of coupons) and against which he issues meat ration cheques. In buying from retailers or other suppliers such users must cover their purchases by coupons either at the retail coupon rate if retail cuts or products are bought or at the wholesale rate if larger cuts or carcasses, etc. are bought.

Manufacturers or processors of meat products are classified as industrial users, and they are required to register with the Board by June 30. From May 27 on, however, they are required to have special purchase permits to buy meat.

The procedure which is followed under the ration system in buying meat for ships' stores for commercial vessels depends upon the classification of the vessel and of its operator. If the operator is a resident of Canada operating solely on the Great Lakes or any other inland or territorial waters he must register and purchase meat as a quota user; if he is a non-resident, he may register as a quota user or he may use special purchase permits. Purchases for all other vessels, except private pleasure craft, are made by requisitions (used in place of coupons) approved by the Administrator of Ships' stores.

The ration documents used by quota users, industrial users, purchasers of ships' stores and retailers or other suppliers in purchasing meat have to be surrendered at the time of payment for the meat or within two weeks of delivery of the meat if payment is not made by that time. Arrangements have also been made for collection of ration coupons on meat shipped C.O.D.

The slaughtering of livestock is controlled by the system of permits to slaughter. Farmers who slaughter livestock for their own use or to supply to other farmers when the meat is consumed right on the farm premises do not require a permit, but they are required to register with their local ration board stating that they are obtaining meat from the slaughter of their own livestock, and also to collect coupons at the rate of one coupon per two pounds (gross weight) of meat, from the farmers they supply. These coupons must be sent at the end of each month to the local board, along with coupons from their own household cards to cover their consumption

of their own farm-killed meat (up to 50 per cent of the total number of coupons valid for use on the last day of the month).

Commercial slaughterers of livestock are required to open ration bank accounts and to collect documents from all persons to whom they sell meat. By the 10th of each month

each slaughterer must send to the Ration Administrator a statement of all his meat transactions in the previous month together with a meat ration cheque certified by the bank, made out in favour of the Administrator and covering all the coupons in his bank account at the end of the previous month.

Prices, Retail and Wholesale, in Canada, May, 1942

Cost of Living, Prices of Staple Articles and Index Numbers

NOTE: Owing to misunderstandings which have arisen regarding retail prices published in this section of the LABOUR GAZETTE, the following explanation has been thought necessary:—

1. *The Cost-of-Living Index is calculated by the Dominion Bureau of Statistics and is used in the determination of the Cost-of-Living Bonus. This index is not calculated from the data as to prices, etc. shown in Tables 2 and 3 below.*

2. *Tables 2 and 3 include certain data collected by the Dominion Bureau of Statistics and certain other data gathered by official correspondents of the LABOUR GAZETTE, as indicated below.*

3. *Tables of prices have been printed in the LABOUR GAZETTE along the same lines as at présent since 1910—long before the cost-of-living bonus system came into effect.*

4. *As to Tables 2 and 3, it should be pointed out that the prices of certain commodities, especially meats and food products, vary substantially even within a single locality. In most cases the figures given are average figures for each locality.*

5. *In the current LABOUR GAZETTE no prices for bituminous coal are quoted for Ontario and Quebec in Table 3. Figures for the prices of bituminous coal published in the last two issues of the GAZETTE may have been interpreted as indicating that the average price of bituminous coal had increased appreciably. Such is not the case. The apparent changes in price were due to a changed basis of quotation, with respect to the different grades of coal included, rather than to a difference in price of the grades of coal previously included. This was*

pointed out in a footnote to the Table, but on account of the possible misinterpretation of the figures it has been considered necessary to make the above explanation. The prices for bituminous coal for the cities in the Maritimes, the Prairie Provinces and British Columbia in Table 3 are as supplied by the Dominion Bureau of Statistics. According to figures given by the Bureau these prices were for every city specified the same from January to May inclusive, showing no increase or decrease in prices.

The index number of the cost of living was one-half point higher at the beginning of May than at the beginning of April. This increase from 117.6 in the official index of the Dominion Bureau of Statistics to 118.1 was the third consecutive advance and as in the case of the two previous months was caused mainly by increases in the food group. During the month under review however slight advances were recorded also in the rent and the miscellaneous group. In the food group the index of which rose more than a full point, meats were generally higher while the prices of potatoes and onions also increased. Further slight declines were recorded in the prices of eggs. In the miscellaneous group the increase was due to higher prices for periodicals.

Since the outbreak of war the general index has advanced 17.2 per cent. Foods have advanced 30.8 per cent in the same period; clothing 20.1 per cent; home furnishings and services 16.7 per cent; fuel and light 13.8 per cent; rent 7.4 per cent; and the miscellaneous group 6.6 per cent.

For the similar period during the last war the index of the cost of living rose from 78.7 for July, 1914, to 116.0 for May, 1918, thus recording an increase of 47.4 per cent. Between October 1, 1941, and April 1, 1943, the period covered since the establishment of the ceiling on prices, the advance in the index

was 2.3 per cent. For the comparable period during the last war, October, 1916, to May, 1918, the advance was 26.9 per cent.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, be-1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the *LABOUR GAZETTE* the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, farm-made cheese, and fish, but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,500 in 1938. The average expenditure was \$1,453.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100.0; September, 100.0; October, 103.8; November, 104.3; December 104.3; January, 1940, 104.2; February, 104.3; March, 105.5; April, 105.5; May, 105.3; June, 105.3; July, 106.4; August, 106.8; September, 107.9; October, 108.4; November, 109.7; December,

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

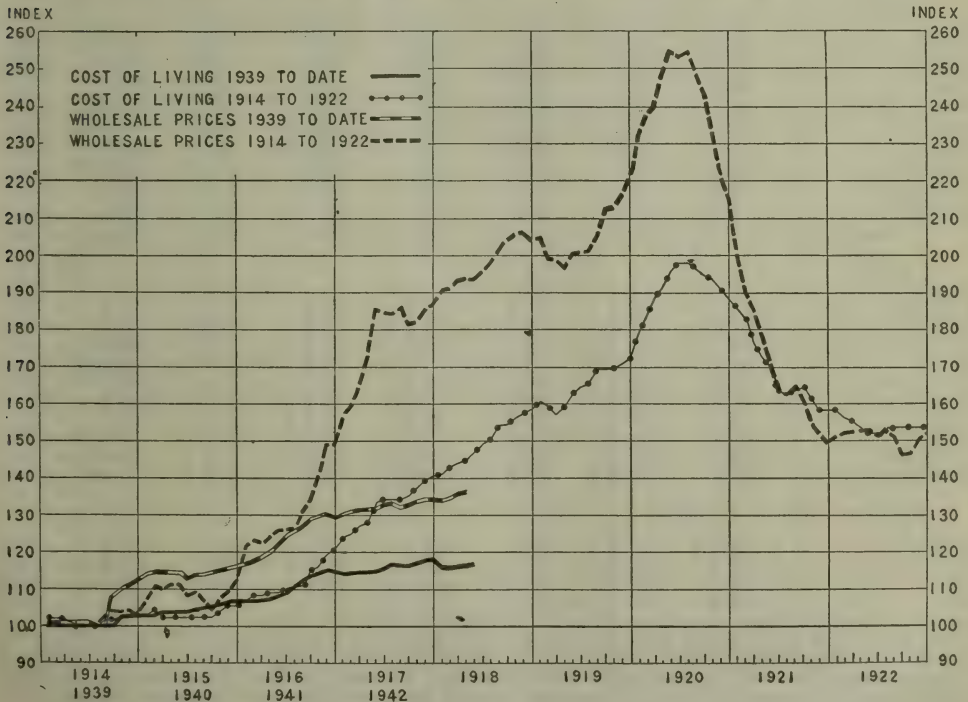


TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING
IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100-0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscel- laneous
1913.....		79.7	88.3	74.3	76.9	88.0		70.3
1914.....		80.0	91.9	72.1	75.4	88.9		70.3
1915.....		81.6	92.7	69.9	73.8	96.8		70.9
1916.....		88.3	103.3	70.6	75.4	110.8		74.5
1917.....		104.5	133.3	75.8	83.8	130.3		81.5
1918.....		118.3	152.8	80.2	92.2	152.3		91.4
1919.....		130.0	163.3	87.6	100.7	175.1		101.2
1920.....		150.5	188.1	100.2	119.9	213.1		110.3
1921.....		132.5	143.9	109.2	127.6	123.4		112.5
1922.....		121.3	121.9	113.7	122.2	147.0		112.5
1926.....		121.8	133.3	115.9	116.8	139.1		106.1
1927.....		119.9	130.8	114.5	114.4	135.6		105.1
1928.....		120.5	131.5	117.3	113.2	135.5		104.8
1929.....		121.7	134.7	119.7	112.6	134.8		105.0
1934.....		95.6	92.7	93.2	102.1	97.1		97.8
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.....	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.....	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May.....	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.....	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.....	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.....	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.....	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942								
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2
1943								
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5
February 1.....	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5
March 1.....	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7
May 1.....	117.2	118.1	129.9	111.5	112.7	120.2	117.8	108.0

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

110.0; January, 1941, 110.4; February, 110.1; March, 110.2; April, 110.7; May, 110.9; June, 112.7; July, 114.9; August, 117.7; September, 119.4; October, 120.1; November, 121.4; December, 120.6; January, 1942, 119.9; February, 120.3; March, 120.6; April, 120.6; May, 120.9; June, 121.8; July, 123.9; August, 123.5; September, 123.0; October, 123.7; November, 125.0; December, 125.2; January, 1943, 122.5; February, 122.2; March, 122.7; April, 123.2; May, 124.0.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922

Explanatory Note as to Retail Prices

Table III on retail prices and rentals shows the prices at the beginning of May of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The

TABLE II—AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1943

Commodities	Per	May 1914	May 1915	May 1917	May 1918	May 1920	May 1922	May 1929	May 1933	May 1937	May 1939	May 1941	May 1942	April 1943	May 1943
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	24.1	23.8	30.0	36.7	39.3	29.8	36.3	21.6	26.9	27.9	32.3	34.7	39.6	40.0
Beef, round steak.....	lb.	.....	21.1	27.4	33.5	33.8	24.9	31.2	17.5	22.3	23.8	28.1	31.0	36.3	36.7
Beef, rib roast.....	lb.	.....	19.2	24.9	30.8	31.2	22.8	28.8	16.5	19.7	21.1	27.3a	29.9a	34.9a	35.9a
Beef, shoulder.....	lb.	16.2	16.4	21.5	26.3	25.2	16.7	22.5	11.8	14.8	16.1	19.4b	22.3b	26.8b	27.4b
Beef, stewing.....	lb.	.....	.....	.....	.....	21.1	13.0	18.0	9.6	12.2	13.4	15.9	18.4	22.2	23.0
Veal, forequarter.....	lb.	17.1	17.1	22.5	27.4	26.4	19.0	24.0	12.1	14.2	15.9	19.0	24.4	26.6	27.1
Mutton, hindquarter....	lb.	20.8	21.4	28.2	34.9	36.2	28.7	31.5	21.4	24.0	24.5	30.6c	33.2c	38.4c	39.0c
Pork, fresh, from ham....	lb.	19.9	18.9	29.3	37.1	39.1	30.0	30.2	15.1	21.3	23.5	23.0	29.9	32.6	32.8
Pork, salt mess.....	lb.	18.5	17.6	27.8	34.2	35.8	26.1	27.1	14.6	19.9	21.0	20.2	24.0	25.3	25.4
Bacon, not sliced.....	lb.	25.7	24.9	37.3	50.0	54.4	40.8	38.2	19.9	28.6	30.5	29.0	39.0	40.6	40.9
Bacon, sliced.....	lb.	.....	.....	.....	.....	58.4	45.1	42.7	22.9	32.1	33.7	32.8	43.3	45.4	45.3
Fish, salt cod.....	lb.	.....	.....	.....	.....	24.4	21.5	21.4	17.4	17.7	18.0	20.1	25.5	28.7	30.7
Fish, finnan haddie....	lb.	.....	.....	.....	.....	21.1	19.7	20.9	16.3	17.0	17.3	19.8	24.3	28.5	29.4
Lard.....	lb.	18.6	17.6	30.1	36.0	38.5	22.0	21.9	12.8	16.8	12.0	10.2	16.2	18.3	18.4
Eggs, fresh.....	doz.	25.8	23.7	40.8	43.9	53.1	32.7	35.0	19.2	25.5	26.1d	26.4d	35.3d	41.3d	40.6d
Eggs, cooking.....	doz.	25.1	22.6	34.5	34.8	48.3	30.5	30.7	15.4	21.4	22.0	23.0f	31.6f	36.5f	36.3f
Milk.....	qt.	8.9	9.1	10.0	12.0	15.0	12.1	12.2	9.1	10.8	10.9	11.5	11.8	10.2	10.2
Butter, dairy.....	lb.	27.6	32.4	42.0	48.1	65.5	38.7	44.2	24.0	27.2	23.3	32.9	35.7	37.1	37.3
Butter, creamery.....	lb.	32.7	37.3	47.7	53.4	72.5	45.5	48.4	27.0	30.8	26.1	34.8	39.3	40.0	39.4
Cheese, Canadian, mild	lb.	19.8	22.3	31.7	30.3	37.8	27.9	33.9h	19.8h	22.6h	22.0h	24.4	35.9	34.2	34.4
Bread, white.....	lb.	4.3	4.9	7.4	7.8	9.2	7.0	7.7	5.5	7.0	6.6	6.7	6.8	6.9	6.9
Flour.....	lb.	3.2	4.4	7.7	6.8	8.0	4.9	4.9	2.7	4.6	2.9	3.7	3.6	.....	.....
Rolled oats, bulk.....	lb.	4.3	5.3	6.1	8.0	8.3	5.5	6.3	4.6	5.8	5.0	5.2	5.7	5.7	5.7
Rice.....	lb.	5.8	5.9	7.3	11.0	17.1	9.5	10.4	7.9	8.2	8.1	9.4	10.9	12.4	12.5
Tomatoes, canned, 2½'s.	tin	.....	.....	.....	.....	21.6	19.2	15.5	11.7	13.3	10.5	13.7	13.9	14.1	14.1
Peas, canned, 2's.....	tin	.....	.....	14.8	20.2	21.2	19.1	16.0	11.7	12.2	10.4	12.1	12.6	.....	.....
Corn, canned, 2's.....	tin	.....	.....	16.5	23.9	21.5	17.1	15.9	11.5	12.4	10.4	12.7	13.4	.....	.....
Beans, dry.....	lb.	6.0	7.1	14.5	17.1	11.9	8.8	12.0	3.8	7.9	5.0	6.2	6.6	6.5	6.6
Onions.....	lb.	.....	.....	.....	.....	14.5	13.9	8.6	3.9	4.3	5.0	6.0	7.2	6.0	6.5
Potatoes.....	75 lb.	91.6	77.5	315.0	155.0	512.3	114.7	102.5	78.9	141.8	129.7	104.6	183.4	.....	.....
Potatoes.....	15 lb.	.....	.....	.....	.....	106.9	28.2	25.5	19.4	33.1	30.3	25.5	40.9	46.3	49.7
Apples, evaporated.....	lb.	12.9	11.6	15.3	22.4	29.2	23.5	21.3	14.9	15.7	13.3	14.8	14.9	17.3	17.7
Prunes, medium.....	lb.	12.9	13.8	14.8	17.7	27.6	19.2	13.5	11.2	11.7	10.7	11.6	12.7	14.1	14.0
Raisins, seedless, 16 oz.	lb.	.....	.....	.....	.....	26.0	27.7	15.6	17.1	16.9	16.7	16.7	17.2	.....	.....
Currants.....	lb.	.....	.....	.....	.....	31.0	23.8	19.6	16.3	15.3	14.9	14.9	15.1	15.5	15.6
Peaches, canned, 2's....	tin	.....	.....	.....	.....	41.4	35.3	26.3	20.3	19.2	16.3	15.6	16.1	.....	.....
Corn syrup, 5 lb.....	tin	.....	.....	.....	.....	70.2	52.1	42.6	39.5	44.0	42.7	46.2	59.6	.....	.....
Sugar, granulated.....	lb.	5.5	8.0	10.0	10.8	21.7	8.0	7.3	7.8	6.5	6.4	8.5	8.6	8.6	8.6
Sugar, yellow.....	lb.	5.1	7.3	9.3	10.1	20.4	7.6	6.9	7.6	6.3	6.3	8.3	8.4	8.5	8.5
Tea, black.....	lb.	36.2	37.2	45.5	56.9	65.9	54.4	70.6	41.7	52.4	58.5	70.9	84.4	.....	.....
Coffee.....	lb.	37.6	39.1	40.5	42.9	60.4	51.5	60.6	39.7	35.4	33.8	46.6	48.0	44.3	44.2
Cocoa, ½ lb.....	tin	.....	.....	.....	.....	.....	29.2	27.6	24.6	19.8	19.4	19.2	18.9	19.0	19.0
Coal, anthracite, U.S....	ton	\$ 8.51	\$ 8.40	\$ 10.37	\$ 11.44	\$ 15.92	\$ 17.19	\$ 16.15	\$ 15.29	\$ 14.39	\$ 14.54	\$ 15.85	\$ 16.60	\$ 16.59	\$ 16.59
Coal, bituminous.....	ton	6.14	5.93	8.13	9.23	11.20	10.84	10.06	9.24	9.38	9.42	10.05	10.60	.....	.....
Coke.....	ton	.....	.....	.....	.....	.....	12.83	11.70	12.22	11.89	12.77	13.63	.....	.....	.....
Wood, hard, long.....	cord	6.55	6.71	8.27	10.78	12.72	11.86	12.26	9.89	9.52	9.51	10.32	11.34	11.34	11.34
Wood, hard, stove.....	cord	.....	.....	.....	.....	14.56	14.33	14.64	11.86	11.31	11.60	12.42	13.51	14.19	14.19
Wood, soft, long.....	cord	5.07	4.96	6.01	7.95	9.71	9.29	8.82	7.37	7.24	7.14	7.63	8.30	8.63	8.69
Wood, soft, stove.....	cord	.....	.....	.....	.....	11.36	11.05	11.03	8.96	8.49	8.56	9.06	9.58	10.23	10.24

a Rolled.

b Blade.

c Lamb.

d Grade A.

f Grade B.

h Kind most sold.

j Revised.

TABLE III—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Beef					Veal			Pork					Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast per lb.	Lamb, leg roast, per lb.	Fresh loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.	
Dominion (average)	40.0	36.7	35.9	27.4	23.0	29.8	27.1	39.0	35.5	32.8	28.3	25.4	40.9	45.3	
Nova Scotia (average)	43.6	37.7	35.3	28.6	23.4		20.0	39.2	35.3	33.7	29.0	24.9	42.7	45.1	
1—Sydney.....	47.7	39.2	37.5	30.7	25					36	33.7	25.1	43	44.7	
2—New Glasgow.....	42.9	37.8	34.7	28.5	24.9		20	41.7	36.8	35	30	25.4	42	45.8	
3—Amherst.....									34.3		28	24.4		46	
4—Halifax.....	42.5	37.5	33.5	28	22.8			36.7	34.4	30	28.5	25	43	44.3	
5—Windsor.....	41.7	38	36.3	29					35		27	24.6		44.8	
6—Truro.....	43.4	36.2	34.6	27	21				35.8		27	24.7		44.8	
7—P.E.I.—Charlottetown.....	41.7	36.0	35.3	27.7	25.7		20.0		35.6	30.0		24.2	40.0	44.7	
New Brunswick (average)	41.7	36.9	34.9	27.2	21.7	27.3	27.0		35.4	34.5	28.9	24.6	39.0	44.4	
8—Moncton.....	41.3	35.7	33.3	26.7	20.4		25		35.1	35	29.4	24.5	38	46.9	
9—Saint John.....	41.1	38.3	36.8	28.6	22.1	26.3	29		38.1	34	30.7	24	40	43	
10—Fredericton.....	42.8	36.8	34.5	26.4	22.5	28.3			33		26.6	24.9		45.8	
11—Bathurst.....												25		41.7	
Quebec (average)	38.2	36.8	31.1	25.6	18.8	29.7	25.0	34.8	30.6	30.0	25.6	25.2	35.5	43.2	
12—Quebec.....	39.6	37.5	28.4	26.5	17.4	30.7		36.2	31.7		28.3	26		40.7	
13—Three Rivers.....	40.6	36.3	30.3	25.5	20.2		23	31.7	27.6	28	24.9	23.6	41	46.2	
14—Sherbrooke.....	41.2	39.6	33.4	29.1	20.5	31.8	25	37.5	32.6	32	25.6	24.6		37.8	
15—Sorel.....	38.1	38.9	31.5	23.7	18.2	27.3		35.3	30.5		23.2	24		44.4	
16—St. Hyacinthe.....	33.1	33.5	31.5	24.3	20.3	28.9		32.6	28		25	22		46.3	
17—St. Johns.....	40.5	36.7	30.5	26.1	16.2	32.5			36.2		27	25.9		44.6	
18—Thetford Mines.....	33.1	35.7	24.3	26.6	19		30		24.9	25	24.2	24	30	37.6	
19—Montreal.....	39.6	37.2	36.1	23.2	18.5	25.2	22	35.1	31.6	35	25.2	27.5		44.9	
20—Hull.....	38.2	35.9	34.1	25.8	19	31.5		35	32.1		26.9	28.8		45.9	
Ontario (average)	40.0	37.2	37.4	28.3	23.5	30.4	28.5	39.9	37.1	33.7	29.2	26.1	41.8	45.5	
21—Ottawa.....	41.3	38.2	39.3	29.3	23.4	33		39.6	34.9		28.3	27.6		47.8	
22—Brookville.....	40.3	36.8		28.8	23.7				35		28.3			45.7	
23—Kingston.....	39.7	36	35.4	27.4	18.7		30	30.7	36.6	30	27.9	27.7		45.4	
24—Belleville.....	38.4	36.1	37.3	28.1	23.8	30	33	39	35.8	35	29.6		45	46.7	
25—Peterborough.....	40.8	38.1	39	29.1	24.1	34	35	38.6	37.4	32	29.7	28.3	45	46.5	
26—Oshawa.....	38.8	37.3	40.6	29.1	24.6	32.8	27	41	37.6	30	30		42	45.2	
27—Orillia.....	40.7	37.1	36.9	28.8	26.3			39.6	39.3		32.5			48.2	
28—Toronto.....	40	37.5	42.1	28.7	23.6	30.5	27	40.6	37.5	37	26.1	22.5		47.0	
29—Niagara Falls.....	40.4	37.2	38.8	28.9	22.4	29.8		41.3	37.7		28			44	
30—St. Catharines.....	40.8	38	40.8	29.4	22.8	30	27	40.5	38.6	30	29		40	45.7	
31—Hamilton.....	41.2	38.2	39.4	28.5	25.6	30.5	27	39.8	37.5	33	28.6		42	44.7	
32—Brantford.....	40.5	37.6	38.4	28.3	20.3	31		39.5	36.9	35	29.9		43	46.7	
33—Galt.....	40.3	37.4	38.7	29.4	26.3		29	39.5	37.7		28.7		43	46	
34—Guelph.....	38.3	36.5	34.1	27.6	25.6	28.3		42.7	37.5		29.6			45.3	
35—Kitchener.....	39.8	38.6	35.9	28.7	24.5	29		39.4	37.6		28			45.4	
36—Woodstock.....	40.5	37.7	36.5	29	22			38	38.2		27.3			42.6	
37—Stratford.....	36.9	35.9	36.6	28.2	23.2				37		29.4			46.4	
38—London.....	40.4	37.4	38.6	28.7	22.8	28.6	28	39.5	37.7	35	28		40	44.8	
39—St. Thomas.....	41	37.3	37.1	28.3	24.7	29.4	32		38	35	29.4		42	45.4	
40—Chatham.....	40.1	37.4	39.6	28.9	21.3	30			37.9		32.8	26.6		45.7	
41—Windsor.....	40.2	37.6	39	28.9	25.9		24	38.4	37.5	35	31.2		38	44.0	
42—Sarnia.....	39.6	36.5	38.2	28.4	22.9	33.3		41.7	36.9		29.6	30.5		46.1	
43—Owen Sound.....	38.7	36	35.6	26.3	22.8				36.3		27.8			45.4	
44—North Bay.....	41	37.3	39.1	29.7	27.5				39		31			46.4	
45—Sudbury.....	39.4	37.3	35.7	28.4	23.4			37.4	36.6		29.2	24.2		42.8	
46—Cobalt.....		36		29.7	21.5				35	35	30.7	26.6		44.4	
47—Timmins.....	36.9	35.4	33.7	26.3	23.9	29.3		25	38.6	32	30.4	25.7	41	43.8	
48—Sault Ste. Marie.....	41.3	38.6	32.7	27.3	21.5		27	41	35.3	35	28.5	24	40	43.2	
49—Port Arthur.....	40.8	37.2	34.2	26.4	23.2	29.3		27	40	35.8	35	25		40.8	
50—Fort William.....	41.5	37.9	35	25.5	21.3	29		30	41.6	36.2	35	28.7	24.4	44.8	
Manitoba (average)	38.2	34.3	36.2	26.6	23.0	28.9	25.0	38.0	35.6		27.8	21.7	39.5	45.4	
51—Winnipeg.....	38.4	35	35.2	27.3	24.1	28.9	27	38	35.9		29.7	24.7	39	45.8	
52—Brandon.....	38	33.5	37.2	25.8	21.8		23.8		35.2		25.8		40	45	
Saskatchewan (average)	35.2	32.1	33.5	25.2	20.2	25.9	24.8	35.2	33.1	30.3	25.0	23.2	39.0	41.8	
53—Regina.....	38.6	34.3	32.7	24.6	21.8	24.7	27	33.7	32.6	30	24	24.3		42.4	
54—Prince Albert.....	29.3	27			18.7		22							36.1	
55—Saskatoon.....	35.2	33	39.3	25.3	19.1	27		25	33	29	25.5	22	36	44.5	
56—Moose Jaw.....	37.7	34	34.4	25.6	21.3		25	36.8	33.7	32	25.6		42	44.2	
Alberta (average)	38.1	33.8	33.4	21.9	21.7	25.4	24.7	38.2	34.0	30.2	25.7	24.1	36.7	45.2	
57—Medicine Hat.....	38.3	33.5	34	25	25.3				34					45.8	
58—Drumheller.....	38	33.1	28.1	23	18	24		25	35.7	28	26	23.3	35	44.5	
59—Edmonton.....	37.1	32	34.1	23.9	20.3	26		36.2			27.2	23.7		44.2	
60—Calgary.....	40.3	35.6	37.4	25.5	24.1	26.2		25	39.3		37	25.3	35	47.5	
61—Lethbridge.....	39	35	33.5	27	20.6		24	39	32.3	25.5	24		40	43.9	
British Columbia (average)	43.3	38.8	39.1	28.0	28.2	31.8	31.4	42.3	37.6	35.6	29.8	26.6	44.8	49.4	
62—Fernie.....	40	36	38.7	28.5	27	29.3		40.7						48.1	
63—Nelson.....	41	39	39.8	30	28.7		30	42.3		39			43	46.6	
64—Trail.....	43	38	38.2	28.8	27.8	30	32	45	39.4	38	31	26	42	48.2	
65—New Westminster.....	42.7	39.2		27.6	27.7	31	29	40.9	36.2		28.9	25.5		48.5	
66—Vancouver.....	44.1	38.4	37.9	26.4	28.4	30.6		41	35.8	30	28.9	25.8	39	49.1	
67—Victoria.....	45.5	40.1	41.2	28.1	29.8	32.7		43.1	37.3		28.9	28.9		50.1	
68—Nanaimo.....	48.6	43.3	40.6	29.9	30.6	36.7	36	42.7	39.1	35	31.3	28.7	50	55	
69—Prince Rupert.....	41.7	36.4	36.3	24.8	25.4	32.5	30	42.5				28	50	50.1	

a. Grocers' quotations.

b. Price per single quart higher.

AND RENTALS IN CANADA AT THE BEGINNING OF MAY, 1943

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter	
	Cod steak, fresh, per lb.	Halibut, fresh and frozen per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
64-8	24-8	38-1	24-7	30-7	29-4	22-3	18-4	19-8	40-6	36-3	10-2	37-3	39-9
65-2	20-2	40-7		30-6			19-5	19-9	43-5		10-3	40-3	43-2
68-7	18-3	40-5		30-9			18-9	19-7	45-5		11-12	40-5	43-8
68	25	40-7		30-4			19-8	19-9	43-3		10	40	43-4
62-1	21-3	41-7		29-8			20-1	20-3	41-3		10a		42-2
66-1		40		30-4			19-1	19-7	44-9		10-5		44
65				30			19-1	19-6	41-5		10		42-7
64-2	16			32-3			20	20-3	44-4		10		43-1
67-0		42-1		28-0		24-5	18-8	19-7	38-7		8-9	36	40-9
63-2	21-4	40-0		30-1	21-9		19-1	19-6	40-2		10-3	41-0	42-6
66	20	40		30-1	24		19-2	20-2	41-1		10	41	43-2
67	18	40-1		30-6	25		19-3	19-6	42-5		11		42-3
65-7	22-5	45		30-4	25-7		19-6	19-7	41-4		10		43-1
55	25	35		29-3			18-2	19	35-7		31-7		41-8
67-0	19-7	39-9		25-6	26-9	22-6	18-5	19-4	41-8		9-2	36-8	38-9
60-4	17	37-5			24	21-9	18-8	19-5	43		10		39-7
66-9	20-5	39-3				22-2	18-4	19-6	40-6		9	37	38-2
67-5	20	42-5		22-7			18-8	19-5	42-7		9-1	35	38-4
67-3							18-4	19-5	38-2		8		39-8
64-9	20	40					18	19-3	41-2		8		39-2
70							18-9	19-4	42-7		8		38-1
67							18-7	19-4	40		8	38	38-8
69-5	21-1	40-2		28-4	29-8		18-7	19-2	44-9		10-5b	37	39-1
69-1							17-8	18-9	42-5		10		39
65-0	24-0	38-4	26-6	32-3	31-5	22-1	18-5	19-3	40-9		10-4	38-9	39-5
67-8		36-5	25	33			18-4	19-1	44		10		39
63-5	30	39		32-2			18-8	19-4	40-1		10		38-3
63-7	21-5	40-2	28-1	34			18-9	19-3	40-5		10	38	39-1
65-4			23		28-3		18-1	19-1	40-4		10	40	39-1
63-8							18-4	19-1	38-2		10	37	39-4
64-8							19-1	19-6	42-5		10		39-7
61-6			28				18-5	19-2	36-5		10		39-7
67-6	23-4	46-9	28-6		31-7	22-7	18-2	19-1	42-9		11	40	40-1
64-8						21-3	19	19-7	40-1		10-5b		40-2
66		42		31-7			18-3	19	41		10-5b	39	40-1
66-1	30	45-5					18-1	19-1	41-8		10-5b	40	40-2
66-3	25	37-5	28				18-2	19-3	39-2		10	40	39-6
66							18-7	19-3	39-2		10	38-5	39-3
65-5							18-2	19-3	37-4		10		39-8
65-1		41	25				18-5	19-5	38-7		10		39-9
63-9							18-5	18-9	38		10		39-6
63-7		35	29				18-7	20-4	37-7		10		39-7
66-1	19	35	28	32-7			18-5	19-1	40		10		39-2
66	18	38	25	32-7			18-8	19-4	39-7		10		39-7
65-7				33-7			18-4	19-3	37-3		10		38-5
65-5	22-5	38-8	25		33-3		18-5	19-1	41		11		39-4
66-6	27	35		33-7			18-5	19-6	41-5		10		39-9
62-8							17-7	19	39-4		10		39-8
64-4							18-6	19-4	46		11		39-7
64-8		35		28-6			18-7	19-3	44-4		11		39-4
63							18-2	19-4	43-4		11	38	38-6
64-5		35		30-2			19-3	19-5	46		12		39-3
62-8							18-4	19-4	44-3		11		39-9
65-5		38					17-8	19	43-8		11		39-1
66-3		35		32-7			18-2	18-9	42-8		11		39-2
63-6	25-5	38-2	31-5	33-7	31-6		17-5	20-3	39-5		10-0	33-0	36-8
65	28	37-5	31-5	33-7	32		17-3	19-5	41-5		10		36-1
62-2	23	38-8			31-2		17-6	21-1	37-4		10	33	37-4
60-7	29-3	35-5	16-5		31-5	29-0	16-8	20-5	37-2		10-0	32-5	37-9
58-6	31	35-1	19-5				16-8	21-6	36-3		10		37-5
60-8	25	34-3	13-5				17-2	19-9	39-6		10	32	38-9
59-2	29	34-7	16-5				16-7	20	37-5		10	33	37-5
64-1	32	38					16-6	20-5	35-5		10		37-6
61-7	30-2	37-2	24-3		33-4		17-3	20-5	38-6		10-0	31-2	38-1
60-6	32-7	36-5					17-4	20-5	37		10		38
61-1	27-5	36-7	22				17-7	20-9	38-7		10	34	38-9
61-2	30	37-7	27-3				17-2	20-1	38-8		10		37-4
62-4	31-4	39-4	23-7		33-4		17	20-2	40		10	30	38
63	29-3	35-5					17-2	20-7	38-6		10	29-5	38
65-9	27-9	35-5	23-0	27-5	29-3	24-3	18-6	20-9	39-3		10-7	40-7	41-5
63-6	30	36		27-5	28-3		17-7	21-3	37-8		9a		39-9
65	30	37-3					18-4	22-3	36-7		10-5	40	41-3
67-5	32-5	40	23				18-2	22-6	37-2		11-5		39-9
65-7	25-6	33-5			27-7		18-8	19-9	38-4		10	41	41-3
67-3	25-4	33-5			32		17-9	19-1	39		10	41	41-2
66-8	23-8	35-1					19	20-4	40-3		11		41-7
67-7		35					19-4	20-5	38-9		11		43
63-5		33-3					19-6	21-4	46-2		12-9		43-8

TABLE III—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb. in 7 lb. bag	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Beans, common, dry, white, per lb.	Onions, cooking, per lb.
								Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, baked, per 16 oz. tin			
Dominion (average)	34.4	6.9	19.3	4.2	5.7	9.2	12.5	14.1	14.4	14.9	13.0	6.6	6.5	
Nova Scotia (average)	34.6	7.5	20.0	4.6	5.9	9.9	11.7	14.8	14.5	14.8	14.6	6.6	6.8	
1—Sydney		6.7-8.8	20	4.3	5.7	9.9	11.8	14.5	15	15		6.3	6.8	
2—New Glasgow	35.4	6.7-7.3	20	4.7	6.1	10	11.7	14.8	14.6	15		6.2	6.7	
3—Amherst	33.5	7.3a	20		5.8	10	10.6	15				6.1	7.1	
4—Halifax	34.8	6.7-8	20.1	4.4	6	9.7	11.8	14.6	14.4	15	13.7	7.2	6.4	
5—Windsor		8.8a	19.6	4.7	6	9.5		14.7	14	14	15	6.9	7.3	
6—Truro		6.7a	20	4.8	5.8	10	12.8	14.9	14.7	15		6.7	6.6	
7—P.E.I.—Charlottetown	32.3	7.3	19.9	4.5	6.0	10.0	10.8	14.6	14.6	14.9	14.9	6.6	7.6	
New Brunswick (average)	33.5	7.5	19.9	4.5	5.9	9.7	11.2	14.7	14.3	15.0	11.7	6.3	6.8	
8—Moncton	34.1	8	20.4	4.6	5.8	10	11.1	14.6	14.5	15		6.6	7.2	
9—Saint John	33.3	6.7-7	19.4	4.2	5.9	9.7	11.6	14.9	14.5	15		6.7	6.9	
10—Fredericton	33	7.3	20.1	4.8	6.3	9.5	12.1	14.4	14.9	15.1	11.7	6.4	7.1	
11—Bathurst		8a	19.8		5.7	9.5	10	15	13.4	15		5.6	6	
Quebec (average)	32.6	5.4	16.1	4.0	5.6	9.7	11.8	12.7	14.4	15.4	11.1	6.2	7.0	
12.....	34.1	5.7-7.5	18.3	3.7	5.8	9.7	12.5	13.2	14.3	14.9		6.6	7.3	
13—Three Rivers	32.4	5.3-6	15.1	4.1	5.5	9.7	11.9	13.1	14.4	15.3	11.2	5.8	7.4	
14—Sherbrooke	33.4	5.3	15.2	4.2	5.9	9.8	12	12.9	15.3	15.7		6	7	
15—Sorel	31.1	4.7-5.3a	14.9	4.1	5.3	10	11.7	12.6	14.2	17.2	11	6.4	7.7	
16—St. Hyacinthe	31.6	4	16.3	4.1	6.0	9.9	12.1	12.4	14.7	15	11	5.8	6.4	
17—St. Johns	33	5.3a	17.6	4.1	5.5	9.7	12.6	12.4	15.1	15.3		5.9	7.4	
18—Therford Mines	31.0	5.3	14.9	4.1	5.1	9.7	10.7	12.6	14.3	14.9		5.6	6.5	
19—Montreal	33.7	5.3-6.7	17.4	3.8	5.4	9.5	11	12.3	13.2	14.5		6	6.7	
20—Hull	33	5.3-6 a	15	3.8	5.5	9.5	11.8	13.1	14.4	15.4		7.3	6.4	
Ontario (average)	34.6	6.3	17.6	4.1	5.6	9.1	12.7	13.6	14.0	14.5	12.5	6.1	6.5	
21—Ottawa	33.5	6.7	16.9	3.9	5.7	8.9	13.3	13.3	14.2	15.6		6.7	7.1	
22—Brockville	31.9	6.3	14.1	4.1	5.6	9	12.4	13.5	14.1			6.2	6.5	
23—Kingston	33.3	5.3-6.7	15.9	4.4	5.3	9.1	12	13.4	14.1	14.7		6.5	7.1	
24—Belleville	33.2	5.3-6.7	16.4	4.3	5.2	8.9	12	13.1	14.4	14.2	11.6	5.6	6	
25—Peterborough	37	5.3-6.7	18.1	4.2	5.4	8.7	12.6	13.1	13.8	14.5		5.8	6	
26—Oshawa	35.4	5.3-6.7	18.5	3.9	5.5	8.9	13.1	13.6	14.4	14.7		6.6	6.7	
27—Orillia	36.3	6.7	17	4.1	5.2	8.9	12.5	14.1	14.3	14.5		6	5.7	
28—Toronto	36.2	6.7	18.1	4.3	5.3	8.8	12.4	13	13.3	13.6		5.9	6.4	
29—Niagara Falls	34.4	6	18	4.3	5.4	9	12	12.8	13.1	14.3		7.4	6.6	
30—St. Catharines	35.9	6.6-7	18.9	4.2	5.6	9.1	12.1	13	14.3	14.4	13.3	6.8	6.3	
31—Hamilton	34.8	6.6-7	17.5	4.2	5.3	8.8	12.4	13	13.6	14		5.9	6.6	
32—Brantford	35.7	6.6-7	18.6	4.1	5.4	9.1	13.4	13.8	13.7	13.8		5.9	6.4	
33—Galt	37.6	6.7	17.6	4.1	5.5	8.8	12.7	13.8	13.9	14.3		5.8	6.6	
34—Guelph	37	6	18.7	4	5.7	9	12.6	13.6	13.8	14.4		5.8	6.5	
35—Kitchener	35.4	6.7	17.8	3.9	6	8.9	13.2	13.8	14.1	14.9		6.4	6.1	
36—Woodstock	32.3	6	16.1	3.7	5.8	8.9	12.7	14	13.8	14.7		6.1	6.2	
37—Stratford	35.9	5.3	17.2	3.9	5.7	9.2	12.9	13.6	14.7	15		6.3	6.7	
38—London	32.3	6.7	18.8	4	5.5	8.9	12.1	13.5	14.0	14.4		6	5.8	
39—St. Thomas	33.5	5.3-6.7	20.4	4.2	5.8	9.5	12.8	13.7	13.5	14.5		5.7	6.5	
40—Chatham	33.1	5.3	18.3	4	5	8.8	12.8	13.5	13.5	13.9		5.1	5.3	
41—Windsor	34.5	5.3-6.7	17.6	4.2	5.3	8.9	12.5	12.8	13.6	14.1		5.5	5.4	
42—Sarnia	34.8	6	18.8	3.9	5.9	9.4	12.9	14.2	14.1	15		6.6	5.6	
43—Owen Sound	32.7	6a	16.6	3.9	5.4	9.4	12	13.5	14.4	15.1		6.1	6.1	
44—North Bay	35.9	6.6-7	16.9	4.4	6.3	9.9	13.3	14.2	14.3	15		6.7	8.1	
45—Sudbury	34.3	6.7	16.3	4.2	6.1	9.2	12.6	13.7	14.1	14.9		6.1	7.5	
46—Cobalt	33	6.7a	16.6	4.2	5.8	9.7	14.4	14.9	14.6	15.4		6.5		
47—Timmins	34.1	6.7	18.8	4.4	5.9	9.7	13.2	14.4	14.4	14.7		5.9	7.6	
48—Sault Ste. Marie	34.2	6.7	15.5	4.1	6	9.3	13.5	14.3	14.5	15.3		6.6	6.1	
49—Port Arthur	34.9	6.6-7		4.1	5.6	9.4	11.6	13.2	13.5	14.4		6.2	7.5	
50—Port William	33.7	6.6-7	19	4	5.4	8.9	11.9	13.5	14	13.6		6.2	7.1	
Manitoba (average)	34.0	7.0	22.0	3.8	5.7	9.0	13.2	15.1	15.2	15.4		7.0	6.4	
51—Winnipeg	34.4	6.4-8	21.2	3.7	5.5	8.9	13.9	14.8	14.7	15.4		6.9	6.3	
52—Brandon	33.5	6.4-7.1	22.8	3.9	5.8	9.1	12.4	15.4	15.6			7	6.5	
Saskatchewan (average)	33.8	7.0	22.7	3.8	5.8	8.8	12.7	15.5	15.3			6.6	5.8	
53—Regina	34.7	7.2	21.3	3.4	6.2	8.8	12.4	15.2	15.3			6.6	5.7	
54—Prince Albert	33.6	6.4	22.9	4.3	5.8	8.7	12.6	15				6.9	5.9	
55—Saskatoon	33.5	7.2	23.2	3.7	5.2	8.9	12.9	16.4	15.3			6.9	5.8	
56—Moose Jaw	33.3	7.2	23.4	3.8	5.8	8.8	12.7	15.3	15.3			6.1		
Alberta (average)	35.7	7.9	23.0	4.1	5.6	8.9	13.5	15.3	14.7	15.7	13.0	7.0	5.8	
57—Medicine Hat	36	8	23.7	4	5.8	8.8	12.9	16.6	14.9			6.7	4.9	
58—Drumheller	36.2	8	23.1	4.3	5.7	9.1	13.4	15.1	15.1	16.2		7.2	6	
59—Edmonton	33.2	7.2-8	22	3.8	5.7	8.7	12.7	14.9	14.9	15.8	13	7.1	6.8	
60—Calgary	35.9	8	22.8	4	5.4	8.9	14.1	14.7	14.7	15.1		7	5.6	
61—Lethbridge	37.3	8	23.6	4.2	5.8	8.9	14.2	15.2	13.7			6.9	5.7	
British Columbia (average)	36.2	9.0	23.9	4.4	6.1	9.3	13.0	14.9	15.4	15.6	13.5	7.9	5.8	
62—Fernie	35.3	9a	23.5	4.9	6	9	12.6	14.6	14.4	15.3		8.3		
63—Nelson		9	24.5	4.7		9.3	12.5			17.3		8.9		
64—Trail	34.5	9	24.3	4.2	6	9.3	14	14.7	15.8	16.4		8.6	4.7	
65—New Westminster	34.8	9-9.6	23.5	3.4	6	9.3	12.9	14.5	14.5	15	13.5	7	5.3	
66—Vancouver	35.2	9-9.6	22.8	4.1	5.8	9.1	12	14.2	14.7	14.8	13.2	7	5.2	
67—Victoria	36.7	9	23.2	4.3	6.6	9.2	13.9	14.7	14.9	15.1		7.8	6.5	
68—Nanaimo	39.1	9	24.1	4.7	6	9.4	12	15				7.7	6.3	
69—Prince Rupert	37.6	9-10	25	5.1	10	13.7	16.7	16.2	17.1	13.8		7.7	6.8	

a. Grocers' quotation.

† Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

AND RENTALS AT THE BEGINNING OF MAY, 1943—(Continued)

Potatoes per 15 lbs.	Apples		Prunes, medium size, per lb.	Raisins, seedless per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 3½ lb. jar
cents	Fresh, cooking, per lb.	Evaporated, per lb.	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
49.7	8.0	17.7	14.0	15.5	15.6	14.3	41.7	43.8	+	20.8	+	46.4
42.4		18.8	14.3	14.9	15.3		47.1	51.5	38.3	21.6	36.3	49.2
50.1		19.5	13.4	16.1			45.8	54.8	38			48.7
43.2		22	16.1	14.9			50.6	49.7	38.6	21.2	36.6	2
34.3			14.1	15.8			43.1	51.7		22.0	36	3
47.5		15	14.3	14.5			49.1	50				4
39				13.8			51.5	55				5
40.1			13.8	14.3	15.3		42.3	48		21.7		6
39.2		17.0	13.0	15.9	15.6		48.1	56.8	38.5	20.0	34.8	7
42.3		15.5	14.4	15.7	15.0		45.1	51.2	41.5	21.5	37.1	49.1
36.8			13	14.3	16.2		42.8	51.3	41.5	21.5	36.8	8
47.9			13	14	15.6		45.5	49.5				9
39.9			14.5	15.2	15		44.2	52.8		21.9	37.4	10
44.5			14.6				47.8	51.3		21		11
48.0	8.0	17.0	14.7	16.6	15.0	14.3	41.7	42.2	37.2	20.8	35.6	46.3
48.3	9.5		14.6	16.1		14	43.1	49	36.1	21.4	34.8	48.3
47.7	7.2	16	15.3	17.7			41.1	43.8	38.6		35.3	13
49.8	8.7	18	15.9	18	16		39.5	41.4	37.3	21.7	37.3	48.2
47.4			14.4	18			44.3	45		22	36.1	45
43.6			14	15.1	15	14.8	45.6	43.2	38.3	19	36.1	44.7
47.1	7.8		14.6	15.7			40	43.3	37		35.3	45.5
49.4	7.2		14.7	16.4			43.7	40.3		19.7	37.2	48
49.3	7.6		14.6	16.6	13.9	14.4	38.4	36.6	35.6	20.7	33.9	44.3
49.5			14.3	16.1		14.1	39.4	37.5			34.7	46.2
53.9	7.5	18.3	14.0	15.1	15.7	14.0	40.0	42.9	36.1	19.6	33.7	46
53.2	8.7		14.6	16.5		14.0	39.2	41			36.4	46
52.4	10		13.3	15.1			41	46.6				47.4
52.8	6.9		14.3	14.7		14.5	37.9	39.9			34	46.8
52.8	5.8		13.5	13.5	15	14	36.8	43.2			34.5	46.6
52.3	5.4	19	13.3	14	15.5	14	40.8	43.2			35.7	44.6
52.4	6.3		14.4	14.6	15	14	40.4	44.4				44.5
53.1	8		12.8	14.4	15	14	40.1	40.3		20	32.5	43.9
52.7	8		13.5	14.4	14.9	14	38.2	37.7	34.2		30.3	44
54	6.6			15.6	16		38.3	42.3			32.8	29
54.5	6.5		16	15.4	15.5	14.1	42.3	42.8	35	18.7	31.2	44.3
53.7	7.7		14.9	14.5	15	14	39.7	42.9	34.4	18.7	31.4	44.6
50.5			14.8	14.7	15	14.2	39.6	41.9	35	19.3	32.1	46
54.3	7.6		15	15.6	15.2	14	39.3	44	35	19.3	33.5	45.4
53.3	7.2		14.3	14.6	15.7	14.1	39.1	41.7				45.1
53.3	6.6		14.9	13.7	16.6	14	35.4	42.8	36	19	33.1	46.4
53.5	5.7		14	14.3	15		40.5	39.7			32	45.4
				14.6	14.6		39.4	44.7	36.3			47.7
53.1	6			15.4	15	14	40.3	39.7	35.3	19.5	31.5	45.3
53.8	4.9		15.6	14.8	16	14	42	44.3				46.2
55.4	6.4		12.5	14.5	15	14	37.3	41.8		18.3	32	45
59.7	7.1	19	13.2	14.3	14.7	14	37.3	36				46.2
52.7				15.1	15.4	14	42.6	41.5				47.7
52.3			12.7	13.9	15.3	14	38	41.1		18.3		42
54.9	9.9		14.2	16.7		14	42.4	46.4		22.1	37	45
53	10.6		13.4	15.6	18	14	37.6	44.7	39	20	36.3	48.3
60.7	8.4	17	13.8	16	17.5	14	43	48	39.6	21.7	37.3	49.7
55.4	9.1		14.3	16.1	17.8	14	43.8	45.9	37		36.5	49.8
52.8	8.1	18	14.2	15.9			41.9	44.6			33.5	47.7
57.7	9.6		12.9	16.3	17.8	14	42.3	48.5				44.4
53.8	8.5		13.2	18.7		14	42.3	45.4				45
41.5	9.2		14.1	16.4	16.0	15.0	41.0	40.8				44.1
45.9	9.6		13.9	16.2	15.7	14.9	41.1	40.4				44.6
37	8.7		14.3	16.6	16.2	15	40.9	41.2				43.6
33.6	8.9	17.0	14.3	15.7	16.1		41.8	42.2	73.8	22.1	61.0	47.6
37.2	9.2		14.1	16.9	15		40.9	39.9				47.2
30.5	9.2	16	14.6	15.1	17.8		39.6	41.8	73.5	23.7		48.3
33.5	8.7	18	14.4	15.1	15.6		46.3	42.9	74.1	20.5	61	47.3
33.3	8.3		14				40.3	44				56
45.5	8.9	16.7	13.5	16.8	15.2	15.2	40.2	41.3	70.8	22.3	57.0	47.4
45.4	8.4		13.4			15	38	39.8				47.3
34.1	9.3		14.2	17.9		15.9	42.4	47.1	70.8	23.5	58	49
46.8	9.3	15	13.3		15.2	14.8	41.8	38.6	22			59
51.1	9.1	20	13.9	15.7	15.2	15	38.5	44.7			56	46
49.9	8.5	15	12.8					36.5		21.5		60
65.2	8.6	20.0	13.0		14.2	14.9	42.4	40.4	69.2	21.9	55.7	43.3
42.6							45.8	41.7	70.5			62
							38.3					63
59.5	8.7		14.4				43.4	44.5	69.7	22.8		64
83.9	8.7		11.7			14.7	39.3	38.1		21.6	55.7	43.3
	8.6		12.8				40.2	38.1				66
63.7	8.6		13.5		14.2		41.8	39	67.3	22		67
	8	15	13				48.6	40.6				68
76.2	8	25	12.5			15	41.6	40.8		21		69

TABLE III.—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb.	Cocoa, pure unsweetened, per ½ lb. tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. jar	Anthracite coal, United States, stove, per ton	(a) Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
Dominion (average)	8-6	8-5	44-3	38-3	19-0	16-0	4-3	12-9	5-5	16-585	
Nova Scotia (average)	8-4	8-3	52-5	38-0	19-1	12-0	4-7	13-0	5-8		
1—Sydney.....	8-6	8-4	51-7	37-8	19-6	10	3-9	12-8	5-8		6-12
2—New Glasgow.....	8-2	8-2	54-8	37-9	20-6	10	4-4	13-6	d		
3—Amherst.....	8-3	8-1	53	38	17-2		5	12-8	5-9		
4—Halifax.....	8-5	8-2	50-9	38	21-4	16	4-9	13-6	5-7		11-69
5—Windsor.....	8-3	8-1	51-8	38	17-3		4-5	12-2	5-9		
6—Truro.....	8-7	8-5	52-7	38	18-6		5-2	13-2	5-7		10-47
7—P.E.I.—Charlottetown.....	8-7	8-2	55-5	38-0	18-5	15-0	4-1	13-5	5-9	17-900	
New Brunswick (average)	8-6	8-4	52-8	38-0	18-4	10-0	4-2	12-7	5-7	18-500	
8—Moncton.....	9	8-8	56-2	38	19-8	10	4-4	13-4	5-9	d	11-00
9—Saint John.....	8-4	8-2	46-8	38	17-5	10	4-5	12-5	5-5	18-50	11-75
10—Fredericton.....	8-4	8-3	53	38	18		4-1	12-8	5-9		11-11
11—Bathurst.....	8-6	8-4	55	38	18-4		3-7	12-1	5-3		
Quebec (average)	8-1	7-8	43-7	39-7	20-3	15-5	4-3	12-1	5-6	16-472	
*12—Quebec.....	8-1	7-9	42-9	39-9	20-4		4-1	12-0	5-8		16-00
*13—Three Rivers.....	8-5	8	47-8	40-5	21-6	15	4-2	12-2	d		16-00
*14—Shenbrooke.....	8	8	39-8	39-4	19-8	15	4-7	12-5	5-6		17-00
*15—Sorel.....	7-9	7-7	45	39-3	18-9		4	11-4	5-4		16-50
*16—St. Hyacinthe.....	8	7-8	40-6	40-7	20-6		4-5	11-8	5-3		15-75
*17—St. Johns.....	7-9	7-8	38-7	40	19-7		4-8	12-8	5-7		15-50
*18—Theftford Mines.....	8	7-5	48-4	39-4	20-8	15	4-3	12-5	5-9		18-50
*19—Montreal.....	8	7-8	44-9	39-6	18-7	17	3-7	11-4	5-3		16-25
*20—Hull.....	8-3	8	44-9	38-9	22-5		4-1	11-6	5-5		16-75
Ontario (average)	8-5	8-4	43-2	38-9	18-8	13-7	4-3	12-5	5-5	16-398	
21—Ottawa.....	8-3	8-1	43-2	39	18-1		4-3	12-3	5-7		18-75
22—Brockville.....	8-2	8-1	41-1	38-3	20-7		4-2	11-5	5-4		16-00
23—Kingston.....	8-1	7-9	43-2	38-6	18-5		4-7	12-6	5-7		16-00
24—Belleville.....	8-6	8-4	44-4	38-6	17-9	12	4-6	12-2	5-6		16-00
25—Peterborough.....	8-5	8-5	44-7	39	18-4	15	4-7	12-3	5-5		16-75
26—Oshawa.....	8-6	8-4	48-8	38-7	19-1	12	4-3	12-5	5-9		16-00
27—Orillia.....	8-3	8-2	44-4	39-4	19-6		3-9	11-4	5-4		16-50
28—Toronto.....	8-2	8	44-9	38-6	18-2	12	4	11-7	5-2		14-75
29—Niagara Falls.....	8-7	8-7	43-8	39-5	19-3		4-2	12-7	5-5	14-50-14-75	
30—St. Catharines.....	8-6	8-3	42-3	39	19-4		4-2	12-4	5-6	15-75d	
31—Hamilton.....	8-2	8-1	40-6	39	18-8	10	4-3	11-8	5-3		15-50
32—Brantford.....	8-4	8-3	46	39-4	18-7	13	4-1	11-9	5-5		16-00d
33—Galt.....	8-8	8-6	42-7	39-5	19-2		4-1	12-5	5-4		16-00d
34—Guelph.....	8-5	8-5	41-9	38-6	18-1		4-2	12-7	5-4		16-00
35—Kitchener.....	8-6	8-5	38-7	39-1	18-8		3-8	12-4	5-3		16-00
36—Woodstock.....	8-6	8-5	45-6	39	18-3		4-1	12-2	5-4		16-00
37—Stratford.....	8-7	8-7	44-4	38-7	18-4		4-2	13-3	5-8		16-00
38—London.....	8-6	8-4	43-9	39-1	17		4-1	11-9	5-5		16-50d
39—St. Thomas.....	8-6	8-6	43-8	40-3	18-4		4-1	12-6	6		16-00d
40—Chatham.....	8-6	8-4	40-3	38-5	17-5		4-1	12-3	5-1		16-00d
41—Windsor.....	8-2	8	38-4	38-5	18-8	15	4-1	11-8	5-4		16-00d
42—Sarnia.....	8-8	8-8	43-3	39	18-4		4-5	12-8	6		16-50
43—Owen Sound.....	8-5	8-4	50-5	38-9	19-4		4-4	12-6	5-8		16-50
44—North Bay.....	9	8-9	51-2	39-3	19-6		4-5	14-1	5-8		17-25
45—Sudbury.....	8-8	8-5	43-6	39-3	20-2		4	13-9	5-8		17-75
46—Coburn.....	8-8	8-8	40-6	38-7	19-2		4-9	13-3	5-9		19-00
47—Timmins.....	8-9	8-8	39-4	39	20-8	18	4-8	13-6	5-5		19-50
48—Sault Ste. Marie.....	8-6	8-5	40-5	38-9	19-3		4-3	13-1	5-2		17-00
49—Port Arthur.....	8-5	8-3	40-1	38-2	18-8	15	4-4	13-1	5-2		16-50
50—Fort William.....	8-6	8-5	39-5	38-4	19-5		4-6	12	5-2		16-80
Manitoba (average)	9-1	9-0	41-1	37-9	18-8	15-0	4-1	13-1	5-5	20-000	
51—Winnipeg.....	9-1	8-9	37-3	38	18-6		4-3	12-2	5-6		12-45
52—Brandon.....	9-1	9	44-8	37-8	19	15	3-8	14	5-3		8-13
Saskatchewan (average)	9-5	9-5	41-8	38-0	19-6	18-5	3-9	14-0	5-3		
53—Regina.....	9-2	9-6	42-2	37-8	19-1	15	3-3	13-6	5-4		11-00
54—Prince Albert.....	9-9	9-6	39-7	37-8	20-5		4-1	14-3	5-5		10-00
55—Saskatoon.....	9-5	9-5	43-4	37-6	20-2	20-6	3-8	13-6	5-2		9-60
56—Moose Jaw.....	9-3	9-4	41-8	38-8	18-4	20	4-3	14-5	5		9-80
Alberta (average)	9-2	9-2	41-6	37-9	17-5	18-3	4-1	14-2	5-1		
57—Medicine Hat.....	9-3	9-3	38-1	38-3	17-1		3-4	13-9	5-1	d	
58—Drumheller.....	9-5	9-3	42-5	38-1	17-3	20	4-5	15	5-3		
59—Edmonton.....	9-2	9	42-4	38	18-5	15	4-2	13-7	5-2	d	4-90
60—Calgary.....	9	9-2	40-6	37-5	17-5	20	4-3	13-4	5-1	d	7-75
61—Lethbridge.....	9-2	9-3	43-5	37-5	17-2		3-9	14-8	4-9	d	4-40
British Columbia (average)	8-6	8-5	40-8	38-4	19-0	25-5	4-8	13-8	5-6		
62—Fernie.....	9	9-3	41-8	38-8	17-6		4-6	14-3	5-2		
63—Nelson.....	9	9	43-4	38-7		25	5-2	15	5-5		11-25
64—Trail.....	8-9	8-8	39-5	38-2	19-4	25	5-6	14-4	5-4		
65—New Westminster.....	7-9	7-8	36-4	38-4	18	24	4-4	12-9	5-4		12-00
66—Vancouver.....	8	8	37-2	37-9	19-1		4-7	12-2	5-4		12-00
67—Victoria.....	8-9	8-3	42-4	38-3	19-8		4-2	12-8	5-7		12-25
68—Nanaimo.....	8-7	8-3	41-6	37-6	19-2	28	4-9	13-7	5-5		
69—Prince Rupert.....	8-7	8-5	43-8	38-9	19-8		5	15-1	6-8		13-00

(a) The prices in this column are those supplied by the Dominion Bureau of Statistics and are the same for all months January to May. See paragraph 5 introductory notes. (c) Calculated price per cord from price quoted. (d) Natural gas used extensively. (p) Six-roomed houses not extensively occupied by workmen but some at \$30-\$45. (r) Few six-room houses are occupied by workmen.

AND RENTALS IN CANADA AT THE BEGINNING OF MAY, 1943—(Concluded)

Coke, per ton	Wood						Coal oil, per gallon	Matches, per box (300)	†Rent	
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord				Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month
\$	\$	\$	\$	\$	\$	cents	cents	\$	\$	
13-315	11-343	14-187	8-692	10-245	8-895	28-6	9-8	25-647	18-871	
11-160	6-667	7-833	5-500	6-333	6-167	30-0	10-0	21-500	15-500	
8-50-9-50	6-50	8-00	5-50	7-00	7-00	30	10-2	18-00-26-00	14-00-18-00	1
9-70	5-00	6-00	4-00	4-00	6-00	30	10-3	15-00-25-00	10-00-15-00	2
12-50	8-00-9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	30	9-9	15-00-20-00	10-00-17-00	3
13-05-13-55							10	20-00-33-00	16-00-22-00	4
11-30							9-8	18-00-25-00	14-00-18-00	5
13-000	9-500	11-000	7-000	8-000	7-500c	20-0	9-8	19-00-25-00	12-00-16-00	7
12-817	9-000	11-750	6-500	7-500	9-000	28-8	9-8	24-125	17-375	
12-05d	9-00d	10-00-11-00	7-00d	8-00d	d	31	9-8	20-00-32-00	15-00-20-00	8
13-50	9-00	12-00-14-00	6-00	7-00	8-00-10-00	26-5	9-8	18-00-27-00	16-00-20-00	9
12-80-13-00							9-9	25-00	18-00	10
							9-7	23-00	16-00	11
13-731*	13-406*	15-145	8-800*	10-250*	11-000*	28-0	9-4	24-714	18-250	
12-35							9-5	23-00-33-00		12
14-25	10-00	16-00c	8-00	12-00c	10-00c		9-7	23-00-31-00	17-00-23-00	13
14-75	14-00	16-00	9-00	10-00	10-00	28	9-6	23-00-30-00	18-00-25-00	14
13-00-13-50	14-70	16-20	10-50	12-00	12-00		9-6			15
13-00							9	18-00-25-00	14-00-20-00	16
15-50		12-00c		9-00c		29	9-5			17
12-50-13-00	17-33c	18-67c	10-00	11-00	11-00-13-00	27	9-4	16-00-22-00	12-00-15-00	18
14-00	11-00	12-00	6-50	7-50			9-3	24-00-34-00	20-00-23-00	19
13-962	12-625	15-533	10-000	11-758	10-575	26-9	9-3	18-00-26-00	14-00-18-00	20
14-00							9-6	27-380	20-333	
14-00							9-8	20-00-30-00	15-00-20-00	21
14-00	12-00	16-00	11-00	12-00c	13-00c	25	9-8	18-00-26-00	15-00-18-00	22
13-50	14-00	16-50	9-00	10-00	11-00	25	9-6	26-00-32-00	20-00-26-00	23
15-00-15-50	13-00	16-50	11-00	14-00	9-00	22	9-4	18-00-28-00	14-00-20-00	24
14-50	17-00	18-00	12-00	13-00	9-00	22	9-5	22-00-30-00	16-00-20-00	25
							9-5	25-00-32-50	15-00-22-00	26
13-75	14-00	16-00	10-00	12-00	12-00	25	9-8	20-00-28-00	16-00-22-00	27
13-00d	d	d	d	d	d	25	9-2	31-00-40-00	21-00-30-00	28
13-50d	d	d	d	d	d	25	9-8	20-00-32-00	16-00-24-00	29
13-00		18-00c			12-75	25	9-7	25-00-37-00	20-00-27-00	30
14-00d		13-00-15-00	d	9-00-10-00	d	28	9-5	28-00-36-00	17-00-28-00	31
13-50d	d	16-50d	d	13-00d	d	25	9-4	23-00-33-00	18-00-25-00	32
13-00							9-5	20-00-27-00	15-00-20-00	33
14-00							9-3	24-00-30-00	18-00-24-00	34
13-50							9-5	22-00-35-00	18-00-24-00	35
14-00							9-5	20-00-28-00	16-00-20-00	36
13-50							9-7	21-00-27-00	15-00-21-00	37
13-50d	d	18-00c	d	15-00c	d	25	9-6	27-00-37-00	22-00-27-00	38
14-00-15-00	d	16-00-18-00c	d	11-00-14-00c	8-00-12-00c	25	9-7	24-00-32-00	20-00-24-00	39
14-00d	d	d	d	d	d	25	9-6	20-00-28-00	15-00-20-00	40
12-75d	d	18-00c	d	14-00c	d	25	9-5	25-00-37-00	20-00-27-00	41
14-50							9-7	20-00-30-00	15-00-22-00	42
14-00							9-3	21-00-27-00	15-00-22-00	43
15-00-16-50		15-75-16-50c		10-50c	10-50	30	9-9	30-00-40-00	25-00-30-00	44
		10-50c		9-00-9-75c		30	9-9			45
12-00	10-00	14-00	10-00	11-25	7-50	39	9-5	p	p	46
15-50	10-50	11-75	8-00	9-25	11-00	26	9-8	22-00-32-00	16-00-22-00	48
15-50	10-50	11-50	9-00	10-00		30	9-9	23-00-33-00	17-00-23-00	49
13-500			9-688	10-438	9-438	31-5	9-8	23-00-33-00	17-00-23-00	50
14-00-15-00			7-50-11-00	8-50-12-00	9-00-10-25	35	9-9	26-00-37-00	18-00-26-00	51
12-50			8-75-11-50	9-25-12-00	9-25	28	9-9	18-00-26-00	14-00-20-00	52
			7-458	9-419	11-233	28-8	10-0	27-875	20-000	
			8-50-10-75	9-50-11-75	11-25	27	10	28-00-37-00	20-00-28-00	53
			5-50-6-00	7-00-7-50	9-25	30	10	20-00-29-00	15-00-21-00	54
			7-00	7-50	9-25	30	10	22-00-32-00	17-00-22-00	55
			10-000	10-750	5-017	27-8	9-9	25-00-30-00	17-00-20-00	56
d	d	d	d	d	d	30	10-3	26-125	18-625	
d	d	d	d	d	d	30	10-2	22-00-27-00	15-00-22-00	57
d	d	d	d	d	d	30	10-7	r	r	58
d	d	d	d	d	d	30	10-2	22-00-32-00	15-00-22-00	59
10-667	d	d	d	d	d	26	10-1	22-00-30-00	18-00-20-00	60
10-50			10-75-11-75	12-25-13-25	5-50	40	10-1	22-00-32-00	15-00-22-00	61
10-75			11-00-11-75	12-25-13-50	6-50	40	10-6	23-313	17-688	
10-75						40	10-6	16-00	14-00	62
			8-25-8-75	9-50-10-00	4-00-6-50	30	10-9	20-00-30-00	18-00-20-00	63
						30	10-7	27-00-32-00v	22-00-25-00v	64
						30	10-3	18-00-25-00	14-00-18-00	65
						30	10-3	22-00-27-00	16-00-22-00	66
						30	10-7	20-00-25-00	15-00-18-00	67
						30	10-5	20-00-25-00	12-00-20-00	68
						35	10-9	20-00-30-00	15-00-20-00	69

(v) Workingmen's houses are mostly of four and five rooms; modern, \$24-\$28; semi-modern \$20-\$24.
 * Sales tax 4% in Montreal and Quebec, and 2% in the other cities in the province are not included in the fuel prices. †Workingmen's houses.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	May 1926	May 1929	May 1933	May 1939	May 1940	May 1941	May 1942	April 1943	May 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	100.2	93.4	66.7	73.7	82.2	88.5	95.2	98.9	99.2
Classified according to chief component material—														
I. Vegetable Products.....	135	58.1	127.9	167.0	86.2	102.6	84.0	61.0	63.1	72.9	76.2	83.8	89.9	90.4
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	97.8	108.4	58.6	71.9	76.6	85.7	99.7	105.7	106.5
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	100.1	91.8	68.9	66.4	83.8	88.2	92.0	91.9	91.9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.2	94.1	59.5	76.8	87.1	95.4	101.8	107.3	107.6
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	100.4	94.4	84.5	96.9	102.4	111.4	115.3	115.1	115.1
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	97.6	99.2	64.7	69.2	76.5	78.1	78.4	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	98.5	92.3	83.2	84.7	88.9	95.9	100.0	100.6	100.6
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	99.7	95.5	81.2	78.0	85.5	99.7	102.1	100.5	100.5
Classified according to purpose—														
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	100.4	93.0	70.8	74.0	82.3	88.6	95.1	97.0	97.3
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	99.6	96.5	64.3	72.1	77.9	85.3	96.5	101.9	102.6
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	100.9	90.7	75.1	75.2	85.2	90.8	94.2	93.8	93.8
II. Producers' Goods.....	402	67.7	133.3	164.8	98.8	100.3	93.1	63.2	69.0	78.7	83.3	88.3	93.1	93.4
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	97.2	94.9	84.9	94.9	100.3	106.5	110.4	111.2	111.2
Producers' Materials.....	378	69.1	139.0	171.0	98.2	101.6	92.9	60.8	66.1	76.3	80.7	85.8	91.1	91.4
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	99.7	99.1	75.6	87.9	94.3	107.5	114.4	119.4	119.4
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	100.9	91.5	58.3	62.4	73.3	76.2	80.9	86.3	86.7
Classified according to origin—														
I. Farm—														
A. Field.....	186	59.2	134.7	176.4	91.2	101.7	83.8	60.9	60.9	70.6	75.3	80.9	85.7	86.1
B. Animal.....	105	70.1	129.0	146.0	95.9	96.5	104.5	60.1	72.8	79.1	86.8	96.7	101.0	101.5
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	100.3	93.0	51.2	65.1	68.0	69.6	80.2	92.3	94.7
II. Marine.....	16	65.9	111.7	114.1	91.7	100.2	103.6	58.7	68.7	78.3	82.2	111.1	123.9	126.1
III. Forest.....	57	60.1	89.7	151.3	106.8	100.2	94.0	59.7	76.5	86.8	95.0	101.3	106.9	107.1
IV. Mineral.....	203	67.9	115.2	134.6	106.4	98.9	92.6	79.4	84.3	89.7	95.9	98.7	99.2	99.1
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	99.7	93.0	56.0	66.5	75.2	80.9	89.4	97.1	97.9
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	99.8	91.1	70.4	73.2	80.5	86.8	91.6	92.9	92.8

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive, 502; and since January, 1934, the number is 567.

prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers. The exceptions are milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965 (L.G., 1941, page 1462), the price ceiling established by

P.C. 8527 (L.G., 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003 (L.G., 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the cities in the list on page 104. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect of January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Rupert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Pro-

vision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Beef prices averaged a fraction of a cent per pound higher at May 1, reflecting the seasonal advances permitted under the regulations of the Wartime Prices and Trade Board. Sirloin steak averaged 40 cents per pound at the beginning of May as compared with 39.6 cents at April 1. Other cuts showed somewhat similar increases. Fresh lamb and pork also increased in price the former averaging 39 cents per pound and fresh loin of pork averaging 35.5 cents. The price of fresh eggs again declined slightly in many localities and the

Dominion average price was down from 41.3 cents per dozen at April 1, to 40.6 cents at May 1. The price in May 1942 averaged 35.3 cents per dozen. Creamery butter at an average of 39.9 cents per pound was little changed from the previous month. The price in May 1942 was 39.3 cents per pound. Production of butter for the first four months of 1943 increased about 30 per cent over the production during the corresponding period of 1942 while production of cheese declined 5.8 per cent. The price of cheese at 34.4 cents at May 1 was fractionally higher than at April 1 but was about 1.5 cents per pound lower than one year ago. Onions advanced one half cent per pound during the month to 6.5 cents. Potatoes were 49.7 cents for 15 pounds as compared with 46.3 cents at April 1 and 40.9 cents at May 1, 1942.

Prices in Great Britain and Other Countries

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices in Great Britain and certain of the principal industrial and commercial countries appeared in the April issue of the *LABOUR GAZETTE*. Since these monthly notes are all compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the *LABOUR GAZETTE*.

Since the outbreak of war, control of prices, production and trade have been extended in many countries, resulting in much less movement in prices than occurred in the inflationary period during the last war.

Great Britain

WHOLESALE PRICES.—The index number of the Board of Trade, on the base 1930=100, was 162.8 for April, an increase of 0.4 per cent for the month. The only change in any group of more than one per cent from the March level was an advance of 1.8 per cent in "other food and tobacco".

COST OF LIVING.—The *Ministry of Labour Gazette* index number, on the base July, 1914=100, was 198 at April 1, a decrease of $\frac{1}{2}$ of one per cent from the March level, due to a decline of one per cent in clothing prices. Other groups were unchanged.

Newfoundland

COST OF LIVING.—The index number of the Department of Health and Welfare, of the cost of living at St. John's, on the base October 1, 1938=100, was 144.6 at April 3, an increase of 0.4 per cent for the month, due to small increases in the food group and in fuel and light. Higher prices were recorded for cabbage and coal, lower prices for eggs and tea.

United States

WHOLESALE PRICES.—The index number of the Bureau of Labour Statistics, on the base 1935-1939=100, was 103.7 for April, an advance of 0.3 per cent for the month. There was an advance of 0.9 per cent in farm products and of one per cent in foods; other groups showed little or no change.

COST OF LIVING.—The Bureau of Labour Statistics index number, on the base 1935-1939=100, was 122.8 at March 15, an increase of 1.5 per cent for the month. This rise occurred prior to the President's April 8 "hold the line" order (L.G., May, 1943, p. 591). This index number for March 15 "takes into account recent changes in food buying because of rationing and other wartime market conditions. . . The changes in the food index as of March 15 will improve the future accuracy of the index, but do not affect the figures for earlier months. The changes involve the inclusion of seven additional foods which people are buying in larger quantities,

like hamburger, liver and corn syrup; changes in the importance of different foods in the index because of reduced supplies, as in the case of canned vegetables, beef and bananas; and increases in the weights given quotations from war production cities because of their population growth." Food prices were 2·8

per cent higher than the February level; rents (which are subject to Federal control in all cities covered by these reports) were unchanged; clothing increased 1·1 per cent, miscellaneous goods and services 0·8 per cent, housefurnishings 0·3 per cent and the fuel, electricity and ice group 0·2 per cent.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

Revised bulletin on wartime orders affecting labour in Canada

A bulletin entitled "War-time Orders in Council Affecting Labour" has recently been issued by the Department of Labour, replacing a publication of April 1942, which is now out-dated. The new pamphlet brings together all Orders in Council in the labour field which were in effect on June 15, 1943. It contains the full text, as amended, of all Orders of general labour interest, and detailed summaries of others. Included are the Government's declaration of war labour policy, the regulations governing industrial relations, the Wartime Wages and Salaries Orders, the National Selective Service Civilian and Mobilization Regulations and the Post-Discharge Re-establishment Order. The main sections into which the pamphlet is divided deal with industrial relations, wages and hours, health, welfare and safety, man-power, merchant seamen and post-war reconstruction. A statement at the beginning of each section indicates the object and scope of the regulations. A limited free distribution has been made. Other copies are available at 25 cents each on application to the King's Printer, Ottawa.

Cost of living index again advances slightly

The official index number of the cost of living in Canada calculated by the Dominion Bureau of Statistics again advanced fractionally from 118.1 at the beginning of May to 118.5 at the beginning of June. The greater part of the increase resulted

from the advance in the food group of one full point to 130.9 at June 1. In this group prices of eggs, meats, potatoes, and oranges were higher while butter declined. The indexes of the fuel, clothing, and miscellaneous groups however each recorded slight increases also.

At the beginning of June the index was 17.6 per cent higher than in August, 1939, the last prewar month. For the similar period during the last war from July, 1914, to June 1918 the advance was 49.3 per cent. Since the establishment of the prices ceiling the index has advanced 2.6 per cent, that is between October 1, 1941, and June, of the current year. For the comparable period during the last war between October, 1916, and June, 1918, the advance was 28.6 per cent.

Industrial Disputes Investigation Act

Twelve applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of June. Three boards submitted their reports; seven boards were established and the constitution of nine boards was completed during the month. Eight disputes were referred to Industrial Disputes Inquiry Commissioners and one to an Industrial Relations Officer, while reports were received from commissioners in eleven cases. Ten settlements were effected during the month and three applications were rejected. Thirteen applications were withdrawn and strike votes conducted in two cases.

Employment and industrial statistics The latest statistics available reflecting industrial conditions in Canada are given in the table below.

A further decline was recorded for the index of employment at the beginning of May. This decline of 1.3 per cent is notable because the general trend at May 1 in the preceding 22 years has been favourable. Considerable seasonal decline was recorded in logging but

important reductions occurred also in employment in construction and manufacturing. A reduction in the latter group at May 1 is unusual. The general index at May 1 was 6.5 per cent higher than at May 1, 1942, and for the first five months of 1943 the increase was 9.2 per cent as compared with the similar period of 1942. The total amount of the payroll declined 3.1 per cent during the month due in part to the decline in employment and

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	June	May	April	June	May	April
Employment Index ⁽¹⁾		178.2	180.6	171.7	167.4	165.2
Unemployment percentage (trade union members)..... ⁽²⁾		1.0	1.3	2.4	3.3	4.5
Index numbers, aggregate weekly payrolls..... ⁽²⁾		139.8	144.3	125.3	123.8	121.4
Per capita weekly earnings..... ⁽²⁾		30.57	31.14	28.20	28.50	28.41
Prices, wholesale Index ⁽¹⁾	99.5	99.2	98.9	95.8	95.2	95.0
Cost of living Index ⁽¹⁾	118.5	118.1	117.6	116.7	116.1	115.9
Retail sales unadjusted index..... ⁽⁴⁾			167.4	154.5	159.1	154.3
Retail sales adjusted index..... ⁽⁴⁾			163.1	151.1	149.0	155.5
Wholesale sales..... ⁽⁴⁾			163.0	166.8	158.7	154.5
Common stocks index..... ⁽⁴⁾	186.1	83.7	82.6	62.8	62.0	61.1
Preferred stocks index..... ⁽⁴⁾		110.1	108.2	96.5	95.4	94.5
Bond yields, Dominion index..... ⁽⁴⁾	197.3	97.3	97.3	98.8	99.5	99.6
Physical Volume of Business Index ⁽⁵⁾		237.8	236.3	200.0	195.5	198.1
INDUSTRIAL PRODUCTION ⁽⁴⁾		276.7	274.4	222.1	217.3	220.8
Mineral Production..... ⁽⁴⁾		285.0	281.2	196.3	211.3	226.9
Manufacturing..... ⁽⁴⁾		297.9	296.7	235.7	232.5	231.0
Construction..... ⁽⁴⁾		91.3	83.7	157.1	95.8	143.0
Electric power..... ⁽⁴⁾		161.2	153.0	146.6	146.1	144.3
DISTRIBUTION ⁽⁴⁾		157.2	159.2	153.9	150.2	151.3
Carloadings..... ⁽⁴⁾			144.1	141.4	142.3	140.3
Tons carried, freight..... ⁽⁴⁾			201.6	188.1	182.3	189.3
Bank debits to individual accounts..... ⁽⁶⁾	\$ 5,423,710,780		4,070,712,509	3,767,042,291	3,790,963,595	3,733,218,977
Bank notes in circulation..... ⁽⁶⁾	\$ 687,500,000		664,200,000	507,066,232	488,500,829	480,877,819
Bank deposits in savings..... ⁽⁶⁾	\$ 1,732,289,784		1,920,252,212	1,598,136,326	1,555,675,615	1,537,144,724
Bank loans, commercial, etc..... ⁽⁶⁾	\$ 1,153,505,824		905,021,219	1,049,170,065	1,115,096,158	1,155,818,008
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	271,493	262,095	257,884	266,384	261,392	256,673
Canadian National Railway, revenues..... ⁽⁸⁾				31,789,000	29,687,000	28,316,000
Operating expenses..... ⁽⁸⁾				21,255,962	19,369,848	18,594,913
Canadian Pacific Railway, traffic earnings..... ⁽⁸⁾		24,205,061	24,045,596	21,244,666	21,522,075	20,621,507
Canadian Pacific Railway, operating expenses, all lines..... ⁽⁸⁾		19,891,648	20,254,726	17,070,301	17,288,515	17,065,360
Steam railways, freight in ton-miles..... ⁽⁸⁾				4,806,795,000	4,891,261,000	4,439,013,000
Building permits..... ⁽⁸⁾	\$ 7,891,858		7,528,081	10,427,675	9,255,740	11,299,775
Contracts awarded..... ⁽⁸⁾	\$ 20,478,700	23,485,900	16,047,300	46,756,200	23,895,000	22,512,100
Mineral production—						
Pig iron.....tons		154,476	150,486	167,961	171,386	160,408
Steel ingots and castings.....tons		271,737	264,357	254,163	272,247	264,988
Ferro-alloys.....tons		17,971	18,698	14,664	19,428	18,128
Gold.....ounces			323,073	424,351	425,160	420,795
Coal.....tons		1,300,619	1,380,983	1,367,563	1,316,862	1,511,872
Timber scaled in British Columbia.....bd. ft.				298,037,401	338,253,210	288,034,268
Flour production.....bbls.		2,099,996	2,057,355	1,335,177	1,481,449	1,960,900
Footwear production.....pairs		3,018,911	2,929,759	2,891,123	2,816,452	2,774,128
Output of central electric stations.....k.w.h.		3,502,819,000	3,268,197,000	3,043,200,000	3,174,764,000	3,082,740,000
Sales of insurance.....\$		49,023,000	50,244,000	43,357,000	43,086,000	35,678,000
Newsprint production.....tons		254,050	229,570	242,760	251,830	277,740

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended June 24, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public.

(7) Figures for four weeks ended June 26, 1943, and corresponding previous periods.

(8) MacLean's Building Review.

in part to a loss of time over the Easter holidays.

The index of the physical volume of business for May was slightly higher reflecting advances in mineral production, manufacturing, construction, and in the production of electric power. The index indicating the volume of distribution of goods was somewhat lower than in the previous month.

Comparing the first five months of 1943 with the similar period of 1942, productive operations as indicated by the index of the physical volume of business were about 20 per cent greater, reflecting the continued expansion in war plants. Manufacturing production increased 29.6 per cent in the same comparison, mineral production 8.4 per cent, and the output of electric power 8.2 per cent while the value of contracts awarded declined 7.4 per cent. The production of flour for the first four months of 1943 was 18.8 per cent higher than for the similar period in 1942, and boots and shoes 2.3 per cent greater. For the first five months creamery butter production advanced 22.5 per cent while the production of factory cheese declined 48.4 per cent. Coal production declined 6.9 per cent, newsprint production 16.2 per cent and steel production 3.5 per cent.

Employment of school children in Manitoba—Correction

In the article on "Out of School Employment of Winnipeg School Children" in the May issue of the *LABOUR GAZETTE*, the paragraph headed "Present Regulations in Manitoba" on p. 682 may have conveyed an erroneous impression of the legislation in effect in Manitoba. The paragraph has been revised as follows:

Manitoba has been the only Canadian province to regulate the employment of school children outside school hours. Such regulation was made by amendments in the Shops Regulation Act in 1916, but changes in the school law and the raising of the minimum age for employment of children in shops have restricted the operation of the sections limiting the hours of employment after school.

The Shops Regulation Act as amended in 1916 forbids the employment of children under 14 in shops which are defined to mean retail and wholesale stores, booths, stalls or warehouses or any premises used in connection with a messenger service, but the amendment permitted two exceptions: (1) boys over 13 and under 14 who are attending school might work in shops for not more than two hours on a school day and eight hours on a holiday; (2) children under 14 might work in a shop for not more than eight hours a day and 48

hours a week if they first obtained a certificate which could be issued under the School Attendance Act to children over 10 years of age relieving them from school attendance, and a certificate from the Department of Labour which had to be satisfied that the employment would not be harmful to the child and was necessary in the special circumstances of the case.

However, this second exception was nullified by the deletion from the School Attendance Act in 1917 of the provision authorizing the issue of certificates excusing children under 14 from school attendance on the ground that their services were needed for the necessary maintenance of the child or some person dependent on him. At present children over 12 and under 14 can be excused for a period up to six weeks in any term only if needed in husbandry or urgent household duties. The cause a Minimum Wage Order, passed in first exception is also largely inoperative before 1937 and revised in 1941, applying to wholesale and retail establishments including delivery of the articles sold, prohibits the employment of children under 15 in such establishments.

Conventions of Canadian labour bodies

For the first time in 25 years Quebec city will be the scene of the Annual Convention of the *Trades and Labour Congress of Canada*. A call has been issued to all affiliated Unions, Trades and Labour Councils and Provincial Federations of Labour to convene at the Chateau Frontenac, on Monday, August 23, 1943.

The forthcoming convention will be the fifth held since the present war began. It is expected that the war, the Government's policy in relation thereto and its general implications with respect to labour and the community in general, will dominate the discussions of the delegates attending the convention. In view of the importance of the issues to be considered it is anticipated that most of the organizations affiliated with the Congress will be represented.

The Fourth Regular Convention of the *Canadian Congress of Labour* will be held in the Windsor Hotel, Montreal, beginning at 10 o'clock on the morning of Monday, September 13, 1943, and continuing until business is concluded.

In the preliminary announcement of the convention the particular attention of the member units of the Congress is drawn to the qualifications of delegates and the procedure to be followed with respect to resolutions and amendments to the constitution which any affiliates or chartered unit, or any officer of the Congress may desire to present at the Convention.

Staff changes in Department of Labour

Arthur MacNamara, Director of National Selective Service and Deputy Minister of Labour, announced on July 12, 1943, that T. H. Robinson, Assistant Director of National Selective Service (Civilian) has been appointed to direct a special survey in connection with absenteeism in Canadian industry, to be carried out by the Department of Labour.

Harry Hereford, M.B.E., Special Assistant to the Deputy Minister, will take over the duties of Assistant Director of National Selective Service. In his new capacity, Mr. Hereford will give general direction under C. F. Needham, Associate Director of National Selective Service, to labour priorities and transfers of labour. Mr. Hereford will also succeed Dr. W. J. Couper as secretary to the National Selective Service Advisory Board.

U.S. company ordered to dissolve "dominated" union and to refund dues collected

Companies in the United States proved to have "dominated" employee organizations must repay to their workers the dues collected for membership in such organizations under a closed-shop check-off system, according to a recent decision of the U.S. Supreme Court.

The ruling occurred in a case involving an electric power company which the National Labour Relations Board had found to have "dominated" the "independent" union of its employees. When the Board ordered dissolution of the union the company withdrew its support and the association was abandoned. The company however opposed repayment of dues, amounting to \$90,000, collected during the five-year existence of the union under a closed-shop check-off system, and the Supreme Court agreed to review the protest.

Mr. Justice Murphy found, for a majority of six judges, that the Board had complete authority to command the repayment in order to effectuate the policies of the Wagner Act. He quoted the Board as finding that the company concerned had agreed to "give its creature" closed-shop and check-off privileges in order to entrench the union and assure its financial stability. The result, he stated, was that the workers had to authorize wage deductions in order to remain members of the union.

"Thus," he continued, "as a price of employment they were required by the company to support an illegal organization which foreclosed their rights to freedom of organization and collective bargaining. To hold that the Board is without power to order reimburse-

ment of the amounts so exacted is to hold that an employer is free to fasten firmly upon his employees the cost of maintaining an organization by which he effectively defeats the free exercise of their rights to self-organization and collective bargaining. That this may pervert the purpose of the act is clear."

Justice Murphy said that the reimbursement order "returns to the employees what has been taken from them to support an organization not of their own choice and places the burden upon the company whose unfair labour practices brought about the situation."

The company had argued that any wrong done by the employer was closed when the union was dissolved. In supporting this claim Mr. Justice Roberts, representing a minority of three judges, said that the reimbursement order was "penal" and that "the only possible effect of restitution of dues to employees who have not asked for repayment, who have received substantial benefits from their contributions of dues, is to punish the employer and perchance operate as a warning to other employers that they will be similarly punished for unfair labour practices."

A summary of the activities of the National Labour Relations Board since its establishment under the terms of the Wagner Act six years ago appeared in the May LABOUR GAZETTE, p. 561.

On June 7 the U.S. National War Labour Board instructed its twelve regional boards to adopt "minimum going rates" as ceilings in correcting sub-standards of living or gross inequities. The Board conceded that there was "no automatic, statistical way" of determining wage rate brackets and told the regional boards that use of sound judgment and discretion would be necessary.

Under the instructions, for instance, a regional board might find that rates paid for common labour in a certain city, after an adequate sampling of plants, were 58 cents an hour at one plant, 60 at another, 65 at a third, 70 cents at twenty and 72 at still another. Since a majority paid 70 cents, this would be the minimum going rate.

A directive issued on May 13 by Mr. James F. Byrnes, Director of Economic Stabilization in the United States, had authorized the National Board to determine such wage classifications. The directive constituted a modification of President Roosevelt's "hold the line" order of April 8 (L.G., May, 1943, p. 591).

The directive authorized the Board to establish going rates of wages by occupational groups and labour market areas. Wages could then be raised to the minimum of the going rates found to be sound and tested, whenever such adjustments were deemed "necessary to aid in the effective prosecution of the war or to correct gross inequities."

The directive stated that except in "rare and unusual cases" in which the "critical needs of war production" so required, wage adjustments might not be made above the minimum going rate.

"In connection with the approval of wage adjustments necessary to eliminate substandards of living or to give effect to the 'Little Steel' formula or in connection with the adoption of a longer work week," the Board was empowered to "approve wage or salary adjustments for workers in immediately interrelated job classifications to the extent required to keep the minimum differentials...necessary for the maintenance of productive efficiency."

The directive placed two restrictions on the Board's new powers. First, as heretofore, wage adjustments "which may furnish a basis either to increase price ceilings or to resist otherwise justifiable reductions in price ceilings" must be approved by the Stabilization Director before being put into effect, and second, wage adjustments "which may increase production costs above the level prevailing in comparable plants or establishments" must also be approved by the Director.

Principle of equal pay for equal work reaffirmed in United States

The principle of equal pay for women doing the same work as men was reaffirmed by the United States National War Labour Board early in June.

In a letter to the Secretary of Labour, in response to an inquiry from the Women's Bureau, the Chairman of the Board declared that President Roosevelt's "hold the line" order of April 8 (L.G., May, 1943, p. 591) had not affected the Board's established ruling that employers may grant increases to equalize the pay of women with that of men doing comparable work without prior Board approval. The letter went on to say, however, that there had been a tendency "to abuse this rule" and to warn that "wage adjustments cannot be made under it without prior Board approval unless they are made to equalize the wage or salary rates paid to females with the rates paid to males for comparable quantity and quality of work on the same or similar operations in the same plant."

U.S. War Labour Board orders equal pay rates for negro labourers

Early in June the National War Labour Board of the United States gave a unanimous ruling that wage classifications based solely on difference in race are without validity.

The Board directed a petroleum company in Texas to grant wage increases to its negro employees which would place them on a basis of economic parity with white workers in the same classification. The classifications "coloured labourer" and "white labourer" were abolished and both were re-classified simply as "labourers", with the same rates of pay for all in that classification without discrimination on account of colour.

Negro labourers were thus granted wage increases that placed them on the same economic basis as white labourers. The increase was made without regard to the "Little Steel" formula and "in accordance with the democratic formula of equal pay for work equal in quantity and quality in the same classification."

The Board's decision included the following statement:

"Economic and political discrimination on account of race or creed is in line with the Nazi program. America, in the days of its infant weakness the haven of heretics and the oppressed of all races, must not in the days of its power become the stronghold of bigots...Understanding religious and racial differences makes for a better understanding of other differences and for an appreciation of the sacredness of human personality, as a basic to human freedom."

"It is the acknowledged fact that in spite of all the handicaps of slavery and discrimination, the Negro in America has compressed more progress in the shortest time than any other race in human history. Slavery gave the Negro his Christianity. Christianity gave the Negro his freedom. This freedom must give the Negro equal rights to home and health, education and citizenship, and an equal opportunity to work and fight for our common country."

Office of war mobilization established in United States

On May 28 President Roosevelt created by executive order an Office of War Mobilization headed by Mr. James F. Byrnes to have full supervision of the

civilian war effort in the United States. Prior to this appointment Mr. Byrnes was Director of Economic Stabilization (L. G., 1942, p. 1140) and has been succeeded in that office by Mr. Fred M. Vinson, a former justice of the

Kentucky Court of Appeals for the District of Columbia.

The Office of War Mobilization will have three main functions:

1. To establish policies and programs that will assure the maximum utilization of the nation's civilian man-power, and her natural and industrial resources in the prosecution of the war.

2. To consolidate the activities of all Federal agencies and departments concerned with the procurement and distribution of military and civilian supplies and products and to resolve any differences between such agencies and departments, with the exception of disputes arising over agricultural prices and wage increases which affect price ceilings.

3. To issue directives on policy and operations to the several agencies and departments so as to assure the effective carrying out of the policies and programs decided upon.

Mr. Byrnes will be assisted by an advisory committee consisting of the heads of the War and Navy Departments, the Munitions Assignment Board, and the Office of Economic Stabilization.

Trade unionists graduate from special course at Harvard

A special class which graduated at Harvard University during May consisted of a group of trade unionists who had undertaken a nine-months' course in topics

dealing with economics and industrial relations (L. G., Oct., 1942, p. 1117). The men were chosen for the course by their individual unions, which paid all expenses and part of the tuition costs, the remainder being raised by friends of the university. Selection was on the basis of general intelligence, capacity for leadership, and devotion to the labour movement, no particular educational standing being required. The men came from twelve A.F.L. and two C.I.O. unions, representing such varied lines as the garment, radio, machine, electrical, woollen, paint, glazing, and clerical industries.

The topics studied included economic analysis, trade union problems and policies, human problems and administration, economics of collective bargaining, and management controls.

The students also analyzed individual corporations or industries, and studied the records of specific labour settlements or disputes. At intervals prominent labour, government, and management officials addressed meetings.

One requirement was that each student write a report on a current subject to his union president. Thus the hosiery unionist wrote on the changes to be expected in his industry from the increasing use of nylon. Implications of the prefabricated house were

treated in a study by the electrical union representative.

The average age of the men was 32. Their educational background was varied: one had formerly received a master's degree at law; another left school when he was twelve years old. All but one were married; in some cases their wives came with them to Boston and took jobs in war plants.

It is considered likely that a second nine-months' course will be started in September, depending on whether the unions want it.

In discussing the course recently, Professor Sumner Slichter of the Harvard Business School, who helped to set up the plan, said that there are at least 100,000 trade union administrative officers in the United States and that the better trained these officials are, the better it will be for both labour and management. Moreover, "there is no doubt", he said, "that the addition of trade unionists makes Harvard a better university . . . The universities of the country cannot ignore the professional and educational interests of such a large body of men."

Women's work-clothes to be standardized in United States

The American Standards Association has been requested by the Office of Price Administration and the War Production Board to draw up standards for

women's work-clothes which will adequately protect the worker from occupational hazards, conserve critical materials and facilitate the establishment of a simple scale of prices for such articles. The Association will determine the number of types of garment necessary to fulfil the needs of the various occupations, establish size standards for each type and lay down specifications in regard to the making of the garments, and the fabric, trim, hardware and other materials to be used. It will also make recommendations concerning proper nomenclature, labelling and marking of garments. The standardization scheme will not extend to work shoes or special safety equipment such as face-shields but will include body garments, gloves, leggings and such articles of apparel.

Protecting young workers in food-processing plants in U.S.A.

Large numbers of young persons are expected to obtain employment in food-processing plants in the United States this summer because of labour shortages

and a greatly increased demand for canned, frozen and dehydrated foods. The Children's Bureau of the United States Department of Labour and the Office of War Information have summarized Federal legislation regulating

the employment of boys and girls in such establishments, and pointed out that the observance of these legal standards will not only safeguard the health of young workers but will result "in more efficient work, fewer absences and accidents and greater over-all production".

Most establishments processing fruit, vegetables and seafoods engage in interstate commerce and are, therefore, subject to the child-labour provisions of the Fair Labour Standards Act. It fixes a minimum age of 16 for persons engaged in canning, dehydrating and freezing operations but permits children of 14 and 15 to work in plant offices for not more than 40 hours a week. Such children may not be employed in any capacity in work rooms where foods are processed or in manufacturing or processing operations. Children of 14 and 15 may also cut and sort fruit in dry yards where prunes, raisins, dates, apricots, peaches and similar fruits are dried, provided they are not in proximity to sulphur kilns, and proper provision is made for seats, pure drinking water and washing and toilet facilities. They must be granted a 45-minute meal period, a 15-minute rest break each half day and a 6-day week. The minimum age of 16 applies to all other work in dry yards.

For employment in packing sheds the minimum age is 16 for children not attending school. Children of 14 years and over attending school may work in such places for not more than three hours a day and 18 hours a week when school is in session. During holidays their hours must not exceed eight a day and 40 a week. They may not work before 7 a.m. or after 7 p.m. except that during the eight weeks while school is not in session they may stay on the job until 10 p.m. if packaging perishable fruits and vegetables. A minimum age of 18 is fixed for motor vehicle drivers and helpers as this has been declared a hazardous occupation by the Children's Bureau.

Employers are urged to request age certificates when hiring young workers and to familiarize themselves with State laws regulating the employment of minors in food-processing plants. If the Federal standard is higher than the State one it must be followed by employers engaging in interstate commerce.

Safe limits for concentration of vapours in plants

Upper limits for the concentration of chromic acid and chromates and of mercury in the air of work places have been fixed by the American Standards

Association. Inhalation of mercury vapours causes industrial poisoning of a chronic nature. Chromates produce ulcers, are particularly

likely to injure the nasal tissues and may cause kidney and liver damage. Mercury plays a very important part in the manufacture of munitions and every possible source is now being developed.

The maximum concentration of mercury vapour permissible under the new standard is 1 mg. per 10m^3 of air. For chromium in the form of chromate, di-chromate dust or chromic acid mist, the concentration should not exceed 1 mg. of chromic acid anhydride in 10m^3 of air. This latter standard does not apply to trivalent compounds of chromium which are not directly toxic or as dangerous, but only to hexavalent compounds such as alkali and alkaline earths and acid anhydride. Both standards apply to exposures not exceeding eight hours a day.

Representatives of the Australian State and Federal legislative powers Parliaments attending a to Commonwealth Constitutional Convention Government in Canberra from November 24 to December 2 unani-

ously resolved that certain State legislative powers should be temporarily transferred to the Commonwealth Government to enable the latter to deal with problems of post-war reconstruction. The Convention was of the opinion that wartime was not a suitable time to make permanent alterations in the Constitution but recommended, as an alternative, that action be taken under the provision in the Constitution authorizing the Commonwealth Government to make laws for the peace, order and good government of the nation with respect to such matters as are referred to it by the State Parliaments. Enactments made under this power only extend to those States which have referred the subject of the law to the Federal Government or which afterwards adopt the law.

The Convention also drafted a Bill enumerating the powers which it was considered necessary for the States to transfer to the Commonwealth to ensure an adequate post-war program. By the end of February, New South Wales and Queensland had passed the Bill under the title of the "Commonwealth Powers Act", Tasmania had rejected it and the other States were still considering it.

The Bill stipulates that the transfer of powers is to remain in effect for a period of five years after the war, at the end of which time all Federal laws relating to the subjects enumerated in the Bill will lapse. Any amending or repealing Bill must be endorsed by a majority vote of the electors of the State before it is submitted to the Governor for Royal Assent.

The matters to be referred to the Commonwealth Parliament include the reinstatement and advancement of discharged members of the Armed Forces and the advancement of the dependants of those killed or disabled, employment and unemployment, organized marketing of commodities and the production and distribution of goods. Primary production may be included only with the consent of the Governor in Council and if there is no discrimination between States or parts of States in laws enacted under this power.

In the social sphere, family allowances, national health and the care of the aboriginal race are referred to the Federal Government. In the economic field such subjects are included as profiteering and prices (excluding prices charged by governmental bodies for goods or services), trusts, combines and monopolies, uniform company legislation, the control of overseas exchange and investment and the regulation of the raising of money in accordance with such plans as are approved by the Australian Loan Council. Air transport, uniformity of railway gauges and national works are also enumerated. The consent of the Governor in Council must be obtained before any national work is undertaken and it must be carried out in co-operation with the State concerned.

In executing Federal laws dealing with any of these matters, it was agreed at the Convention that the Commonwealth Government would avail itself of State officials, authorities and other assistance wherever possible.

**Post-war
industrial
reconversion
in Great Britain**

"Business Week" of July 10 draws attention to what it termed "England's first practical effort to draw up a concrete pattern of post-war industrial reconversion."

It is the result of months of effort by such organizations as the Federation of British Industries, the British Employers Confederation and the Trades Union Congress, climaxed by the radio appeal of Prime Minister Churchill on March 21, that "industry peer through the mists of the future to the end of the war and be prepared by ceaseless effort and forethought for the kind of situations which it is then likely to face."

The project which has been launched by the Board of Trade is a plan to survey every major industry in Britain in order to determine: (1) the principal problems which must be solved by each industry in order to reconvert to a peacetime basis; (2) the probable condition of all equipment at the end of the war; (3) the technological improvements which have been introduced during the war and how they will affect the resumption of peacetime production.

To obtain this information a questionnaire has been sent to leaders in 50 key industries. By this means it is expected to obtain a close approximation of the number of firms engaged wholly or mainly in government contracts or sub-contracts and the capacity of their several plants. In addition, information is being sought with respect to the difficulties likely to be encountered and overcome once the government contracts expire and factories have to be restored to peacetime production. Then, too, it is hoped to ascertain the extent and the nature of specific problems and difficulties peculiar to individual industries. Questions are also asked that are designed to ascertain the nature and extent of plant expansion during the war and how these expansions may be made use of, as well as to what extent they can be utilized in making parts or goods for stock, during the transition period at the end of the war.

Definite efforts are being made to get expressions of opinion from industrialists concerning priority of release from military service—as well as from other kinds of national service—of special classes of pivotal workers upon whose return will depend the employment of other workers. Then, too, inquiries are being made as to what will be the probable condition of allied industries which normally supply semi-manufactured material or perform subsidiary processes and the extent to which this factor will likely influence restoration of peacetime activities. Further, the numbers of workers—men and women—employed in the several industries before the war, together with careful estimates of their labour requirements in the first post-war year, will be fully tabulated. An industrial inventory of capital equipment in each industry on a more comprehensive scale than has hitherto been attempted will be compiled along the following lines:

(1) To what extent are existing plants provided with modern machinery for probable peacetime work and also to what extent machines and tools acquired for wartime production can be made use of quickly after the war.

(2) Estimates of probable demands for repairs to machinery, expressed as a percentage by volume of the requirements in 1938, or by value at pre-war prices. This is intended to provide information as to age and degrees of obsolescence of existing machinery, together with the types and the cost of replacements or repairs to equipment that would probably be required.

Until this survey has been completed, naturally no conclusions can be drawn from it. It is pointed out that almost every industry faces a different set of circumstances.

Manpower

Canada's Manpower Situation

Minister of Labour Outlines in House of Commons the Results of Canada's Manpower Program

A DETAILED view of the manpower situation in Canada was given by the Minister of Labour, Honourable Humphrey Mitchell, in the House of Commons on June 23. The text of the Minister's statement may be found in the Official Report of the House of Commons Debates for that date.¹

The Minister stated that to-day in Canada, out of a total population of 8,720,000, men and women, aged 14 and over, 5,000,000 or about 60 per cent, are in the armed forces or at work. "It is a good record," he observed. "It is something to be proud of."

Statistical tables containing this and other information resulting from the manpower survey undertaken by the Department of Labour as of January 30, 1943, (L.G. Jan., 1943, p. 38), were tabled in the House by the Minister, and are reprinted herewith.

The Minister pointed out that table I shows an increase since the start of the war of about 1,000,000 in the number of persons in the forces and at work. A total of about 1,700,000 persons are in the armed services or in industry directly related to the war effort; and in addition there are 2,100,000 persons in agriculture and essential civilian employment. Seventy per cent of all males in Canada 14 years of age and over are included in these categories.

This table indicates that during the year and a half ended January 30, 1943, there was an increase of 915,000 in the number of persons in the armed forces or war industry. Meanwhile there was a decline of 92,000 in the number of those engaged in civilian employment "which," the Minister said, "largely represents a drain of manpower from work unnecessary in wartime."

"Our manpower policy is quite clear," the Minister declared. "It is to provide the greatest possible number for our armed forces, while at the same time supplying the necessary men and women for our war industries,

farms, base metal mines, lumber camps, railways—inland and sea-going shipping.

"To meet this problem we have diverted men and women from low to high priority industries, according to their skills and physical strength, without depriving any young men or women in this country from the privilege and honour of serving voluntarily in the armed forces of this nation, with the single exception of coal mining.

"Because of the great increase in our army of workers we must maintain more of certain civilian services than would otherwise be needed, such as manufacturing, trade, distribution, transportation, communications and construction of homes. But through controls administered by the wartime industries control board, wartime prices and trade board and selective service there has been a sharp drop in the employment of persons engaged in the production and sale of things we can do without until the war is over."

The Minister traced the development of manpower controls and priorities since the establishment of National Selective Service in March, 1942, and announced three new manpower orders relating to the employment of youths and teachers, and the provision of labour for fuelwood-cutting, fishing and fish processing (see article elsewhere in this issue). He referred to the Government's measures to ease the manpower shortage in the coal industry by returning ex-coal miners to the coal mines (L.G., June, 1943, p. 739), and the policy in regard to farm labour.

Emphasis on Farm Labour

Although many men and women had left the farms for the armed forces and war industry, he pointed out that farm production continues to soar. To check this exodus of farm workers, the Government acted more than a year ago to place restrictions in the way of men and women leaving agriculture for civilian employment; since then, amendments to the original order have increased the effectiveness of the freezing regulations. Farm

¹A limited number of reprints of this speech are available from the Department of Labour.

workers not needed in agriculture during the winter months have been urged to take temporary work in other essential industries, especially logging, saw mills, coal mines, and base metal mines. An estimated 175,000 persons from farms worked in other industries during last winter.

The Minister pointed out that mobilization boards, in considering applications for postponement from military service, must prove, before dismissal of such applications, that farm workers are not essential, whereas in the case of all other workers they themselves have to prove to the boards that they are essential. Before May, 1942, 23.4 per cent of the applications for postponement for farm workers were refused. Out of 20,887 applications only 15,996 were granted. Since May 1942, only 9.9 per cent of the farmers' applications for postponement were refused. There were 93,000 applications up to April 16, 1943, and 84,595 were granted.

As of May 25, 1943, mobilization boards had postponed 4,747 men as Mennonites, Doukhobors or conscientious objectors. 3,807 of these are in essential work, mostly agriculture, and 900 are doing essential work in alternative service camps. Also the employable men and women among the 21,000 Japanese evacuated from the protected area of the Pacific coast are being gradually placed in employment wherever they will be of most use in the war effort. Many prisoners of war are to be employed in selected types of agricultural work, in wood-cutting and mining.

Priority Shifts

Table II, in regard to the transfer of workers, reprinted from the Minister's statement, appears elsewhere in this article.

The Minister described the functions of the local Employment and Selective Service Offices in regard to the movement of labour from low to high priority industry. He referred to the magnitude of the placement machinery required to take care of an average of 50,000 persons a week.

Among the activities of the offices designed to make efficient use of manpower, the Minister described the following:—

"Shortage of men in the base metal mines has been met by the transfer of gold miners. Employees of paper plants where operations were also diverted to base metal mines. Halifax freight handlers were used in slack periods in fish processing plants. In British Columbia we dove-tailed vegetable and fruit canning with fish canning.

"Selective service has given special attention to the supply of men for lake navigation

—realizing its importance in our wartime transportation."

He pointed to the vast increase in the employment of women: in the past twelve months about 426,152 were placed in jobs by employment offices. To assist mothers undertaking war work 14 day nurseries have been established in Ontario and Quebec in accordance with Dominion-Provincial agreements and plans have been developed for 18 more.

Overall Requirements

Discussing the overall manpower requirements, the Minister declared:—

"When selective service began just over a year ago, the estimated manpower requirements for the ensuing twelve months were 100,000 for industry and 193,000 for the armed forces, a total of 293,000. In the twelve months, March 1, 1942; to March 1, 1943, the strength of the armed forces increased by more than 220,000 and the number of persons in war plant production and associated industries rose by 320,000. . . . When you move 320,000 men and women, with all the detail that involves, into industry in a country the size of Canada, I think it must be agreed that in its very essence that is a gigantic undertaking.

"During the twelve months following April 1, 1943, it is expected there will be a net increase of 127,000 men and 24,000 women in our armed forces, a total of 151,000.

"To meet the male manpower requirements, some will be obtained by a reduction in the number of those temporarily unemployed and of students. The natural increase in the adult population will provide about 55,000. The balance will be met by a curtailment of employment in the less essential industries and services.

"Of the women needed for the armed forces and for essential industry, the large part will be obtained from the natural increase in population of about 60,000. We cannot expect to get a great many from less essential industries and services because preferably we shall take men from these fields. Therefore we must look to housewives and others not now working in urban areas to fill the gap.

"I would like to emphasize to the committee that the figures I have given are net. Because of discharges and casualties the armed services will require a higher gross total of men and women.

"Industry also, because of labour turnover and transfers from war production to the armed forces, from civilian to war production, will need a higher gross total. Selective service is confident of meeting these needs if the present trend of replacing men by

TABLE I—DISTRIBUTION OF CANADA'S HUMAN RESOURCES, 14 YEARS OF AGE AND OVER

(Estimates, given in thousands, are from various official sources)

	August 31, 1939			June 1, 1941			January 30, 1943			Percent total to grand total
	Males	Females	Total	Males	Females	Total	Males	Females	Total	
Total persons, 14 years and over.....	4,289	4,026	8,315	4,385	4,131	8,516	4,480	4,240	8,720	%
I. In armed forces.....	10	.....	10	305	.....	306	625	.....	625	100.0
II. Gainfully occupied—total.....	3,350	750	4,100	3,333	845	4,178	3,310	1,152	4,462	7.4
A. In industry—total.....	1,900	750	2,650	1,893	805	2,698	2,290	1,152	3,442	51.2
(a) Directly related to war effort.....	.....	.....	.....	420	40	460	820	216	1,036	39.5
(b) High priority.....	.....	.....	.....	.....	.....	.....	653	406	1,059	11.9
(c) Less important employment.....	.....	.....	.....	.....	.....	.....	285	279	564	12.5
(d) Lowest priority employment.....	.....	.....	.....	.....	.....	.....	492	251	743	8.5
B. In Agriculture.....	1,450	.....	1,450	1,220	.....	1,220	1,020	.....	1,020	11.7
III. Farm women.....	.....	935	935	.....	875	875	.....	830	830	9.5
IV. Not gainfully occupied—total.....	929	2,351	3,280	388	2,110	2,498	301	1,938	2,239	25.7
(a) Students.....	.....	.....	.....	288	.....	288	261	309	570	6.5
(b) Other women (including non-farm housewives).....	.....	.....	.....	.....	1,308	1,308	.....	1,629	1,629	18.7
(c) Employable men temporarily not at work.....	.....	.....	.....	100	.....	100	40	.....	40	0.5
V. Unemployable, including persons in retirement and institutions.....	.....	.....	.....	359	300	659	244	300	544	6.2
SUMMARY										
In armed forces.....	10	.....	10	305	.....	306	625	.....	625	7.4
Gainfully occupied (civilian).....	3,350	750	4,100	3,333	845	4,178	3,310	1,152	4,462	51.2
Farm women.....	.....	935	935	.....	875	875	.....	830	830	9.5
Not gainfully occupied.....	929	2,351	3,280	388	2,110	2,498	301	1,938	2,239	25.7
Unemployable.....	.....	.....	.....	359	300	659	244	300	544	6.2
Total persons, 14 years and over.....	4,289	4,026	8,315	4,385	4,131	8,516	4,480	4,240	8,720	100.0

* Personnel in the armed forces shows an increase to 696,000 in May, 1943.

N.B.: Analyses not available for entries left blank.

TABLE II.—REPORT ON NUMBERS OF MEN DEALT WITH UNDER VARIOUS PHASES OF TRANSFERS OF LABOUR

(Excluding Placements made in ordinary course, by Employment and Selective Service Offices)

(Figures cover March, 1943, to June 12, 1943, except in cases of compulsory and coal orders, on which see footnote)

	Total Transfers	1st and 2nd Compulsory Orders	Coal Order	Conscientious Objectors	From Armed Forces	Farm Workers Returned to Agriculture on Cancellation of N.S.S. Permits
(1) Total dealt with.....	131,535	18,658	1,916	4,747	6,214	100,000
(2) Directed to higher priority work: total.....	113,672	2,397	314	4,747	6,214	100,000
(a) Agriculture.....	109,775	156	.....	3,847	5,772	100,000
(b) Mining—coal.....	1,015	259	.....	.....	442	.....
(2) Mining—other.....	68	68	314	.....	.....	.....
(c) Lumbering and logging.....	180	180	.....	.....	.....	.....
(d) Other high priority work.....	2,634	1,734	.....	.....	.....	.....
(3) Reported to alternative service officer, as refusing direction.....	12	12	.....	900*	.....	.....
(4) Given permits to return indefinitely to previous employment.....	5,663	5,663	.....	.....	.....	.....
(5) Given permits to return temporarily to previous employment by reason of being returned soldiers, or of having dependents.....	3,647	3,647	.....	.....	.....	.....
(6) Not disposed of:.....	8,132	6,939	.....	.....	.....	.....
(a) Available for transfer (but given temporary permits at previous work).....	5,476	5,476	1,193	.....	.....	.....
(b) Awaiting further particulars from Registrar, appeals pending, etc.....	1,463	1,463	.....	.....	.....	.....
(7) Incapable of returning to coal mines.....	409	.....	409	.....	.....	.....

* 900 conscientious objectors are in work camps.

NOTE.—1st compulsory employment transfer order was announced on May 5, 2nd on May 15; the 2nd had not closed at June 12, the date of the above compilation. The coal order was announced on May 17, 1943.

women and girls in civilian employment continues and there is the necessary reduction in the less essential industrial and business operations.

"As I have indicated, the more serious labour shortages are in mining, agriculture, logging and other primary industries. The jobs largely demand able-bodied men. The work is heavy. We are doing our best to solve the problem.

"With the co-operation of the armed forces and industry and through our plan of compulsory transfer of men, the situation, I am sure, will be eased."

Survey of Industrial Manpower for Military Service

The Minister outlined the Industrial Mobilization Survey Plan, the purpose of which is to facilitate the orderly withdrawal of replaceable workers from essential industries into the armed services and to provide for their replacement with the least possible disturbance to production. The survey requires the employer to report all employees of military age, along with a description of the work they are doing and the length of time required to train replacements, particularly stressing the use of women. The survey thus acquaints the employment service with the employer's need for replacement, informs them of any surplus labour, and enables a schedule to be drawn up by means of which the employer is advised of the order in which his employees will be called up.

The plan operates through a local committee at each of the Mobilization Board centres, composed of a chairman technically qualified through business experience and representatives of government agencies.

The Minister stated:

"The industrial mobilization survey has progressed to the point where we have a factual picture of fifty-eight companies, engaged in war production, employing a total of 81,070 people—of which 55,083 are men and 25,987 are women. Of the total number of men employed it was found 13,689, or 24.8 per cent were within the designated age classes, subject to military training. It should be borne in mind that a considerable percentage of those subject to call are medically unfit. For the fifty-eight companies referred to these surveys show 1,464 men in the designated age classes can be replaced by women. They also indicate a total of approximately 6,913 men have enlisted in the armed services.

"Some of the plants show a high percentage of women employed. One in Toronto, the General Engineering Company, had 2,848 women out of a total of 4,382, and only 114 of the men were subject to military call-up.

This will give hon. members some idea of the manner in which we are combing out industry for men for the armed forces and for transfer to more essential or other industries.

"The John Inglis Company at Toronto, with 16,491 employees, had 7,493 women and 8,998 men, with 2,080 of the men subject to military service. The survey to date appears to represent a fairly good cross-section of the industrial set-up."

Labour Turn-over

Labour turnover, the Minister reported has shown considerable improvement since last summer. In shell filling operations based on total payroll, the percentage was 9.2 in July, 1942, and 5.7 in February, 1943.

Other changes in the same period were:

Aircraft—6.6 to 4.3.
Steel and base metals—6.3 to 5.0.
Automotive—7.5 to 4.7.
Tanks—3.6 to 2.3.
Small arms—7.0 to 5.3.
Explosives and chemicals—8.4 to 4.9.
Small arms ammunition—5.2 to 3.3.

From August, 1942, to February of this year the general change for all reporting firms was 8.3 to 4.8, or close to 50 per cent betterment.

Labour Representation

The Minister praised the contribution made by labour's representatives to the work of the various boards and committees of the Department, none of which, he declared, "except those which by their nature are restricted to our own officials", are without labour representation. Labour is represented by about 300 leading members of the movement on 8 national bodies, 15 regional bodies, and 70 local or district committees directly related to the Department of Labour. In every case labour and employer representation parallel one another.

Call-up Machinery

Reference was made to the call-up machinery for military service, and a description given of the quota system. A summary of mobilization statistics was tabled showing by administrative divisions the data on medical examinations, postponements, and call-ups for military training as follows:

Medical Examination

Number called	988,475
Number examined	608,642

Postponements

Number requested	233,224
Number granted	190,550
Number in effect	100,973

Military Training

Number called	289,544
Number reported	160,662
Number accepted	126,963

The tabular notations in connection with these figures were as follows:

The difference of approximately 380,000 between the number of men sent notices-medical, and the number examined, is accounted for by notices undelivered, men who joined the forces voluntarily either before or on receiving notice-medical, men sent notices to whom the regulations do not apply, and some defaulters. Men registered from January to March 15, 1943, as not receiving notice-medical narrows the difference between notices sent and men examined. But without doubt voluntary enlistments account for a very substantial portion of the total difference.

The reduction of approximately 319,000, in the number called for military training, compared to the number examined, is accounted for by men being medically unfit, men being granted postponements—and again (but no doubt fewer in number) voluntary enlistments. Defaulters would also add to the difference.

Voluntary enlistments, as well as postponements, account for most of the difference of 129,000 between the numbers called for military training and those reporting. Also, of course, some defaulters enter into this phase of the process, too.

Physical reasons, on further medical examination, are responsible for the reduction in the number accepted for training, compared to the number called.

In a subsequent statement on June 28, (House of Commons Debates, p. 4195) the Minister further clarified the disposition of the above pool of manpower in the designated classes as follows:

Men in designated classes as at 1940:	
Registration total 1,043,163 less those	
in course of being called (54,688),	
net	988,475
Men now in armed forces who came out	
of foregoing pool	550,692
Men now on postponement	100,973
Men unfit	257,103
Men in C.O.T.C. and auxiliary units...	5,776
Statutory exceptions (firemen, policemen,	
clergy, enemy aliens)	6,257
Residue of original man-power pool	
unclassified	67,674
	<hr/> 988,475

Emergency Training

The Minister declared that Canada's war emergency training program carried on in co-operation with the provinces, redounded greatly to the credit of the country. "As of March 31 last," he said, "nearly 218,248 men and women had been enrolled in the vocational and plant school classes since the beginning of the program. This total included 135,438 trained or training for industry, and 72,810 for the armed forces. There were 30,591 women in the industrial classes."

Through the Wartime Bureau of Technical Personnel more than 3,000 technicians were transferred to war jobs in the past year. To maintain a good supply of engineers and other technical men, the Government has assisted financially and through promotion of summer employment, 2,022 university students, including 840 in science and engineering, 439 in

training to become teachers, 462 in medicine, 91 in dentistry, and 190 in other faculties. The Minister referred also to the universities' assistance in building up "a small army" of personnel managers, and to the job instructors' and job relations' courses which have helped to make labour more skilled and thus more useful in the war effort.

In reference to the country's production record, he gave full credit to Canada's workers as follows:

"I point out to you that the marvellous achievement was accomplished because of the wholehearted support of the working men and women of Canada in the war effort. It is evidence that the working people have done their full part."

Distribution of Canada's Human Resources, 14 Years of Age and Over

The table appearing elsewhere in this section, entitled "Distribution of Canada's Human Resources, 14 years of Age and Over, as at January 30, 1943," undertakes to show a brief classification of the population in the age class mentioned, in relation to occupation.

Sources: Figures used in the table are derived from several official sources, including a survey of employment as at January 30, 1943, made by the Department of Labour; figures compiled by the Department of Munitions and Supply; and figures gathered by the Dominion Bureau of Statistics, through the census and otherwise.

Basis: The following explanations regarding the basis of classification will be helpful in interpreting the table:

1. In section I "Armed Forces", figures used refer to those in the forces on January 30 last.

2. In section IIA, "In Industry," (a)=Department Munitions and Supply estimates; (b)=balance of labour priority A and all priority B; (c) and (d)=labour priorities C and D respectively. IIB. "In Agriculture," as will be seen, includes only male agricultural workers, including farm operators.

3. In section III, "Farm Women" are set as a class apart, since much of the work of women on the farm goes beyond ordinary housekeeping duties, especially at busy seasons.

4. In section IV, all students, 14 or over, even though they work during the holiday seasons, or engage in part-time work at other times. "Other women (including non-farm housewives)" would be largely housewives, not gainfully employed. Wives in gainful employment are included in II, "In Industry."

5. "(c) Employable men temporarily not at work", includes those seasonally unemployed and those in process of changing jobs at January 30.

Priorities: In examining the table, some of the difficulties of attaining precision when applying priority tables to large numbers of workers, might well be borne in mind. The following illustrations will indicate a few of these difficulties:

Manufacture of a given article for the armed forces would carry a high priority—if for civilian consumption, a low priority. Hence, an estimate of those on high priority work and those in low priority work, within the same plant must be attempted.

Retail stores in general may rate a low labour priority. If, however, labour shortages threatened to interfere seriously with the distribution of important civilian supplies, a temporary rise in the priority would be indicated.

It is not simple to determine, in all cases, what are "essential" civilian services. Of two services, perhaps one may be dispensed with, providing the other remains: both could be

spared only with interference with war production.

Other illustrations might be cited, but the foregoing will serve to emphasize the difficulties in assessing the relative worth in relation to the war effort, of particular lines of employment.

Comparisons: The table makes comparisons for August 31, 1939; June 1, 1941; and January 30, 1943.

Third Compulsory Transfer Order

THE third employment transfer Order under National Selective Service Civilian Regulations was announced by the Minister of Labour, Honourable Humphrey Mitchell, on June 30. Under the Order a further list of low-priority industries was set forth. Male employees in the industries detailed who are in age and marital classes covered by Mobilization Regulations become liable to transfer to more essential industry.

In addition the Order applied to any young men of 16, 17 and 18 years of age in the employments listed. Young men in this age category were made subject to compulsory transfer Orders by a recent Order in Council.

Men in the categories involved were required to report at an Employment and Selective Service Office not later than July 15, if engaged in any of the following lines of employment:

1. All wholesale activities, except the following classifications in wholesale trade:

- Farm products, excluding tobacco,
- Food products,
- Hardware, lumber and building materials,
- Plumbing, heating and ventilating supplies,
- Electrical equipment for industrial use,
- Machinery and equipment,
- Gasoline, oils and greases,
- Fuel and ice,
- Farm supplies,
- Metals, minerals and chemicals,
- Paper and its products,
- Books, newspapers, magazines and sheet music,
- Watches, clocks, and timing instruments,
- Leather and leather goods,
- Scrap metal, junk and waste.

2. Raising of special livestock, such as race horses, and dogs, cats and other pets.

3. Flower growing.

4. Horticultural services, except tree surgery.

5. Leather currying, finishing, embossing and japanning.

6. Brewing.

7. Manufacturing:

- (a) Fur goods,
- (b) Robes and dressing gowns,
- (c) Neckties and scarves,
- (d) Curtains and draperies,
- (e) Metal household furniture,
- (f) Household furniture (except mattresses and bedsprings),
- (g) Metal office furniture,
- (h) Rattan and willow-ware,
- (i) Cigar and fancy boxes (wood),
- (j) Mirror and picture frames,
- (k) Perfumes, cosmetics and other toilet preparations,
- (l) Hand-bags and small leather goods.

The procedures involved in the case of the third Order followed those in effect under the two preceding Orders. Persons affected were required to report in person unless prevented by reason of distance in which case they could write to the nearest Employment Office.

No employer may continue to engage any of the men covered by the Order, in the employments now listed, after the specified date except under special permit from National Selective Service.

Under the first two Orders men discharged after active service with the Armed Forces during the present war were not made subject to transfer, though required to register, while men with dependents were not required to accept transfers which would involve a change of residence; the same practices applied in the case of the recent Order.

Men required to accept alternative employment are protected in so far as fair minimum earnings are concerned. Also, all men have the right to appeal to a Court of Referees should they object to accepting employment to which they may be directed.

The Minister declared that men covered in the earlier Orders had co-operated quite readily with the new regulations. "Over 24,000 men have been interviewed under the earlier Orders, and many of them have already been transferred to higher priority work. The cases

of a considerable additional number are still under review. From the reports we have received it would appear that compliance has been quite general. How many men may be covered by this Third Order has not been determined, but we hope for, and anticipate

the same ready compliance as in the case of the first and second Orders".

The list of occupations covered by the first two Orders appeared in the May and June issues of the LABOUR GAZETTE (p. 566 and p. 738).

Fourth Compulsory Employment Transfer Order

HON. Humphrey Mitchell, Minister of Labour, announced on July 12, 1943, the fourth in the series of Compulsory Employment Transfer Orders. This Order makes young men who have reached age 16, and have not passed their 19th birthday, liable for transfer to higher priority work, if now employed in the list of employments which is carried in the Order.

"I might explain the Fourth Order most simply," the Labour Minister said, "by pointing out that in effect it brings young men of 16, 17 and 18 years of age under the First and Second Compulsory Orders, both of which originally applied only to men in classes designated under Mobilization Regulations. The objective of the Fourth Order is to make the young men affected available for transfer to work which is of more importance to Canada's war effort."

Honourable Mr. Mitchell further pointed out that the Third Compulsory Order, which set forth a list of occupations from which men are to be transferred, was the first order to include both men callable under Mobilization Regulations and the younger men from 16 to 18 years of age.

The following is the list of occupations covered by the present (i.e., this Fourth) Order:—

1. Any occupation in or associated with the following: (a) barber shops and beauty parlours; (b) distilling alcohol for beverage; (c) dyeing, cleaning and pressing, baths, guide service, shoe shining; (d) entertainment, including but not restricted to theatres, film agencies, motion picture companies, clubs, bowling alleys, pool rooms; (e) operation of ice cream parlours and soda fountains; (f) manufacture of feathers, plumes and artificial flowers, chewing gum, wine, lace goods, greeting cards, jewelry; (g) retail stores; (h) factory production of statuary and art goods; (i) retail and wholesale florists; (j) retail sale of confectionery, candy, tobacco, books, stationery, news; (k) retail sale of motor vehicles or accessories;

(l) retail sale of sporting goods or musical instruments; (m) service stations (gasoline-filling stations); (n) taverns; liquor, wine and beer stores.

2. Bus boy; charman and cleaner; custom furrier; dancing teacher; dish washer; domestic servant; doorman and starter; elevator operator; greens keeper; grounds keeper; hotel bell boy; porter (other than in railway train service); private chauffeur; taxi driver; waiter.

The Labour Minister made it clear that Selective Service Officers will take into account the health and domestic circumstances of any young men who are being considered for transfer.

It is explained that any of the young men in the age groups mentioned who will be returning to school at the opening of the autumn school session, will not be stopped by the Order from again attending school. However, even though intending to return to school, young men in the classes affected who are now in the employments listed, working during their summer vacation period, must comply with the Compulsory Order.

The young men covered by the Fourth Order must report to the nearest Employment and Selective Service Office not later than July 24th.

The general conditions applicable in connection with the earlier Orders also apply to this recent Order. Penalties are provided for employers retaining men covered by the Order after July 24th, except under special permit. Any man directed to employment may enter appeal with a court of referees if he feels he has grounds for not transferring.

It is further pointed out by the Department of Labour that the Third Compulsory Employment Transfer Order, affecting both men from 16 to 18 years and also men callable under Mobilization Regulations is still current.

Young men who are indentured apprentices will not be transferred to other employment under these compulsory orders.

Labour Supply for Eastern Canadian Ports

Action Taken to Ensure Prompt Loading and Unloading of Ships by Stabilizing Employment of Longshoremen

THE existence of an emergency situation in the loading and unloading of ships at Eastern Canadian ports, particularly the Port of Halifax, has been reported by the Minister of Labour, and action is being taken under two recent Orders in Council to deal with this acute problem.

One of the new orders (P.C. 5160) provides for the freezing of longshoremen in their present jobs; for the return to the docks of men with previous experience in this occupation; and for the direction of men subject to Mobilization Regulations to work as longshoremen. The other (P.C. 5161) establishes a mobile labour pool to be used in emergencies as needed.

This action is an extension of the wartime plan for the re-organization of ship loading and unloading established by Order in Council P.C. 3511 of April 30, 1942 (L.G., May, 1942, p. 556), which appointed a Controller of Loading Operations and created a Central Dispatching Agency through which gangs of longshoremen could be assigned to jobs.

"Rapid loading and unloading of ships at Eastern Canadian ports," the Minister declared, "is equivalent to increasing the total volume of shipping which we have available. It is hoped that the measures we are now taking will result in handling boats with a reduction in the time required. I think there is no need to stress the urgency and importance of such action as may accomplish the purpose we have in mind."

Control of Employment of Longshoremen

The first of the new orders amends the National Selective Service Civilian Regulations by adding a new section, 210C. It contains the following provisions:

(1) A Selective Service Officer may direct any person designated under Mobilization Regulations and unfit for military training or a conscientious objector to give his present employer immediate notice of separation, and to apply for specified employment as a longshoreman at the Port of Halifax.

(2) No longshoremen at the Port of Halifax or such other ports in Nova Scotia and New Brunswick as the Minister may designate may terminate his employment without the written permission of a Selective Service Officer; and no employer may dismiss a longshoreman without such permission.

(3) No person may take any ex-longshoreman into employment in Nova Scotia or New Brunswick unless he has a permit to seek such employment.

(4) Employers in the two provinces must make every reasonable effort to advise employees of the provisions of this order and to determine which of them are ex-longshoremen.

(5) On or before a day to be designated, (later specified as July 21) ex-longshoremen in the two provinces must notify their employers of their experience; and employers must report to a Selective Service Officer the names and addresses and experience of such of their employees whom they have determined to be ex-longshoremen or who have so notified them.

(6) After the designated date no ex-longshoreman may continue in work other than as a longshoreman and no employer may retain an ex-longshoreman in other employment without a written permit.

(7) A Selective Service Officer may direct any ex-longshoreman to report for interview at a Local Office at any time; the report may be in writing if the man lives in a place from which the return fare to the Office is more than 30 cents.

(8) Unless the Officer finds that an ex-longshoreman is not suitable for employment as a longshoreman he shall direct him to give notice to his present employer and to apply forthwith for employment as a longshoreman.

Longshoremen's Labour Pool

In regard to the second order, the Minister of Labour announced in the House of Commons on June 25 that a labour reserve pool of 750 longshoremen is to be established at Halifax, to supplement regular longshore staffs when the number of men regularly engaged at longshore work becomes inadequate to handle the loading and unloading of ships.

The Stabilization of Longshore Labour Halifax (Order)

The second Order in Council, which is partly based on the British "Essential Work (Dock Labour) Order" of 1941, provides for:—

The creation and maintenance of a Longshoremen's Reserve Pool of whatever size required to supplement the regular longshore force on days when that force is inadequate.

This will also be available for directed transfer to longshore labour at other ports, or to other types of work in Halifax.

The stabilization of the labour supply by means of a guaranteed minimum weekly wage to regular longshoremen and to the Reserve Pool, thereby providing for a degree of economic contentment and of effective government control not otherwise possible.

The basis of the guaranteed weekly wage is set at the equivalent of the basic day-time rate for handling general cargo, plus war bonus as fixed by the current working agreement between the International Longshoremen's Association and the shipping and stevedoring companies, plus cost-of-living bonus. The computation of the guaranteed wage will be made on the basis of 48 hours a week, but the guaranteed wage will not be paid in any week to a man who fails to report for, or fails to perform any work to which he has been directed.

Adequate housing accommodation by temporary or permanent bunk-house and canteen facilities.

Rules for determining when the various classes of men shall be entitled to the benefit

of the guaranteed wage, and the requirement that the men must be available for work, and accept work offered, at specified times.

The protection of the regular worker from undue competition; for Reserve Pool men may only be used when the regular men are inadequate to the job.

The constant availability of sufficient men for recurrent peak days.

The "freezing" of longshoremen and Reserve Pool men to the docks in return for the minimum income assured to them.

The establishment of a regular day and night shift system when sufficient labour is available, a measure which will greatly speed up the turn-round of ships.

It is to be noted that the provision relating to the payment of the guaranteed wage imposes a financial burden on the Government, but this need not be unduly heavy if the size of the Reserve Pool is kept within proper limits. Moreover the Minister may recover all or part of the money so paid by levying an assessment on the firms who obtain the immediate benefit of the provision in the form of constantly available labour.

Control of Employment of Youths

INCREASED control has been taken over the employment of youths aged 16, 17 and 18. Male persons of these ages have been made subject to compulsory transfer orders in the same manner as men in the age groups liable for military service. This action — necessary for the efficient use of Canada's manpower in the direction of such youths into high priority employment—was taken by Order in Council P.C. 4860, June 17, which amended the National Selective Service Civilian Regulations¹ by revoking Subsection (1) of Section 210, and substituting the following in its place:

"210. (1) The Minister may by Order forbid any employer, or group, or class of employers, to retain in employment after a specified date any person, or group, or class of persons, to whom the National Selective Service Mobilization Regulations apply and who belong to an age class, or part of an age class which has been designated for the purpose of the said Regulations and any male person who has attained his sixteenth birthday and has not attained his nineteenth birthday, without obtaining a permit in prescribed form from a Selective Service Officer or may require any employer, or group, or class of employers, to terminate at such time and in such manner as he may specify the employment of any such person, or group, or class of such persons."

¹ P.C., 246, Jan. 19, 1943 (L.G., Jan., 1943, p. 16).

Manpower for Fuelwood-cutting, Fishing and Fish-processing

IN view of a threatened fuelwood shortage for the coming winter, Selective Service officers have been authorized to give compulsory direction for the employment of men between the ages of 16 and 65 in this work. By the same Order (P.C. 4861, June 17) similar provision is made for direction in employment in fishing and fish-processing. The Order adds a new Section to National Selective Service Civilian Regulations as follows:

"210B (1) A National Selective Service Officer may, in accordance with principles and directions set out in instructions given by the Minister, by order in writing, direct any male person who has attained his sixteenth birthday but has not attained his sixty-fifth birthday to accept and enter specified employment in the

cutting of fuelwood, or specified employment in fishing or fish processing, at the expiration of seven days after the date of such direction, if the person is employed at the date of such direction, or immediately, if the person is not employed at the date of such direction;

(2) If a person who is directed to enter specified employment pursuant to Subsection (1) of this Section is employed at the date of such direction, the Selective Service Officer shall notify the employer of such person that his employment shall be terminated at the expiration of seven days, and the employer shall not retain such person in employment after the expiration of the said seven days;

(3) Where a person is directed to take specified employment pursuant to this Section, Subsections (3) (5) and (6) of Section 209 and Subsections (3), (4) and (5) of Section 210 shall apply, *mutatis mutandis* as if enacted in this section."

Employment of Teachers

BY Order in Council P.C. 4862, June 17, provision has been made to retain in the teaching profession the services of teachers presently employed in schools, colleges, and universities which are not operated for gain. The Minister stated that this action was taken following representations from the provincial Departments of Education.

The measure, which amends National Selective Service Civilian Regulations by adding a new section, 207A, provides that:

No person employed as a teacher shall enter or remain during any day in employment outside teaching except

(a) active service in His Majesty's Canadian armed forces, or

(b) employment in agriculture, or

(c) part-time employment which is subsidiary to employment as a teacher,

unless he has first obtained from the National Selective Service Officer a permit in prescribed form to enter or remain in such employment.

The order similarly restricts an employer from taking a teacher into employment outside of teaching.

In regard to the furnishing of a permit, the order continues:

The National Selective Service Officer on request may, in accordance with principles and directions set out in instructions given by the Minister, furnish a permit to a person employed as a teacher to enter or remain in employment outside teaching and insert therein restrictions as to

(a) the place where employment may be obtained thereunder;

(b) the employment which may be obtained or retained thereunder;

(c) the nature of the employment which may be obtained thereunder; or

(d) the duration of the employment which may be obtained or retained thereunder.

A permit may be given, subject to the same restrictions, for employment during ordinary vacation periods.

A permit may be cancelled or extended by a Selective Service Officer.

Women in Iron Ore Industry

AUTHORITY for the employment of women in certain occupations is granted the Algoma Ore Properties Limited in connection with the production and processing of iron ore near Sault Ste. Marie, by P.C. 4891, June 17. The occupations are as follows:

warehouse clerks,
surface labour, cleaning,
bin attendants,
belt tenders,
Dwight-Lloyd helpers,

oilers,
samplers,
technical and clerical personnel.

The proviso is made that the company shall furnish "such facilities for safeguarding the health and welfare of any woman so engaged as may be prescribed from time to time by order of the Minister of Labour, issued after consultation with the Minister of Mines of the Province of Ontario and the Minister of Labour of the Province of Ontario".

Other Manpower Orders

IT has been found that in remote areas it is not always possible to have available a medical doctor to examine persons to whom an "Order-Medical Examination" has been sent; and that, in an endeavour to comply with the Mobilization Regulations, there exists the possibility that a person to whom an "Order-Medical Examination" has been sent might be put to considerable personal expense.

Accordingly Order in Council P.C. 45/4690 (June 8) provides that the Director of National Selective Service may defray travel-

ling expenses if the man lives in a remote locality where the necessary medical facilities are not available and if he cannot afford to pay these expenses himself.

P.C. 4826, June 14, effects a technical change in Section 28 of the Mobilization Regulations in regard to enforcement.

P.C. 28/5267, of June 30, authorizes the provision by the Department of Labour of guards for prisoners of war available for work outside internment camps.

Western Farm Labour for Ontario

THE Honourable Humphrey Mitchell, Minister of Labour, announced on June 12th that the Dominion Government was arranging with the Government of Saskatchewan to bring at least 500 farm workers from that Province to Ontario for temporary farm work this summer.

"Ontario faces a critical labour shortage for summer farm work," the Minister said, "and a supply of experienced farm workers from outside of the Province must be secured."

Within a few days of the Minister's announcement a recruiting campaign was under way largely through the local "Win-the-War" Committees in Saskatchewan and during the period from June 20 to July 3 around 700 farm workers left for the east. These men were selected so as not to interfere with farm work in Saskatchewan. In most cases not more than five men were allowed to leave each rural municipality.

The Federal Government is providing the transportation to a central point in Ontario except for \$5 which the men contribute

towards their return fare. From the central points in Ontario, namely Toronto or Ottawa, the transportation to the ultimate destination is shared by the Dominion and the Province of Ontario on a fifty-fifty basis under the joint Farm Labour Agreement.

These men have been sent to the different counties of central and southern Ontario on a quota basis in proportion to the farmers' applications which each Provincial Agricultural Representative received for their services. Placements have been made by these Representatives acting in conjunction with National Selective Service officials.

The lull in western farming operations between seeding and harvesting has made possible this movement of experienced farm workers to Ontario. Their services will be most valuable in relieving the critical farm labour shortage during the haying and early harvesting seasons. They will remain in Ontario until around August 15th when they will be needed back in Saskatchewan for the Prairie harvest.

Manpower Survey in Logging and Lumbering Industries

MR. Arthur MacNamara, Director of National Selective Service, announced in June that Selective Service was undertaking a survey of the logging and lumbering industries, in order to learn their probable labour requirements during the fall and winter seasons. Questionnaires were sent to all firms which regularly cut lumber.

With much of the present demand for lumber arising directly out of the war effort,

the question of labour supply in the logging industry is regarded by the Department of Labour as very important. Last year a considerable number of farmers were induced to take work in lumber camps during the winter season, when they could be spared from the farms. The Department of Labour has in mind similar plans for next season.

New Transfers of Workers in Great Britain

Women Now Being Directed into Part-time Work and to Replace Workers Transferred from Less Essential Industries

THE British Ministry of Labour has recently begun directing persons into part-time work up to 30 hours a week, and into industries not scheduled under the Essential Work Orders (L.G., August, 1942, p. 934). As a preliminary to this step the government, after consultation with the Trades Union Congress and the British Employers' Confederation, issued a special order to safeguard the conditions of work of such persons. Heretofore the Minister has used his power of compulsory direction under the Defence (General) Regulations to send persons into scheduled industries where workers cannot leave or be dismissed (except for serious misconduct) without permission of a National Service officer and where employers are required to observe prescribed conditions of work. An extension of the use of this power has now become necessary to provide substitutes for workers moved from less to more essential industries and to mobilize women with home responsibilities for part-time work. Already 600,000 women have voluntarily taken up part-time work.

Women's advisory panels of local employment committees will determine which women should reasonably be expected to take up part-time work. Women whose children are under 14 and live with them are still exempt from direction. Women will only be directed to part-time work within reasonable travelling distance of their homes.

Defence Regulation 58A, under which directions are issued, stipulates that the terms of service and wages of directed persons must be

not less favourable than those fixed by collective agreement or arbitration or those prevailing among good employers in the industry and district. The control of Employment (Directed Persons) Order issued April 28, 1943, further safeguards the rights of directed persons not covered by Essential Work Orders. It provides that such persons cannot leave their employment or be dismissed unless a National Service officer withdraws the directions issued to them. Directions are to remain in force for the duration of the period (varying from three weeks to six months) specified in the directions, or if no period was specified, for six months from the date of this order. New directions must be issued every six months. Either an employer or a worker may apply for withdrawal of directions to a National Service officer who may grant or refuse the application. If a worker establishes that he has been laid off without wages his directions are automatically withdrawn. As under the Essential Work Orders, appeals are permitted to tripartite local appeal boards representing labour, management and the public, against decisions of National Service officers who may accept or reject the recommendations of an appeal board.

Employers may dismiss directed persons for serious misconduct but the worker may request that his case be reviewed by a local appeal board which may recommend that the National Service officer order his reinstatement. Employers are required to keep special records of all directed persons and to permit inspectors to see the records and visit the premises.

Record Increase of Women Workers in United States

According to *Victory Bulletin*, the official weekly of the Office of War Information, Washington, another 1,900,000 women not in jobs at June 1, 1943, are expected by the War Manpower Commission to be added to the labour force of the United States before the end of 1943. This duplicates last year's record increase in the number of women workers. The War Manpower Commission anticipates that a similar number of women, in addition to some 800,000 older men, handicapped workers and others not now in the labour market will swell the nation's working force by 2,700,000 during the calendar year 1943. This increase is in addition to replacements which will be supplied for men workers called up

by the armed forces. More than 160,000 women workers are already employed in the transportation industry.

A Census Bureau sample survey was cited as indicating that there are probably 4,000,000 women available and willing to take jobs, although these potential workers have been registered for war work and other essential jobs, in only a few of the major war industry cities.

The Director of the Women's Bureau, United States Department of Labor, has stated that a widespread assignment of women as counselors and personnel officials has resulted from the increase of women factory workers.

Reconstruction

Recommendations of Reconstruction Committee

Parliamentary Committee Urges Immediate Survey of Canada's Resources to Provide Post-war Employment

THE Special Committee of the House of Commons on Reconstruction and Re-establishment has presented an interim report to the House recommending that "certain definite, positive action should be taken immediately" in regard to the creation of post-war employment for the settlement of men and women released from the armed forces, the merchant navy, and war industry.

The report declares that the Government's "chief and most immediate duty" in the matter is "to make certain of the State's ability to maintain full employment immediately following the end of the war when industry is being re-organized for peacetime work, and when men and women are being discharged from the armed forces, and the merchant navy." The report recommends:

(1) An immediate survey of Canada's natural resources in order to ascertain their nature and extent in regard to post-war development;

(2) An inventory of national, provincial and municipal projects, to determine their usefulness, cost, materials and possibilities for employment;

(3) The taking by the Government of authority to finance—or assist in the financing of—better homes, in order to rehouse the people, and to eliminate "repulsive, unhealthy slum conditions."

(4) Amending of the Prairie Farm Rehabilitation Act so as to make its provisions available throughout Canada.

The Special Committee on Reconstruction and Rehabilitation was reconstituted for the current session of Parliament on March 2 (L.G., Mar., 1943, p. 308). Its interim report is contained in No. 23 of its Minutes of Proceedings and Evidence.

The text of the report is as follows:

Text of Report

1. Last session the Committee on Post-War Reconstruction and Re-establishment reported its strong belief that the most immediate reconstruction problem confronting Canada is

the creation of employment for and the proper settlement of men and women released from the armed forces, the merchant navy, and our war industries; and that the solution of this problem should be undertaken by the federal government, with the co-operation of provinces wherever possible or necessary.

2. Your Committee now feels that certain definite, positive action should be taken immediately, in order to make sure that the end of war will not catch us unprepared.

3. Your Committee recognizes that everything cannot be done at once. It realizes that some things, especially those of an international nature, must wait until the war is over. But other things can be done during the progress of the war; and your Committee feels strongly that these things that can be done should be taken in hand immediately.

4. Canada abounds in natural resources, in all its provinces and in the Yukon and Northwest Territories. The proper utilization of our resources will provide both employment and opportunities for colonization and industrial development, through flood control, irrigation, reforestation, conservation of water, the exploration of mineral and oil deposits, the development of water power, and the provision of highway and railway transportation where required by settlers or by industry.

5. Your Committee feels that a proper survey of Canada's natural resources should be undertaken now, in order to ascertain the nature and extent of such resources, their location with respect to existing transportation facilities, their suitability for the post-war requirements of the Canadian people, and for post-war industrial development and settlement, with the dual objective of—

- (a) providing useful employment for men and women now in the armed forces, the merchant navy, and our war industries, and
- (b) the promotion of a better balanced Canadian economy.

Your Committee has positive knowledge of many sound, useful, national, provincial and

municipal projects, involving flood control, power development, rural electrification, the provision of transportation facilities, and other projects some of them being of a self-liquidating character. Your Committee is of opinion that an inventory of all such projects, in all parts of Canada, should be put under way at once, so that the Government of Canada, the Canadian Parliament, and the various provincial governments may have complete information concerning:—

- (a) the usefulness of such project,
- (b) the cost and the financing thereof,
- (c) the materials used and the employment provided by the production of such materials,
- (d) the extent and nature of industrial, agricultural or mineral development and employment such projects will provide.

6. In many parts of Canada the rehousing of our people is an absolute post-war necessity. There are repulsive, unhealthy slum conditions in many of our cities, many of our towns and villages, and many of our rural farming areas. These slum conditions should be totally eliminated in the shortest possible time after the war. To make sure of this, authority should be taken by the Government to finance—or assist in the financing of—better homes for our people. In the opinion of your Committee the cost of home buildings, financed by or with the help of Government, and the payment for such buildings, should be related to the life thereof in terms of years, and should bear as low a rate of interest as possible.

7. In view of all the foregoing, your Committee recommends that the Canadian Government give immediate consideration to your Committee's strong opinion that the Government should take the necessary steps either by the establishment of some body, to be organized under ministerial responsibility, or otherwise to provide for the carrying out of works such as those contemplated in the preceding portions of this report. The chief and most immediate duty is to make certain of the State's ability to maintain full employment immediately following the end of the war when industry is being re-organized for peacetime work, and when men and women are being discharged from the armed forces, and the merchant navy.

8. Your Committee has given some study to the problems confronting the nation by reason of the various hardships that burden our farming population. This study is far from complete. We shall explore further the possibilities of greater uses for farm products

through chemical processes. Further study is needed also on the broad question of a new relationship between agriculture and government, and between agriculture and industry, and of the related question of extended and profitable markets both at home and abroad.

9. Our studies have convinced us, however, that in many respects Canada's agricultural life would be greatly improved if the general provisions of the Prairie Farm Rehabilitation Act could be applied to all of Canada. We, therefore, recommend that the Government consider the advisability of submitting to Parliament, legislation that will so amend the Prairie Farm Rehabilitation Act as to make its provisions available throughout Canada in the same manner as they now apply to certain parts of the three Prairie Provinces.

10. There are many problems of post-war reconstruction and re-establishment that your Committee have not yet been able to study adequately. In many ways, a new relationship must be built up between Government and industry, and within industry, between management and labour. We expect that before the session ends, evidence will be submitted to your Committee from the various Labour Unions operating in Canada, and from associations of industrial employers, so that we may have the benefit of a full knowledge of the viewpoint of capital and of organized labour with reference to those post-war problems which relate to industrial activities.

11. We have had representations from portions of Canadian industry with respect to some questions closely related to industrial operation, and to industry's ability to carry on at the end of the war. We expect further evidence along these lines which will enable us to form an opinion of the amount of time, if any, that will be lost in transferring industry from war to peacetime operation, and as to what action Government may take to help industry at that critical period.

12. The coal industry of Nova Scotia has been under critical review and recommendations with regard to that industry will be made in a later report; and it is expected to obtain evidence from other coal areas in Canada with particular reference to the possible use of coal in the manufacture of chemicals and dyes.

13. We have been told of some of the problems of the fishing industry. Your Committee will make a report with respect to this industry after we have had an opportunity of giving the matter further study.

14. Your Committee is anxious about the conditions that may confront the members of

the armed forces who will be engaged in the final, decisive struggles of the war. Among other things, they will be the last to reach demobilization and, therefore, the last to be absorbed into the industry of the post-war period. We desire to be of every possible help to the General Advisory Committee on Demobilization and Rehabilitation which has this problem actively in hand, and to co-operate with them in a joint effort to reach a solution of this vital problem.

15. Your Committee is strongly of opinion that every member of the armed forces and the merchant navy is entitled to be assured that Parliament and Government will be prepared to do what lies within their power to prevent any recurrence of mass unemployment in Canada. The actual, definite steps that must be taken to prevent mass unemployment permanently are matters of controversy upon which your Committee is not yet ready to make recommendations. We are convinced, however, that since human welfare is the supreme function of Government, Parliament and Government must at all times be prepared to make every effort to maintain full employment.

16. Your Committee recognizes that a great amount of work still lies ahead of it and submits this as an interim report for the purpose of placing before the Government these suggestions in order that immediate action may be taken with respect thereto.

17. When war is over, some other definite aim must take its place as a motivating cause of national economic activity. Thoughts of those who return to us from the field of battle and of the dependents of those who die, and of what they fought and died for, will supply the aim. Your Committee is certain that the means of doing so will be found in the conservation and proper utilization of our natural resources, and in the decision that markets will be sought for our production by governmental intervention where necessary from time to time. In this respect we welcome the conclusion arising from the United Nations Food Conference that never again will food be destroyed simply because people have not enough money to buy it.

All of which is respectfully submitted.

J. G. TURGEON,

Chairman.

United Nations Confer on Food and Agriculture

Prime Minister Reports to House of Commons—Plans for Meeting World Food Shortages After the War

THE Prime Minister, Right Honourable W. L. Mackenzie King, tabled in the House of Commons on June 14 the report of the united and associated nations conference on food and agriculture, which was held at Hot Springs, Virginia, from May 18 to June 3. Its purpose was to assist in freeing the peoples of the world from want, once the axis powers have been defeated.

The Prime Minister stated that: "a consideration of the problems discussed at the conference falls naturally into three parts: the objectives in quantity and quality to be set in the consumption of food; the production of foodstuffs to meet consumption needs; the better distribution of the produce of agriculture and of fisheries.

"The conference recognized that there had never been enough food produced in the world to maintain the health of all its peoples. The development of the science of nutrition has added greatly to the knowledge of the kinds of food needed to maintain health and efficiency. The nutrition experts who were gathered at the conference set the goals for the achievement of better standards of health, and indicated

various measures which might be taken to that end, particularly the provisions of protective and other nutritionally desirable foods. The problem to be faced was stated by the conference to be that of ensuring the production of the necessary food and having it made available to the consumer. The primary emphasis in all the studies made by the nutrition experts, and the basic conclusion of the conference itself was that the production of food must be increased if freedom from want is to be achieved.

"The conference gave attention to methods of increasing the supply of food by such means as raising the efficiency of production, the employment of additional land and labour, the conservation of resources, and the advantages to be derived, in certain cases, from international specialization

"It was recognized by the conference that the general welfare would be promoted by ensuring to the producers of food a reasonable return for their labour. The conference, therefore, considered special measures to increase the purchasing power of agriculturists generally

and particularly the purchasing power of the less advanced and less favoured peoples” Thus it (the conference) “was primarily concerned with agriculture, but it did not overlook the value, as foodstuffs, of fish and marine products. It recognized the importance of fish in the economy of many countries. It recommended that the general conclusions which it had reached, wherever appropriate, should apply to fish, and marine products”

Continuing the Prime Minister said: “The final act of the conference, the result of its deliberations, comprises a declaration and some thirty resolutions. In the first resolution, the conference recommends that all nations represented should set out in a formal declaration their individual obligation to their own people, and to one another, to collaborate in raising the levels of nutrition and standards of living of their peoples, and in improving the efficient production and distribution of agricultural products. It also recommends that they report to one another on the progress achieved. Other resolutions contain statements of principles and recommendations of policy for the short-term and the long-term period. The resolutions also dealt with the opening up of undeveloped areas suitable for settlement and food production, the fostering of desirable changes in the pattern of production designed to give greater emphasis to protective foods; the provision of agricultural credit; the advancement of co-operative societies and the improvement of marketing facilities. I need scarcely assure the house that all these recommendations will receive detailed study by the government.

“To facilitate collaboration among nations in this field of endeavour, the conference recommended that a permanent international organization on food and agriculture be established. It suggested that each government represented at the conference appoint a representative to an interim commission, the duty of which would be to carry out the recommendations of the conference and to prepare a specific plan for a permanent international organization on food and agriculture. The conference invited the President of the United States of America to arrange for the establishment of this interim commission, and for the calling of an early meeting.

“In recommending the functions of the proposed permanent organization, the conference followed closely the comprehensive agenda which had been fixed for its own deliberations. It also urged the interim commission to give consideration to the question of providing for

membership in the permanent organization of countries not represented at the conference. It recommended as well the association of the permanent organization with other institutions, which already exist, or which may be set up later, in the field of food and agriculture, and in related scientific, economic and other fields.”

Action Against Inflation

Having drawn attention to the fundamental importance, in the approach to freedom from want of food, of policies to expand and quicken economic activity, the conference discussed the place and functions which might be given, within the framework of such policies, to international arrangements for the control of basic staple foodstuffs entering international trade. There was agreement that the objects of any such arrangements must be to eliminate excessive short-term movements in the prices of food and agricultural commodities, to mitigate general inflationary or deflationary movements and to facilitate adjustments in production which may be necessary to prevent economic dislocation.

The conference agreed that any such arrangements should include the effective representation of consumers as well as producers. It was not possible for the conference, in the time available, to discuss future international commodity arrangements in detail. Some of the discussion was directed to general questions of principle affecting the operation of such arrangements as might later be made. The two questions to which most attention was paid were:—

(a) The place which buffer stocks should occupy in these arrangements, and

(b) How far it would be necessary to achieve the desired objectives to include within the general arrangements agreements for the regulation of production.

The conference agreed that further international discussion of these questions ought to take place with a view to the setting up of broad principles to govern the formulation and operation of future commodity arrangements.

There was general agreement that whatever the nature of the arrangements eventually made for individual commodities, machinery would be needed for co-ordinating their operations in the light of the broad principles to be agreed upon.

Supply and Distribution

It was the consensus of the conference, however, as reported in its "Final Act and Section Reports" that "despite all efforts to increase production, supplies of essential food-stuffs and certain other agricultural and marine products and of the necessary instruments of production, such as fertilizers and machinery, and the means of international transportation will all be inadequate to meet basic requirements in the transition period, which may extend for several years after the cessation of hostilities.

"It is essential for the preservation of life to secure, through equitable distribution, the maximum advantage from such supplies as may be made available.

"It is in the interest of producers and consumers alike to avoid social and economic ills due to monopolistic practices or to violent fluctuations arising from unrestrained competition for inadequate supplies, in the prices of food, the instruments of production, and other necessities, including industrial goods.

"It is in the common interest of all that agricultural production be soundly re-established and expanded with all possible speed in countries now temporarily occupied by the enemy as soon as they have been liberated.

"These objectives can be achieved only by the concerted action of governments in the stimulation of production and in the allocation of supplies."

After carefully considering the information submitted to it on consumption deficiencies and the relation of food to health throughout the world the conference declared:

"That the first essential of a decent standard of living is the provision to all men of those primary necessities which are required to promote freedom from disease, and for the attainment of good health.

"That the most fundamental of these necessities is adequate food which should be placed within the reach of all men in all lands within the shortest possible time.

"That ample evidence has been presented revealing the existence of malnutrition in every country, with its inevitable consequences of preventable ill-health."

It was recommended that the several governments represented should undertake at once

to ascertain the prevalence of deficiency diseases among their respective peoples, and to take dietary and therapeutic measures to correct and prevent their recurrence.

Dietary Standards

Dietary habits and conditions vary widely in different parts of the world and the adoption of one world-wide standard diet is not possible. For example, in most English speaking countries cow's milk is considered to be a first essential in any well balanced diet, whereas in China the use of cow's milk is practically unknown. Climate, too, influences dietary habits. Peoples living in the tropics require different foods from those in the polar and even the temperate regions. It was necessary, however, to determine dietary standards which were based on the best scientific evidence, in order to arrive at a reasonable decision as to the food requirements of the several countries. It might, therefore, be necessary to take measures to see that special "vulnerable groups" of the population such as pregnant and nursing women, infants, pre-school and school children, adolescents and individuals in low-income brackets, should be provided with special foods to assure their health and well-being. In the process of time the general dietary standards could be raised to meet at least the minimum requirements.

A suggested daily diet for optimum nutrition for an adult according to North American standards follows:

Ten ounces of grain products such as bread and cereals.

Slightly more than a pint of milk.

A half-pound of starch-rich vegetables such as potatoes and yams.

Slightly more than one ounce of leguminous vegetables such as peas and beans.

Four ounces of such vitamin-rich products as citrus fruits and tomatoes.

Four ounces of leafy green and yellow vegetables.

Six ounces of other vegetables and fruits.

Five ounces of meat, fish or poultry.

Three ounces of butter and other fats.

Two ounces of sugar.

Three eggs (every two days).

League of Nations Lists Economic and Social Goals

THE League of Nations has recently published the first part of the report of its Delegation on Economic Depressions. The report bears the title "The Transition from War to Peace Economy", and a summary appears in the July issue of the *International Labour Review*. It contains a study of the objectives of economic policy, constituting economic and social goals for mankind which are condensed into seven points as follows:—

1. That the fullest possible use is made of the resources of production, human and material, of the skill and enterprise of the individual, of available scientific discoveries and inventions so as to attain and maintain in all countries a stable economy and rising standards of living.

2. That, in so far as possible, no man or woman able and willing to work should be unable to obtain employment for periods of time longer than is needed to transfer from one occupation to another or, when necessary, to acquire a new skill.

3. That in the use of these productive resources, the provision of goods and services to meet the essential physiological needs of all classes of the population in food, clothing, house room and medical care, is a prime consideration.

4. That society distribute, as far as possible, the risk to the individual from interruption or reduction of earning power.

5. That the liberty of each individual to choose his own occupation is respected and is promoted by equal educational opportunities.

6. That the liberty of each country to share in the markets of the world and thus obtain access to raw materials and manufactured goods bought and sold on those markets is promoted by the progressive removal of obstructions to trade.

7. That the benefits of modern methods of production are made available to all peoples both by the progressive removal of obstructions to trade and by courageous international measures of reconstruction and development.

Coal for the Fifth War Winter in Great Britain

In discussing the fuel situation for the coming winter in Great Britain, the Minister of Fuel and Power made it clear that "the vast majority" of British coal miners were "pulling their weight" in the production of coal. He suggested, however, that mine managements might make more effective use of pit production committees, which have proved a valuable agency in the operation of the mines.

The Minister outlined the means by which a prospective shortage of about 11,000,000 tons that had confronted the country in the autumn of 1942 had been overcome. To meet that situation the Minister had budgeted for 3,000,000 tons by increased production and called for savings of 8,000,000 tons in economies in industrial and domestic consumption. Actually the extra production reached 5,200,000 tons and there had been a saving of 11,000,000 tons by economy in consumption. It was freely admitted however, that the comparatively mild winter in Britain in 1942-43 had helped measurably to make these economies possible, but there could be no assurance that the coming winter would be equally favourable.

Promising factors were to be found in the fact that "the labour position of the industry" was almost as good as it was in the summer

of 1942; that annual wastage was being reduced; that the miners were working more shifts than during the pre-war years; that the output per shift had increased; and that the downward trend of production had been reversed.

On the other hand, less favourable elements in the situation must be taken into account and counteracted as far as possible. In the first place it should be remembered that "mining is probably the hardest physical toil of all" and that the industry had "suffered grievous losses in the younger groups...so that more than twenty per cent of the mineworkers to-day are over 50 years of age." Then, too, "in any one week there are 50,000 miners who did not work as a result of sickness or injury and that the number of absences of three days or more reported each year is between 150,000 and 160,000." The high rate of occupational injury or sickness was declared to be the most important cause of absenteeism. The Minister urged that it was important that every effort should be made to reduce avoidable absenteeism. "If it were reduced by one-half it would mean an additional 4,000,000 tons of coal per annum."

Industrial Welfare

Recreation for War Workers

IN order to determine the extent to which organized labour, welfare and kindred organizations are interested in the provision of recreation for workers, the Honourable Humphrey Mitchell called an Advisory Conference in Ottawa in April, 1943.

Among the 49 delegates to this conference were representatives of churches, organized labour, educational groups, social agencies, etc., who, with the wide range of other interests present, indicated the tremendous interest existing with regard to recreation for workers.

It was the unanimous opinion of all present that the provision of recreation for war workers is a necessity which should be undertaken under direction of or with the co-operation of the Federal Department of Labour, co-operating with local agencies who have already devoted some time to working with the problem.

As a result of this conference and further discussion between members of the Department of Labour and the Minister, an Order in Council was passed on the 8th of June giving approval of Government co-operation in this respect. The Minister of Labour has authorized Mrs. Rex Eaton, Assistant Director of National Selective Service, to formulate plans as set forth in the Order and to carry out the same.

Following is the text of the Order in Council, P.C. 4703:

Whereas the Minister of Labour reports:

(1) That the provision of recreational facilities for war workers will tend to improve morale and increase efficiency;

(2) That the provision of such facilities should normally be a local or community responsibility;

(3) That, in consideration of the increase of population in certain centres of war production, it is nevertheless advisable for the provincial governments and the Dominion Government to accept a certain measure of responsibility in this connection.

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, concurred in by the National Selective Service Advisory Board, and under authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, is pleased to order and doth hereby order as follows,—

1. It shall be the duty of the Director of National Selective Service to make every effort to negotiate agreements with provinces or municipalities with respect to the provision of recreational facilities for war workers.

2. Subject to the approval of the Governor General in Council the Minister of Labour may enter into agreements, pursuant to section one of this Order, providing for an equitable sharing of costs by the Dominion.

3. All expenses and costs incurred by the Minister of Labour in connection with the administration of this Order, and measures deemed necessary, including publicity to give effect to the provisions of this Order, shall be paid out of monies appropriated by Parliament to carry out measures deemed necessary in consequence of the existence of the state of war, and an immediate initial appropriation of \$40,000 shall be made and placed at the disposal of the Minister of Labour for such purposes.

Nutritious Foods for Industrial Workers

THE Health League of Canada is actively promoting the idea that adequate, nourishing food and well-balanced meals, served in a sanitary manner in wholesome surroundings, builds up morale and makes for the greater efficiency of industrial workers. The League points out that surveys show that over half the industries of Canada are not taking advantage of the morale- and health-building effects resulting from helping workers

to be well fed. It is asserted that this situation is partly due to hesitation about "plunging unguided into a complicated field," in spite of the fact that "many Canadian workers are literally underfed" and that "sickness and absenteeism are the penalties of malnutrition."

To counter this objection, the League has undertaken to provide the necessary education in nutrition along much the same lines instituted for war industries in 1941 by the Nutri-

tion Services of the Department of Pensions and National Health. (L.G., Nov. 1941, p. 1340.)

The educational material issued by the Health League is designed to reach the employee in the factory and the housewife at home. It consists of educational posters on nutrition, pay envelope inserts for employees, economical menus and recipes for the housewife and supplementary data on nutrition to be issued periodically.

These are furnished to employers at cost for distribution among their workers. The series of posters are well printed and attractively illustrated and are to be posted in suitable places in factories and other industrial plants. The other literature is designed for use in the homes of workers.

It is pointed out that one of the most effective ways of improving the eating habits of employees is to provide food supervision at the plants. This can be done by operating a cafeteria, lunch counter or snack bar—or even by serving box lunches. In Britain every factory with more than 250 employees provides adequate food facilities in the plant, employs trained cooks, and serves nutritious meals from available foods. This service has resulted in a preference by workers for wholesome, nutritious meals, not only on the job, but in their homes.

It is suggested that the following factors be kept in mind by employers when considering the advisability of starting a cafeteria. (1) Lack of good restaurant facilities outside the plant. (2) High charges for food outside the plant. (3) Undesirable neighbourhood. (4) Short lunch period. (5) Large number of employees. (6) Continuous shift operation and inadequate transportation facilities.

It has been found that cafeteria service in plants employing 300 or more workers is practical, if the meals and prices are planned to appeal consistently to at least 150 persons. A practical dietitian, assisted by a chef or cook, should be employed to supervise the cafeteria and additional personnel will be determined by the size of the plant. The general management may be handled by a concessionaire or by the company. Some companies organize committees elected by the workers themselves to consult with the management, thus securing greater co-operation. It should be remembered too, that most industrial firms have found it necessary to subsidize the cafeteria in order to provide meals at costs within the means of their workers. This yearly subsidy in the average 500-employee plant is about \$7,000 or roughly five cents for each meal served.

The cost of cafeteria equipment in the average 500-employee plant is given as approximately \$12,000—based on minimum needs; for a 400-employee plant about \$10,000 and for a 300-employee plant about \$8,000. The cost of setting up a lunch counter service for 300 employees is about \$3,000.

The practice of serving a light snack during rest periods or between shifts is now widely accepted. Food may be served from a snack bar built on wheels for convenience in reaching different portions of the plant, or it may be sold at permanent locations in the plant. In either case the food offered for sale should be carefully selected with the object of providing nutritious food at reasonable prices. The equipment for a snack service is relatively inexpensive.

Proposed Plan of Medical and Nursing Services for Industrial Workers

Health League of Canada Survey of Absence due to Illness in Wartime Industry

FOLLOWING a study of several months into the problem of reducing the heavy cost of absence due to sickness in wartime industry, the Industrial Division of the Health League of Canada has formulated a plan for providing health education and medical supervision in Canadian industrial plants. The study was carried out by a committee of leading industrialists, together with a number of public health officials and technical experts, and has had the cordial approval of the Department of Pensions and National Health.

The suggested medical services involve pre-employment physical examination, periodic physical examination, emergency and first aid facilities, advice to employees suffering from non-industrial illness while at work, education of employees in accident prevention and personal hygiene, elimination or control of health hazards, adequate medical records filed by medical department, supervision of plant sanitation and the use of approved local hospitals. It is also urged that these services be carried out in full co-operation with the

plant management in all cases, as well as with the worker's family physician.

It is pointed out that a trained nurse, especially one with public health experience, is also essential to the health program. In plants employing 300 and over it was recommended there should be one full time nurse and an additional nurse for each 500 increase in the number of workers. It is not considered economical for plants with less than 300 workers to employ a full time nurse. In such cases, a co-operative nursing system for small plants is already being developed in some areas. Graduate nurses make visits to several small plants each day. Their duties include giving new employees advice on personal hygiene and accident prevention. They go through the plants, get to know employees, and do necessary surgical dressings. Under such a plan one nurse can serve two or three plants of 100 employees, or four plants employing not more than 60 each. The supervision of food served at a lunch counter or snack bar can also be included in the nurse's duties. The approximate cost of a nursing service of this type is given as \$2 per hour.

Basic equipment such as a first aid room and doctor's office, an adjoining room with cubicles for preparation for physical examinations and a waiting room. Large plants often have separate waiting rooms for men and women and a nurse's dressing room is an added convenience. Factors regarded as of major importance are quietness, good ventilation, adequate heating, toilet facilities, hot and cold running water and proper lighting. The dispensary equipment would vary naturally with the size of the plant, but should be provided with

essential medical instruments, furniture and supplies.

An elaborate portfolio of graphic posters, pay envelope inserts, and circulars giving data on the prevention of sickness has been prepared and is available at cost to employers of labour. This literature is intended for distribution by employers to their employees to impress workers and their families of the great importance of the health of the individual in the national economy. A descriptive folder points out that the average earner loses at least nine days each year due to illness. That is an aggregate of approximately 3,000,000 man days a month for Canadian industrial workers, a very serious loss, especially in wartime.

In addition to the educational campaign among workers, the Health League is promoting among employers the importance and the necessity of providing medical inspection and nursing services in industrial plants. With this has been associated a campaign for improved sanitary conditions in plants and in plant cafeterias. The nutrition services of the Department of Pensions and National Health is lending active assistance in efforts to assure workers well balanced meals served in wholesome surroundings at reasonable cost in plant restaurants and cafeterias.

Plant surveys show that a factory health program costs from \$5 to \$10 per worker per year. It is asserted that "savings are almost double the cost". (The National Association of Manufacturers in the United States, following a survey of 2,064 industrial firms has computed the average saving in a 500-employee plant in the United States at \$5,611 per year.) (L.G., January, 1943, p. 11.)

Prevention of Weight-Lifting Injuries in the United States

A BULLETIN entitled *A Guide to the Prevention of Weight-Lifting Injuries*, was recently issued by the Division of Labour Standards of the United States Department of Labour as Special Bulletin 11 in a series published by the Department on important problems of working conditions and war production. Two recent bulletins—*Controlling Absenteeism* and *Safety Speeds Production*—were summarized in the LABOUR GAZETTE, June, 1943, p. 759.

Material handling, it is pointed out, has long been the foremost source of work injuries in manufacturing, and strains, sprains and hernias incurred in manual lifting and carrying loom large among such injuries. The influx into war production of untrained workers, many of them women, older men and youths who are unused

to heavy work, has increased the danger of this type of accident in wartime. That such accidents are a serious cause of time-loss is indicated by the fact that one important industrial state reports that back strain has resulted in an average time-loss of 19 weeks and another state reports the average length of disability for all strains due to lifting as 7.2 weeks.

The bulletin begins with an analysis of the causes of weight-lifting accidents, and then proceeds to outline certain basic principles for their avoidance. These include good planning by management in the use of mechanical lifting and conveying devices and in controlling the amount, pace and duration of manual lifting and carrying, the proper selection of workers in safe lifting and carrying practices.

Numerous photographs and diagrams illustrate the practical application of these principles.

As a general guide, in fixing limits to the weights workers may be required to lift, it is recommended that consideration be given to fifty pounds in compact form for male workers and to twenty-five pounds in compact form for female workers. "It is essential that workers engaged in continuous lifting and carrying of

weights be given 'break' periods—periods free from strenuous physical exertion."

The bulletin was prepared under the guidance of a technical advisory committee, consisting of representatives of the Ford Motor Company, General Motors, the United Aircraft Corporation, Westinghouse, Ohio Crankshaft, the U.S. Public Health Service and the U.S. Department of Labour.

Importance of Proper Seats and Good Posture for Women Workers

THE relation between good posture and the efficiency of women in industry is pointed out in a recent pamphlet* published by the Women's Bureau of the United States Department of Labour. Poor posture caused by continuous standing or improperly adjusted seats is one of the factors producing fatigue which leads to reduced output, increased spoilage and accidents. The harmful effects of continuous standing on the health of women workers are indicated by figures showing a much higher incidence of varicose veins among women than men. Cases are described where output increased appreciably when women workers were provided with seats.

Each job should be studied to determine whether it can be done seated and to discover the best arrangement of work-bench and seat, the pamphlet recommends. "Re-arrangement of work material, readjustment

of seats, or planning of special types of seats can make it possible to provide seating at almost any factory job on which women may be employed." Conveyors can bring work to seated workers and sliding seats have been devised for those working at several machines.

It is considered that the best arrangement of work is one which permits alternating between sitting and standing, but if this is not possible, rest periods should be introduced in which the worker can change her position. Seats should be adjusted to the individual and should meet certain minimum requirements which are laid down in the pamphlet. In addition proper illumination must be provided if good posture is to be developed, and workers should be instructed in good posture habits.

A list of references on industrial seating and posture is given, and the pamphlet contains illustrations of satisfactory seats for workers manufactured out of wood due to wartime metal shortages.

* Special Bulletin No 10, "Women's Effective War Work Requires Good Posture". Washington, 1943. Price 5 cents.

Labour Conditions in War Contracts in Canada, Great Britain, and the United States

IN September 1941, a meeting of Canadian and United States Government officials and representatives of employers and workers was held in New York, under the auspices of the International Labour Office. At that conference special consideration was given to the problem of preventing rival bidders for Government contracts cutting costs by reducing wages, or economizing in other ways at the expense of labour. A brochure based on a study of the subject in Canada, Great Britain and the United States by the I.L.O. was presented to the conference under the title "Labour Conditions in War Contracts". This was brought up-to-date in February, 1942, and a second enlarged revision was issued in June which contains information received up to May 1, 1943.

In the introduction to the study it is pointed out that in many other countries, as well as in the three countries under review, it is an accepted factor in public policy to require manufacturers of government supplies and contractors engaged in government construction work to maintain proper standards of wages, hours and working conditions. According to United States administrative officials, such stipulations in government contracts have benefited three groups: (1) the workers engaged directly in the performance of work on government contracts; (2) other labour engaged in similar employments, since the standards for government work tend to become general; and (3) employers who customarily maintain equitable standards and who formerly were adversely affected by the com-

petition of firms observing lower working standards.

It is emphasized that in ordinary times the direct influence of such provisions in government contracts is probably relatively limited, since there are few industries in which government purchases form a sufficiently large proportion of the total output to influence general conditions and practices to any great extent. But in time of war, government industries and constructional activities expand enormously and the character and terms of government contracts tend to have a correspondingly important bearing on the practices of manufacturers and contractors in general. It is considered that the acceptance by governments of this responsibility and the effective enforcement of fair conditions, whether by special rules applying to contractors, or by some more general type of regulation, do much to prevent labour unrest and work stoppages and the consequent holding up of the flow of essential supplies.

A great deal has been done in Canada, Great Britain and the United States to formulate and apply policies to achieve this end. In Great Britain, for example, a Fair Wages Clause has figured in all government contracts since 1891. The clause requires the observance of recognized wages and hours;

but these wages and hours are not themselves specified in the contract.

In Canada and the United States, on the other hand, specific minimum rates of wages and maximum normal hours of work which must be observed, are set out in detail in certain classes of contracts, or are prescribed for all contracts in certain industries. In both countries the problems of wartime labour policy have been complicated by the division of authority between Federal and provincial or state governments. In the United States, for example, though none of the Federal labour laws prohibit continuous operation or shift work, or sets a rigid limit to the number of hours which may be worked in any week, there are a number of state laws which prohibit Sunday work, or the employment of women at night, or the employment of any worker for more than 48 hours in one week. In Canada, the limited range of federal authority before the war made it necessary to insert special labour clauses in government contracts.

The brochure provides an interesting digest of the procedures followed in each of the three countries with respect to the labour problems inherent in the placement of government wartime contracts.

Off-the-Job Accidents Reduce War Manpower

“STATISTICAL BULLETIN,” published by the Metropolitan Life Insurance Company, is authority for the statement that “at least three workers in the country at large are killed in off-the-job accidents for every two that are fatally injured while on the job.” These conclusions were reached following a statistical study of several thousand cases of industrial life insurance claims.

Even before the war manpower shortage had become acute, many safety-conscious employers were aware of this off-the-job wastage, and many of them had designed their accident prevention programs to extend beyond their plant boundaries. National and local organizations, too, were making efforts to prevent “after-the-whistle-blows” accidents on the highway, in the home and in recreational centres.

It is asserted that for many industries and occupations, the ratio of workers killed in non-occupational to those killed in occupational accidents is greater than three to two. However, in times of great industrial activity, such presumably as the present, the proportion of industrial accidents would probably be higher, and in some instances much higher than in normal times.

On the other hand, in certain occupations,

such, for example, as that of store clerks, office workers, or printers, occupational accidents account for less than ten per cent of all accidental deaths. It would seem, therefore, that workers in these and similar occupations are safer at work than after hours, in so far as fatal accidents are concerned. To a lesser degree this is claimed to be true of such tradesmen as machinists, carpenters and iron and steel mill workers, whose employment is subject to considerable hazards.

It was found that it is only in the definitely hazardous occupations that fewer workers are killed off the job than during work. The occupation with the greatest hazard reported in this study was electric light and power linemen for which more than six times as many occupational as non-occupational accidents were reported; coal miners had 2½ times as many, while among structural iron workers and railway trainmen the ratio was two to one.

In the interest of the war effort it was indicated that safety engineers, and employers should make off-the-job safety an integral part of their safety programs. It is considered essential, too, that workers should co-operate fully in checking and reducing this wastage of manpower.

National War Labour Board

Revision of Cost-of-Living Bonus for Construction Industry

THE National War Labour Board issued a finding and direction, effective June 1, 1943, on the application of the National Joint Conference Board of the Construction Industry. This direction was the result of resolutions passed unanimously at the May 3, meeting of the Conference Board. These resolutions recommended a minimum bonus of \$2.25 per week, to be mandatory instead of permissive, and to remain in effect for one year.

The finding and direction of the National War Labour Board approved this principle, the major exception being that apprentices and others under 21 years of age should receive 9 per cent of their weekly earnings. For periods of less than a week the bonus will be on a pro rata basis.

Those workers already receiving more than \$2.25 per week as a cost of living bonus will not be affected, and the Order does not affect the basic wage. The following is the text of the Board's finding and direction:

Finding

The National War Labour Board finds that the National Joint Conference Board of the Construction Industry, representative of both employers and employees, at its meeting held in Ottawa on Monday, May 3, 1943, unanimously approved the following Resolution:

"The meeting noted the recommendations that had been considered by the Regional War Labour Boards concerning the amount and adjustment of cost of living bonus for the construction industry, and approved the proposal that those manual workers in the construction industry who have not received, pursuant to the provisions of E.M. No. 4, a cost of living bonus of five cents per hour or its equivalent should have their present bonus increased as from a date hereunder proposed, to an amount calculated on the increase in the cost of living index from April 1, 1941, to February 1, 1943, or thereabouts, and amounting to approximately \$2.07½ per week. This amount is to be paid on a weekly basis in accordance with the provisions of Section 38(2) of P.C. 5963. Those manual workers in the industry who pursuant to the provisions of E.M. No. 4, have received a cost of living bonus of 5 cents per hour or more, should continue to be paid such bonus as is now in effect on the condition that it be paid with respect to standard working hours only.

"When permissive decisions have been made it is desired that these and other decisions affecting cost of living bonuses should be made mandatory.

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"It is understood that the acceptance of the wage rates in effect on April 1, 1941, or in fact at any date, as a base from which cost of living bonus should be paid or computed, or the amount of cost of living bonus itself, shall not prejudice the right of either employers or employees to contend as to the extent, if any, to which such rates reflected or reflect increase in living costs occurring since August, 1939.

"It is contemplated that employers and employees shall not be precluded from making application for adjustment of the base wage rates in such cases as it can be shown that the wage rates in any trade in any locality are 'low' within the meaning of the provisions of P.C. 5963. It is anticipated, however, in view of the provisions of the resolution and recommendation adopted by the National Joint Conference Board of the Construction Industry, (as referred to in E.M. No. 4) and having regard to the time which has since elapsed, also changes in conditions which have since occurred, that any application to justify approval of any increase in basic wage rates would necessarily have to show exceptional conditions.

"Concerning the date of adjustment of bonus awards, it is agreed that the first payroll period beginning on or after May 15th should be set as the date at which the annual adjustment of the cost of living bonus for all manual trades in the construction industry should be made.

"Those employees who would receive an increase under the above noted proposed adjustment with respect to the amount of the cost of living bonus would receive such increase commencing May 15th, 1943. In regard to those cost of living bonus awards made pursuant to E.M. No. 4 and amounting to five cents per hour or more, those which expire before May 15, 1943, would be extended to this latter date while those expiring after May 15, 1943, would be extended to May 15, 1944."

In Section 46 of Order in Council, P.C. 5963, it is provided:

"(1) The National Board, may, with respect to any employer or employee, or any class of employers or employees, direct that any increase or decrease in a cost of living bonus or that the commencement of the payment thereof be made at a time and in respect of intervals other than those specified in Sections 34.

"(2) No direction may be made under this Section by a Regional Board."

It would be fair and reasonable that the amount of cost of living bonus should be adjusted as provided in the Resolution of the National Joint Conference Board of the Construction Industry, as quoted herein, and under the stated conditions applicable thereto, except that;

- (i) the amount of such cost of living bonus shall be calculated on the rise in the adjusted cost of living index number from the month of April, 1941, (107.7) to the adjusted cost of living index number for the month of April, 1943, (116.7) and

- (ii) manual workers in the construction industry who, by authority of Findings and Directions issued by a Regional War Labour Board, are receiving cost of living bonus of more than five cents per hour shall continue to be paid the existing rate of bonus on the condition that such bonus shall be paid only with respect to normal working hours.

Direction

The National War Labour Board, under the power conferred upon it by Section 46 of Order in Council, P.C. 5963, orders that the provisions of the above mentioned Resolution of the National Joint Conference Board of the Construction Industry shall be made effective by employers in the construction industry for their manual workers with effect from June 1, 1943, except that the amount of cost of living bonus to be paid shall be calculated on the rise in the adjusted cost of living index number from the month of April, 1941, (107.7) to the adjusted cost of living index number for the month of April, 1943, (116.7) amounting to a cost of living bonus of two dollars and twenty-five (\$2.25) cents per week to employees to whom Section 48 (iii) (a) of the Wartime Wages Control Order, P.C. 5963, applies, and of nine (9%) per cent of their weekly wage rates to employees to whom Section 48 (iii) (b) of the

Order applies; the payment of such weekly amount of cost of living bonus where less than the normal number of working hours in the week, not including overtime, are worked to be made proportionately in accordance with Section 38 (2) of P.C. 5963, which reads:

Where an employee works less than the normal number of working hours in a week, not including overtime, the cost of living bonus paid to him in respect of such week shall be that proportion of the cost of living bonus payable with respect to the whole of such week which the number of hours, not including overtime, he actually worked, is to the normal number of working hours in the week.

In cases in which manual workers are receiving amounts of cost of living bonus of more than five cents per hour by authority of Findings and Directions issued by a Regional War Labour Board, such amounts of bonus shall be maintained and continued in effect, provided that the bonus shall be paid only in respect of normal working hours, as provided by Section 38 (2) of P.C. 5963.

Payment of cost of living bonus in amounts as provided herein shall be maintained and continued in effect until May 15, 1944, subject to such adjustment, if any, as pursuant to the terms of P.C. 5963, may be determined to be effective from that date.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1942 will be found on page 949.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Recent Proceedings under the Industrial Disputes Investigation Act

IN the month of June, three Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:—

(1) Between the Allison Logging Company, Ltd., the Kelley Logging Company, Ltd., J. R. Morgan Ltd., and Pacific Mills, Ltd., all of Queen Charlotte Islands, B.C., and their employees, members of Local 1-71, United Woodworkers of America.

(2) Between the Canadian Car and Foundry Company, Ltd., Brantford, Ont., and its employees, members of Local 397, United Automobile Workers of America.

(3) Between Defence Industries Ltd., Brownsburg, P.Q., and its employees, members

of the Munitions Workers' Federal Union (T. & L.C.)

The texts of the reports of the Boards will be found at the conclusion of this statement.

Applications Received

During the month of June, 12 applications* for the establishment of Boards of Conciliation and Investigation under the provision of

* By P.C. 5963, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

the Industrial Disputes Investigation Act were received in the Department of Labour as follows:—

(1) From employees of the Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., members of Circo Employees Association. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, was said by the applicants to affect 1,000 employees directly and 200 indirectly. On June 10, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(2) From employees of the Collingwood Shipyards, Limited, Collingwood, Ontario, members of Local 4, Industrial Union of Marine and Shipbuilding Workers of Canada. Nine hundred employees were said by applicants to be directly affected in the dispute, which developed out of a request for the negotiation of a collective labour agreement.

(3) From employees of West Coast Shipbuilders, Limited, and Hamilton Bridge (Western), Limited, Vancouver, B.C., members of the following trade unions: Local No. 1, Boilermakers and Iron Shipbuilders Union of Canada; Local No. 2, Dock and Shipyard Workers' Union of Vancouver and District; Lodge No. 692, International Association of Machinists; Local No. 115, International Union of Operating Engineers; Local No. 1, Amalgamated Building Workers of Canada; Local No. 2, Amalgamated Shipwrights, Joiners, Boat Builders and Caulkers; Local No. 170, United Association of Journeymen, Plumbers and Steam Fitters of United States and Canada; and Local No. 3, Amalgamated Electrical Workers. The disputes concern the inclusion of a closed shop clause in agreements with the employing companies, and were said by the applicants to affect 4,134 employees. On June 15, Mr. G. R. Currie, Industrial Relations Officer, Dominion Department of Labour, Vancouver, B.C., was appointed as Industrial Disputes Inquiry Commissioner to investigate the dispute. In his report received on June 24, the Commissioner stated that he had been unable to effect a settlement of the disputes and recommended that a Board of Conciliation and Investigation be established. Accordingly, the Board was established by the Minister of Labour on June 28, and Mr. H. W. Herridge, M.L.A., Nakusp, B.C., was appointed a member of the Board on the nomination of the employees. At the end of the month the employing companies had been requested to submit their nomination of a person to be appointed to the Board.

(4) From employees of the Aluminum Company of Canada, Limited, La Tuque, P.Q., members of Local 23435, International Union of Aluminum Workers (A.F. of L.). The dispute, which was said to affect 600 employees, concerns union recognition and the negotiation of a collective labour agreement.

(5) From employees of the Canadian Automotive Trim, Limited, Windsor, Ontario, members of Local 195, United Automobile Workers of America. The dispute, which concerns the negotiation of a collective labour agreement, was said by the applicants to affect 206 employees. On June 28, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, was authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

(6) From employees of Maranda and Labrecque, Limited, Quebec, P.Q., members of Local No. 170, International Union of Dyers and Finishers. The dispute, which arose out of the employees' request for union recognition and the negotiation of a collective labour agreement, was said to affect 41 employees directly and 49 indirectly. During May, the employees had gone on strike. On June 26, following the receipt of the application for a Board of Conciliation and Investigation, Mr. Frank Lafortune, Industrial Relations Officer, Dominion Department of Labour, Ottawa, who was in Quebec City, was requested to investigate.

(7) From employees of Leavens Brothers Training, Limited, London, Ontario, members of Unit No. 5, Canadian Aircraft Workers' Association (C.C.L.). The dispute, which was said by the applicants to affect 250 employees, concerned the dismissal of one employee. The application was returned for revision and at the end of the month had not been re-submitted.

(8) From employees in the Dining and Sleeping Car Service of the Canadian National Railways, Montreal, P.Q., members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute, which developed out of a request to open negotiations for a revision of the schedule governing wages and working conditions, was said by the applicants to affect 2,100 employees.

(9) From employees of the North American Cyanamid Company, Limited, Niagara Falls, Ontario, members of Local 175, United Gas, Coke and Chemical Workers of America. The dispute, which concerns the negotiation of a collective labour agreement, was said to affect 700 employees directly and 950 indirectly.

(10) From employees of the Peck Rolling Mills, Limited, Montreal, P.Q., members of Local 2174, United Steelworkers of America. The dispute, which was said by the applicants to affect 201 employees, concerns the negotiation of a collective labour agreement.

(11) From employees of Central Aircraft, Limited, London, Ontario, members of Central Aircraft Workers' Association, Unit 2 of the Canadian Aircraft Workers' Association (C.C.L.). The dispute, which concerns the negotiation of a collective labour agreement, was said to affect 1,150 employees directly and 400 indirectly.

(12) From employees of the Dominion Textile Company, Limited, (General Machine Shop and Merchants Branches) Montreal, P.Q., members of Local 102, United Textile Workers of America. The dispute, which was said by the applicants to affect 966 employees, concerns the negotiation of a collective labour agreement.

Boards Established

On June 8, a Board of Conciliation and Investigation was established to deal with a dispute between the Burgess Battery Company, Niagara Falls, Ontario, and its employees, members of the United Gas, Coke and Chemical Workers of America (L.G., March, 1943, p. 324). On June 7, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, who was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, recommended that a Board of Conciliation and Investigation be established as he had been unable to bring about a mutually satisfactory settlement of the dispute. The personnel of the Board is as follows: His Honour Judge Ian M. Macdonell, Toronto, Ontario, chairman, appointed on the joint recommendation of the other two members; Colonel Hugh A. Rose, K.C., Welland, Ontario, and Mr. Drummond Wren, Toronto, Ontario, appointed on the nomination of the employer and employees respectively.

A Board of Conciliation and Investigation was established to deal with a dispute between Canadian Furnace Limited, Port Colborne, Ontario, and its employees, members of Local No. 1177, United Steelworkers of America, (L.G., May, 1943, p. 598). Following the receipt of the application for the establishment of a Board, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, was authorized as Industrial Disputes Inquiry Commissioner to make an investigation. The Commissioner reported that the circumstances warranted the establishment of a board and

recommended accordingly. The personnel of the board is as follows: His Honour Judge A. J. Gordon, Windsor, Ontario, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the board; Messrs. J. J. Robinette, Toronto, Ontario, and Maxwell Sauder, Hamilton, Ontario, appointed on the nomination of the employer and employees respectively.

On June 16, a Board of Conciliation and Investigation was established to deal with a dispute between the Canadian National Railways (Work Equipment Department), Winnipeg, Manitoba, and its employees, members of Divisions 142 and 226, Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., June, 1943, p. 765). On May 24, Mr. Bernard Wilson, Industrial Relations Officer, Dominion Department of Labour, Ottawa, Ont., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner's report received on June 15, recommended the establishment of a board. Mr. William J. Waines, Winnipeg, Man., was appointed on the nomination of the employees, but on June 22, he advised the department that owing to previous commitments he would be unable to accept the appointment. Subsequently on further nomination of the applicants, Mr. John E. L. Graham, Winnipeg, Man., was appointed a member of the board. Mr. Frederick T. Collins, K.C., Montreal, P.Q., was appointed a member of the board on the nomination of the employer and at the end of the month the two members were conferring with a view to making a joint recommendation of a person to act as third member and chairman of the Board.

On June 21, a Board of Conciliation and Investigation was established to deal with a dispute between Atlas Steels, Limited, Welland, Ont., and its employees members of Local 525, United Electrical, Radio and Machine Workers of America (L.G., June, 1943, p. 762). Following receipt of the application for the establishment of a board Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was authorized as an Industrial Disputes Inquiry Commissioner to investigate the dispute. On June 16, a vote was taken to determine the bargaining agency of the employees which resulted in favour of the applicant union. Subsequently the Commissioner reported that he had been unable to effect a mutually satisfactory settlement of the dispute and recommended that a board be established. The National vice-president of the organization concerned advised the

department on June 25 that the union had made an application under the provisions of the Ontario Collective Bargaining Act for certification as the bargaining agency of the employees of the Company, and until the decision of the Labour Court is made, he requested that the Department do not proceed further with the constitution of a Board of Conciliation and Investigation.

A Board of Conciliation and Investigation was established on June 21, to deal with a dispute between the International Nickel Company of Canada, Limited, Port Colborne, Ont., and its employees, members of Local 637, International Union of Mine, Mill and Smelter Workers (L.G., June 1943, p. 763). On May 27, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., had been authorized as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute and recommended the establishment of a Board. At the end of the month, Mr. Drummond Wren, Toronto, Ont., had been appointed to the Board on the nomination of the employees and the employing company had been requested to submit the name of a person for appointment to the Board.

On June 3, a Board of Conciliation and Investigation was established to deal with a dispute between Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 2982, United Steelworkers of America (L.G., June, 1943, p. 763). Following the receipt of the application, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized, as Industrial Disputes Inquiry Commissioner, to make an investigation. Being unable to effect a satisfactory settlement of the dispute, the Commissioner recommended the establishment of a board. At the end of the month Messrs. Guy Desaulniers and D. A. Paterson, both of Montreal, had been appointed on the nomination of the employees and employer respectively, and were conferring with a view to making a joint recommendation of a person to act as third member and chairman of the board.

Other Boards Fully Constituted

The Board of Conciliation and Investigation established on May 27, to deal with a dispute between the Ford Motor Company of Canada, Limited, Windsor, Ont., and its employees, members of Local 240, United Automobile Workers of America and employees, members of the Formocan Employees' Association (L.G., June, 1943, p. 763) was fully constituted on June 19. The personnel of the Board was as follows: Honourable Mr.

Justice John Keiller MacKay, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Dr. H. A. Logan, University of Toronto, Toronto, Ont., appointed by the Minister of Labour in accordance with arrangements made with both of the applicant organizations; and Mr. W. H. Furlong, K.C., Windsor, Ont., appointed on the nomination of the employer.

The constitution of the Board of Conciliation and Investigation established on May 24, to deal with a dispute between the Dominion Glass Company, Limited, Hamilton, Ont., and its employees, members of Local No. 3, Canadian Brotherhood of Glass Workers (C.C.L.) (L.G., June 1943, p. 764), was completed during the month of June. The personnel of the board is as follows: Dr. C. A. Wright, K.C., Osgoode Hall, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the board; Messrs. R. R. Evans, K.C., Hamilton, Ont., and Bora Laskin, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The Board of Conciliation and Investigation established on May 26 to deal with a dispute between the Office Specialty Manufacturing Company, Limited, Newmarket, Ont., and its employees, members of Local No. 7, National Union of Furniture Workers (C.C.L.) (L.G., June 1943, p. 764) was fully constituted on June 18. The personnel of the board is as follows: Dr. Alexander Brady, University of Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. Bora Laskin and J. J. Robinette, appointed on the nomination of the employees and employer respectively. All three members of the board reside in Toronto.

The constitution of the Board of Conciliation and Investigation established in May to deal with the dispute between the Canadian Pacific Railway Company, Montreal, P.Q., and its dining-car service employees, members of the Brotherhood of Railroad Trainmen (L.G., June 1943, p. 764), was completed on June 2. The personnel of the board is as follows: Honourable Mr. Justice J. G. Gillanders, Osgoode Hall, Toronto, Ont., chairman, appointed on the joint recommendation of Messrs. W. A. Sinclair, K.C., and George B. Bagwell, both of Toronto, Ont., respectively the employer's and employees' nominees on the Board.

The Board of Conciliation and Investigation established by the Minister of Labour to deal with the dispute between Sawyer-Massey,

Limited, Hamilton, Ont., and its employees, members of Local 520, United Electrical, Radio and Machine Workers of America (L.G., June 1943, p. 764) was fully constituted on June 7. The personnel of the board is as follows: His Honour Judge Ian M. Macdonell, Toronto, Ont., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Mr. Gordon R. Munnoch, K.C., Toronto, Ont., appointed on the nomination of the employer; and Dr. Christian Silvertz, London, Ont., appointed on the nomination of the employees.

In the last issue of the *LABOUR GAZETTE*, it was reported that the Honourable Mr. Justice Joseph Archambault had been appointed chairman of the Board of Conciliation and Investigation established to deal with the dispute between Sorel Industries, Limited, Sorel, P.Q., and its employees, members of the Metal Trades Council of Sorel. On June 10, Mr. Justice Archambault advised the department that he would be unable to accept the appointment. Messrs. J. A. L'Heureux, Sorel, P.Q., and Paul Fournier, Montreal, P.Q., members of the board were then requested to reconfer on the recommendation of another person to act as chairman. On June 17, Hon. Mr. Justice Wilfrid Lazure, Montreal, P.Q., was appointed chairman of the board on the recommendation of the other two members.

On June 14 the constitution was completed of the Board of Conciliation and Investigation established May 24 to deal with a dispute between the Morrow Screw and Nut Company, Limited, and Ingersoll Machine and Tool Company, Limited, Ingersoll, Ont., and their employees, members of Local 2918, United Steelworkers of America (L.G., June 1943, p. 764). The personnel of the board is as follows: His Honour Judge Ian M. Macdonell, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs. J. J. Robinette, Toronto, Ont., and John J. Sullivan, Hamilton, Ont., appointed on the nomination of the employer and employees respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

A revised application was received on June 3, for the establishment of a Board of Conciliation and Investigation to deal with a dispute between Prairie Airways, Limited, Aircraft Division, Moose Jaw, Sask., and its employees, members of Local 2688, United Steelworkers of America (L.G., April 1943, p. 468). On June 9, Mr. H. S. Johnstone, Indus-

trial Relations Officer, Dominion Department of Labour, Winnipeg, Man., was appointed an Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

On June 12, Mr. Raoul Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., was appointed an Industrial Disputes Inquiry Commissioner, to deal with a dispute between L. Sable, Limited, Montreal, P.Q., and its employees, members of Local 54, International Fur and Leather Workers' Union of the United States and Canada. (L.G., June 1943, p. 763). The Commissioner recommended the rejection of the application as he found that the employing company was not engaged in war work and therefore the dispute did not fall within the scope of the Industrial Disputes Investigation Act, as extended by Order in Council P.C. 3495. Accordingly the parties to the dispute were advised that a board would not be established.

Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was authorized on June 10, as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute between the Anglo-Canadian Leather Company, Limited, Huntsville, Ont., and its employees, members of the International Fur and Leather Workers of the United States and Canada (L.G., June 1943, p. 763).

An application for the establishment of a Board of Conciliation and Investigation was received in May from employees of Electric Steels, Limited, Cap de la Madeleine, P.Q., (L.G., June 1943, p. 763). On June 9, Mr. Raoul Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., was authorized on June 9, as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute between Saint John Dry Dock and Shipbuilding Company, Limited, East Saint John, N.B., and its employees, members of Local No. 3, Industrial Union of Marine and Shipbuilding Workers of Canada (L.G. June 1943, p. 763).

Other Reports of Industrial Disputes Inquiry Commissioners

In the dispute between the Toronto Terminals Railway Company, Toronto, Ont., and its employees, members of the Canadian Association of Railwaymen (L.G., May, 1943, p. 597), a report was received from Mr. J.

Douglas McNish, K.C., who had been appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. In view of the agreement between the Brotherhood of Railroad Trainmen and the company, effective January 1, 1943, the Commissioner recommended that a board be not established. This recommendation was concurred in and the interested parties advised accordingly.

A report was received from Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between the Massey-Harris Company, Limited (Verity Works), Brantford, Ont., and its employees, members of the United Automobile Workers of America (L.G., May, 1943, p. 595). The Commissioner reported against the establishment of a Board of Conciliation and Investigation, the officials of the union having failed to produce evidence that it represented a majority of the employees concerned. The interested parties were therefore advised that a board would not be established.

Settlements

On June 23, the department was advised that an agreement had been signed by Border Cities Industries, Limited, Windsor, Ont., and its employees, members of Local 195, United Automobile Workers of America (C.I.O.) (L.G., Nov., 1943, p. 1246). Following the receipt of the application for a Board of Conciliation and Investigation in this case, Mr. Louis Fine, Chief Conciliation Officer, Ontario Department of Labour, who had been authorized as Industrial Disputes Inquiry Commissioner, reported that he had been successful in having the parties to the dispute agree to the taking of a representation vote of the hourly rated employees. The vote resulted in favour of the applicant union. In view of the agreement now reached between the parties the application for the establishment of a board has been withdrawn. The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

The Department was also advised during the month of June that an agreement had been signed between the Breithaupt Leather Company, Limited, Kitchener, Ont., and its employees, members of Local 300, International Fur and Leather Workers' Union of the United States and Canada (L.G., May, 1943, p. 594). Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, who was authorized as Industrial Disputes Inquiry Commissioner to

make an investigation of the dispute following the receipt of the application, reported that he had arranged for the taking of a representation vote of the employees, to determine their choice of a bargaining agency. The vote resulted in favour of the local union of the International Fur and Leather Workers' Union. An agreement having been reached the application for the establishment of a board has now been withdrawn. The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

During June a settlement was reported in the dispute between the De Havilland Aircraft of Canada, Limited, Toronto, Ont., and its employees, members of Local 112, United Automobile Workers of America (L.G., Dec., 1942, p. 1376). In November His Honour Judge Ian M. Macdonell, the Industrial Disputes Inquiry Commissioner appointed to investigate the dispute had recommended that the matter in dispute be allowed to stand until March, 1943, when the continuation or expiration of the existing agreement between the company and the Employees Association would come up for decision. The Commissioner further recommended that in March an election be held to decide the bargaining agent desired by the employees. Accordingly, on March 22, 1943, a representation vote was held and resulted in favour of Local 112, United Automobile Workers of America. Following the representation vote an agreement was signed between the company and the union and the application for the establishment of a Board of Conciliation and Investigation was withdrawn by the applicant union. The agreement is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

During the month of June, the Department was advised that a collective labour agreement had been concluded between the Consumers' Gas Company, Toronto, Ont., and its employees, members of Local 12291, District 11, United Gas, Coke and Chemical Workers of America (L.G., June, 1943, p. 779). The agreement between the company and the union which is based on the recommendations of the Board of Conciliation and Investigation appointed in this matter, is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

On June 10, on the request of the applicant union, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between

Clark-Ruse Aircraft, Limited, Lakeburn, N.B., and its employees, members of Local 2889, United Steelworkers of America (L.G., April, 1943, p. 472), was withdrawn, the parties to the dispute having concluded a collective labour agreement.

The Department was notified on June 3 that the application for the establishment of a Board of Conciliation and Investigation to deal with the dispute between the Sterling Clothing Company, Limited, Montreal, P.Q., and its employees, members of the Amalgamated Clothing Workers of America (L.G., March, 1943, p. 325) had been formally withdrawn, an amicable settlement having been reached between the company and the union.

Following the taking of a representation vote, in which the applicant union received a majority of the votes cast, the application for the establishment of a Board of Conciliation and Investigation established to deal with a dispute between the Anaconda American Brass Company, Limited, Toronto, Ont., and its employees, members of Local No. 1, Industrial Union of Copper and Brass Workers (C.C.L.) (L.G., May, 1943, p. 598) was withdrawn, the company having previously agreed to bargain collectively with any agency which represented the majority of their employees.

On June 16 the Department was advised that an agreement had been signed by the Breithaupt Leather Company, Limited, Penetanguishene, Ont., and its employees, members of Local No. 24, Shoe and Leather Workers' Organizing Committee (L.G., May, 1943, p. 595). As a result, the application for the establishment of a Board of Conciliation and Investigation was withdrawn at the request of the applicant union. The agreement reached between the parties is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

On June 9, the application for the establishment of a Board of Conciliation and Investigation established to deal with a dispute between the Dunlop Tire and Rubber Goods Company, Limited, Toronto, Ont., and its employees, members of Local 132, United Rubber Workers of America (L.G., June, 1943, p. 763), was withdrawn, the company and the union having agreed to draw up a contract covering all matters on which there was agreement.

Applications Withdrawn

On June 1, at the request of the applicant employees, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Massey-Harris Company, Limited, Toronto,

Ont., and its employees, members of Local 2901, United Steelworkers of America (L.G., Jan., 1943, p. 70) was withdrawn. The union representative advised the department that this action was taken in view of the fact that the United Steelworkers of America had transferred its membership and jurisdiction at the company's plant, to the United Automobile Workers of America.

The Department was requested on June 22, to withdraw the application for the establishment of a Board of Conciliation and Investigation to deal with the dispute between the Sangamo Company, Limited, Leaside, Ont., and its employees, members of the United Electrical, Radio and Machine Workers of America (L.G., Feb., 1943, p. 194). In requesting the withdrawal of the application the union representative advised that in all probability the matter would be taken before the Ontario Labour Court, under the provisions of the Ontario Collective Bargaining Act.

The Department was notified on June 2, by the union's representative that the application for the establishment of a Board of Conciliation and Investigation to deal with the dispute between the Steel Company of Canada, Limited, Hamilton, Ont., and its employees, members of Local 1005, United Steelworkers of America (L.G., Feb., 1943, p. 196), was being withdrawn.

The application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Canadian Car and Foundry Company, Limited, Fort William, Ont., and its employees, members of Local 719, International Association of Machinists (L.G., May, 1943, p. 595), was withdrawn, the company and the union having reached an amicable settlement of the matter in dispute.

Strike Votes

On May 12, the Department received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Davie Shipbuilding and Repairing Company, Limited; Morton Engineering and Dry Dock Company, Limited; and the George T. Davie and Sons, Limited, Lauzon, P.Q., and their respective employees, members of Locals 3, 6 and 7, Boilermakers and Iron Shipbuilders Union of Canada (L.G., June, 1943, p. 766). The union representatives informed the department that they would accept the recommendations of the board but the companies, while accepting certain provisions in the board's findings, refused to accept the recommendation of the board with respect to the closed shop and check-off provisions. When the companies

failed to implement the board's findings, the representatives of the unions involved requested that a strike vote be taken under the supervision of the Department of Labour as provided for in Order in Council P.C. 7307. The vote was taken on June 10 and resulted in 5,895 voting in favour of going on strike and 217 against, with 63 spoiled ballots. Later, a strike occurred when the companies and the unions failed to reach an amicable settlement of the dispute. On June 15, the Government appointed a Controller of certain Quebec shipyards including the Morton Engineering and Dry Dock Company, Limited and George T. Davie and Sons, Limited. Later, an agreement was reached and the men returned to work.

In the understanding reached the companies agreed to support and press for the following conditions before the National War Labour Board:—

(1) The basic wage rates existing in the Montreal district shipyards and that the new wage rates set by the Board be retroactive to April 16, 1943; (2) holidays with pay; (3) cost-of-living bonus of \$4.25 per week as against the present bonus of \$2.10 per week; (4) overtime to be paid after 48 hours in any one week or after 8 hours in any one day. The understanding provided that the starting and quitting

time on the night shift would be between 6 p.m. and 7 a.m., at the discretion of the companies but no less than 8 hours.

The companies agreed to work aggressively for an improvement in labour relations and to set up production committees composed of labour and management. They also agreed to instruct their superintendents, foremen and other officials to take no steps to dissuade employees from becoming members of the union.

The unanimous report of the Board of Conciliation and Investigation established to deal with the dispute between the F. X. Drolet Company, Quebec, P.Q., and its employees, members of Local 74, International Moulders and Foundry Workers' Union of North America was received in April 20 (L.G., May, 1943, p. 613). The recommendation of the board that a representation vote of the employees be taken was subsequently rejected by the company. The applicant-union then requested that a strike vote be taken under the provisions of Order in Council P.C. 7307. The vote was taken on June 17 and of the foundry employees, 15 voted in favour of going on strike and 13 against; while of the employees in the remainder of the plant 7 were in favour of going on strike and 53 against, with 1 spoiled ballot.

Report of Board in Dispute between the Allison Logging Company, Ltd., the Kelley Logging Company, Ltd., J. R. Morgan, Ltd., and Pacific Mills, Ltd., and their Employees.

ON June 7, the Minister of Labour received a report from the Board of Conciliation and Investigation established to deal with a dispute between the Allison Logging Company, Ltd., the Kelley Logging Company, Ltd., J. R. Morgan, Ltd., and Pacific Mills, Ltd., all of Queen Charlotte Islands, B.C., and their employees, members of Local 1-71, International Woodworkers of America (L.G., Nov., 1942, p. 1249).

The personnel of the Board was as follows: His Honour Judge A. M. Harper, chairman, appointed on the joint recommendation of the other two members; Mr. R. H. Tupper, appointed on the nomination of the employer; and Mr. Arthur J. Turner, M.L.A., appointed on the nomination of the employees. All three members reside in Vancouver, B.C.

The report of the Board is signed by the chairman and Mr. A. J. Turner; Mr. R. H. Tupper submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

In the matter of a dispute between The Allison Logging Company, Limited, The Kelley Logging Company, Limited, J. R. Morgan, Limited, and Pacific Mills Limited, all of Queen Charlotte Islands, B.C., Employers; and their respective employees, members of Local 1-71, International Woodworkers of America, Employees.

This Board held its first sittings at the City of Vancouver on the 4th day of January, 1943. It should be explained that, owing to the inaccessibility of the Queen Charlotte Islands and the difficulties and uncertainties of transportation to and from the Queen Charlotte Islands during the winter season, it was decided after consultation with the parties involved that the hearings of this arbitration should be held at the City of Vancouver.

As required by the Industrial Disputes Investigation Act, an endeavour was made by the Board to have the parties reach an

amicable settlement, but these efforts proved futile and it became necessary to hear the evidence adduced by both parties in due course.

At the first public hearing of this Board objection was taken by Counsel for the employers to the jurisdiction of the Board, the point being raised that the issue as to whether the employers should bargain with the International Woodworkers of America was not a dispute within the meaning of the Statute. The Board decided that this was a matter for the decision of the Minister, and the Minister having given his decision and established the Board, that under Sec. 7, Subsec. 2 of the "Industrial Disputes Investigation Act" the authority of the Board was not open to question, and accordingly the hearings proceeded.

At the first sittings of the Arbitration Board it was agreed by Counsel of both parties that the employer, the Allison Logging Company, Limited, should be eliminated from these proceedings, as a large part of its holdings had been taken over by the Aero Timber Products Limited. Counsel for the employees stated that he had no authority to represent the few remaining workmen who were still in the employ of the Allison Logging Company, Limited. Accordingly no evidence was presented on behalf of these employees.

The main issue involved in this dispute was recognition by the employers of the International Woodworkers of America as the bargaining agent of the employees. A very large majority of the employees (over 90 per cent) are members of this International Union. Their demand was that the employers should negotiate with the officers of that Union as the bargaining agent of the employees.

The employers refused to do so and offered an employer-employee agreement as an alternative. This alternative proposal, by secret ballot of the employees, was rejected.

Collective bargaining and written agreements with democratic unions under their own selected leadership is the best machinery for producing and maintaining a condition of harmony in industry whilst at the same time providing a means of expression of opinion and protection for the employees.

We might here quote Hon. Mr. McLarty, Minister of Labour in 1941, and now Secretary of State, who, when explaining the government's policy on Labour stated, "Might I suggest that we can defeat totalitarianism at home and abroad only if we really put our trust in the democratic process, not only in our political life but in our industrial life. I believe this is the essence of industrial

democracy and that it must be woven even more firmly into the fabric of industrial relations." And further, "Employees should be free to organize in trade unions free from any control by employers or their agents." "Employees should be free to negotiate with employers through representatives of their own choosing with a view to the conclusion of a collective agreement."

Counsel for the employers emphasized that the political opinions of certain of its officials and certain resolutions passed by the union's International Conventions in the U.S.A. made this union unworthy to be a party to any contractual relation. It may be noted in passing that the active leaders of the I.W.A. have been in Canada since the beginning of the present war and no action has been taken against them by the Dominion Authorities for any utterances or actions of theirs during that time. If the Government of Canada under the drastic powers of the War Measures Act found no occasion to interfere or make any attempt to suppress their activities, it is not the function of this Board to delve into the political opinions of its leaders and to use such opinions as a ground to deny the large body of workmen involved in this arbitration their right to collective bargaining.

In our opinion the good sense and sound judgment of Canadian workmen can be trusted to select such representatives as are capable of voicing and pressing their legitimate claims for better working conditions, and it would be a dangerous and unwise policy for any outside body or person to endeavour to direct the selection of their leaders or to attempt in any way to pick or choose such representatives of labour. Any attempt of this kind would surely be resented, would lead to continual friction, and would hamper the promotion of satisfactory relations between employer and employees. The day of paternalism in the selection of representatives of labour is gone, and any employers or others who seek to interfere with or control in any way the representatives of Unions only invite trouble.

The members of Local 1-71 I.W.A. elect delegates to attend an annual convention at which the election of officers takes place. This organization being conducted on a democratic basis, then obviously it is the character and reliability of the union as a body, which must be considered in relation to the value of contracts entered into by it. No attack was made on the reliability or loyalty of the members of this local.

The responsibility for the fulfilment of the terms of any agreement is in the members of Local 1-71, and it must be presumed the

members of this Local would act in good faith and also guarantee that their elected leaders would do the same until the contrary is shown.

In reference to the relations between the employers and the employees in the Queen Charlotte Islands, the disputes and differences as to working conditions were not of a serious nature and were such as could be adjusted from time to time by reasonable men sitting around a conference table. The employers in our opinion were desirous of adjusting any minor grievances and there was no hostility to dealing with their employees as such, but they were adamant in their refusal to deal with representatives of the International Woodworkers of America.

The observations of the Board of Arbitration in the Kirkland Lake dispute on the effect of P.C. 2685 supports the view that the employers should leave the employees unhampered as to what unions they select as their bargaining agent. A short quotation from the above finding states:

"Regardless of whether P.C. 2685 as a whole is merely declaratory, it is difficult to read Sections 6 and 7 together (and they must be read together) and find any authority for the proposition that an employer has to have any voice in selecting the employees' union or other bargaining agent or to impose any condition of his own as to just what union or what type of union or bargaining agent he is prepared to bargain with."

A subsequent Order in Council (P.C. 10802) of date December 1, 1942, re-affirmed the principles set forth in P.C. 2685 in so far as "Crown" Companies were concerned and contained in Section 6 a declaration of the right of employees to treat with employers;

"Whether or not such representatives are accompanied by persons not employees of the company who are representatives of a trade union of which the employees' union is a part."

There would seem to be no reason to hold that the freedom of workers to choose their own bargaining agency or representatives to treat with employers should be more limited in ordinary industrial organization disputes than in the operation of Crown Companies. Indeed, the declaration of policy to be pursued by companies operating under the authority of the Crown whilst not binding on a Board of Arbitration constituted as this Board is, should carry the greatest weight in formulating recommendations as to union recognition.

Our conclusion is that the fears the employers entertain of what would happen if they dealt with the officials of this union are unfounded and we are of the opinion that

the employers should enter into an agreement with the Local Union 1-71 International Woodworkers of America, for a period of one year with the right of either party to abrogate such agreement after the expiration of the said period of one year, on thirty days' notice.

Though the main issue between the parties was union recognition, other matters of minor importance were dealt with in evidence, and our conclusions as to these may be briefly set forth:—

1. *Hours of Labour.*

These are not within the jurisdiction of the Board.

2. *Wages.*

These also are not within the jurisdiction of the Board.

3. *Holidays.*

The holidays to be allowed should be left to the parties to determine.

4. *Check-off.*

In our opinion the employers should honour written assignments of wages made by any of the employees of which due notice in writing is given, to the extent that monies are owing to the assignor at the time of the receipt by the employer of notice of such assignment.

5. *Seniority and Leave of Absence.*

These may be linked together. For employees entering the armed services and for those suffering from illness or from injury, leave should be given with the right to retain seniority; and in the event of shut-downs, all former employees who have filed applications with the employer for re-employment and are available, should be hired before new employees are engaged.

6. *Strikes and Lockouts.*

We would recommend that during the life of any agreement between the parties, no strikes shall be caused or sanctioned by the union and no lock-outs shall be caused by the employers, until every peaceful method of settlement is exhausted.

7. *Transportation.*

This should be left to agreement by the parties.

8. *Safety Committee.*

Owing to the hazardous nature of the work and the high fatality rate in the logging industry, full scope should be allowed for the functioning of a safety committee. In case of disagreements the decision of the Workmen's Compensation Board should be final.

9. *Paydays.*

This is already covered by legislation.

10. *Sanitation.*

This we understand is fully provided for. All of which is respectfully submitted.

Vancouver, B.C.

June 1, 1943.

(Sgd.) A. M. Harper,
Chairman.

(Sgd.) Arthur J. Turner,
Member of Board.

Minority Report

To the Honourable HUMPHREY MITCHELL,
MINISTER OF LABOUR,
Ottawa, Canada.

Re: Dispute between Pacific Mills Limited, Logging Division, Kelley Logging Company, Limited, and J. R. Morgan Logging Company, Limited, employers, and Local 1-71, International Woodworkers of America.

The employers' reason for refusing to contract with the I.W.A. Local 1-71 is that the senior officers of that Association have acted improperly; and under their leadership the Association has not the reasonably fair character which is a necessary qualification to both parties to a contract of a personal nature.

It seems self-evident that while the willing association of persons for purposes of mutual advantage, whether as shareholders in a joint stock company or as members of a Trade Union, is a useful development in our society,

yet the mere fact of such association should not exempt the character of an association from enquiry when determining whether to recommend that it be given or refused, contractual rights by another. There are companies of good and of bad repute, and their reputations arise not from the character of their shareholders, but from the conduct of those who direct their actions.

Notwithstanding the argument of Counsel for the Local that there are no "good" and no "bad" unions, it is submitted that a Trade Union, when seeking contractual rights which are refused by others on the ground that the Union is not a fit contracting party, must accept responsibility for the actions of those who direct its affairs.

Again, it seems self-evident that in a quasi-judicial examination of character, nothing should be presumed against the subject of such examination, and that weight should be given only to conduct which is reprobated by law. It is not right here to condemn conduct which is not illegal on the ground that others might have acted otherwise.

No useful purpose will be served by reciting in this minority report the uncontradicted evidence which has led me to the conclusion that while the I.W.A. in British Columbia is under its present direction, I cannot recommend that a contract be made between the employers and Local No. 1-71.

(Sgd.) R. H. Tupper,
Arbitrator.

Vancouver, B.C.
May 31, 1943.

Report of Board in Dispute between the Canadian Car & Foundry Company, Ltd., Brantford, Ont., and its Employees.

ON June 9, a unanimous report was received by the Minister of Labour from the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Car and Foundry Company, Ltd., Brantford, Ont., and its employees, members of Local 397, United Automobile Workers of America. (L.G. Apr. 1943, p. 471).

The personnel of the Board was as follows: His Honour Judge James Parker, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members of the Board; Mr. D. A. Paterson, Montreal, P.Q., appointed on the nomination of the employer and Mr. Drummond Wren, Toronto, appointed on the nomination of the employees.

The Board's report follows.

Report of Board

THE HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
Ottawa, Ont.

Re: Industrial Disputes Investigation Act, and re dispute between the Canadian Car and Foundry Co., Ltd., Brantford, Ont., and its employees, members of Local 397, United Automobile Workers of America.

Sir:—

The Board of Conciliation and Investigation appointed to investigate this dispute issued an Interim Report on the 28th day of April, 1943, in which the Board, for reasons stated therein, recommended as follows:—

"Under all the circumstances, the Board respectfully recommends that a vote be taken

in the plant of those employees eligible to membership in the Union, under the supervision of the Department of Labour, to determine the agency for collective bargaining purposes with a view to the conclusion of a collective agreement in accordance with the provisions of P.C. 2685, Section 7."

The Board has now been advised that a vote was taken pursuant to the above recommendation, with the following result:—

Number of votes cast.....	332
Number voting in favour of Local	
397	246
Number voting against.....	83
Spoiled ballots	3
	— 332

The vote having established that a large majority of the employees are members of

the union, we, the undersigned members of the Board, recommend that the company recognize the union through its officers or through representatives chosen by them as the bargaining agent on behalf of the company's employees who are members of the union.

All of which is respectfully submitted.

(Sgd.) J. Parker, *chairman.*

(Sgd.) Drummond Wren, *member.*

(Sgd.) D. A. Paterson, *member.*

Dated at Toronto this 7th day of June, 1943.

Report of Board in Dispute between Defence Industries Ltd., Brownsburg, P.Q., and its Employees.

THE Minister of Labour recently received a report from the Board of Conciliation and Investigation established to deal with a dispute between Defence Industries Ltd., Brownsburg, P.Q., and its employees, members of the Munitions Workers' Federal Union (T. & L.C.). (L.G., June, 1943, p. 765).

The personnel of the Board was as follows: Mr. Gerald H. Brown, Ottawa, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs. D. A. Paterson and A. Feiner, both of Montreal, appointed on the nomination of the employer and employees respectively.

The report of the Board is signed by the chairman and Mr. D. A. Paterson; Mr. A. Feiner submitted a minority report.

The texts of the report of the Board and the minority report follow:—

Report of Board

THE HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
Ottawa, Ont.

June 8, 1943.

Re: Industrial Disputes Investigation Act and re dispute between Defence Industries, Ltd., Brownsburg, P.Q., and employees, members of the Munitions Workers' Federal Union, Trades and Labour Congress of Canada.

The Board of Conciliation and Investigation in the above matter was established by the Minister of Labour on April 21, 1943, in conformity with an application dated March 30, which had been made by the employees of the Defence Industries, Limited, of

Brownsburg, Quebec, members of the Munitions Workers' Federal Union, Trades and Labour Congress of Canada.

The dispute as outlined in the form of application has to do with the desire of the applicants that a vote be held of the Defence Industries Limited employees "to determine whether or not the majority of the employees wish to have the said union represent them in the negotiation of a collective agreement", whereas, the company maintained before the Board that if any vote was to be taken to determine whether the Munitions Workers' Union was to be recognized as the bargaining agent of the employees and to displace the Consolidated Works Council at present existing in the plant, on which the employees both of the Canadian Industries, Limited, and the Defence Industries, Limited, (hereinafter referred to respectively as the C.I.L. and D.I.L.) are represented, the voting should not be confined to the D.I.L. section of the plant, but should include as well the employees of the C.I.L., who comprise the majority of the total working force in the Brownsburg small arms ammunition works.

The members of the Board of Conciliation and Investigation, after taking the prescribed oath, visited Brownsburg on May 18 for the purpose of viewing the works and the operations which are carried on therein. Sitzings of the Board were held in Brownsburg on May 21, at which time witnesses were examined on behalf of the employees of the D.I.L., members of the Munitions Workers, Federal Union, and on May 26, when evidence was taken on behalf of the Company, and witnesses appeared also on behalf of the Consolidated Works Council, which was

established in the plant in 1935, following consultation between the management of the C.I.L. and its employees, and which was reconstituted in 1940 to include representation as well of the D.I.L., when the plant was extended under agreement between the Dominion Government and the last named Company. A further sitting of the Board was held in Montreal on May 31 with representatives of the Munitions Workers' Federal Union and of the management in attendance.

The Union representatives in their evidence contended that the D.I.L. is an enterprise separate and distinct from the C.I.L., despite the contiguity of the former to the latter in a physical and managerial sense, and claimed that the C.I.L. were using the fact that their workers had not yet joined the Union as a means of restraint against the workers of the D.I.L. in the free exercise by the latter of their right to bargain collectively with the management through the agency of their own choice. Complaint was made of the D.I.L. employees not being given any seniority rights in the C.I.L. portion of the plant on transfer to the latter, for their period of service with the D.I.L. Union. Witnesses spoke also of lower scales of wages being in effect at Brownsburg than in the D.I.L. plants at Bouchard and Verdun. The Union asserted besides that the employment conditions in the D.I.L. section of the combined works are different in some respects from those that apply to employees of the C.I.L., and that the D.I.L. workers wanted a Union to uphold their cause to equal treatment in all respects and to protect their rights when the war comes to an end and the manufacture of small arms ammunition for the armed forces is discontinued. It would appear that an effort was made within recent months to enroll, as Union members, the employees of both C.I.L. and D.I.L., who worked within the same plant premises, but that the unionization campaign was not as successful in the C.I.L. section as the other. This was in fact freely admitted by the Union organizer and, moreover, was admitted in the Board application, wherein it is stated that the Union does not claim to have a majority of the employees of the C.I.L. within their membership.

It is noted that the Board application is dated from Brownsburg, but that the workers authority to present this application to the Minister of Labour for the establishment of a Board of Conciliation and Investigation was granted at a meeting in Hawkesbury, Ont., on March 28. Evidence presented before the Board went to show that large numbers of the workpeople employed in the Brownsburg

ammunition factory travel to and from work daily from Hawkesbury, which is 14 miles distant from Brownsburg, also from Lachute and other neighbouring settlements, and that the governmental restrictions on the sale of gasoline had occasioned considerable complaint and inconvenience. With further reference to the meeting of employees in Hawkesbury on March 28, at which authority was granted for the Board application, it was claimed by the Works Manager of the Brownsburg plant that this meeting was called at a time when all roads leading to Hawkesbury were completely blocked with snow, making it impossible for employees from Brownsburg and other points to attend, and that there were about 60 employees in all present out of the 2900 persons employed in the combined works. On the part of the Union it was declared, however, that meetings in connection with the proposed Board application had been held also at Brownsburg and Lachute.

The management made it clear to the Board that they had no objection to their employees at Brownsburg joining a labour union and that if the majority of the total working force so desired they were prepared to enter into a union agreement, both for the D.I.L. and C.I.L. As proof of their good faith in this statement the management referred to the fact that agreements are in effect at present at D.I.L. plants in Bouchard, Verdun and Salaberry, P.Q. with the Munitions Workers' Federal Union, who are the Board applicants in the present case; furthermore, that the C.I.L. also had made union agreements in their plants at Windsor, Ont., and at Victoria, B.C. It was stressed, however, that the agreements in question were applicable in all cases to the entire working forces in the respective plants.

Evidence before the Board on the Company's behalf went to show that D.I.L. came into existence as a separate corporation for accounting purposes only, by reason of the fact that certain portions of the plant were built and equipped by the Dominion Government for the manufacture of specified products required in the war effort, necessitating separate financial arrangements with the governmental authorities from those applicable to the rest of the plant. The Company's statement on this point was corroborated on enquiry made by the chairman of the Board of one of the responsible officers of the Department of Munitions and Supply. The manager of the combined plants in a brief submitted to the Board made the statement that 41 per cent of the C.I.L. payroll is

used and paid by the D.I.L. and that 1053 of the total personnel of 1822 employed by the C.I.L. or 59.8 per cent perform part time service on behalf of the D.I.L. section.

Written statements prepared by the management in reply to the Board application were submitted both to the Minister of Labour and at greater length to the Board during its second sitting in Brownsburg. It was emphasized in both these declarations that the works of C.I.L. and its wartime subsidiary D.I.L. are situated on the one plant site and within the one plant fence and that the employees are engaged in combined operations doing similar work, working in general the same hours per day and paid at the same rates, also that for board and lodging all employees pay the same rates. As at March 31, 1943, there were 1237 employees in D.I.L. and 1663 employees in C.I.L. at Brownsburg. The D.I.L. plant is engaged 100 per cent in the production of munitions of war, while the C.I.L. plant is devoted to the production of military ammunition and supplies to the extent of approximately 85 per cent. The two plants operate under the same management, the Works Manager and the Assistant Works Manager (employees of C.I.L.) having charge of operations in both sections. The general facilities of the C.I.L. plant, such as the power house, machine shop, tool shop, laboratories, etc., and including employee relations department and payroll department, supply items such as tools, power, and general services to the D.I.L. plant, which is not equipped with its own general facilities of this nature and cannot, therefore, operate independently of C.I.L.

The Company went on to explain that because of the close relationship between C.I.L. and D.I.L. at Brownsburg a body known as the Works Council providing for employee representation was extended in 1940, when D.I.L. operations began in Brownsburg, to apply to the latter Company and that the Consolidated Works Council, as it is now known, consists of three representatives appointed by the management, six representatives elected by the C.I.L. employees and three representatives elected by D.I.L. employees. It was further stated that the Consolidated Works Council feel that if a vote is to be taken it should be a combined vote of the employees of both Companies. The policy of both C.I.L. and D.I.L. in the matter of employee representation is, they stated, that they will recognize and deal with any representative body which is selected by a majority of their employees but that it would be impracticable to have a division of employee representation at Brownsburg

because of the present close relationship between D.I.L. and C.I.L. and their employees. It was contended also that such a division of employee representation as would occur in the event that D.I.L. employees were represented by the union and C.I.L. employees were represented by the Works Council, would be definitely harmful to the production of ammunition by creating two separate channels of communication to the management on common problems.

Employee representative of the Consolidated Works Council in the combined plants attended at the second sitting of the Board at Brownsburg and maintained that the system of labour relations existing at present is most satisfactory to the bulk of the employees and that if the workpeople in the D.I.L. section were dissatisfied with their elected representatives, or the Works Council, they are at liberty, under the Works Council plan, to take steps through which the present representatives can be replaced by others. Regular meetings of the Works Council are held fortnightly and the elections of employee representatives of the C.I.L. have been held annually in November since 1935 and in the D.I.L. annually since 1940. It was added that at the election in November, 1942, the number of employees who recorded their votes constituted 86.4 per cent in the D.I.L. and 89.9 per cent in the C.I.L. The Works Council spokesmen asserted that nothing could be more representative and democratic than the manner in which their elections were held and that the fullest opportunity was afforded by the Company for the redress of employees' grievances and for building up common interest between the management and the working force in the common cause of the war effort.

The local clergy of the Brownsburg parish, Reverend Father Bouchard, who has been in charge of this parish for thirty-one years, and his curate, Reverend Father Lacelle, availed themselves of one sitting of the Board in Brownsburg to state their views of the case and spoke in terms of commendation of the relations existing between C.I.L. and D.I.L. and the combined working staffs, declaring that their knowledge of these matters was based on constant contact with the working population both male and female, in Brownsburg. Reverend Father Bouchard was of the opinion that the movement to establish a union had originated among the newcomers in the locality who were not fully conversant with the existing relations in the ammunition plants. Reverend Father Lacelle felt that the movement for recognition of a labour union to supersede the Consolidated

Works Council had come from outside of Brownsburg altogether.

It is provided in Section 26 of the Industrial Disputes Investigation Act that if a settlement of a dispute is not arrived at between the employing and the employed interests concerned, the Board shall make a full report on the facts and circumstances of the case and its findings therefrom, including the cause of the dispute and the Board's recommendation for the settlement of the dispute, "according to the merit and substantial justice of the case." Nothing was left undone on the Board's part to secure a settlement by mutual consent, but without effective results and in these circumstances its duty is to submit a finding and recommendation for the settlement of the dispute.

After hearing the evidence submitted by both parties and giving careful consideration thereto, the Board considers that if any vote is to be held it should be of a plant wide nature in view of the interdependence of the operations carried out in the combined plant and the fact that the D.I.L. could not operate without services which are furnished to them by the parent Company. The Board finds that the D.I.L. is not an enterprise separate and distinct from the C.I.L., as claimed by the union, but that on the contrary the D.I.L. came into existence not as a complete operating unit but on account of separate financial arrangements made by the Government as to some of the products required and the necessity of maintaining separate accounts for the company-owned portion of the plant, namely the D.I.L. section which was built and equipped with Government funds and operated by the D.I.L. under specified terms of contract.

The Board desires to express the pleasure it had in learning that no serious labour conflicts have ever occurred in the Brownsburg ammunition works throughout the long period which has elapsed since the establishment of these works in 1886. It was impressed, moreover, with the difficulties which had been overcome in extending the working force in the plant from approximately 300 before the war to some 3,000 at present many of whom travel long distances daily during summer and winter months alike to carry out the important operations which are involved.

The Board was given to understand by the union organizer and by the Company management that they would respectively abide by the findings of the Board and the union organizer declared that he would not sanction any stoppage of work in the ammunition plant at Brownsburg on account of the public interests which are involved on which so much depends in the manufac-

ture of small arms ammunition for the use of the armed forces.

In the light of the evidence the Board feels that the only further observation called for having regard to the merits and substantial justice of the case is that it would be impracticable to have two channels of communication between employees and management in the combined ammunition works in Brownsburg and that the application made by the union to the Federal Minister of Labour for the holding of a vote should remain in abeyance unless and until the union is prepared for a vote to be held in the entire plant.

The whole respectfully submitted.

(Sgd.) GERALD H. BROWN,
Chairman.

(Sgd.) D. A. PATERSON,
Member.

Minority Report

THE MINISTER OF LABOUR,
Department of Labour,
Ottawa, Ont.

*Re: Defence Industries Ltd., Brownsburg,
Que., and employees, members of the
Munition Workers' Federal Union, Trades
and Labour Congress of Canada.*

Sir:—

The matter in controversy before the present Board is the determination of the proper "Bargaining Unit" in the selection of a bargaining agent to represent the employees in their dealings with their employer.

It must be noted that there are two plants operated by Canadian Industries Limited in Brownsburg. One is the Canadian Industries Limited plant proper and the other is the Defence Industries Ltd. plant operated by Canadian Industries Ltd. by contract with the Government. These plants are within the same site. It is further established that some of the essential services for the D.I.L. plant are provided by C.I.L.

The Union contends that it has a majority among the employees of D.I.L. It admits that it has not a majority among the employees of the C.I.L. It contends that the employees of D.I.L. are entitled to representation by a bargaining agent of their own choice.

The employer, while admitting the principle of collective bargaining, insists that for all practical purposes there is only one plant at Brownsburg and that a vote, if taken, should be a single vote among the employees of both plants.

Evidence was made of the existence at Brownsburg of an Employees' Works Council covering the employees of both plants. It is admitted, however, that the employees of D.I.L. were never given the opportunity to accept or reject this Council and it is further admitted that there is no contract in existence between the Works Council and either employer at the present time.

The evidence did not disclose any obstacle whatsoever to the holding of a vote among D.I.L. employees only. It is admitted that there is no confusion as far as the records go between employees of the two companies. In fact, before an employee can be transferred from one company to another he must first of all be given his separation notice by the one company and then at the expiry of the notice he is engaged by the other company, as a new employee. In addition as a matter of fact the set-up of the Works Council segregates the employees of the two plants. The C.I.L. employees elect six representatives. The D.I.L. employees elect three. Representation from each plant is entirely separate.

It is thus quite clear that there is no physical or technical obstacle to the taking of a vote among D.I.L. members only. It is necessary to make this point quite clear although in fact it is admitted by the employer.

The D.I.L. employees presented serious reasons why they needed separate representation. Their employer has not the power to make any decisions or changes which would involve increases in expenditures. Permission must be first obtained from the appropriate government body to incur the additional expenditures. This situation does not exist in C.I.L. It is thus apparent that collective bargaining in D.I.L. is quite different from collective bargaining in C.I.L. Representations were also made to the effect that the scale of wages at D.I.L. in Brownsburg was lower than that at D.I.L. in Verdun and Bouchard. Other grievances of the employees were that they received only one week's holiday with pay instead of two weeks given to C.I.L. employees, a lack of seniority rights, no adequate grievance committee. Employees also expressed a desire to associate themselves in a Union which embraced all D.I.L. employees in the province of Quebec so that they could discuss together such common problems as increased production, planning for the post-war period, etc.

A considerable mass of evidence was presented to the Board which I believe to be irrelevant. The majority report deals with the merits of the Works Council as set forth by Works Council members themselves, and

with the opinion of two clergymen to the effect that a union is undesirable in Brownsburg. I must make it quite clear that such evidence should not, in the first place, have been placed before the Board, and that the Board should not consider such evidence. It is not for the Board to decide on the merits or otherwise of the Works Council. Nor should the Board be influenced by the expressed hostility of the two reverend gentlemen to the application of the principle of collective bargaining in Brownsburg.

It is not for us to determine the merits of the Union as compared to the Works Council or vice versa. It is not for us to determine whether or not the best interests of the employees or the residents of Brownsburg would be served by the establishment of a Union in Brownsburg. It is not for us to determine the merits or demerits of the company's policy toward its employees. It is for the Board to decide on the proper bargaining unit. It is for the employees only to decide on the bargaining agent they desire.

Our sole concern with the Works Council is whether it fulfils the requirements of P.C. 2685. In my opinion it does not.

The Board is bound to base its decision upon "the merits and substantial justice of the case". It is admitted by all that one vote among both plants would result in the defeat of the union while the union maintains that it could win a vote in D.I.L.

If, therefore, the Board recommends a single vote for both plants, the employees of D.I.L. will be deprived of their right to select a bargaining agent in violation of P.C. 2685; and the employees of D.I.L. will have imposed on them a so-called bargaining agent which contravenes the terms of P.C. 2685 in that in the first place it was never selected by the employees of D.I.L. and secondly it contains members who are not elected but appointed by the employer; and its chairman, the works manager has an absolute veto power over every proposal placed before the Council.

The present set up is also greatly unfair to the employees of D.I.L. in that although they compose over 40 per cent of the qualified employees in both plants they elect only 25 per cent of the members of the council.

In essence the sole reason advanced by the company in refusing to hold a vote of D.I.L. employees is its fear that confusion would result and friction arise if employees of D.I.L. were represented by one bargaining agent and employees of C.I.L. were represented by another. I must state that the evidence of the witnesses heard in support of this contention was coloured by their admitted hostility to

the idea of having a union in Brownsburg at all.

It is thus clear that if the employees of D.I.L. are not given an opportunity to select alone their bargaining agent a most substantial injustice would be done to them. On the other hand, if a bargaining agent is set up for D.I.L. alone there is only a possibility of friction which may or may not materialize. The weight of probability appears to be that such friction would not materialize. In support of this there is the admittedly excellent record of the union in other D.I.L. plants. Furthermore, the declared policy of the union is to avoid friction and to stimulate maximum production. Thus there is no reason to anticipate any difficulty unless it is created by some other body.

The principles of separate votes in similar situations has been admitted by the employer. According to the employer's brief the physical situation at Windsor is the same as at Brownsburg, and in Windsor both C.I.L. and D.I.L. consented to separate votes which were actually taken on October 29, 1942.

I would add, in fairness to the union, that its agents have made several material con-

cessions before the Board in an attempt to arrive at a compromise. Firstly, they agreed to a vote among both plants provided that the results would be tabulated separately. They also agreed to have the name of the Works Council on the ballot although the setup of the Works Council violates P.C. 2685. They also agreed that the Works Council could continue to exist even with the union recognized as bargaining agent, with the Works Council confining itself to recreational, social and benefit activities, etc. The employer did not make any counter proposals to the union.

I have, therefore, come to the conclusion that the "merits and substantial justice of the case" demand that a vote be taken among D.I.L. employees only to determine their choice of a bargaining agent. However, in view of the union's offer, I recommend that a vote be taken among both C.I.L. and D.I.L. employees but that the vote be so conducted that the results of the vote in each plant will be shown separately.

The whole respectfully submitted.

Montreal, June 10, 1943.

(Sgd.) A. FEINER,

Member of the Board.

Conciliation Work of the Department of Labour During June, 1943

DURING June 48 new industrial disputes came to the attention of the Industrial Relations Branch, while 42 others which were already known to the Department received further attention. These disputes were dealt with under the Conciliation and Labour Act and were distinct from those handled under the Industrial Disputes Investigation Act, which are described elsewhere in this issue.

The disputes of chief interest or importance which were dealt with by Industrial Relations Officers or, in Ontario, by the additional services of the Provincial Conciliation Officers, are summarized in the statement below. It will be noted that a settlement was secured by the investigating officer in almost every instance.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of

Quebec and one officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

RADIO FACTORY WORKERS, BELLEVILLE, ONT.—When a set-up man was discharged by Stewart Warner Alemite, Ltd., Belleville, Ont., an international representative of the United Automobile Workers of America applied to the Department late in May for an investigation under the provisions of Order in Council P.C. 4020, charging that the dismissal constituted discrimination on account of union membership and activity. A preliminary investigation was conducted by Mr. H. Perkins, Industrial Relations Officer, Toronto, who reported that, on the facts presented to him, he could find no evidence of discrimination as claimed by the Union. Accordingly no Commissioner was appointed under P.C. 4020 to investigate the case further.

BOILERMAKERS, ETC., VANCOUVER, B.C.—Toward the end of May, the Vancouver office of the Department reported a dispute involving three companies, West Coast Shipbuilders, Limited, Hamilton Bridge (Western) Limited,

and Dominion Bridge Company Limited, all of Vancouver, and Local No. 1 of the Boilermakers and Iron Shipbuilders Union of Canada. Some 3,200 workers were said to be directly affected by the dispute which concerned the desire of the Union to have a closed shop provision embodied in proposed agreements. Industrial Relations Officers of the Department arranged conferences of the parties in an effort to arrive at a settlement. No compromise was reached, however, with regard to the matter of a closed shop and Mr. F. E. Harrison, Western Representative of the Department, advised the representatives of the Union that in view of the important war work being performed, it was their duty to apply for a Board under the Industrial Disputes Investigation Act. The Department was informed that various other unions having members employed by the companies also desired to negotiate closed shop agreements with the companies covering the employees coming within the jurisdiction of their respective organizations. On June 14, applications for the establishment of Boards of Conciliation and Investigation were received from the above mentioned union and seven other organizations to deal with the dispute as it related to West Coast Shipbuilders, Ltd. and Hamilton Bridge (Western) Limited. For further information see Recent Proceedings under the Industrial Disputes Investigation Act in this issue.

RUBBER WORKERS, BOWMANVILLE, ONT.—Commencing with the night shift on June 4th, 1943, the entire plant of the Goodyear Tire and Rubber Co. Ltd., Bowmanville, Ont., was closed down by strike action on the part of approximately 275 employees. The cause of the strike was the alleged delay on the part of the management in entering into negotiations with Local No. 189, United Rubber Workers of America, following a representation vote won by that organization on May 17th. (LABOUR GAZETTE, June, 1943, p. 802.) Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, visited the plant and arranged for negotiations to take place between the parties on June 8th, on which date work was resumed. The negotiations were reported as still proceeding at the end of the month.

VENEER WORKERS, SAINT JOHN, N.B.—On June 1 a strike by 464 employees of Canada Veneers Limited, Saint John, N.B., occurred in protest against a Finding and Direction of the Regional War Labour Board for New Brunswick, made in the matter of a request for a 10 cent increase in wages to all classifications of workers. The application for the wage increase was made by Local Union No.

2533, United Brotherhood of Carpenters and Joiners of America. The decision of the Regional Board was that the Company should be authorized to increase wages only on a sliding scale from 1 cent to 5 cents per hour. H. R. Pettigrove proceeded to Saint John on June 2nd but agreed to leave the matter with the management until the morning of June 3, when representatives of the Company proposed to clarify its position before a mass meeting of the employees. This procedure proved abortive and Mr. Pettigrove attended a meeting of the employees during the afternoon. The issues involved were lengthily and vigorously discussed, and the legal requirements governing proper procedure were explained. Finally a secret ballot was conducted in which the employees voted by a large majority to return to work pending an appeal to the National War Labour Board for a review of their case. Work was resumed on June 4. At the end of the month there was some uncertainty as to whether an appeal would be made to the National Board or whether a new case would be presented by the Union to the Regional Board.

COAL MINERS, MINTO, N.B.—When the Minto Coal Company, Minto, N.B., made a change in its system of remunerating twelve employees (involving not only a change in the method of computing wages, but making certain employees responsible for paying wheelers who had formerly been paid by the Company), a strike of 16 miners occurred on June 7, 1943, and spread until about 100 were directly involved. In the absence of Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., the situation was investigated on behalf of the Department by Mr. N. D. Cochrane, Director of Labour for New Brunswick. The representatives of Local 7409, United Mine Workers of America, of which the strikers were members, charged that the change in the basis of remuneration was a violation of the Wartime Wages Control Order and of the contract between the Company and the Union. At the request of Mr. Cochrane and an officer of the National War Labour Board, the Company reverted to the former wage rate system pending an application to the Board. Work was resumed on June 10th.

COAL MINERS, MINTO, N.B.—On June 28th eleven employees at the C2 Shaft of the Minto Coal Company, Ltd., members of Local No. 7409, United Mine Workers of America, ceased work because the Company had allegedly altered its method of paying the cost-of-living bonus. An investigation by Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., revealed that the Company was

paying the full amount of the bonus if the employees worked a full 8-hour day (or, in the case of hand-pick miners, if six one-half ton boxes of coal were produced). If a full day's work was not performed by the employee, the Company paid a bonus upon a *pro rata* basis. Following a further discussion of the situation between Mr. Pettigrove and the Union's Sub-District Board Member for Minto, the employees agreed to return to work on June 29, pending a conference between Company and Union representatives. At this meeting it was decided to seek a ruling on the matter from the National War Labour Board.

PIPE AND TILE WORKERS, NEW GLASGOW, N.S.—On June 2, 1943, a strike of 60 employees of Standard Clay Products, Limited, New Glasgow, N.S., members of Local No. 1231, United Steelworkers of America, occurred in connection with an alleged violation of the seniority clause contained in the Union's agreement with the Company. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., immediately got in touch with the parties to the dispute, with the result that the Union's secretary-treasurer at Trenton, N.S., agreed to request the employees to return to work pending an investigation by Mr. Pettigrove as soon as the pressure of other duties permitted. However, the workers refused to terminate the strike until June 8th. A joint conference was arranged by Mr. Pettigrove on June 9 at which consideration was given to the respective merits of the member of the kiln gang whom the Union desired promoted to the position of kiln setter and the man whom the Company had selected. The Company manager considered but refused to acquiesce in a suggestion that the former be promoted for a trial period. The parties then agreed to follow established grievance procedure and, if necessary, submit the matter to an umpire.

RUBBER FOOTWEAR WORKERS, KITCHENER ONT.—About 567 employees in the Merchants Rubber Plant of the Dominion Rubber Company, Ltd., Kitchener, Ont. stopped work for one day on May 31, 1943, in order to attend a "conference" in connection with their demands for a general wage increase of six and one-half cents per hour. On June 7 537 again ceased work for the same cause and remained in "conference" until June 16th. Prior to the stoppages the Company had agreed to various wage adjustments, but contended that the general increase desired by the workers would impair its competitive position. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, acted as mediator and induced the

parties to compromise by making a joint application to the Regional War Labour Board for authority to institute a general increase of 2 cents per hour. Later it was reported that the general increase and other adjustments had been sanctioned by the Regional Board.

METAL WORKERS, LACHINE, P.Q.—On June 14 nearly 1,500 employees of Dominion Engineering Works, Lachine, P.Q., ceased work in support of the desires of the chasers to be classified as hourly-rated employees and to be included in the Agreement between the Company and Lodge No. 1660, International Association of Machinists. The situation was investigated by Mr. R. Trepanier, Industrial Relations Officer, Montreal, who explained the lawful steps which should be taken by the workers in support of their demands. Following a meeting of the employees work was resumed at noon on July 16. It was understood that the wage question would be referred to the Regional War Labour Board.

UPHOLSTERERS, MONTREAL, P.Q.—On June 5 about 344 upholstery workers employed by four Montreal firms went on strike over demands for holidays with pay. The companies involved were Atlas Bedding Limited, Living Room Furniture Limited, St. Louis Bedding Company, and Montreal Upholstering Co. Ltd. The strikers were members of the Upholsters' International Union, Local No. 302 (A.F. of L.). On June 11, the management of Atlas Bedding Limited notified the Department that it was engaged on the production of certain Government orders for hospital beds and asked for assistance in securing termination of the strike of its employees which involved 185 directly and 60 indirectly. Mr. R. Trepanier, Industrial Relations Officer, Montreal, was assigned to the case and held a lengthy meeting with members of the Atlas Bedding Employees Committee. Mr. Cyprien Miron, Conciliation Officer of the Provincial Department of Labour, also was present since the other three companies were within the sole jurisdiction of his Department. Mr. Trepanier recommended that the Atlas employees resume work and make a proper application to the Regional War Labour Board. For its part, the Company undertook to reinstate the workers without discrimination. Work was resumed by some of the Atlas strikers on June 24 and all returned by June 29.

SHIP REPAIR WORKERS, SYDNEY, N.S.—A threatened strike was averted among 82 employees of the Sydney Foundry and Machine Co. Ltd., Sydney, N.S., on June 9th in connection with the alleged unjust dismissal of an employee, and requests for union recogni-

tion and collective bargaining rights. Conferences with the parties were held by Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B. Following consultation with plant supervisors, the manager of the Company undertook to reinstate the employee who had been discharged. Action was deferred in the matter of recognition of the union as bargaining agent for the employees. The organization involved was Local No. 1, Industrial Union of Foundry and Machine Workers (C.C.L.), and its executive agreed to adopt proper procedure in regard to negotiations for an Agreement.

COAL MINERS AND WAITRESSES, GLACE BAY, N.S.—On June 28 approximately 3,500 coal miners employed in six collieries of the Dominion Coal Company in the Glace Bay area, all belonging to local of Sub District No. 1, United Mine Workers of America, staged a sympathy strike in support of eight waitresses who had been replaced by new workers following a strike at the Glory Cafe in Glace Bay. The waitresses were members of Local Union No. 1, Hotel and Restaurant Employees, (Canadian Congress of Labour), which was registered under the Trade Union Act of Nova Scotia on May 5, 1943. On May 21, the Union approached Mr. Yen Yee, proprietor of the Cafe seeking recognition and a Collective Agreement. Negotiations were progressing favourably until June 6, when one girl was allegedly ill-treated and dismissed when she refused to start work at the proper time. Twelve other waitresses then ceased work and, although four later resumed work, the others were replaced. On June 12 Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B. conferred with representatives of the Nova Scotia Federation of Labour and informed them that, the strike came within the exclusive jurisdiction of the Nova Scotia Government. The Federation officials agreed that the dispute should be handled by the Provincial Director of Labour who went to Sydney to investigate on June 20. A Conciliation Board composed of three civic officials of three local municipalities was established by the Department of Labour of Nova Scotia. This Board rendered a report (with the Mayor of Glace Bay dissenting) stating that the proprietor of the Cafe was justified in refusing to reinstate the eight waitresses. Although the parties had agreed earlier to abide by the Board's decision, further strikes by the coal miners in the area were threatened. Because of this, the consent of the Provincial authorities was granted to officials of the Federal Department to deal with the situation. The Director of Industrial

Relations approached the Counsellor of the Legation of the Republic of China, in Ottawa, as a result of which the Chinese Minister of Canada used his good offices in urging Mr. Yen Yee to effect a settlement in the interests of the war effort of Canada and the United Nations. Mr. Pettigrove also entered the situation, as a result of which the United Mine Workers' Officials agreed to binding arbitration of the dispute by a Commissioner appointed under the Nova Scotia Conciliation Act of 1941, provided that Mr. Pettigrove himself was the Commissioner. This was agreed to by the Cafe management. The Commissioner's recommendations for settlement were that five of the girls should be re-employed immediately and that the rest be re-employed without discrimination when business conditions warrant; that the new employees engaged by Mr. Yee since June 6 be released as soon as alternative employment could be arranged by the combined efforts of the Union and National Selective Service; that the supervisor of the waitresses be instructed to use every possible discretion in carrying out those duties; and that the parties resume negotiations with a view to consummation of a collective bargaining agreement.

WIRE AND CABLE FACTORY WORKERS, GUELPH, ONT.—On June 16 a group of 153 workers, members of a newly organized local of the United Steelworkers of America, employed by the Federal Wire and Cable Co., Ltd., Guelph, Ont., went on strike in an effort to secure union recognition. On behalf of the Department, Mr. James Hutcheon, Provincial Conciliation Officer, Toronto, dealt with the situation. He was unable to bring about a joint meeting of the parties but secured a resumption of work on June 18 by a considerable number and the rest returned the first of the following week. The company agreed that there would be no intimidation or discrimination and that as soon as the employees were able to establish their rights under the Ontario Collective Bargaining Act, negotiations would begin immediately.

ROLLING MILL WORKERS, MONTREAL, P.Q.—On June 14 about 280 common labourers employed at Peck Rolling Mills, Montreal, P.Q., went on strike in connection with demands for an increase in pay and a cost-of-living bonus readjustment, and another group of 130 workers walked out in sympathy. Earlier, on June 1, a group of employees ceased work for one day for the same cause. Mr. R. Trepanier, Industrial Relations Officer, Montreal, visited the plant and got the employees to return to work upon condition that their case would be

reconsidered by the Regional War Labour Board.

LUMBER WORKERS, MIDDLETON, N.S.—Sixteen unorganized employees of the Middleton Milling Co. Ltd., Middleton, N.S., went on strike on June 11, 1943, to enforce demands for a wage increase of 10 cents per hour. Mr. H. R. Pettigrove communicated with the company and later reported that the employees returned to work on June 12 and agreed to submit their case to the Regional War Labour Board.

LIME AND ALABASTINE WORKERS, MONTREAL EAST, P.Q.—Claiming that the Regional War Labour Board for Quebec had "paid no attention" to their "claim" for increased wages, 72 unorganized employees of Gypsum, Lime and Alabastine Canada Limited, Montreal East, went on strike on June 14, 1943. Upon investigation, Mr. R. Trepanier, Industrial Relations Officer, Montreal, ascertained that no reference for wage adjustments covering the employees in question was before the Regional Board, and that no representations on their behalf had been made since July, 1942. This information was conveyed to the strikers and, as it was evident that some misunderstanding existed, work was resumed on June 16. The workers were informed as to the correct procedure and the Regional Board undertook to deal promptly with any application which might be made.

LOGGERS, MASSETT AND CUMSHEWA INLETS, B.C.—Demands for union recognition made on behalf of members of Local 1-71, International Woodworkers of America, upon their employer, Aero Timber Products Limited, Vancouver, B.C., occupied the attention of G. R. Currie, Industrial Relations Officer, Vancouver, during the latter part of June. The employer is a Crown Company engaged in the production of Sitka spruce for aeronautic purposes and the employees involved, numbering about 600, work in seven camps in the Massett Inlet and Cumshewa Inlet areas. The company was not prepared to accept the Union's claims that it represented a majority of the employees and took the position that it would bargain or deal with the officers of the Union with respect to any camp where it was shown to have been chosen by the majority of the employees. However, the company officials declared that a collective agreement would not be signed, maintaining that the provisions of Order in Council P.C. 10802 relating to the Crown Companies were permissive only, and not mandatory. No solution of the dispute had been found at the end of the month.

SHIPYARD PLUMBERS, ETC., MIDLAND, ONT.—A brief stoppage of work on the part of 33 pipefitters and plumbers took place at Mid-

land Shipyards Limited on June 15 because of the dismissal of a pipefitter's helper. The employees involved were members of Local Union No. 702, United Association of Plumbers and Steamfitters. On advice from Union headquarters, the men resumed work pending an investigation, which was undertaken on behalf of the Industrial Relations Branch by Mr. G. L. Fenwick, Conciliation Officer for Ontario, Toronto. The company maintained that the man in question had been discharged for insubordination. The Union claimed it was a case of "discrimination". The man had asked for a transfer to the Machine Shop and an argument arose between himself and his foreman. Mr. Fenwick succeeded in having the man returned to his former work with a promise that he would receive a transfer in the near future.

COAL MINERS, NEW VICTORIA, N.S.—Three hundred miners at No. 18 Colliery, Dominion Coal Company, New Victoria, N.S., took unauthorized strike action on June 15. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., reported that the strike was in protest against the alleged employment of foreign labour from another mine which had been temporarily closed. Work was resumed on June 17 pending an investigation by the executive of District No. 26, United Mine Workers of America.

STEEL FABRICATORS, TRENTON, N.S.—When employees of Trenton Steel Works, Limited, Trenton, N.S., objected to the adoption of a standard shift of eight hours with a lunch period of thirty minutes, it appeared that a strike was imminent and Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., investigated. Following a joint conference the company agreed to revert to a straight eight-hour shift for the duration of the labour contract and strike action was averted. The employees involved were members of Local No. 1231, United Steelworkers of America, and numbered 130 out of a working force of 3,000.

COAL MINERS, STELLARTON, N.S.—The action of the management of Albion Mine, Acadia Coal Company, Stellarton, N.S., in transferring a machine runner's helper to the coal face resulted in a strike by six machine runners and helpers on May 26 which automatically affected 46 other mine workers. The situation created a loss of about 400 tons of coal production per day, but the management was able to reduce this to 180 tons per day by using the miners indirectly affected at hand picking operations. The helper whose transfer caused the dispute had refused to follow the customary practice of operating the machine

in the event the machine runner was absent. An underlying factor in the dispute was the restoration of a differential in the wage rates of machine runners and their helpers as the result of levelling up the wages of employees of the Acadia Coal Company with those of other companies in Cape Breton. No agreement could be reached through the intervention of Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., but work was resumed on June 12 and the man in question temporarily accepted work on the coal face.

COAL MINERS, STELLARTON, N.S.—Forty underground employees at the Allan shaft of the Acadia Coal Company were refused transportation to the surface at 2.30 p.m. on June 25 because they had not completed a full eight-hour day's work. The result was a strike by the forty employees which affected a total of 285 men. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., reported that the strike was not supported by officials of the United Mine Workers of America and that all employees returned to work on June 28.

COAL MINERS, SPRINGHILL, N.S.—When 90 contract miners and 285 datal employees, members of Local No. 4514, United Mine Workers of America, employed by the Cumberland Railway and Coal Co. Ltd., Springhill, N.S., refused to work with a miner directed to the mine by National Selective Service under the compulsory transfer Order in Council, about 1,650 employees in three collieries were thrown into idleness on June 7, 1943. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., got in touch with officials of the union and the company. He reported that the men returned to work on June 10 and that the stoppage would be investigated by National Selective Service and the Executive of District No. 26, United Mine Workers of America. On June 24 some twenty contract miners employed by the Cumberland Railway and Coal Co. Ltd. discontinued work because of a lack of picks and forty datal hands went on strike "to spite the contract men." Work was resumed on June 26 after a conference between company and union representatives.

MACHINISTS, VILLE LA SALLE, P.Q.—Toward the end of May a strike of some 185 workers, members of Lodge 631, International Association of Machinists, employed by Peacock Bros. Limited, was called in protest against a decision of the Regional War Labour Board that no increase take place in the cost of living bonus being paid, for a vacation with pay, and because of the transfer of one man to another department of the plant. The man in question

gave notice of separation on being transferred and representatives of the union alleged discrimination by the company against the man for his union membership and activity. In view of the absence of Federal officers, the Director of Industrial Relations requested the intervention of the Provincial Department of Labour. Mr. Cyprien Miron, Chief Conciliation Officer for the Province, dealt with the dispute and succeeded in having the parties agree to submit the matter to an arbitrator appointed by the Dominion Department of Labour whose decision in the matter was to be final and binding. On June 1, Mr. Bernard Rose, K.C., was nominated as Arbitrator. After hearing the evidence, it was his decision that the man be reinstated in his former position. This was done, and the employees returned to work on the morning of June 2. Later in the month the employees were granted an adjustment in their cost-of-living bonus and also holidays with pay.

SHIPYARD WORKERS, NEW WESTMINSTER, B.C.—In the latter part of May, 1943, the assistance of departmental officers was requested in connection with demands for union recognition made by the Amalgamated Building Workers of Canada upon the management of Star Shipyard (Mercer's) Limited, New Westminster, B.C. During June, Mr. F. E. Harrison, western representative of the department, and Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., approached the company to find out if it would give joint consent to the taking of a vote under their supervision to ascertain the wishes of the 110 employees involved. The company pointed out that it had entered into an agreement with a committee of employees in September, 1941. Although no meetings between the committee and the management had taken place and the committee members were no longer in its employ, the company took the position that the 1941 agreement was still in force and that it could not in good faith accede to the request for a vote.

RIVER DRIVERS, NIPIGON RIVER, ONT.—Toward the end of May the department received word that driving operations on the Nipigon river had been stopped because of the refusal of twenty-five river drivers and five other workers employed by the Abitibi Power and Paper Company, Limited, to work for current wages. The stoppage of the movement of wood on this main artery of the entire Nipigon system prevented the transfer of sawlogs and pulpwood to mills at the lakehead and elsewhere, and the congestion threatened to interfere with secondary towing and driving operations on Lake Nipigon and its tributaries.

It was alleged that the action of the men resulted from the improper payment by other operators of wages in excess of the rates authorized by the wartime wages control order. The Director of Industrial Relations, Ottawa, promptly took the matter up with the officials of the Provincial Conciliation Service and Regional War Labour Board. The latter body had already made a ruling on the wage question but it had not been communicated to all parties concerned. This was at once rectified and an inspector was sent into the district by the Regional War Labour Board to investigate the wages being paid on other rivers in the same general locality. Following this action work was gradually resumed and operations fully restored by June 6.

MINING AND REFRACTORIES WORKERS, KILMAR, P.Q.—During May negotiations for a collective agreement commenced between the management of Canadian Refractories Limited, Montreal, P.Q., and the employees at its mine and processing plant at Kilmar, P.Q., members of the Magnesite Workers' Federal Union (A.F. of L.). The Montreal office of the Industrial Relations Branch was requested by the company to take steps to verify the union's claim that it represented a majority of the employees. On June 1 a vote was conducted among the 345 eligible employees under the supervision of Mr. L. Pepin, Industrial Relations Officer, Montreal. There were 302 ballots cast in favour of recognition of the union as bargaining agent and twenty against, with three spoiled ballots. Drafts of proposed agreements were then exchanged between representatives of the union and the company but the negotiations became dead-locked over the issue of the union's demand for a closed shop. At the end of the month strike action was threatened by the employees, and Mr. R. Trepanier, Industrial Relations Officer, Montreal, entered the situation to try to secure a mutually satisfactory settlement of the dispute.

LONGSHOREMEN, VANCOUVER, B.C.—On June 7, Mr. G. R. Currie, Industrial Relations Officer, Vancouver, reported that a controversy between the Vancouver Waterfront Workers' Association and the North Vancouver Longshoremen's Association had been amicably settled when the latter organization agreed to disband and have its members join the former body. The dispute had been drawn to the attention of the Vancouver representative of the department by the employer, the Shipping Federation of British Columbia, which had agreements with both organizations, and which had been advised that unless an amalgamation took place the Vancouver

Waterfront Workers' Association would refuse to work with members of the other organization.

METAL WORKERS, SCARBORO, ONT.—During June the Department was advised that on the 10th of the month the management of Metal Stampings Limited, Scarboro, Ont., entered into a collective agreement with Local No. 35, Aluminum Workers of America. The agreement was consummated following negotiations which were assisted by Mr. Louis Fine, Chief Conciliation Officer for Ontario, and Mr. H. Perkins, Industrial Relations Officer of the federal Department of Labour. Earlier a representation vote had been conducted among the employees under the supervision of Mr. Perkins. It was the first collective agreement secured by this Union in Canada.

BOILERMAKERS, ETC., VANCOUVER, B.C.—On June 23, a stoppage of work by some 550 workers, members of Local No. 1 of the Boilermakers and Iron Shipbuilders' Union of Canada, employed by the Dominion Bridge Company, Limited, took place in protest against a notice posted by a foreman. Industrial Relations Officers dealt with the situation and advised that work be resumed at once as the strike was contravening Federal statutes. The management of the company were of the opinion that the general tone of the notice was improper and, after explanations were made, work was resumed on June 24.

PAINTERS, VANCOUVER, B.C.—At midnight on June 24, 1943, a strike by 184 painters employed by three shipbuilding companies and one painting sub-contractor, engaged at the same shipyards, occurred in protest against the refusal of the National War Labour Board to approve an application for an increase in basic wage rates. Of those on strike, 70 were employed by North Van Ship Repairs Limited, 80 by Burrard Dry Dock Co., Ltd., 4 by Burrard (Vancouver) Dry Dock Co. Ltd., and 26 by J. Boshard and Son, all of Vancouver. Although the participants were members of Local No. 138, Brotherhood of Painters, Decorators and Paperhangers of America (A.F. of L.) the strike was opposed by the union officials. The cause of the dispute was the endeavour of the workmen to secure increases from 80c to 90c per hour for brush painters and from 95c to \$1.10 per hour for spray painters. The Union had signed Agreements for the duration of the war with the shipbuilding companies concerned, but contended that brush painters should nevertheless receive the basic wage recognized for other tradesmen. Its application for increases was denied by a Finding and Direction of the National War Labour Board issued on June 3,

1943. When the strike took place following a meeting of the shipyard painters on the evening of June 24, the Companies refused to negotiate with the men and took the position that, when work was resumed, they would deal only with the Union's officers. Industrial Relations Officer G. R. Currie, of Vancouver, drew to the attention of the representatives of the Painters' and other A.F. of L. Unions that the strike constituted an infraction of Federal regulations and insisted that the Union should live up to its contractual responsibilities under existing collective agreements. The striking painters met on the afternoon of June 25 and decided to return to work immediately. Normal operations were resumed at 7 p.m. that evening. On June 28, Mr. Currie met the business agent of the Union, a committee representing the painters involved, and representatives of the various employers. The situation was fully canvassed and the proposal made that the only proper course open to the workmen was to apply to the National War Labour Board in accordance with the procedure required under the Wartime Wages Control Order. The operators took the position that they would not oppose a general increase for wages and would assist the employees in securing full consideration of their case by the Board, but that they could not for various reasons support the men by way of making a joint application.

MOULDERS, ETC., HULL, P.Q.—On June 29, some 400 workers, members of Local 318, International Moulders & Foundry Workers' Union of North America, employed by the Hull Iron & Steel Foundry, ceased work in protest against a finding of the Regional War Labour Board that a uniform bonus of \$3.10 be paid by the employer. The employees had been receiving various amounts from 60 cents to \$3.10 per week and desired, before resuming work, a full cost-of-living bonus of \$4.25 per week. Industrial Relations Officers McCullagh and Wilson, of Ottawa, were assigned to the dispute and advised those on strike to return to work and make application to the Regional Board for a reconsideration of the matter or for leave to appeal to the National War Labour Board that the full bonus be paid. Work was resumed on July 5, and the Regional Board was requested to allow an appeal to the National Board.

SHIPWRIGHTS, TORONTO, ONT.—A jurisdictional dispute between rival unions organized among employees of the Toronto Shipbuilding Company, Toronto, Ont., reached a climax on June 17, 1943, when several hundred employees, members of Local No. 2999, United Steelworkers of America, congregated before

quitting time around the office of the plant superintendent and demanded that a vote be taken to establish the wishes of the employees in regard to a bargaining agency. When warned by company officials that such union activity during working hours was contrary to established company regulations, the workers declared their firm intention of repeating the demonstration the following afternoon and every day thereafter until the management complied with their wishes. The identification badge numbers of the demonstrators were noted and the next morning 289 participants were discharged without notice. Protests were immediately lodged with the Departments of Labour and of Munitions and Supply to the effect that the dismissals without seven days' notice were unjust and improper and constituted wholesale discrimination on account of union membership and activity. The company, on the other hand, took the position that it was only exercising its prerogative under National Selective Service Regulations of dismissing workers without notice for "serious misconduct." Underlying this dispute was the fact that the Toronto Shipbuilding Company had for some time had signed agreements with seven craft unions affiliated with the A.F. of L. These agreements were similar to those which had been in effect when the property had been owned by a private company whose operations were taken over by the Toronto Shipbuilding Company when the latter was created as a Crown Company. The United Steelworkers of America, an affiliate of the C.I.O., and, in Canada, of the Canadian Congress of Labour, started organizing in the yard on March 15, 1943, and from the first contended that the existing A.F. of L. unions did not represent a majority of the employees whose total is roughly 4500. On March 25 a representative of the steelworkers charged that two employees had been discharged on account of membership in that organization. Following a preliminary investigation by an Industrial Relations Officer, Mr. H. Perkins of Toronto, the Minister of Labour appointed an Industrial Disputes Inquiry Commissioner to investigate the case under the provisions of Order in Council P.C. 4020. The Commissioner reported that the Union's allegations were without foundation. On May 9 the Union made similar charges in connection with a third man but withdrew these on May 13 before a formal inquiry was conducted. The president of Local No. 2999, United Steelworkers of America, requested the Department of Labour on June 2 to supervise a vote to determine the bargaining agency desired by the employees in dealing with their employer. He was informed that

this could be arranged only if a joint application was received from all parties concerned. An attempt was then made to secure joint consent to such procedure from the company and the A.F. of L. unions, but this was not forthcoming. In the early part of June, the Steelworkers Union applied to the Department for the appointment of a Commissioner to investigate the dismissal of a man whose discharge followed threats by 130 A.F. of L. union members that they would strike unless this workman was released. No decision has yet been reached in regard to this matter. Following the incident which led to the dismissal of 289 shipwrights, attempts were made to secure their reinstatement in a body providing the union gave assurance that further demonstrations would not be held during working hours. These were unsuccessful, the company agreeing only to take back as many men as fulfilled their requirements and insisting that they apply individually to be taken on strength as new employees. The situation, which was handled locally by Mr. F. J. Ainsborough, Industrial Relations Officer, of Toronto, was then left in the hands of the Department of Munitions and Supply which controls the operations of Crown Companies. Subsequently an application to have the men reinstated was made to the local Selective Service Officer, but was disallowed. Later an appeal from the Selective Service Officers ruling was made to a Court of Referees but no decision in this regard has yet been made known. An action for reinstatement of the men brought before the Ontario Labour Court early in July was dismissed by Mr. Justice Gillanders.

Union Representation Votes

ELECTRICAL WORKERS, TORONTO, ONT.—Following application to the Ontario Department of Labour, a vote was conducted on June 23rd by joint consent of the parties under the supervision of Mr. H. Perkins, Industrial Relations Officer, Toronto, to determine whether the employees of Amalgamated Electric Corporation, Ltd., Toronto, desired to be represented in collective bargaining with their employer by a Shop Council or by Local No. 518, United Electrical, Radio and Machine Workers of America. There were 668 eligible voters, of whom 295 voted in favour of the Shop Council and 312 in favour of the Union. There were 2 spoiled ballots.

CHEMICAL FACTORY WORKERS, TORONTO, ONT.—By joint consent of the parties, a representation vote of the employees of the Dominion Tar & Chemical Company, Limited, was conducted on June 4, under the supervision of Mr. Harold Perkins, Industrial Relations Officer, Toronto. The arrangements for the vote had been made following a request of representatives of the union concerned to the Ontario Department of Labour that a vote be taken. The ballot read: "Do you want to bargain collectively with your employer through Local 174, United Gas, Coke and Chemical Workers of America, C.I.O.?" Of 60 eligible to vote, 55 voted for the union, 4 voted against, and 1 ballot was spoiled.

METAL PRODUCTS FACTORY WORKERS, WINDSOR, ONT.—By joint consent of the parties a vote was conducted on June 10, 1943, under the supervision of Mr. George Fenwick, Provincial Conciliation Officer, Toronto, among employees of L. A. Young Industries Ltd., Windsor, Ont., to ascertain the number who wanted Local No. 195, United Automobile Workers of America, to act as bargaining agency on their behalf. There were 234 eligible voters, of whom 204 cast their ballots for the Union and 12 against.

METAL FACTORY WORKERS, BRANTFORD, ONT.—By joint consent of the parties, a representation vote was conducted under governmental supervision on June 22 among employees of the Brantford Oven and Rack Co., Brantford, Ontario. Out of a total of 56 ballots cast, 41 voted in favour of being represented for collective bargaining purposes by Local No. 397, United Automobile Workers of America, and 15 in favour of the Shop Committee.

METAL WORKERS, SHERBROOKE, P.Q.—By joint consent of the parties a representation vote was conducted on June 5 to ascertain whether the employees of The Canadian Fairbanks-Morse Company, Limited, Sherbrooke, P.Q., wished United Steelworkers of America, Local 2983, to represent them as exclusive collective bargaining agent in respect of wages, hours, and all other working conditions. There were 144 eligible voters of whom 114 cast their ballots in favour of the Union and 14 voted against it, while 2 spoiled their ballots. Mr. L. Pepin, Industrial Relations Officer, Montreal, supervised the taking of the vote. Prior to the voting the Union had made application for the establishment of a Board of Conciliation and Investigation, but the Company's statement in reply revealed that it would not be necessary to resort to Board procedure.

Strikes and Lockouts in Canada During June, 1943

THE number of strikes and lockouts recorded for the month of June was greater than in the previous month. Both the number of workers involved and the time loss in man working days showed substantial increases, the time loss being more than three times as great as in May. The figures for June show 55 strikes, with 22,331 workers involved and a time loss of 140,885 days, as compared with 39 strikes in May, involving 15,351 workers and a time loss of 46,792 days. During June, 1942, there were 55 strikes, with 16,275 workers involved and a time loss of 41,593 days.

During the month under review four strikes accounted for more than 60 per cent of the workers involved. These were: two strikes in the mining industry, at Springhill and Glace Bay, N.S., and two in the shipbuilding industry, one at Prince Rupert, B.C., and the other at Quebec City and Lauzon, P.Q. Two strikes caused almost 70 per cent of the time loss, one a strike of metal factory workers at Galt, Ont., carried over from May, and the other the shipyards strike at Quebec and Lauzon.

Seven strikes, involving 1,564 workers, were carried over from May and 48 commenced during June. Of these 55 strikes, ten resulted in favour of the workers, ten in favour of the employers, four were compromise settlements and 22 were indefinite in result, work being resumed pending final settlement of each strike. At the end of the month, therefore, there were nine strikes reported as unterminated: namely three strikes of fur factory workers at Toronto, Quebec and Pointe-aux-Trembles, motor vehicles factory workers at

Hamilton, metal factory workers at Galt, foundry workers at Hull, upholsterers at Montreal, township employees in Sudbury district and waitresses at Glace Bay.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

The following table gives information for June and May, 1943, and June, 1942:—

Date	Number of strikes	Number of workers involved	Time loss in man working days
*June, 1943	55	22,331	140,885
*May, 1943	39	15,351	46,792
June, 1942	55	16,275	41,593

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to June, 1943				
MINING—				
Coal miners (machine cutters and helpers), Stellar-ton, N.S.	1	6	60	Commenced May 26, 1943; for wage adjustments and reinstatement to former position of machine cutters' helper; terminated June 12; conciliation (federal) and return of workers pending investigation; indefinite.
MANUFACTURING—				
<i>Fur and Leather Products—</i>				
Fur factory workers, Toronto, Ont.	1	20	300	Commenced April 19, 1943; against agreement signed with another union; unterminated.
Fur factory workers, Quebec, P.Q.	1	33	425	Commenced May 12, 1943; for union recognition and agreement with increased wages and against dismissal of two workers; unterminated.
Fur factory workers, Pointe-aux-Trembles, P.Q.	1	20	300	Commenced May 13, 1943; against an agreement signed with another union; unterminated.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1943*—Continued

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to June, 1943—Concluded				
MANUFACTURING—Con.				
Metal Products				
Motor vehicles factory workers, Hamilton, Ont.	1	400	8,000	Commenced May 10, 1943; for union recognition; unternminated.
Metal factory workers, Galt, Ont.	8	900	20,000	Commenced May 21, 1943; for union recognition; unternminated.
Machinists, Ville LaSalle, P.Q.	1	185	185	Commenced May 26, 1943; for increased cost of living bonus, vacation with pay and reinstatement of a worker; terminated June 1; conciliation (provincial) and reference to arbitration; in favour of workers.
Strikes and Lockouts Commencing During June, 1943				
MINING—				
Coal miners, Glace Bay, N.S.	1	(a) 68	102	Commenced June 5; re cleaning off walls; terminated June 7; return of workers pending negotiations; indefinite.
Coal miners, Minto, N.B.	1	16	16	Commenced June 7; re payment of wages; terminated June 7; conciliation (federal); in favour of workers.
Coal miners, Springhill, N.S.	3	(b) 1,500	3,500	Commenced June 7; against working with a certain miner sent by National Selective Service under new regulations; terminated June 9; conciliation (federal); return of workers pending investigation; indefinite.
Coal miners, Minto, N.B.	1	110	232	Commenced June 7; re change in method of payment for work; terminated June 9; conciliation (federal); return of workers pending reference to National War Labour Board; indefinite.
Coal miners New Victoria, N.S.	1	300	400	Commenced June 15; against transfer of certain miners from another colliery due to fire; terminated June 16; negotiations; in favour of workers.
Coal miners (landing tenders), Glace Bay, N.S.	1	(c) 20	26	Commenced June 14; re revision of contract for landing tenders; terminated June 16; negotiations; in favour of employer.
Coal miners (coal handlers), Stellarton, N.S.	1	(d) 16	16	Commenced June 16; misunderstanding re transportation from mine; terminated June 17; return of workers; in favour of employer.
Coal miners, Springhill, N.S.	1	60	60	Commenced June 24; re working conditions; terminated June 25; negotiations; in favour of employer.
Coal miners, Stellarton, N.S.	1	(f) 34	68	Commenced June 25; for transportation from mine before regular time; terminated June 26; return of workers; in favour of employer.
Coal miners, Minto, N.B.	1	13	13	Commenced June 28; against change in method of payment of cost of living bonus; terminated June 28; conciliation (federal); return of workers pending reference to National War Labour Board; indefinite.
Coal miners (wheelers), Chipman, N.B.	1	8	8	Commenced June 28; against distance coal boxes to be wheeled; terminated June 28; conciliation (federal); return of workers, pending receipt of new equipment; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1943*—Continued

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing During June, 1943—Continued				
MINING—Con.				
Coal miners, Stellarton, N.S.	1	74	74	Commenced June 28; <i>re</i> transportation from mine; terminated June 28; return of workers; in favour of employer.
Coal miners, Glace Bay, N.S.	6	3,500	3,500	Commenced June 28; in sympathy with waitresses on strike June 6; terminated June 28; conciliation (provincial and federal) and reference to arbitration; compromise.
MANUFACTURING—				
Tobacco and Liquors—				
Brewery workers, Quebec, P.Q.	1	33	50	Commenced June 11; against dismissal of a worker; terminated June 12; return of workers; in favour of employer.
Rubber Products—				
Rubber factory workers, Bowmanville, Ont.	1	275	500	Commenced June 4; for a new agreement; terminated June 7; conciliation (federal); return of workers pending negotiations; indefinite.
Tire factory workers, Kitchener, Ont.	1	100	75	Commenced June 5; for reduction in hours on Saturday; terminated June 5; return of workers pending negotiations for a new agreement; indefinite.
Rubber factory workers (footwear, etc.), Kit- chener, Ont.	1	537	4,300	Commenced June 7; for wage adjustments; terminated June 15; conciliation (federal); return of workers pending joint application to Regional War Labour Board; in favour of workers.
Textiles, Clothing, etc.—				
Textile factory workers (rayon spinners), Corn- wall, Ont.	1	218	218	Commenced June 15; against transfer of workers from one section to another as provided in agreement; terminated June 17; negotiations: in favour of employer.
Pulp and Paper—				
Paper mill workers, Fort William, Ont.	1	60	120	Commenced June 7; against working with a certain official; terminated June 8; conciliation (provincial); compromise.
Paper mill workers, Dol- beau, P.Q.	1	200	3,800	Commenced June 9; <i>re</i> seniority and against employment of an out-of-town worker; terminated June 30; conciliation (provincial) and reference to a Royal Commission (provincial); indefinite.
Miscellaneous Wood Products:				
Wood factory workers, Saint John, N.B.	1	464	1,392	Commenced June 1; for greater increase in wages than approved by Regional War Labour Board; terminated June 3; conciliation (federal); return of workers pending reference to National War Labour Board; indefinite.
Metal Products—				
Bricklayers (maintenance men in steel plant), Sault Ste. Marie, Ont.	1	36	216	Commenced June 1; for same wages, etc., as bricklayers working for contractor; terminated June 7; negotiations; return of workers pending settlement; indefinite.
Wire rope and cable fac- tory workers, Vancou- ver, B.C.	1	68	102	Commenced June 1; for union recognition; terminated June 2; return of workers; in favour of employer.
Rolling mill workers, Montreal, P.Q.	1	(g) 85	85	Commenced June 1; for increased wages; terminated June 1; return of workers pending reference to Regional War Labour Board; compromise.
Steel mill workers, Syd- ney, N.S.	1	60	120	Commenced June 3; against transfer of a worker; terminated June 4; return of workers pending negotiations; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1943—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During June, 1943—Continued				
MANUFACTURING—Con. Metal Products—Con. Motor vehicle factory workers, Windsor, Ont.	1	50	22	Commenced June 4; against dismissal of a worker for failure to maintain minimum production; terminated June 4; negotiations; in favour of workers.
Foundry workers, Winnipeg, Man.	1	45	45	Commenced June 5; for increased wages; terminated June 5; return of workers pending further reference to Regional War Labour Board; in favour of employer.
Metal factory workers, Bedford, P.Q.	1	500	500	Commenced June 10; for increased cost of living bonus; terminated June 10; negotiations; return of workers pending reference to Regional War Labour Board; indefinite.
Metal factory workers, Toronto, Ont.	1	328	328	Commenced June 11; for greater increase in wages; terminated June 11; conciliation (federal); return of workers pending further reference to Regional war Labour Board; in favour of workers.
Machinists, Montreal, P.Q.	1	1,400	3,800	Commenced June 12; for increased cost of living bonus and for inclusion in existing agreement of certain workers; terminated June 16; conciliation (federal); return of workers pending further reference to Regional War Labour Board; indefinite.
Rolling mill labourers, Montreal, P.Q.	1	278	278	Commenced June 14; for greater increase in wages; terminated June 14; conciliation (federal); return of workers pending further reference to Regional War Labour Board; indefinite.
Wire and cable factory workers, Guelph, Ont.	1	153	340	Commenced June 16; for union recognition; terminated June 18; conciliation (provincial); (negotiations with workers when collective bargaining agency certified by Labour Court) indefinite.
Foundry workers, Toronto, Ont.	1	130	100	Commenced June 23; for union recognition and increased wages; terminated June 23; conciliation (federal); return of workers, pending negotiations; indefinite.
Steel mill workers, Burnaby, B.C.	1	550	650	Commenced June 23; against note posted by foreman on bulletin board; terminated June 24; negotiations; in favour of workers.
Foundry workers, Hull, P.Q.	1	(h) 409	720	Commenced June 29; for greater increase in cost of living bonus than approved by Regional War Labour Board; unterminated
Shipbuilding— Shipyard workers, Prince Rupert, B.C.	1	1,214	600	Commenced June 14; against meals and service in two shipyard commissaries operated by a certain agency; terminated June 14; negotiations; return of workers pending investigation; indefinite.
Shipyard workers, Lauzon and Quebec, P.Q.	3	7,000	77,000	Commenced June 15; for maintenance of union membership as recommended by I.D.I. Board, wage adjustments, etc.; terminated June 26; conciliation (federal); (union to be recognized as sole bargaining agency and joint application to National War Labour Board for wage adjustments, overtime rates and holidays) compromise.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1943*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing During June, 1943—Concluded				
MANUFACTURING—Con.				
Shipbuilding—Con.				
Shipyards workers (pipe fitters), Midland, Ont.	1	33	10	Commenced June 15; against dismissal of a worker; terminated June 15; return of workers pending investigation; in favour of workers.
Shipyards workers (painters), Vancouver, B.C.	4	184	200	Commenced June 24; for increased wages; terminated June 25; conciliation (federal); return of workers pending further reference to National War Labour Board; indefinite.
Non-Metallic Minerals, Chemicals, etc.—				
Clay products factory workers, New Glasgow, N.S.	1	60	300	Commenced June 2; re seniority; terminated June 7; conciliation (federal); return of workers pending reference to an umpire; indefinite.
Building products factory workers, Montreal, P.Q.	1	72	144	Commenced June 14; misunderstanding re application to Regional War Labour Board for increased wages; terminated June 15; conciliation (federal); return of workers pending application to Regional War Labour Board; indefinite.
Building products factory workers, Winnipeg, Man.	1	42	105	Commenced June 24; for increased wages; terminated June 26; return of workers; in favour of employer.
Miscellaneous—				
Upholsterers, Montreal, P.Q.	4	(i) 344	7,000	Commenced June 4; for two weeks' vacation with pay; unternminated.
TRADE—				
Cheese handlers, Montreal, P.Q.	1	4	32	Commenced June 5; for increased cost of living bonus; terminated June 19; replacement and return of workers pending reference to National War Labour Board; indefinite.
SERVICE—				
Public Administration—				
Civic employees, St. Catharines, Ont.	1	70	140	Commenced June 12; for a greater increase in wages; terminated June 14; negotiations; in favour of workers.
Township employees, McKim Township, Sudbury District, Ont.	1	4	36	Commenced June 21; for increased wages; un-terminated.
Business and Personal—				
Waitresses, Glace Bay, N.S.	1	12	250	Commenced June 6; against dismissal of a worker; unternminated.
Laundry and dry cleaning plant workers, Aylmer, Ont.	1	30	22	Commenced June 9; against working with certain workers; terminated June 9; return of workers; in favour of workers.

* Preliminary data, based where possible on reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 240 indirectly. (b) 1,600 indirectly. (c) 600 indirectly. (d) 18 indirectly. (f) 251 indirectly. (g) 239 indirectly. (h) 207 indirectly. (i) 162 indirectly.

CORRECTION.—*Labour Gazette*, May, 1943, page 633. Strike of shipyard carpenters listed as occurring at Saint John, N.B., should have read Windsor, N.S.

Strikes and Lockouts in Canada During 1942

DURING the year, 354 strikes and lockouts were recorded as occurring in Canada. These involved 113,916 workers and resulted in a time loss of 450,202 man working days. The record for 1941 was 231 strikes which involved 87,091 workers and caused 433,914 man days of idleness. During 1942, both industrial production and employment were at the highest levels recorded up to that time. Industrial production was 28 per cent higher than in 1941 and employment 14 per cent higher while the time loss due to strikes increased four per cent. A large proportion of the strikes were of short duration and many involved a comparatively small number of workers. Two strikes, one involving motor vehicle factory workers at Windsor and the other gold miners at Kirkland Lake together involved more than 16,000 workers and caused more than 30 per cent of the total time loss. Twelve strikes involved about one-third of the workers and caused about 55 per cent of the time loss.

Strikes in manufacturing industries accounted for nearly two-thirds of the total time loss a substantial increase as compared with 1941. A great increase in time loss resulted from strikes in shipbuilding, which in recent years had been relatively unimportant. Also in the manufacture of boots and shoes, pulp and paper, and in the liquor and tobacco industries substantial increases were recorded. Strikes in mining on the other hand were of relatively less importance than in 1941, when they caused 44 per cent of the time loss or a total of 191,689 days as compared with a percentage of 28.8 in 1942, or a total of 129,529 days. Strikes in coal mining resulted in somewhat more than half of this total and most of the remainder was due to the strike of gold miners at Kirkland Lake, Ontario.

The principal cause of strikes in 1942 as is usually the case was to obtain increases in wages there being a total of 174 during the year. Forty-three strikes were for union recognition. About 30 per cent of the workers involved in all strikes were successful in their demands and about 23 per cent were partially successful while 42 per cent were unsuccessful. For the remainder of the workers the result was indefinite and one strike was terminated at the end of the year. Conciliation was an important factor in the settlement of 127 strikes during the year and negotiations in the case of 112.

Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in

Canada, publishing in the *LABOUR GAZETTE* each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each strike. In each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the *LABOUR GAZETTE* are necessarily of a preliminary nature the annual review constitutes the revised record for the year. A special report on "Strikes and Lockouts in Canada, 1901 to 1912", issued in 1913, contained a complete list of strikes and lockouts for that period with analytical tables. The annual reviews in the *LABOUR GAZETTE* have brought the lists of strikes and lockouts and analytical tables down to date each year.

The annual review for 1930 appearing in the *LABOUR GAZETTE*, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government departments for official statistics. This classification had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were also made.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical tables, therefore, strikes and lockouts are recorded together.

A strike or lockout included as such in the records of the Department, is a cessation of work involving six or more employees and lasting one working day or more. Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. A separate record of such strikes involving less than 10 days' time loss is maintained in the Department.

In Tables I and X the number of employers involved is given. In strikes which involve large numbers of shops or factories, clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

The figures in this report are inclusive of all strikes which come to the knowledge of the Department, and the methods taken to secure information practically preclude prob-

ability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is not always possible to secure exact information, but the estimate made in such cases is the result of painstaking methods in the collection of data, and it is believed that the statistics indicate the conditions with reasonable precision. The estimate of time loss is reached by multiplying the number of working days during which each strike lasted by the number of employees directly involved from time to time so far as known. The number of employees recorded for each strike is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In recent years, when the information was available, the numbers indirectly affected, if important, have been shown in footnotes to Table X, which is a detailed list of the strikes and lockouts during the year. The workers indirectly affected in each strike are those in the establishment who are unable to continue work because of the stoppage but not participating in the strike.

Charts

The accompanying chart of the time loss in working days by groups of industries for each year back to 1901, shows that in Mining considerable time loss occurred in 1909, 1910, 1911 and 1913, and again in 1917, 1922, 1924 and 1925, while in 1932, 1934, 1937, 1939, 1940, 1941 and 1942, the time loss was greater than in the other years since 1925. In 1919 the time loss due to general strikes is shown separately. In Manufacturing considerable time loss occurred in metal manufacturing in 1919, 1920, 1937, 1941 and in 1942, in clothing (including textiles, furs, boots and shoes, leather, etc.) in 1903, 1908, 1912, 1914, 1917, 1919, 1925, 1926, 1930, 1931, 1932, 1933, 1934, 1936, 1937, 1939 and in 1940; in cigar manufacturing in 1901; in printing in 1921, 1922, 1923 and 1924; and in sawmilling in 1931 and 1932. In Construction time loss was considerable in 1912 and 1919. In Transportation, etc., there was considerable time loss in 1901, due to a strike of trackmen; in 1903 due to a strike of railway clerks and freight handlers throughout western Canada, and a strike of longshoremen at Montreal, with a sympathetic strike of teamsters; and in 1908, due to a strike of railway shop machinists. In Other Industries considerable time loss was due to strikes of fishermen in 1901, to strikes of loggers in 1919, 1920, 1933, 1934 and 1935.

From the chart showing results of the strikes it appears that the majority of employees

were successful or partially successful in 1901, 1902, 1907, 1915, 1916, 1917, 1918, 1926, 1930, 1931, 1932, 1933, 1934, 1935, 1936, 1937, 1938, 1939, 1940, 1941 and 1942, but were unsuccessful in 1908, 1921 and 1923. In 1919, a large percentage of the workers who were unsuccessful were involved in the general strike at Winnipeg and in general strikes in other localities in sympathy with it.

Analysis of Statistics, 1942

Table I is a summary of the principal statistics for the period for which the record has been compiled, beginning in 1901. The table shows the number of strikes and lockouts beginning in each year, and the number in existence during the year, the difference in each case being the number carried over at the end of the previous calendar year. A small number of strikes have been carried over at the end of every year except 1903, 1929 and 1934. The approximate number of employers involved in all strikes as well as the number of workers involved and the time loss, is given. In addition to these data, the number of strikes in existence during each year in coal mining and in industries other than coal mining is given, along with the number of workers involved and the time loss. A study of the latter figures reveals that a few strikes in coal mining in some years account for a large proportion of the workers involved and for a still larger proportion of the time loss resulting.

Table II, an analysis of the 1942 record by the number of workers involved shows that slightly more than 50 per cent of the strikes and lockouts during the year involved less than 100 workers in each case. The total number of workers in these 182 strikes was only 6.4 per cent of the total in all strikes during the year and caused only 5.4 per cent of the total time loss. Twenty-five strikes or 7.5 per cent of the total, were recorded each of which involved more than 1,000 workers. These strikes together involved 55.1 per cent of the total number of workers and caused 56.7 per cent of the total time loss.

Table III, an analysis by time loss, shows that of the 354 strikes and lockouts during the year, 136 or 38.4 per cent caused a time loss of less than 100 days in each strike. In these were involved only 7.2 per cent of the numbers of workers in all strikes and the resulting time loss was only 1.1 per cent of the total time loss. Two hundred and eighty-one strikes or 79.4 per cent of the total had a time loss less than 1,000 days in each. These involved 30.3 per cent of the total number of workers in all strikes during the year while the resulting time loss was only 10.4 per cent

of the total time loss. In 67 strikes, 18.9 per cent of the total, the time loss was between 1,000 and 10,000 days. The aggregate number of man days of idleness in these stoppages was 45.6 per cent of the total. Two strikes had a time loss of more than 50,000 days each and the combined loss was 31.8 per cent of the total for all strikes and lockouts.

Table IV, an analysis by duration, shows that 281 strikes or 79.4 per cent of the total lasted less than 5 days and involved 67.8 per cent of the total number of workers and resulted in 25.9 per cent of the total time loss. Ten point seven per cent of the strikes lasted between 5 and 10 days and caused 33.4 per cent of the time loss. Thirty-two of the strikes extended to more than 10 days and resulted in 25.9 per cent of the total time loss. Of these, eight had a duration of 25 days or more and caused 6.8 per cent of the total time loss.

Table V, an analysis by Provinces, shows that the greatest number of strikes was in the province of Quebec but that the time loss in Ontario was greater than in any other province accounting for 38.1 per cent of the total. This was due mainly to two strikes involving motor vehicle factory workers at Windsor, and gold miners at Kirkland Lake, which together caused a time loss of 143,000 days. In Quebec 135 strikes resulted in a time loss of 34.5 per cent of the total due in large part to six strikes, involving workers in the boot and shoe factories, textiles, and in munitions factories. The time loss in Nova Scotia from 52 strikes was 13.3 per cent of the total mainly in coal mining while in British Columbia the time loss was 11 per cent of the total and resulted from 48 strikes the most important of which were in shipbuilding and in coal mining.

Table VI, an analysis by industries, shows that in manufacturing there were 219 strikes and lockouts which was more than 60 per cent of the total number in all industries. These involved 80,037 workers or 70.3 per cent of the total and caused 296,135 days time loss which was 65.8 per cent of the total. The largest number of strikes occurred in industries engaged in the manufacture of metal products and in shipbuilding. These included a strike of motor vehicle factory workers at Windsor, Ontario, which caused a loss of 85,000 days, and munitions workers at Cherrier, Quebec, which resulted in a loss of 8,000 days. Two strikes of workers engaged in the shipbuilding industry at Vancouver caused a loss of 16,000 days and another at Lauzon, Quebec, 6,000 days.

Forty thousand days time loss resulted from 10 strikes in the boot and shoe manufacturing

industry. Most of this was caused by three strikes involving workers in plants in the cities of Quebec and Montreal. Thirty strikes in the textile and clothing industry resulted in a loss of 25,000 days. Two thirds of this resulted from two strikes, one at Lachute and the other at Montreal.

About 17 per cent of all strikes were in mining which involved nearly 20 per cent of the workers and resulted in 28.8 per cent of the total time loss. Fifty-three strikes were recorded in coal mining and these cause 14.7 per cent of the total time loss. About one-half of the time loss in this industry was due to five strikes three of which were in Nova Scotia and two in British Columbia. Only two strikes were recorded during the year in gold mining but one of these involving 2,800 miners at Kirkland Lake, commencing in November 1941, caused a time loss in 1942 of 58,000 man working days in addition to 78,000 days lost in 1941.

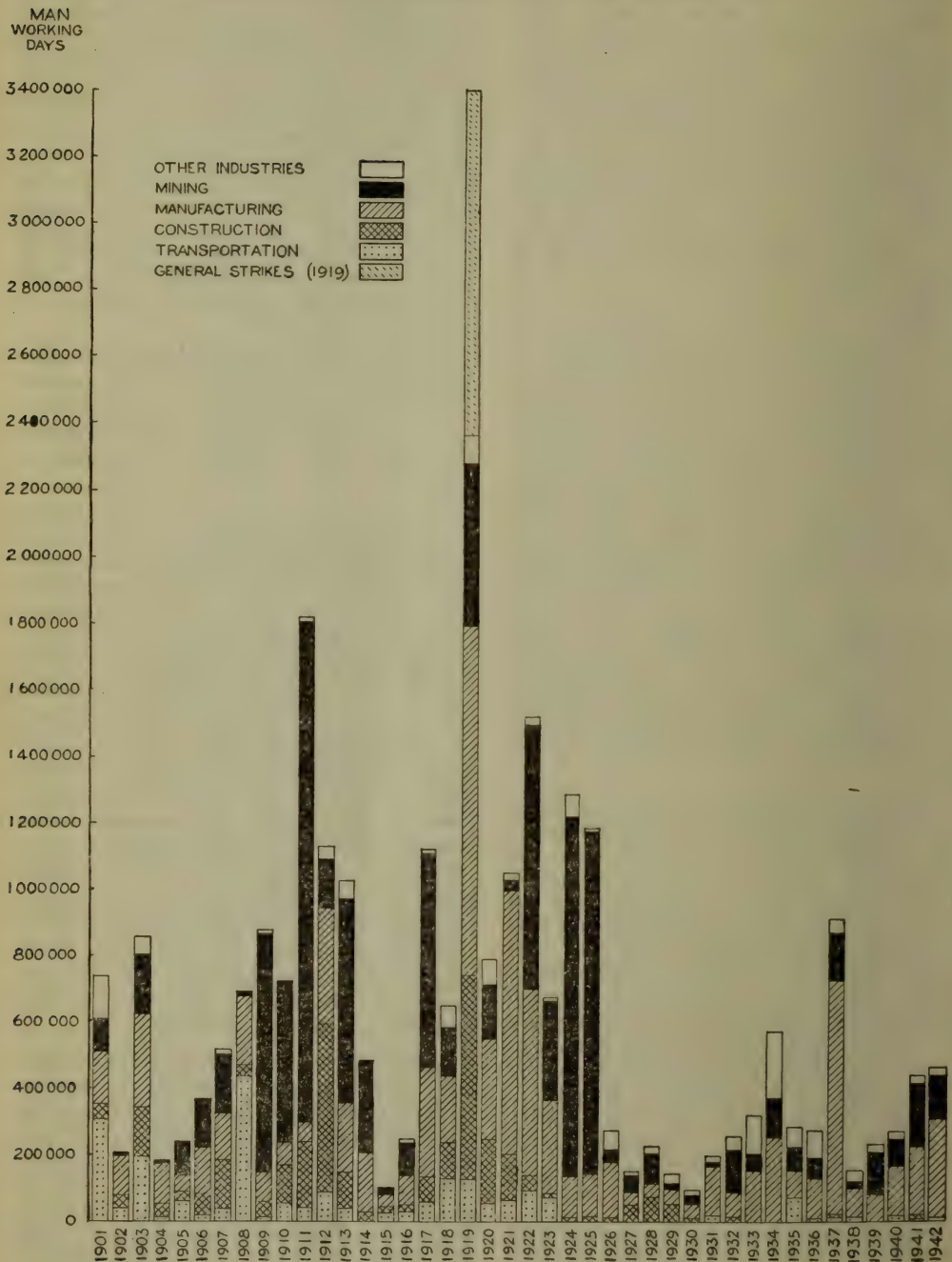
Table VII, an analysis by causes and results shows, that as is usually the case the predominant cause of strikes in 1942 was for increases in wages. During the year 150 strikes were due to this cause alone. In addition 24 strikes were due to demands for increases in wages and other changes. These strikes numbering 174 involved 57 per cent of all the workers affected and caused 49 per cent of the time loss. The workers demands were obtained in about one-third of these strikes and were not obtained in about an equal number while in about one-quarter a compromise settlement was reached. The remainder were untermiated or indefinite in result. The cause next in importance was for union recognition, this being the principal cause in 43 strikes during the year which resulted in a time loss of 112,538 days. The workers were successful in six of these, were unsuccessful in 18 and in 14 a compromise settlement was reached. Nine strikes were for employment of union members only and four of these were successful. Discharge of workers was the cause of 32 strikes with a loss of 44,265 days. Nine resulted in favour of the workers, seven were partially successful and 15 were unsuccessful.

Table VIII, an analysis by industries and methods of settlement, shows that in the case of 114 of the strikes involving demands for increased wages, final settlement was reached by reference to the National or a Regional War Labour Board after resumption of work was brought about by conciliation in 64 cases, by direct negotiations of the parties involved in 38 cases and in 10 cases the workers returned

pending reference to the National or a Regional Board. Of the remaining 240 strikes during the year conciliation was the method of settlement in 64 cases and negotiations in 74 others. Of the total of 354 strikes and lock-

outs during the year conciliation was an important factor in the settlement of 127 and negotiations in the case of 112. Sixty-seven were settled by return of workers, nine by reference to Boards, under the Industrial Dis-

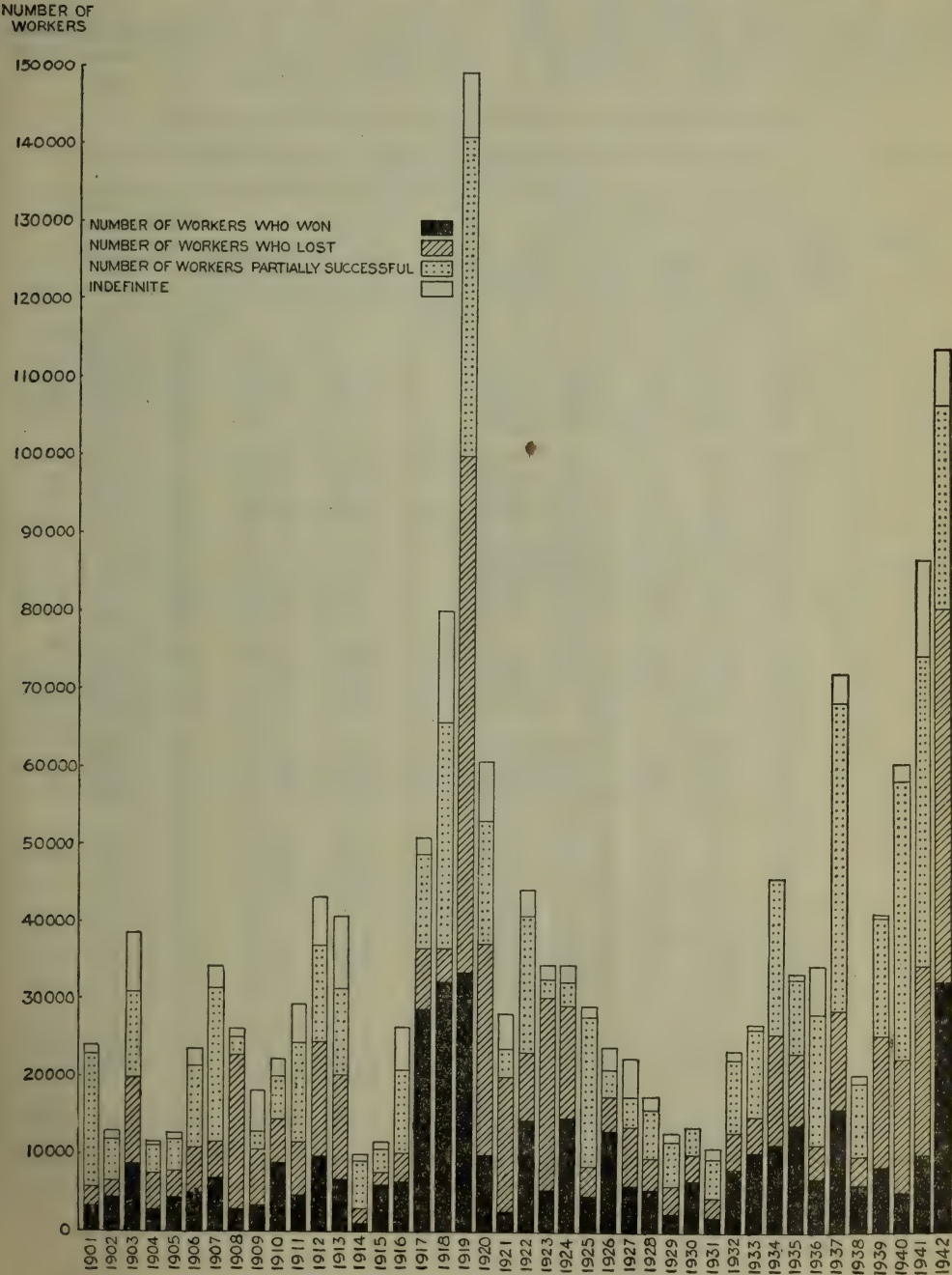
LOSS IN MAN WORKING DAYS THROUGH STRIKES AND LOCKOUTS BY GROUPS OF INDUSTRIES EACH YEAR 1901-1942



putes Investigation Act or to an Industrial Disputes Inquiry Commissioner and 18 strikes were recorded as terminated by replacement of workers. One strike was unterminated at the end of the year.

Table IX gives an analysis by months during the past eleven years, showing the number of strikes and lockouts commencing during the month, as well as the number in existence and the number of workers involved

RESULTS OF STRIKES AND LOCKOUTS ACCORDING TO NUMBERS OF WORKERS INVOLVED EACH YEAR 1901-1942



each month, both in new strikes and in all strikes in progress with the total time loss by months.

During recent years the number of strikes in progress has tended to be lowest during the early months and the final months of the year and highest during the intervening period. In 1942, 14 strikes were in progress in January, the lowest during the year. The number increased irregularly to 68 in July and then declined to 15 in December. The number of workers involved in 1942 was greatest in

July when 21,736 were on strike but in August and November the number was nearly as great the figure for November being unusually high due to the strike of 14,000 motor vehicle factory workers at Windsor. This strike caused the time loss in November to be greater than in any other month during 1942, while in December the lowest time loss for the year was recorded.

Table X is the list of strikes and lockouts in existence during the year with details as to causes, results, dates, etc.

TABLE I—STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1901-1942

Year	Number begin- ning during the year	Strikes and Lockouts in existence during year									
		All Industries				Coal Mining			Industries other than Coal Mining		
		Number of strikes and lockouts	Number of em- ployers	Number of workers involved	Time loss in man working days	Number of strikes and lockouts	Number of workers involved	Time loss in man working days	Number of strikes and lockouts	Number of workers involved	Time loss in man working days
1901.....	97	99	285	24,089	737,808	2	1,760	7,040	97	22,329	730,768
1902.....	124	125	532	12,709	203,301	3	510	10,120	122	12,199	193,181
1903.....	171	175	1,124	38,408	858,959	7	5,410	173,441	168	32,998	685,518
1904.....	103	103	591	11,420	192,890	4	184	792	99	11,236	192,098
1905.....	95	96	332	12,513	246,138	10	5,564	101,770	86	6,949	144,368
1906.....	149	150	965	23,382	378,276	13	4,549	146,622	137	18,833	231,654
1907.....	183	188	950	34,060	520,142	13	8,990	102,824	175	25,070	417,318
1908.....	72	76	178	26,071	703,571	7	3,541	13,600	69	22,530	689,971
1909.....	88	90	372	18,114	880,663	13	8,618	720,180	77	9,496	160,483
1910.....	94	101	1,233	22,203	731,324	3	2,950	485,000	98	19,253	246,324
1911.....	99	100	533	29,285	1,821,084	6	9,890	1,513,320	94	19,395	307,764
1912.....	179	181	1,321	42,860	1,135,786	2	2,243	107,240	179	40,617	1,028,546
1913.....	143	152	1,077	40,519	1,036,254	4	4,837	562,025	148	35,682	474,229
1914.....	58	63	261	9,717	490,850	3	2,500	280,800	60	7,217	210,050
1915.....	62	63	120	11,395	95,042	9	2,753	11,907	54	8,642	83,135
1916.....	118	120	332	26,538	236,814	8	11,270	72,387	112	15,268	164,427
1917.....	158	160	758	50,255	1,123,515	21	17,379	584,890	139	32,876	538,625
1918.....	228	230	782	79,743	647,942	46	22,920	130,696	184	56,823	517,246
1919.....	332	336	1,967	148,915	3,400,942	20	10,130	383,659	316	138,785	3,017,283
1920.....	310	322	1,374	60,327	799,524	35	12,128	99,920	287	48,199	699,604
1921.....	159	168	1,208	28,257	1,048,914	10	1,456	31,318	158	26,801	1,017,596
1922.....	89	104	732	43,775	1,528,661	21	26,475	798,545	83	17,300	730,113
1923.....	77	86	450	34,261	671,750	23	20,814	299,539	63	13,447	372,211
1924.....	64	70	435	34,310	1,295,054	15	21,201	1,089,454	56	13,109	205,570
1925.....	86	87	497	28,949	1,193,281	17	18,672	1,040,276	70	10,277	153,005
1926.....	75	77	512	23,834	266,601	16	8,445	35,193	61	15,389	231,408
1927.....	72	74	480	22,299	152,570	20	16,653	53,633	54	5,646	98,737
1928.....	96	98	548	17,581	224,212	14	5,033	88,000	84	12,548	136,212
1929.....	87	90	263	12,946	152,080	8	3,045	6,805	82	9,901	145,275
1930.....	67	67	338	13,768	91,797	15	6,228	24,183	52	7,540	67,614
1931.....	86	88	266	10,738	204,238	9	2,129	11,523	76	8,609	192,715
1932.....	111	116	497	23,390	255,000	33	8,540	132,766	83	14,580	122,234
1933.....	122	125	617	26,558	317,547	21	3,028	33,019	104	23,530	284,528
1934.....	189	191	1,100	45,800	574,519	26	11,461	91,459	165	34,339	483,060
1935.....	120	120	719	33,269	284,028	17	6,131	61,032	103	27,138	222,996
1936.....	155	156	709	34,812	276,997	22	8,655	56,766	134	26,157	220,231
1937.....	274	278	630	71,905	886,393	44	15,477	112,826	234	56,428	773,567
1938.....	142	147	614	20,395	148,678	25	5,054	21,366	122	15,341	127,312
1939.....	120	122	243	41,038	224,588	48	31,102	111,274	74	9,936	113,314
1940.....	166	168	894	60,619	266,318	65	31,223	68,734	103	29,396	197,584
1941.....	229	231	658	87,091	433,914	45	38,136	109,069	186	48,955	324,845
1942.....	352	354	492	113,916	450,202	53	19,670	66,318	301	94,246	383,884
Total.....	5,802	*5,947	*27,989	*1,552,034	27,188,167	*798	*446,754	9,851,564	*5,151	*1,105,280	17,336,603

* In this table figures for strikes and lockouts extending over the end of a year are counted more than once.

TABLE II—STRIKES AND LOCKOUTS, 1942, BY NUMBER OF WORKERS INVOLVED

Number of workers involved	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
Under 10.....	13	3.7	88	0.1	315	0.1
10 and under 50.....	100	28.2	2,584	2.3	8,043	1.8
50 and under 100.....	69	19.5	4,587	4.0	16,017	3.5
100 and under 500.....	117	33.0	23,795	20.9	98,592	21.9
500 and under 1,000.....	30	8.5	20,035	17.6	71,966	16.0
1,000 and over.....	25	7.1	62,827	55.1	255,269	56.7
Total.....	354	100.0	113,916	100.0	450,202	100.0

TABLE III—STRIKES AND LOCKOUTS, 1942, BY TIME LOSS

Number of man working days lost	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
Under 100.....	136	38.4	8,184	7.2	5,077	1.1
100 and under 500.....	122	34.5	17,158	15.1	26,333	5.8
500 and under 1,000.....	23	6.5	9,141	8.0	15,762	3.5
1,000 and under 10,000.....	67	18.9	52,673	46.2	208,130	45.6
10,000 and under 50,000.....	4	1.1	10,460	9.2	54,900	12.2
50,000 and over.....	2	0.6	16,300	14.3	143,900	31.8
Total.....	354	100.0	113,916	100.0	450,202	100.0

TABLE IV—STRIKES AND LOCKOUTS, 1942, BY DURATION

Period of duration	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
Under 5 days.....	281	79.4	77,177	67.8	121,160	26.9
5 days and under 10.....	38	10.7	23,825	20.9	150,514	33.4
10 days and under 15.....	13	3.7	7,565	6.6	54,618	12.1
15 days and under 20.....	7	2.0	1,536	1.3	24,250	5.4
20 days and under 25.....	4	1.1	529	0.5	7,200	1.6
25 days and over.....	5	2.3	1,151	1.0	30,530	6.8
Unterminated or carried over from previous year.....	3	0.8	2,133	1.9	61,930	13.8
Total.....	354	100.0	113,916	100.0	450,202	100.0

TABLE V—STRIKES AND LOCKOUTS, 1942, BY PROVINCES

Province	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
Nova Scotia.....	52	14.9	19,998	17.6	59,810	13.3
Prince Edward Island.....	1	0.3	10	0.0	25	0.0
New Brunswick.....	8	2.2	2,048	1.8	5,145	1.1
Quebec.....	135	38.1	41,260	36.2	155,284	34.5
Ontario.....	83	23.4	27,179	23.9	171,486	38.1
Manitoba.....	8	2.2	466	0.4	453	0.1
Saskatchewan.....	2	0.6	104	0.1	1,177	0.3
Alberta.....	17	4.8	4,461	3.9	7,223	1.6
British Columbia.....	48	13.5	18,390	16.1	49,599	11.0
Yukon Territory.....						
Interprovincial.....						
Total.....	354	100.0	113,916	100.0	450,202	100.0

TABLE VI—STRIKES AND LOCKOUTS, 1942, BY INDUSTRIES

Industry	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
Agriculture	2	0.6	426	0.3	278	0.1
Logging	5	1.4	694	0.5	974	0.2
Fishing and Trapping	1	0.3	3,269	2.9	10,000	2.2
Mining, etc. (a)	61	17.2	22,408	19.7	129,529	28.8
Electric Light and Power (a)						
Manufacturing	219	61.9	80,037	70.3	296,135	65.8
Vegetable foods, etc.....	8	2.3	665	0.6	6,081	1.4
Tobacco and liquors.....	7	2.0	6,263	5.5	17,345	3.9
Rubber products.....						
Animal foods.....	3	0.8	433	0.4	6,054	1.3
Boots and shoes (leather).....	10	2.8	6,125	5.4	40,841	9.1
Fur, leather, and other animal products.....	1	0.3	65	0.1	65	0.0
Textiles, clothing, etc.....	30	8.5	4,815	4.2	24,980	5.5
Pulp and paper.....	16	4.5	3,060	2.7	17,890	4.0
Printing and publishing.....	1	0.3	28	0.0	25	0.0
Miscellaneous wood products.....	17	4.8	2,487	2.2	15,359	3.4
Metal products.....	74	20.9	36,432	32.0	127,942	28.4
Shipbuilding (b).....	37	10.4	18,368	16.1	36,482	8.1
Non-metallic minerals, chemicals, etc.....	8	2.3	499	0.4	2,136	0.5
Miscellaneous products.....	7	2.0	797	0.7	935	0.2
Construction (a)	31	8.8	3,889	3.4	4,266	1.0
Buildings and structures.....	22	6.2	2,872	2.5	3,420	0.8
Railway.....						
Bridge (a).....	1	0.3	10	0.0	50	0.0
Highway.....	1	0.3	300	0.3	300	0.1
Canal, harbour, waterway.....	1	0.3	300	0.3	300	0.1
Miscellaneous.....	7	2.0	707	0.6	496	0.1
Transportation and Public Utilities	15	4.2	2,233	2.0	5,439	1.2
Steam railways.....	1	0.3	6	0.0	30	0.0
Electric railways.....						
Water transportation.....	8	2.2	1,640	1.4	4,409	1.0
Local and highway transportation.....	4	1.1	505	0.5	775	0.2
Telegraphs and telephones.....	1	0.3	65	0.1	125	0.0
Electricity and gas (a).....						
Miscellaneous.....	1	0.3	17	0.0	100	0.0
Trade	4	1.1	61	0.0	74	0.0
Finance	1	0.3	224	0.2	1,100	0.2
Service	15	4.2	774	0.7	2,407	0.5
Public administration (a).....	4	1.1	380	0.4	430	0.1
Recreational.....	1	0.3	30	0.0	50	0.0
Custom and repair.....	1	0.3	10	0.0	15	0.0
Business and personal.....	9	2.5	354	0.3	1,912	0.4
Miscellaneous						
Total	354	100.0	113,916	100.0	450,202	100.0

(a) Non-ferrous smelting is included with mining; Electric Light and Power does not include undertakings mainly public utilities; erection of all large bridges is under Bridge Construction; water service is under Public Administration.

(b) Shipbuilding was included previously as a sub-group under the construction industry; very few strikes in shipbuilding between 1921 and 1941.

TABLE VII—STRIKES AND LOCKOUTS, 1942, BY CAUSES AND RESULTS

Cause or object	In favour of workers				In favour of employers				Compromise or partially successful				Indefinite or unterminated				Total			
	Strikes and lockouts	Workers affected	Time lost in man work- ing days		Strikes and lockouts	Workers affected	Time lost in man work- ing days		Strikes and lockouts	Workers affected	Time lost in man work- ing days		Strikes and lockouts	Workers affected	Time lost in man work- ing days		Strikes and lockouts	Workers affected	Time lost in man work- ing days	
Wages—																				
Increase in wages.....	52	11,908	33,422		55	26,248	99,982		33	9,467	37,549		10	4,458	7,763		150	52,081	178,716	
Decrease in wages.....	2	320	195		3	1,540	2,100		2	3,275	10,038		1	567	567		8	5,792	12,900	
Increase in wages and reduced hours.....	1	15	45		1	31	45										2	46	90	
Increase in wages and other changes.....	7	6,309	14,601		3	445	1,655		9	6,838	24,775		3	303	606		22	13,895	41,637	
Hours of Labour—																				
Reduced hours.....					2	55	133										2	55	133	
Increased hours.....																				
Other causes affecting wages and working conditions.....	14	2,529	4,922		29	6,501	21,809		16	1,450	3,079		3	167	207		62	10,647	30,017	
Unionism—																				
Recognition of union.....	6	1,982	13,902		18	5,335	84,526		14	2,412	13,109		5	1,213	1,001		43	10,942	112,538	
Employment of union members only (a).....	4	3,506	2,828		2	579	8,839		2	370	735		1	120	360		9	4,375	12,262	
Discharge of workers for union activity or membership.....	2	184	512		1	62	1,700										3	246	2,212	
Union jurisdiction.....																				
To secure or to maintain union wages and working conditions.....	1	35	12																	
Other union questions.....	1	408	1,000		1	39	351		1	240	45						1	35	12	
Discharge of workers (b) (c).....	9	3,852	12,505		15	5,894	25,898		7	805	2,162		1	120	3,700		32	10,671	44,265	
Employment of particular persons (b).....	2	593	1,084		5	247	1,302		1	242	1,400		1	88	176		9	1,170	3,962	
Sympathetic.....	2	976	2,084		3	1,128	1,078		3	1,060	6,900						8	3,164	10,062	
Unclassified.....																				
Total.....	103	32,617	86,612		138	48,104	249,418		88	26,159	99,792		25	7,036	14,350		354	113,916	450,292	

(a) Including employment of members of one union only.

(b) Other than in connection with union questions.

(c) Including refusal to reinstate.

TABLE VIII.—STRIKES AND LOCKOUTS, 1942, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations between parties		Conciliation or mediation		Reference to National or Regional War Labour Boards		Arbitration		Reference under I.D.I. Act		Return of Workers		Replacement of Workers		Indefinite or Unterminated		Total	
	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers
Agriculture.....	1	26											1	400			2	426
Logging.....	3	164			1	140	1	300									5	604
Fishing and Trapping.....	1	3,260															1	3,260
Mining, etc.	21	5,708	3	165	16	6,403			2	240	18	9,772			1	120	61	22,408
Manufacturing.....	29	8,141	49	14,219	76	29,122	7	15,998	7	1,541	42	10,585	9	431			219	80,037
Clothing, textiles and leather*	7	794	10	2,024	16	7,281	1	408	1	276	4	203	2	16			41	11,005
Metal.....	11	1,015	18	4,854	24	10,596	4	15,305	1	88	14	4,520	2	58			74	36,432
Shipbuilding (d).....	8	5,779	13	4,418	(b)	5	3,387	1	45	1	88	9	4,651				37	18,368
Other.....	3	553	8	2,923	31	7,858	1	240	4	1,093	15	1,208	5	357			67	14,232
Construction.....	10	1,097	4	342	9	2,108					4	283	4	59			31	3,889
Transportation and Public Utilities.....	4	149	4	1,700	4	296					2	71	1	17			15	2,233
Trade.....	1	4			2	37							1	20			4	61
Finance.....											1	224					1	224
Service.....	4	289	3	124	6	286							2	75			15	774
Miscellaneous.....																		
Total.....	74	18,838	63	16,350	(a) (b) 114	38,392	8	16,298	9	1,781	(c) 67	20,935	18	1,602	1	120	354	113,916

* Textiles, clothing, etc.; furs, leather and other animal products; boots and shoes (leather).

(a) Preceded by conciliation in 64 cases; negotiations in 38 cases; in 10 cases workers returned pending reference to National or Regional War Labour Boards.

(b) Referred to a Royal Commission in 1 case.

(c) Pending negotiations or investigation in 10 cases.

(d) Shipbuilding was included previously under construction; very few strikes in shipbuilding between 1921 and 1941.

TABLE IX—STRIKES AND LOCKOUTS, 1932-1942, BY MONTHS

Month	Number of strikes and lockouts beginning in month										
	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942
January.....	7	5	23	10	4	13	18	10	5	2	12
February.....	13	6	15	2	8	11	7	5	11	6	20
March.....	3	7	20	8	15	19	12	4	10	12	14
April.....	4	4	13	10	10	32	10	6	15	30	17
May.....	7	13	23	20	10	29	9	11	19	30	28
June.....	11	9	18	9	12	27	17	8	12	28	50
July.....	20	7	22	19	11	33	11	9	21	26	61
August.....	6	18	18	10	29	31	17	17	20	28	53
September.....	8	17	10	12	17	25	6	14	13	24	35
October.....	11	10	13	8	15	22	25	21	21	18	25
November.....	10	18	11	10	11	22	5	8	10	8	25
December.....	11	8	3	2	13	10	5	7	9	7	12
Year.....	111	122	189	120	155	274	142	120	166	229	352

Month	Number of strikes and lockouts in existence during month										
	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942
January.....	12	8	25	10	5	17	23	12	7	14	14
February.....	18	8	24	8	8	18	9	8	13	9	21
March.....	9	12	29	13	15	21	14	7	12	13	18
April.....	9	4	22	14	17	37	14	6	19	35	20
May.....	13	15	32	25	14	46	15	13	23	34	32
June.....	16	13	24	15	15	41	22	13	14	32	55
July.....	29	9	32	26	13	41	16	10	21	29	68
August.....	17	21	31	18	36	43	22	18	22	35	59
September.....	15	23	20	18	27	32	15	17	15	29	43
October.....	16	13	19	16	19	32	32	27	22	23	26
November.....	12	20	15	16	17	27	9	14	13	12	26
December.....	12	16	8	8	20	17	8	12	10	9	15
Year.....	*116	*125	*191	*120	*156	*278	*147	*122	*168	*231	*354

Month	Number of workers involved in new strikes and lockouts										
	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942
January.....	665	388	5,546	4,832	175	4,820	2,042	1,164	732	1,610	852
February.....	3,422	4,446	3,896	34	3,071	856	1,547	1,818	2,599	1,618	1,507
March.....	679	1,234	4,755	2,989	2,872	5,586	2,103	4,24	1,775	1,108	3,432
April.....	50	370	1,420	2,584	999	11,696	2,795	315	12,629	20,004	7,272
May.....	564	1,395	2,179	4,325	3,658	6,035	1,090	3,519	8,327	5,462	5,512
June.....	3,129	2,770	2,980	4,740	956	3,688	1,897	1,746	4,826	6,918	15,740
July.....	4,248	1,278	9,410	3,322	4,048	5,624	1,012	4,415	8,563	21,500	17,408
August.....	3,089	2,204	7,445	5,143	9,576	15,315	2,134	10,623	6,894	8,878	20,136
September.....	2,422	6,622	2,192	3,852	4,187	5,558	915	7,434	2,746	8,352	12,875
October.....	916	4,424	4,804	676	1,794	4,849	2,494	5,649	8,102	4,715	6,012
November.....	930	4,153	921	737	1,076	4,297	407	2,920	2,339	3,769	20,232
December.....	2,824	1,064	62	235	2,350	2,216	133	839	903	3,088	1,185
Year.....	22,938	26,348	45,610	33,269	34,762	70,540	18,569	40,866	60,435	87,025	111,903

Month	Number of workers involved in all strikes and lockouts in existence										
	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942
January.....	1,117	598	5,736	4,832	225	6,185	3,868	1,336	916	1,676	2,865
February.....	3,660	4,521	4,910	1,551	3,071	2,236	1,627	2,622	3,041	1,819	3,007
March.....	1,395	2,030	7,098	3,303	2,872	5,826	2,258	1,598	1,981	1,189	3,777
April.....	1,350	370	5,368	4,429	1,909	12,771	2,871	315	13,839	20,460	7,483
May.....	1,823	1,580	5,950	5,923	3,928	10,393	1,741	3,728	8,590	5,975	6,507
June.....	4,006	3,097	3,184	5,531	1,060	7,531	2,516	2,356	6,837	7,547	16,275
July.....	6,291	1,834	11,463	6,339	4,082	7,083	1,428	4,420	8,563	22,170	21,736
August.....	4,612	2,603	13,263	5,684	9,864	18,556	2,375	11,823	6,923	13,314	21,434
September.....	3,458	6,996	5,572	4,303	6,554	7,521	2,132	8,190	3,057	10,773	13,357
October.....	2,388	1,101	5,993	2,360	2,158	6,571	3,233	6,496	8,130	5,511	6,107
November.....	980	4,718	1,896	1,113	1,768	6,277	675	4,863	3,657	4,740	20,439
December.....	2,854	3,902	340	431	2,995	3,851	267	1,666	953	5,688	1,488
Year.....	*23,390	*26,558	*45,800	*33,269	*34,812	*71,905	*20,395	*41,038	*60,619	*87,091	*113,916

Month	Time loss in man working days for all strikes and lockouts in existence										
	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942
January.....	8,280	6,250	44,142	22,105	999	64,850	29,287	10,472	5,962	3,508	46,635
February.....	10,452	54,730	30,169	16,315	20,577	17,347	3,575	24,098	12,749	7,126	24,141
March.....	15,969	15,692	88,642	12,844	17,144	34,345	9,391	9,982	14,940	3,670	21,602
April.....	28,517	2,270	72,146	19,472	14,424	124,039	16,449	1,361	64,914	77,036	20,869
May.....	30,565	11,798	31,284	33,024	28,712	53,818	12,589	16,732	51,122	22,397	17,780
June.....	40,186	37,500	31,689	42,140	3,310	60,322	12,672	8,616	38,827	39,284	41,593
July.....	40,186	9,090	71,763	52,118	44,987	67,587	9,768	12,445	21,186	48,859	53,498
August.....	51,815	17,255	75,680	29,588	72,034	296,676	12,745	32,298	13,821	33,569	49,531
September.....	7,992	38,274	59,490	26,506	32,577	41,288	16,268	17,546	6,476	82,463	37,808
October.....	9,554	18,141	50,244	17,983	11,644	50,616	17,295	33,724	17,949	19,693	26,926
November.....	2,338	55,040	17,415	8,781	13,344	42,007	6,409	36,351	15,222	41,764	103,355
December.....	9,146	51,477	1,875	3,152	16,245	33,498	2,230	20,963	3,150	54,545	6,044
Year.....	255,000	317,547	574,519	284,028	276,997	886,393	148,678	224,588	266,318	433,914	450,202

* These figures relate only to the actual number of strikes and lockouts in existence and the workers involved during the year, not being a summation in each case of the monthly figures.

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in man working days
							Em- ployers†	Workers		
AGRICULTURE— Reforestation labourers.....	Timberlands, B.C.....	Against dismissal of a worker.	Negotiations.....	Compromise, worker given an opportunity on another project.	Feb. 26.....	Mar. 2.....	1	26	78	3
Hop pickers.....	Sumas Prairie, B.C.	For increased wages, piece rates.	Replacement.....	In favour of employer.	Sept. 9.....	Sept. 10.....	1	400	200	‡
								426	278	
LOGGING— Loggers.....	Chilliwack, B.C.....	For increased piece rates in poor timber.	Negotiations.....	In favour of workers	Mar. 9.....	Mar. 10.....	1	24	24	1
Loggers.....	Menzies Bay, B.C.....	For agreement with employees' committee and re cost of living bonus.	Conciliation, provincial, and reference to arbitration.	In favour of employer.	June 9.....	June 11.....	1	300	600	2
Loggers.....	St. Pacome, P.Q.....	For increased wages	Negotiations and reference to R.W.L.B. (a).	In favour of workers	July 17.....	July 20.....	1	140	210	1‡
Boom men.....	Gatineau, P.Q.....	For increased allowance for equipment.	Negotiations.....	In favour of workers	July 28.....	July 29.....	1	110	110	1
Fallers and buckers.....	Jordan River, B.C.....	For increased wages.	Negotiations.....	In favour of employer.	Sept. 24.....	Sept. 25.....	1	30	30	1
								604	974	
FISHING, ETC.— Salmon fishermen.....	Fraser River, B.C.....	Against reduction in price for second grade salmon.	Negotiations.....	Compromise.....	Sept. 21.....	Oct. 1.....	11	3,260*†	10,000	4
								3,260	10,000	
MINING, ETC.— Gold miners.....	Kirkland Lake, Ont.	For union recognition.....	Return of workers.....	In favour of employer.	Nov. 18, 1941	Feb. 12, 1942	8	2,000	58,000	35
Coal miners (machinists).....	Glace Bay, N.S.....	For change in time of extra shift	Return of workers.....	Compromise.....	Jan. 5.....	Jan. 14.....	1	50	400	8
— Coal miners (pickers).....	Rosedale, Alta.....	For increased wages.....	Negotiations.....	In favour of employer.	Jan. 14.....	Jan. 15.....	1	10**	10	1
Coal miners.....	Midlandvale, Alta.....	For employment of extra helpers to push cars.	Negotiations.....	Compromise, number of contract leaders reduced so drivers could spot cars at face.	Jan. 20.....	Jan. 21.....	1	209	209	1
Coal miners.....	Glace Bay, N.S.....	Against working under certain conditions.	Return of workers pending investigation.	In favour of employer.	Feb. 23.....	April 6.....	1	14	330	35
Coal miners (wheelers).....	North Minto, N.B.....	Against reduction of number of wheelers.	Negotiations.....	In favour of employer.	Feb. 25.....	Feb. 26.....	1	16**	16	1
Coal miners (shooters and loaders).	Florence, N.S.....	Re working conditions.	Return of workers pending negotiations.	In favour of employer.	Feb. 25.....	Feb. 27.....	1	9	18	2
Asbestos miners.....	East Broughton, P.Q.	For union recognition and increased wages.	Return of workers pending reference to N.W.L.B.	Partially successful, some increases approved.	Feb. 27.....	Mar. 2.....	1	100	200	2

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time lost in man working days	Duration in man working days
							Em- ployers†	Workers		
MINING—Con.										
Coal miners.....	Glace Bay, N.S.....	Against transfer of an experienced worker.	Return of workers.	In favour of workers.	July 29.....	July 30.....	1	400	400	1
Coal miners.....	Sydney Mines, N.S.	For changes to increase earnings of borers.	Return of workers pending reference to N.W.L.B.	In favour of workers.	July 30.....	Aug. 3.....	1	900	2,700	3
Coal miners.....	Blairmore and Coleman, Alta.	For men's pay for boys doing men's work.	Negotiations and return of workers pending investigation.	Indefinite; see later strike.	July 31.....	Aug. 1.....	3	1,200	1,200	1
Coal miners.....	Aerial, Alta.....	For adjustments in wages and working conditions.	Negotiations.....	Compromise.....	Aug. 6.....	Aug. 14.....	1	146	1,000	7
Coal miners.....	Inverness, N.S.....	Re underground transportation of miners.	Return of workers.	In favour of workers.	Aug. 8.....	Sept. 1.....	1	80**	1,500	20
Coal miners.....	Blairmore, Coleman and Bellevue, Alta.	For men's pay for boys doing men's work.	Return of workers pending negotiations and reference to N.W.L.B.	In favour of workers.	Aug. 10.....	Aug. 11.....	4	2,014	2,014	1
Coal miners.....	Nanaimo and Cumberland, B.C.	For revision of wage scale in agreement.	Return of workers and reference to N.W.L.B.	Indefinite; see later strike.	Aug. 16.....	Aug. 18.....	3	1,300	2,600	2
Coal pier loaders.....	Union Bay, B.C.....	For increased wages....	Conciliation, federal and reference to N.W.L.B.	Indefinite; see later strike.	Aug. 17.....	Aug. 23.....	1	30**	180	6
Coal miners.....	Florence, N.S.....	Misunderstanding re absenteeism.	Negotiations.....	In favour of workers.	Aug. 18.....	Aug. 19.....	1	600	600	1
Coal miners.....	Sydney Mines, N.S.	Re deductions from earnings of two miners.	Return of workers pending negotiations.	In favour of workers.	Aug. 18.....	Aug. 24.....	1	900	3,600	4
Coal miners.....	Cannore, Alta.....	For dismissal of fire boss.	Negotiations.....	Compromise, fire boss transferred.	Aug. 21.....	Aug. 27.....	1	242	1,400	5
Coal miners.....	East Coulee, Alta.	For transportation to working places.	Return of workers pending settlement.	In favour of workers.	Aug. 27.....	Aug. 28.....	1	130	130	1
Coal miners.....	Florence, N.S.	For increased wages for loaders.	Return of workers pending settlement.	In favour of workers.	Aug. 27.....	Aug. 31.....	1	640	1,900	3
Gold miners.....	Pickle Crow, Ont.....	Re meals after the night shift.	Negotiations.....	Compromise.....	Sept. 18.....	Sept. 20.....	1	60	81	1½
Coal miners.....	East Coulee, Alta.	Re working conditions.	Return of workers.	Indefinite.	Sept. 24.....	Sept. 25.....	1	61	61	1
Coal miners.....	Princeton, B.C.....	For union recognition and increased wages.	Return of workers pending report of I.D.I. Board.	Indefinite; see later strikes.	Oct. 1.....	Oct. 2.....	3	120	120	1
Coal miners.....	Aerial, Alta.....	Against having to push cars of coal in one section of mine.	Negotiations.....	In favour of workers.	Oct. 3.....	Oct. 5.....	1	70*10	70	1
Coal miners.....	Princeton, B.C.	For union recognition and increased wages.	Conciliation, federal and return of workers pending report of I.D.I. Board.	Indefinite; see later strikes.	Oct. 6.....	Oct. 9.....	3	120	360	3

Coal miners.....	Glacé Bay, N.S.....	For payment for time lost by a miner.	Return of workers.	In favour of employees.	Oct. 7.....	Oct. 9.....	1	1,150	1,500	14
Coal miners.....	Nanaimo, B.C.....	For increased wages....	Conciliation, federal and return of workers pending decision of N.W.L.B.	Compromise, extension of Crow's Nest Pass wage rate granted.	Oct. 21.....	Oct. 30.....	2	640	5,000	8
Coal miners.....	Cumberland, B.C.....	In sympathy with coal miners at Nanaimo.	Conciliation, federal and return of workers pending decision of N.W.L.B.	Compromise, extension of Crow's Nest Pass wage rate granted.	Oct. 22.....	Oct. 30.....	1	650*11	4,500	7
Coal miners.....	Sydney Mines, N.S.	Against increased length of coal cutting bars.	Return of workers pending negotiations.	Compromise.....	Oct. 27.....	Oct. 29.....	1	300	600	2
Coal miners.....	Princeton, B.C.....	For closed shop union agreement with increased wages.	Conciliation, federal and return of workers pending settlement.	Indefinite; see later strike.	Nov. 2.....	Nov. 5.....	3	120	360	3
Coal miners.....	Springhill, N.S.....	Re measuring of working places.	Negotiations.....	Compromise.....	Nov. 4.....	Nov. 5.....	1	20	20	1
Coal miners.....	River Hebert, N.S.	For increased wage rates	Conciliation, federal	Indefinite, mine later closed down.	Nov. 6.....	Nov. 12.....	1	20	100	5
Coal miners (machine cutters).....	Drumheller, Alta.....	Re placing of reinstated miner.	Negotiations.....	Compromise, miner threatened to other work.	Nov. 12.....	Nov. 13.....	1	12	12	1
Metal miners.....	Rouyn, P.Q.....	For payment of transportation to mine.	Negotiations and reference to N.W.L.B.	Compromise.....	Nov. 12.....	Nov. 16.....	1	180	540	3
Coal miners.....	Princeton, B.C.....	For closed shop union agreement with increased wages.	Conciliation, federal and reference to N.W.L.B.	Compromise on wages and open shop agreement secured.	Nov. 17.....	Nov. 20.....	3	120	360	3
Asbestos miners.....	East Broughton, P.Q.	Alleged lockout of a contractor and his employees following a wage dispute.	Unterminated.....	.....	Nov. 23.....	.....	1	120	3,700	33
Coal miners.....	Aerial, Alta.....	Alleged lockout when miners refused late to offset delay on a previous appointment of a certain worker to a vacancy.	Negotiations.....	Compromise.....	Nov. 23.....	Nov. 24.....	1	140	140	1
Coal miners.....	Stellarton, N.S.....	Against appointment of a worker guilty of assault on an official.	Return of workers.	In favour of employer.	Nov. 24.....	Nov. 25.....	1	42*12	42	1
Coal miners.....	Sydney Mines, N.S.	For reinstatement of a worker guilty of assault on an official.	Negotiations.....	In favour of workers.	Nov. 27.....	Nov. 30.....	1	850	1,700	2
Coal miners (dumpers and trimmers).....	Union Bay, B.C.....	For a greater increase in wages.	Conciliation, federal and return of workers pending further reference to N.W.L.B.	In favour of workers.	Dec. 4.....	Dec. 5.....	1	15*13	23	14
								22,408	129,529	

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in man working days
							Em- ployers	Workers		
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakery workers.....	Montreal, P.Q.....	For union recognition, increased wages, reduced hours and against dismissal of two workers.	Conciliation, federal	Compromise, dismissed workers reinstated, minimum wages increased.	Feb. 15.....	Feb. 18.....	2	60	138	3
	Montreal, P.Q.....	For union recognition and agreement on wages and working conditions.	Replacement.....	In favour of employers.	Mar. 7.....	April 15(c)...	11	235	3,500	33
Biscuit and candy workers.....	Vancouver, B.C.....	Alleged discrimination against union workers on seniority and staff reduction.	Replacement.....	In favour of employer.	Mar. 9.....	April 15(c)...	1	62	1,700	32
Flour and feed mill workers.....	Goderich, Ont.....	Against transfer of workers to another department, thereby reducing hours of work.	Return of workers.	In favour of employer.	June 19.....	June 25.....	1	14	73	5½
Flour mill workers.....	West Toronto, Ont.	For increased wages.	Return of workers to and reference to R.W.L.B.	In favour of employer.	July 8.....	July 13.....	1	104	350	3½
Sugar refinery workers.....	Montreal, P.Q.....	For increased wages.	Conciliation, provincial and reference to R.W.L.B.	In favour of workers, full cost of living bonus approved.	July 10.....	July 13.....	1	70	140	2
Canning factory workers.....	Penticton, B.C.....	For union agreement with increased wages and improved working conditions.	Conciliation, provincial and reference to R.W.L.B.	Compromise, agreement with employees committee with increased wages.	Aug. 4.....	Aug. 6.....	1	80	160	2
Canning factory workers.....	Niagara-on-the-Lake, Ont.	For increased wages.	Return of workers and replacement.	In favour of employer.	Aug. 19.....	Aug. 19.....	1	40*16	20	½
<i>Tobacco and Liquors—</i> Tobacco workers.....	Chatham, Ont.....	For increased wages and cost of living bonus.	Conciliation, federal and reference to R.W.L.B.	Compromise, cost of living bonus secured.	Mar. 9.....	Mar. 11.....	1	180	270	1½
	Toronto, Ont.....	Against dismissal of certain workers.	Return of workers and replacement.	In favour of employer.	May 29.....	June 15.....	1	60	500	13½
Distillery workers.....	Ville LaSalle, P.Q.	For increased wages, etc.	Negotiations and reference to R.W.L.B.	In favour of workers, union agreement with increased wages, overtime rates of pay, etc., secured.	June 27.....	July 6.....	1	600	3,600	6
Tobacco factory workers.....	Montreal, P.Q.....	For increased wages and cost of living bonus.	Conciliation, provincial and reference to R.W.L.B.	Compromise, cost of living bonus approved.	July 8.....	July 9.....	1	1,700	2,500	1½

Tobacco factory workers	Montreal, P.Q.	For increased wages and union recognition.	Conciliation, federal and reference to R.W.L.B.	Partially successful, union agreement and increases to certain workers approved.	Sept. 8.....	Sept. 11.....	1	3,181	7,000	21
Cigar makers	Montreal, P.Q.	For recognition of a certain union as sole bargaining agency.	Negotiations.....	In favour of employer.	Nov. 11.....	Nov. 17.....	1	355	2,000	54
Cigar makers	Toronto, Ont.	For union recognition and increased wages.	Return of workers.	In favour of employer.	Nov. 11.....	Nov. 20.....	1	187	1,475	8
								6,263	17,345	
<i>Animal Foods—</i> Fish cutters and packers	Prince Rupert, B.C.	For increased piece rates for certain operations.	Negotiations and reference to R.W.L.B.	In favour of workers	Jan. 18.....	Jan. 18.....	1	150	19	4
Meat packing plant workers	Kitchener, Ont.	Against dismissal of two workers for alleged insubordination.	Conciliation, provincial and reference to I.D.F. Commissioner.	In favour of employer.	May 11.....	June 19.....	1	208	6,000	33
Fish cannery workers	Black's Harbour, N.B.	For increased wages.	Negotiations, reference to R.W.L.B. and replacement.	Partially successful.	May 14.....	May 15.....	1	75	35	4
								433	6,054	
<i>Books and Shoes (Leather)—</i> Shoe factory workers	Toronto, Ont.	For union agreement with increased wages, etc.	Conciliation, federal and reference to R.W.L.B.	Compromise, agreement secured with certain wage increases.	Jan. 12.....	Jan. 19.....	1	17	110	64
Shoe factory workers	Tillsonburg, Ont.	For union recognition.	Negotiations.....	Compromise, committee recognized.	Feb. 5.....	Feb. 16.....	1	10	60	6
Shoe factory workers	Montreal, P.Q.	For dismissal of a supervisor.	Negotiations.....	In favour of employer.	Mar. 12.....	Mar. 30.....	1	76	750	14
Shoe factory workers	Quebec, P.Q.	Re wages and working conditions.	Conciliation, federal and reference to R.W.L.B.	In favour of employer.	Mar. 16.....	Mar. 26.....	1	45	400	9
Shoe factory workers	Quebec, P.Q.	Re cost of living bonus.	Conciliation, provincial and reference to R.W.L.B.	Partially successful.	June 22.....	July 6.....	16	3,000	23,000	10
Shoe factory workers	Quebec, P.Q.	Re application of cost of living bonus.	Conciliation, provincial and reference to R.W.L.B.	In favour of workers	Aug. 6.....	Aug. 24.....	1	411	5,980	144
Shoe factory workers	Montreal, P.Q.	Re application of cost of living bonus.	Conciliation, provincial and return of workers pending decision on R.W.L.B.	In favour of workers, full cost of living bonus approved and no reduction in wage increases previously granted.	Aug. 15.....	Aug. 27.....	8	2,500	10,000	10
Shoe factory workers	Quebec, P.Q.	For payment of cost of living bonus weekly instead of monthly.	Return of workers and replacement.	In favour of employer.	Aug. 29.....	Sept. 11.....	1	17*6	150	9
Shoe factory workers (machine operators)	Toronto, Ont.	Re training of new operators.	Conciliation, provincial.	Compromise, operations re-timed.	Dec. 3.....	Dec. 16.....	1	10*6	60	10
Shoe factory workers	Toronto, Ont.	Re method of paying check-off.	Conciliation, federal	In favour of employer.	Dec. 12.....	Dec. 23.....	1	39	351	9
								6,125	40,841	

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in man working days
							Em- ployers†	Workers		
MANUFACTURING— <i>Con. Fur and Leather Products—Tannery workers.</i>	Quebec, P.Q.	Re promotion and seniority.	Negotiations and conciliation, provincial.	In favour of workers, closed shop secured.	Oct. 15.....	Oct. 16.....	1	65	65	1
								65	65	
<i>Textiles, Clothing, etc.—Hosiery toppers.</i>	Sherbrooke, P.Q.	For adjustments in wage rates.	Conciliation, provincial and reference to R.W.L.B.	Compromise.....	Jan. 21.....	Jan. 26.....	1	80*17	240	3
	Montreal, P.Q.	For union recognition and against dismissal of a worker.	Replacement.....	In favour of employer.	Feb. 5.....	Feb. 28 (c).	1	7	100	21
Textile factory workers (woollen and cotton).	Lachine Mills, P.Q.	For union recognition and certain wage increases.	Conciliation, federal	Compromise, agreement with plant council.	Feb. 6.....	Mar. 2.....	1	500	9,000	19
Men's clothing factory workers (cutters).	Montreal, P.Q.	Against reduction in piece rates.	Conciliation, provincial and reference to R.W.L.B.	Compromise.....	Feb. 13.....	Feb. 17.....	1	15	38	2½
Knitting mill workers.	Toronto, Ont.	For increase in cost of living bonus.	Conciliation, federal and reference to R.W.L.B.	In favour of workers	Mar. 16.....	Mar. 18.....	1	683	768	1½
Cotton factory workers.	Valleyfield, P.Q.	For increased wages.	Negotiations.....	In favour of employer.	Mar. 23.....	Mar. 24.....	1	15	15	1
Clothing factory workers.	Winnipeg, Man.	For restoration of piece rates.	Negotiations and reference to R.W.L.B.	In favour of workers	April 9.....	April 9.....	1	102	30	½
Knitting mill workers.	Toronto, Ont.	For increased wages, piece rates.	Conciliation, provincial and reference to R.W.L.B.	In favour of workers	April 29.....	May 11.....	1	19*18	188	10
Cotton factory workers.	Cornwall, Ont.	Re seniority rights in promotion.	Negotiations.....	Compromise.....	May 13.....	May 14.....	1	56	28	½
Cotton factory workers.	Cornwall, Ont.	Re transfer of employee and seniority.	Conciliation, federal	In favour of employer.	May 19.....	May 20.....	1	21	21	1
Canvas factory workers.	Montreal, P.Q.	Against wage deductions for rejected goods.	Conciliation, federal	Compromise.....	June 3.....	June 3.....	1	56	20	½
Woollen mill workers.	Oxford, N.S.	For increased wages.	Return of workers pending reference to R.W.L.B.	Compromise, full cost of living bonus granted.	June 8.....	June 10.....	1	52	104	2
Cotton factory workers.	Granby, P.Q.	For increased wages.	Conciliation, provincial and reference to R.W.L.B.	In favour of workers	June 8.....	June 11.....	1	56	140	2½
Dyers.	Toronto, Ont.	For union recognition.	Return of workers and replacement.	In favour of employer.	June 9.....	July 9.....	1	71	1,500	25
Cotton factory workers.	Welland, Ont.	For increased wages.	Return of workers.	In favour of employer.	June 12.....	June 15.....	1	30	60	2
Men's clothing factory workers.	Joliette, P.Q.	For union recognition and reinstatement of a worker.	Negotiations.....	Compromise, worker reinstated.	June 15.....	June 25.....	1	42	33½	8

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in man working days
							Em- ployers†	Workers		
MANUFACTURING— <i>Con.</i> <i>Pulp and Paper—Con.</i> Paper mill workers	Toronto, Ont.	For increased wages	Conciliation, federal and reference to R.W.L.B.	Compromise	June 19	June 19	1	62	20	‡
	St. Johns, P.Q.	For increased wages and union recognition	Conciliation, federal, I.D.I. Commissioner, and reference to R.W.L.B.	Partially successful, minimum rates for males approved.	July 8	July 25	1	100	1,500	15
Pulp and paper mill workers	Fort Frances, Ont.	For additional week's holiday with pay.	In favour of R.W.L.B.	In favour of employer.	July 20	July 27	1	340	2,000	6
Paper mill workers	Merritt, Ont.	Against reduction in number of men per machine.	Conciliation, provincial and federal negotiations.	In favour of workers	July 25	July 27	1	128	128	1
Paper mill workers	Windsor Mills, P.Q.	For union recognition	Conciliation, provincial and reference to I.D.I. Board	In favour of employer.	Aug. 10	Aug. 13	1	300 ^{*21}	1,000	3‡
Paper mill workers	Portneuf Station, P.Q.	For increased wages and union recognition	Conciliation, federal and reference to R.W.L.B.	Indefinite.	Aug. 17	Aug. 19	1	115	285	2‡
Paper mill workers	Kingsley Falls, P.Q.	Re increased wages, cost of living bonus and working conditions.	Return of workers pending further negotiations.	Indefinite, see later strike.	Aug. 19	Aug. 25	1	58	280	4‡
Paper mill workers	Kingsley Falls, P.Q.	For hourly wages, reduced hours, cost of living bonus and union recognition.	Conciliation, provincial and reference to R.W.L.B.	Compromise, hourly wages at increased rates secured.	Sept. 9	Sept. 28	1	58	900	16
Paper mill workers	Beauharnois, P.Q.	For increased wages	Conciliation, federal	Indefinite, see later strike.	Sept. 13	Sept. 16	1	500	1,200	2‡
Paper mill workers	Beauharnois, P.Q.	For increased wages and other changes.	Conciliation, federal and reference to I.D.I. Board and to R.W.L.B.	Compromise, union agreement with some wage increases and further reference to R.W.L.B. for wage adjustments.	Oct. 1	Oct. 21	1	475	7,600	16
Paper mill workers	Merritt, Ont.	For time and one-half for work on Sundays (mill to close on Tuesdays to conserve power).	Return of workers pending negotiations.	In favour of workers (mill to continue working as formerly).	Oct. 25	Oct. 28	1	70 ^{*22}	140	2
Printing and Publishing— Pressmen	Toronto, Ont.	For increased wages and cost of living bonus.	Conciliation, provincial and reference to R.W.L.B.	In favour of workers	Jan. 26	Jan. 27	1	28	25	1
	Vancouver, B.C.	For union agreement, 44 hour week, etc.	Return of workers and replacement.	In favour of employer.	Feb. 24	Mar. 9	1	17	160	10‡
Miscellaneous Wood Products— Sash and door factory workers								3,060	17,890	

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Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in working days
							Employers†	Workers		
MANUFACTURING—Con. Metal Products—Con. Truck factory workers.	Windsor, Ont.	For recognition of seniority in reducing staff.	Negotiations.	In favour of workers	April 3	April 4	1	276	200	‡
	Trenton, N.S.	For increased wages.	Negotiations.	Indefinite, see later strike.	April 3	April 18	1	98	1,200	12‡
	Windsor, Ont.	For increased wages.	Negotiations and return of workers pending reference to R.W.L.B.	Compromise.	May 1	May 1	1	300	50	1/6
	Windsor, Ont.	For increased wages.	Return of workers.	In favour of workers.	May 8	May 11	1	118	100	1‡
Wire factory workers	Montreal, P.Q.	For union recognition and against dismissal of a worker.	Conciliation, provincial.	In favour of workers.	May 9	May 11	1	200	100	1
Foundry workers	Plessisville, P.Q.	Against retirement of sup-rintend.	Conciliation, federal.	In favour of employees.	May 9	May 12	1	319	800	2‡
Truck and body factory workers.	Brantford, Ont.	Against decreased earnings (tonnage pay).	Return of workers.	In favour of employees.	May 22	May 25	1	40	75	2
Foundry workers	Hamilton, Ont.	For increased wages and cost of living bonus and double time on Sundays and holidays.	Return of workers pending decision of R.W.L.B.	Compromise, partial increase awarded.	May 23	June 1	1	1,900	3,400	2‡
Steel mill workers	Trenton, N.S.	For increased wages.	Return of workers.	Partially successful.	May 30	June 8	1	11	70	6‡
Steel mill workers	Windsor, Ont.	For increased wages.	Replacement and reference to R.W.L.B.	In favour of employees.	June 2	June 2	1	600	25	1/24
Motor vehicles factory workers.	Windsor, Ont.	Misunderstanding as to wage scale adjustment.	Return of workers.	In favour of employees.	June 2	June 2	1	600	25	1/24
Steel mill workers	Trenton, N.S.	For greater increase in wages.	Return of workers.	In favour of employees.	June 2	June 4	4	2,330	3,000	1‡
Metal factory workers	Crowland, Ont.	For increased wages.	Conciliation, provincial and reference to R.W.L.B.	Partially successful.	June 15	June 15	1	110	110	1
Foundry labourers	Sherbrooke, P.Q.	For increased wages.	Conciliation, provincial.	In favour of employees.	June 16	June 19	1	20	60	3
Machinists	Galt, Ont.	Against anticipated change in management.	Return of workers.	Indefinite, government appointed controller for the plant.	June 17	June 17	1	96	96	1
Steel mill workers	Trenton, N.S.	For adjustment of piece rates.	Conciliation, federal.	Compromise.	June 17	June 22	1	42 ²³	154	3‡
Electrical apparatus factory workers.	Montreal, P.Q.	Against alleged discrimination in granting three workers wage increases.	Return of workers pending settlement to be reclassified.	Compromise, all jobs to be reclassified.	June 19	June 19	1	35	12	‡
Machinists	Montreal, P.Q.	For week's holiday with pay.	Negotiations and reference to R.W.L.B.	In favour of workers	June 29	June 30	1	20	20	1

Wire factory workers	Montreal, P.Q.	For increased wages and new agreement.	Conciliation, federal and reference to R.W.L.B.	Indefinite, see later strike.	July 3	1	122	100	7/9
Metal factory workers	Bathurst, P.Q.	For increased wages.	Conciliation, federal and reference to R.W.L.B.	Compromise	July 4	1	600	1,000	1½
Metal factory workers	Seaford, Ont.	For increased wages.	Negotiations.	Partially successful.	July 4	1	28	26	1
Moulders and helpers	St. Boniface, Man.	For increased wages.	Conciliation, federal and reference to R.W.L.B.	Compromise	July 6	1	36 ³⁴	36	1
Munitions factory workers	Cherrier, P.Q.	For increased wages, improved working conditions and union recognition.	Conciliation, federal and reference to R.W.L.B.	In favour of workers	July 6	1	4,225 ²⁴	8,450	2
Cable factory workers	St. John, P.Q.	For union recognition and in sympathy with strike of paper products workers.	Conciliation, federal and reference to R.W.L.B.	Partially successful. union recognition not granted.	July 8	1	110	1,050	15
Bolt factory workers	Vancouver, B.C.	For dismissal of a foreman.	Negotiations.	In favour of workers	July 11	1	68	34	½
Metal factory workers	Longueuil, P.Q.	Re alternating shifts.	Return of workers.	In favour of workers	July 14	1	43	20	½
Truck factory workers	Windsor, Ont.	For union recognition and increased wages against the dismissal of a union worker.	Conciliation, federal and reference to R.W.L.B.	In favour of workers	July 17	1	300 ²⁶	900	3
Metal factory workers	Montreal, P.Q.	For an increase in the cost of living bonus.	Negotiations and reference to R.W.L.B.	Compromise, no discrimination and union contract when union has majority.	July 22	1	150	150	1
Foundry workers	Sackville, N.B.	Against dismissal of two workers.	Negotiations and reference to R.W.L.B.	In favour of workers	July 22	2	294	1,170	4
Metal factory workers	Chatham, Ont.	For union recognition and agreement.	Conciliation, provincial.	In favour of workers	July 23	1	268	300	1½
Metal factory workers	Longue Pointe, P.Q.	For an increase in the cost of living bonus or increased wages.	Conciliation, federal and reference to R.W.L.B.	Indefinite, see later strike.	July 24	1	550 ²⁷	150	½
Foundry workers	Amherst, N.S.	For increased wages.	Negotiations and reference to R.W.L.B.	In favour of workers, increase in cost of living bonus approved.	July 24	1	101	101	1
Metal factory workers	Montreal, P.Q.	For increased wages.	Negotiations and reference to R.W.L.B.	In favour of workers	July 27	1	175	150	1½
Carpenters (steel mill)	Sydney, N.S.	For increased wages.	Return of workers.	In favour of workers	July 28	1	43	236	5½
Bricklayers (steel mill)	Sydney, N.S.	For revision of wage rates for apprentices.	Conciliation, federal and joint application to R.W.L.B.	Compromise	July 29	1	44	70	1½
Foundry labourers	Trenton, N.S.	Against dismissal of a worker.	Negotiations.	In favour of workers	July 30	1	50	125	3
Bolt factory workers	Owen Sound, Ont.	For approval of agreement with increased wages.	Conciliation, federal and reference to R.W.L.B.	In favour of workers	July 30	1	60	340	5½
Machinists	Winnipeg, Man.	Alleged lockout re union recognition and change in working conditions.	Conciliation, federal and reference to R.W.L.B.	Compromise	July 31	1	50	175	3½
Barnill workers	Sydney, N.S.	For additional helpers.	Return of workers.	In favour of workers	Aug. 1	1	152	350	2½
Steel products factory workers	Chatham, Ont.	Against dismissal of a worker for union activity.	Conciliation, provincial, and arbitration.	In favour of workers, worker reinstated after interview.	Aug. 3	1	159	500	3½

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in man working days
							Em-ploy-ers	Workers		
MANUFACTURING—Con. Metal Products—Con. Steel mill workers.....	Longue Pointe, P.Q.	For union recognition.....	Conciliation, federal and provincial, and replacement.	In favour of employ-er.	Aug. 7.....	Aug. 20.....	1	600	5,000	11
	Brantford, Ont.	Against the dismissal of four workers.	Return of workers and conciliation, provincial.	In favour of employ-er.	Aug. 11.....	Aug. 11.....	1	30	15	$\frac{1}{2}$
Truck factory workers.....	Montreal, P.Q.	For increased wages.....	Negotiations and re- turn of workers pending decision of R.W.L.B.	In favour of workers agreement with in- creased wages ap- proved.	Aug. 12.....	Aug. 17.....	1	122	425	$3\frac{1}{2}$
Wire factory workers.....	Montreal, P.Q.	Against dismissal of two workers for union activ-ity.	Conciliation, federal.	In favour of workers	Aug. 12.....	Aug. 13.....	1	25	12	$\frac{1}{2}$
Moulders.....	Toronto, Ont.	For increased wages.....	Conciliation, federal and reference to I.D.I. Commis- sioner & R.W.L.B.	In favour of workers	Aug. 15.....	Aug. 15.....	1	1,327	165	$\frac{1}{2}$
Aircraft factory workers.....	Trenton, N.S.	In sympathy with a worker dismissed fol- lowing strike on July 30.	Replacement and return of workers	In favour of employ-er.	Aug. 17.....	Aug. 18.....	1	17	17	1
Foundry labourers.....	Sydney, N.S.	For payment of tonnage rates.	Negotiations.....	In favour of employ-er.	Aug. 17.....	Aug. 22.....	1	143	650	$4\frac{1}{2}$
Ore pier loaders.....	Sarnia, Ont.	For increased wages.....	Conciliation, federal and return of workers pending decision of R.W.L.B.	In favour of workers	Aug. 28.....	Aug. 29.....	1	175	250	$1\frac{1}{2}$
Foundry workers.....	Windsor, Ont.	For overtime rates of pay.	Negotiations and joint application to R.W.L.B.	In favour of workers	Aug. 28.....	Aug. 31.....	1	100	200	2
Metal factory workers.....	Hamilton, Ont.	Against change in hours of shift.	Return of workers.....	In favour of employ-er.	Aug. 31.....	Sept. 1.....	1	300	160	1
Steel mill workers.....	Hull, P.Q.	For increased wages and re-instatement of three workers.	Conciliation, federal and joint applica- tion to R.W.L.B.	In favour of workers	Aug. 31.....	Sept. 1.....	1	125	170	$1\frac{1}{2}$
Foundry workers.....	Lunenburg, N.S.	Re wage adjustments.	Negotiations and reference to R.W.L.B.	In favour of workers	Sept. 1.....	Sept. 1.....	1	75	10	$\frac{1}{2}$
Foundry workers.....	Plessisville, P.Q.	For increased wages.....	Conciliation, provin- cial, and reference to arbitration and R.W.L.B.	Compromise, cer- tain adjustments made.	Sept. 4.....	Sept. 8.....	1	200	300	$1\frac{1}{2}$
Foundry workers.....	Windsor, Ont.	Against delay in com- pletion of certain work.	Negotiations.....	In favour of employ-er.	Sept. 9.....	Sept. 14.....	1	6	21	$3\frac{1}{2}$
Foundry workers.....	Sorel, P.Q.	Against income tax de- ductions.	Negotiations.....	In favour of employ-er.	Sept. 17.....	Sept. 17.....	1	140	25	$1\frac{1}{5}$
Foundry workers.....	Calgary, Alta.	For union recognition and increased wages.	Conciliation, federal and provincial and reference to I.D.I.	In favour of employ-er.	Sept. 24.....	Oct. 1.....	1	84	462	$5\frac{1}{2}$
Steel mill workers.....	Sydney, N.S.	Against appointment of a certain foreman.	Return of workers.....	In favour of employ-er.	Oct. 5.....	Oct. 7.....	1	57 ²²	85	$1\frac{1}{2}$

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in man working days
							Em- ployers†	Workers		
MANUFACTURING—Con. Shipbuilding—Con. Rivet heaters	Montreal, P.Q.	For increased wages.	Return of workers pending investigation.	In favour of employees.	June 3.	June 8.	1	23	84	3
	Vancouver, B.C.	In protest against closed shop agreement and dismissals on June 4.	Conciliation, federal.	In favour of employees.	June 12.	Aug. 6.	1	240	8,500	45
	Vancouver, B.C.	Re resignation of a foreman.	Return of workers.	In favour of employees.	June 15.	June 15.	1	1,700	500	‡
	Montreal, P.Q.	For increased wages.	Conciliation, federal and return of workers pending investigation.	In favour of employees.	June 15.	June 17.	1	50 ⁴⁰	75	1‡
Welders	North Vancouver, B.C.	Against closed shop agreement.	Negotiations.	In favour of employees.	June 16.	June 17.	1	200	300	1‡
	Montreal, P.Q.	In sympathy with strike of passer boys.	Return of workers.	In favour of employees.	June 17.	June 17.	1	23	28	1
	Vancouver, B.C.	For enforcement of closed shop agreement.	Conciliation, federal.	In favour of workers.	June 18.	June 18.	1	2,000	1,000	‡
	Vancouver, B.C.	For enforcement of closed shop agreement.	Negotiations and return of workers pending settlement.	In favour of workers.	June 18.	June 18.	1	1,000	60	1/16
Machinists and blacksmiths	Vancouver, B.C.	In protest against seven day work week.	Conciliation, federal and reference to a Royal Commission.	In favour of employees.	June 23.	July 3.	3	900	7,700	9
	Vancouver, B.C.	In sympathy with strike of machinists and blacksmiths.	Return of workers.	In favour of employees.	June 24.	June 24.		400	50	‡
Pipe fitters										
Shipyard workers	Lauzon, P.Q.	Against suspension of two workers.	Negotiations.	In favour of employees.	June 29.	June 30.	1	140 ²¹	210	1‡
Rivet heaters	Montreal, P.Q.	For increased wages.	Conciliation, federal.	In favour of employees.	July 2.	July 6.	1	32 ⁴²	128	4
Shipyard workers	Collingwood, Ont.	Against dismissal of three workers.	Conciliation, federal.	In favour of workers.	July 3.	July 6.	1	42	60	1‡
Welders and electricians	Vancouver, B.C.	In sympathy with strike of welders June 12.	Return of workers.	In favour of employees.	July 8.	July 10.	4	700	1,000	2
Welders and improvers	Collingwood, Ont.	Re working conditions.	Conciliation, federal and return of workers pending investigation.	In favour of workers, certain improved by Provincial Factory Inspector.	July 11.	July 15.	1	34	100	3
Holder-on and plate-hangers	Vancouver, B.C.	For increased wages.	Negotiations.	In favour of employees.	Aug. 5.	Aug. 5.	1	80 ²³	60	‡
Shipyard workers	Saint John, N.B.	Against promotion of a worker belonging to another union.	Conciliation, federal and return of workers pending negotiations.	Compromise, week's trial to be given (unions later amalgamated).	Aug. 6.	Aug. 8.	1	250	375	1‡

CONSTRUCTION— Buildings and Structures— Truck drivers									
North Vancouver, B.C.	For increased wages.	Conciliation, federal L.B.	Compromise, to be paid for time to and from garage.	Feb. 23.....	Feb. 24.....	1	12	1	12
Point Edward, N.S.	Re shinglers joining union and for increased wages.	Negotiations and reference to R.W.L.B.	In favour of workers.	April 14.....	April 15.....	1	1,100	1	1,100
Montreal, P.Q.	For increased rates of pay.	Negotiations.....	In favour of employer.	May 14.....	May 14.....	1	45	1	12
Montreal, P.Q.	For increased rates of pay.	Negotiations and reference to R.W.L.B.	In favour of workers.	May 21.....	May 25.....	1	35	1	85
Kitchener, Ont.	Against employment of a non-union worker.	Negotiations.....	In favour of workers.	May 29.....	June 2.....	1	6	1	18
Quebec, P.Q.	For increased wages.	Conciliation, federal and reference to R.W.L.B.	Compromise.	June 8.....	June 11.....	1	100	1	133
Quebec, P.Q.	For increased wages.	Conciliation, federal and reference to R.W.L.B.	Compromise.	June 9.....	June 11.....	1	60	1	104
Ottawa, Ont.	For increased wages.	Replacement and return of workers.	In favour of employer.	June 11.....	June 15.....	1	6	1	12
Granby, P.Q.	For increased wages.	Negotiations, return of workers and replacement.	In favour of employer.	July 8.....	July 9.....	1	36	1	36
Brantford, Ont.	For increased wages.	Replacement.	In favour of employer.	July 24.....	July 25.....	1	15	1	15
Brown's Line, Ont.	For increased wages.	Negotiations, return of workers and replacement.	In favour of employer.	July 28.....	July 30.....	1	50	1	75
Quebec, P.Q.	For increased wages.	Conciliation, federal and reference to R.W.L.B.	Compromise, cost of living bonus secured.	Aug. 11.....	Aug. 14.....	5	72	3	175
Sydney, N.S.	For increased wages and reduced hours.	Conciliation, federal and reference to R.W.L.B.	In favour of employer.	Aug. 13.....	Aug. 17.....	1	15	3	45
Camp Borden, Ont.	For adjustment of wage scale.	Negotiations and reference to N.W.L.B.	In favour of workers.	Aug. 28.....	Aug. 28.....	1	100 ⁴⁴	1	25
Sawyerville, P.Q.	For reinstatement of superintendent.	Return of workers and replacement.	In favour of employer.	Aug. 28.....	Aug. 29.....	1	41	1	20
Quebec, P.Q.	For increased wages.	Conciliation, federal and reference to R.W.L.B.	In favour of employer.	Aug. 29.....	Sept. 2.....	1	132	3	396
Sorel and St. Joseph de Sorel, P.Q.	Re wages.	Conciliation, federal and reference to R.W.L.B.	Compromise, cost of living bonus secured.	Sept. 1.....	Sept. 2.....	2	198	1	300
Pictou, N.S.	For increased cost of living bonus.	Negotiations.....	In favour of employer.	Oct. 1.....	Oct. 1.....	1	200	1	100
Bouchard, P.Q.	For cost of living bonus.	Conciliation, provincial and reference to R.W.L.B.	In favour of workers.	Oct. 5.....	Oct. 6.....	1	428	1	428
Deepbrook, N.S.	For increased wages.	Conciliation, federal and replacement.	In favour of employer.	Oct. 15.....	Oct. 15.....	1	78	1	39
Ste. Therese de Blainville, P.Q.	For increased wages.	Replacement.	In favour of employer.	Oct. 23.....	Oct. 27.....	1	23	3	50
Cornwall, Ont.	For increased wages.	Conciliation, federal	In favour of workers.	Dec. 9.....	Dec. 12.....	1	120	2	240
							2,872		3,420

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time lost in man working days	Duration in man working days
							Em- ployers†	Workers		
CONSTRUCTION— <i>Con.</i> <i>Highway</i> — Truck drivers.....	Hesketh, Alta.....	Re working conditions due to rain.	Negotiations.....	Indefinite, project temporarily continued.	Sept. 22.....	Oct. 1.....	1	10	50	7
								10	50	
							1	300	300	1
								300	300	
<i>Canad. Harbour and Waterway</i> — Dredging crews.....	Valleyfield, P.Q....	For increased wages...	Negotiations.....	In favour of worker.	May 26.....	May 26.....	1			
<i>Miscellaneous</i> — Truck drivers..... Carpenters and labourers... Truck drivers..... Labourers..... Truck drivers..... Truck drivers..... Truck drivers.....	Dolbeau, P.Q.....	For increased rates...	Negotiations and reference to Public Service Board.	In favour of employer.	Jan. 21.....	Jan. 22.....	1	50*42	50	1
	Sydney, N.S.....	Against dismissal of worker.	Return of worker pending investigation.	Compromise worked; reinstated at other work.	Feb. 2.....	Feb. 2.....	1	50	10	1
	Shireshaw, P.Q.....	For increased wages...	Return of worker and replacement.	In favour of employer.	Feb. 24.....	Feb. 28.....	1	144*43	120	4
	Edmonton, Alta...	For increased wages...	Replacement.....	In favour of employer.	June 20.....	June 30.....	1	15	25	1½
	Shireshaw, P.Q.....	For increased wages and other changes.	Negotiations.....	Compromise worked; conditions improved.	Aug. 20.....	Aug. 20.....	1	300*44	75	1
	Edmonton, Alta...	Re working conditions	Negotiations.....	Partially successful.	Sept. 3.....	Sept. 5.....	1	100	200	2
	Abbotsford, B.C....	For increased wages...	Return of workers and replacement.	In favour of employer.	Dec. 30.....	Dec. 30.....	1	48*45	16	1
								707	496	
TRANSPORTATION— <i>Steam Railway</i> — Roundhouse workers.....	Windsor, Ont.....	For increased wages...	Return of workers and replacement.	In favour of employer.	Nov. 27...	Dec. 3.....	1	6	30	5
								6	30	
<i>Water</i> — Longshoremen..... Longshoremen..... Freight handlers..... Freight handlers.....	Montreal, P.Q.....	For increased wages...	Negotiations and reference to N.W.L.B.	In favour of employer.	July 16.....	July 17.....	1	60	60	1
	Restigouche, P.Q...	For increased wages and overtime.	Negotiations, return of workers and replacement.	Partially successful; overtime secured.	July 22.....	July 23.....	1	35	35	1
	Lunenburg, N.S....	For increased wages...	Negotiations.....	In favour of workers.	Aug. 13.....	Aug. 15.....	1	54	80	1½
	Halifax, N.S.....	For increased wages and union recognition.	Conciliation, federal and reference to N.W.L.B.	In favour of employer.	Sept. 1.....	Sept. 8.....	1	200	1,000	6

Freight handlers.....	Saint John, N.B.....	Re change in time of payment of wages.	Conciliation, federal and return of workers pending further negotiations.	In favour of workers	Sept. 11.....	Sept. 13.....	15	1,200-48	3,000	2½
Freight handlers.....	Saint John, N.B.....	Re working conditions.	Return of workers pending further negotiations.	Compromise, certain adjustments made	Sept. 26.....	Sept. 29.....	1	48	144	3
Longshoremén.....	Victoria, B.C.....	Re wages.....	Negotiations.....	In favour of employer.	Oct. 14.....	Oct. 19.....	1	12*7	45	4
Longshoremén.....	Sarnia, Ont.....	For increased wages and fixed hours of work.	Conciliation, federal	In favour of employer.	Oct. 27.....	Oct. 28.....	1	31	45	1½
								1,640	4,409	
<i>Local and Highway—</i> Truck drivers.....	Toronto, Ont.....	Against dismissal of an official.	Replacement and return of workers.	In favour of employer.	Jan. 26.....	Jan. 27.....	1	17	17	1
Truck drivers and dock workers.	Windsor, Ont.....	For increased wages.....	Negotiations and return of workers pending decision of R.W.L.B.	In favour of workers	Nov. 2.....	Nov. 3.....	1	19	29	1½
Truck drivers and warehousemen.	Windsor, Ont.....	For union agreement with increased wages and reduced hours.	Conciliation, federal and return of workers pending negotiations.	In favour of employers.	Nov. 21.....	Nov. 25.....	5	130	390	3
Bus drivers and mechanics..	Montreal, P.Q.....	For closed union shop...	Conciliation, federal	In favour of employer.	Dec. 4.....	Dec. 5.....	1	339	339	1
								505	775	
<i>Telegraphs and Telephones—</i> Maintenance men, telegraph line.	Montreal, P.Q.....	For increased wages.....	Return of workers and replacement.	In favour of employer.	June 8.....	June 11.....	1	65	125	3
								65	125	
<i>Miscellaneous—</i> Grain elevator workers.....	Goderich, Ont.....	For increased wages, piece rates.	Conciliation, federal and reference to R.W.L.B.	Compromise.....	July 2.....	July 9.....	1	17	100	5½
								17	100	
TRADE— Ice packers.....	Hudson, P.Q.....	For increased wages, piece rates.	Negotiations and replacement.	Partially successful some increases and cost of living bonus secured.	Feb. 2.....	Feb. 5.....	1	4*48	12	3
Scrap metal workers.....	Winnipeg, Man.....	For increased wages.....	Conciliation, federal and reference to R.W.L.B.	Compromise.....	June 4.....	June 5.....	1	22	22	1
Truck drivers.....	Montreal, P.Q.....	For increased wages.....	Replacement and return of workers.	In favour of employer.	June 26.....	June 27.....	1	20	30	1½
Scrap metal workers.....	Toronto, Ont.....	For increased wages.....	Negotiations and reference to R.W.L.B.	In favour of workers	July 14.....	July 15.....	1	15	10	1
								61	74	

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1942

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time lost in man working days	Duration in man working days
							Em- ployers†	Workers		
FINANCE— Bank clerks.....	Montreal, P.Q.....	For union recognition and increased wages.	Return of workers and replacement.	In favour of employer.	April 30....	May 23....	1	224	1,100	20
								224	1,100	
SERVICE— <i>Public Administration—</i> Garbage collectors.....	Hamilton, Ont.....	For payment for overtime.	Negotiations.....	Compromise, extra men and trucks engaged.	Jan. 19.....	Jan. 19.....	1	60	30	1
Garbage collectors.....	Ottawa, Ont.....	For increased wages.	Negotiations.....	Compromise, wages and hours increased.	Feb. 19.....	Feb. 20.....	1	60	60	1
Garbage collectors and stock- ers.	Montreal, P.Q.....	Against dismissal of a worker.	Negotiations.....	In favour of employer.	Sept. 15....	Sept. 17....	1	160	240	14
Garbage men and street clean- ers.	Montreal, P.Q.....	For increased wages and against suspension of a worker.	Return of workers	Compromise, to be paid for overtime.	Oct. 14....	Oct. 14....	1	100	100	1
								380	430	
Recreational— Golf caddies.....	Sherbrooke, P.Q.....	For increased wages.	Replacement.....	In favour of employer.	Aug. 29....	Aug. 31....	1	30	50	2
								30	50	
Custom and Repair— Dyers.....	Toronto, Ont.....	For increased wages.	Negotiations and reference to R.W. L.B.	In favour of workers.	June 12....	June 15....	1	10	15	2
								10	15	
Business and Personal— Beverage room workers.....	Crow's Nest, Pass District, Alta.	For union agreement and increased wages.	Negotiations.....	Partially successful, compromise agreed, interests secured with 5 employers.	Dec. 20, 1941	Jan. 29.....	7	13	230	24
Hospital maids.....	Hamilton, Ont.....	For increased wages.	Negotiations.....	In favour of workers.	May 13....	May 15....	1	56	112	2
Window cleaners.....	Montreal, P.Q.....	For new agreement with increased wages.	Negotiations and reference to R.W. L.B.	In favour of workers.	June 3.....	June 5.....	15	100	200	2
Laundry workers.....	Moose Jaw, Sask.....	For union recognition and agreement.	Conciliation, provincial.	In favour of workers.	June 29....	July 2.....	1	59	177	3

Recent Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. The annual review including a table summarizing the principal statistics as to strikes and lockouts in Great Britain and other countries appears elsewhere in this issue.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August 1940, page 760.

The number of disputes beginning in April was 121 and 10 were still in progress from the previous month, making a total of 131 disputes in progress during the month; 31,900

workers were involved in the disputes in progress during the month and the time loss was 68,000 working days.

Of the 121 disputes beginning in April, 35 arose out of demands for increased wages and 39 over other wage questions; 4 on questions as to hours; 17 over questions as to employment of particular classes or persons; 21 over other questions as to working arrangements; one on a question of trade union principle; and 4 were sympathetic strikes. Final settlements were reached in 103 disputes, of which 16 were settled in favour of workers, 63 in favour of employers and 24 resulted in compromises; in 17 other disputes, work was resumed pending negotiations.

United States

The number of strikes beginning in May was 395, involving 620,000 workers in these new strikes. The time loss for all disputes in progress during the month was 1,275,000 man working days.

Strikes and Lockouts in Other Countries During 1942

THE accompanying table gives the principal figures as to strikes and lockouts in certain other countries since 1919, as compared with Canada, showing the number of disputes (strikes and lockouts), the number of employees involved in stoppages of work and the time loss in man working days. All countries for which this information was available were included in the tables published in the LABOUR GAZETTE, March, 1940, page 234. The countries included in the tables published below are restricted to those for which additional information was received since March, 1940. Throughout the year the latest available figures (including those from annual reports) for each country are given in a monthly article in the LABOUR GAZETTE.

Methods of compilation of trade dispute statistics vary greatly with various countries. In some countries figures as to strikes and lockouts are published separately, but, where possible, they have been included together in the table here given. In some cases the number of strikes and lockouts shown for a year is the number beginning during the year; in other cases it is the number ending during the year; and in still other cases it is the number in existence during the year, including those carried over from the previous year with those beginning during the year.

The figures as to the number of employees involved published by some countries show not only the number of employees directly involved, but also the number of those indirectly affected, that is thrown out of work by disputes to which they were not parties; but exact information on this point is not always given. In the table given herewith the column showing the numbers of employees involved includes figures for the numbers directly involved or the total number directly and indirectly involved according to the method adopted by the country concerned.

Footnotes to the table indicate the nature of the statistics with reference to the above points.

Many countries publish statistics dealing with trade disputes only once each year or even less frequently, the figures being issued in some cases after an interval of some length. Most countries revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously.

In most cases the statistics dealing with disputes in other countries published in the LABOUR GAZETTE are obtained from official publications of the countries concerned.

Great Britain

There were no outstanding disputes in 1942, the great majority of them involving only small numbers of workers. More than one-half of the time loss occurred in the coal mining industry. There were numerous disputes at individual coal mines, most of them over wages, during the first half of the year. After general increases in wage rates in coal mines had been granted as recommended by a board of investigation, the number of disputes in this industry and the number of workers involved were much less in the later months of the year. In the shipbuilding and metal industries, a strike of 20,000 workers in shipbuilding and ship repairing on Tyneside, in October, accounted for a time loss of 135,000 working days, and in the same month 9,000 workers in the engineering industry in Belfast were on a strike which resulted in a time loss of 120,000 working days.

Of the disputes beginning in 1942, 62.3 per cent were over wage questions, 3.6 per cent over hours of work, 12.7 per cent over the employment of particular classes or persons, 18 per cent over other working arrangements, rules or discipline, 1.4 per cent over trade unionism, and the remaining 2 per cent over sympathetic action or other questions. The record of the methods of settlement of disputes show that 52.7 per cent were settled by direct negotiation between the parties or their representatives, 36.1 per cent by return to work on employers' terms without negotiation, 8 per cent by conciliation, 1.8 per cent by arbitration and 1.4 per cent by other methods.

United States

Strike activity was considerably less in 1942 than in the previous year. Although the

number of strikes in 1942 was slightly more than the average for the last ten years, the number of workers involved was less than this average and the time loss was less than in any year (except 1930) for which information is available. The greatest time loss in any one industry in 1942 was in the mining industry, amounting to 515,600 man working days, the most of which was in coal mining; 463,700 man working days were lost in textile mill products industries, 304,000 man working days in wholesale and retail trade and 270,000 in the iron and steel industries. The average number of workers involved in strikes was small, the largest number in any one strike being 16,000 in the strike at textile mills at Fall River, Massachusetts, in March.

The classification of strikes by causes shows that wages and hours (chiefly demands for wage increases) were the chief causes of 47 per cent of the strikes and partly the cause of others. Union organization questions were the chief cause of 14 per cent of the strikes and partly the issue in others. Methods of settlement of disputes include 27.3 of the strikes settled directly by employers and workers or their representatives, 62 per cent settled by government officials or boards, 1.4 per cent by private conciliators or arbitrators, 9.2 per cent terminated without formal settlement and in 0.1 per cent the method was not reported.

The results of the strikes ending in 1942 show that 34.6 per cent terminated with substantial gains to workers, 34.8 per cent with partial gains or compromises, 17 per cent with little or no gains to workers; in 5.2 per cent the results were jurisdiction, rival union or faction settlements, and in the remaining 8.4 per cent the results were indeterminate or not reported.

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1942

Year	Number of disputes	Workers involved	Time loss in man working days	Year	Number of disputes	Workers involved	Time loss in man working days
CANADA				CANADA—(Continued)			
	(c)	(e)	(e)		(c)	(e)	(e)
1919.....	336	148,945	3,400,942	1931.....	88	10,738	204,238
1920.....	322	60,327	799,524	1932.....	116	23,390	255,000
1921.....	168	28,257	1,048,914	1933.....	125	26,558	317,547
1922.....	104	43,775	1,528,661	1934.....	191	45,800	574,519
1923.....	86	34,261	671,750	1935.....	120	33,269	284,028
1924.....	70	34,310	1,295,054	1936.....	156	34,812	276,997
1925.....	87	28,949	1,193,281	1937.....	278	71,905	886,393
1926.....	77	23,834	266,601	1938.....	147	20,395	148,678
1927.....	74	22,299	152,570	1939.....	122	41,038	224,588
1928.....	98	17,581	224,212	1940.....	168	60,619	266,318
1929.....	90	12,946	152,080	1941.....	231	87,091	433,914
1930.....	67	13,768	91,797	1942.....	354	113,916	450,202

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1942—Continued

Year	Number of disputes	Workers involved	Time loss in man working days	Year	Number of disputes	Workers involved	Time loss in man working days
CANADA—(Concluded)				EIRE—(Concluded)			
	(c)	(e)	(e)		(a)	(e)	
1942—January.....	14	2,865	46,635	1929.....	53	4,533	101,397
February.....	21	3,007	24,141	1930.....	83	3,410	77,417
March.....	18	3,777	21,602	1931.....	60	5,431	310,199
April.....	20	7,483	20,869	1932.....	70	4,222	42,152
May.....	32	6,507	17,780	1933.....	88	9,059	200,126
June.....	55	16,275	41,593	1934.....	99	9,288	180,080
July.....	68	21,736	53,498	1935.....	99	9,513	288,077
August.....	59	21,434	49,951	1936.....	107	9,443	185,623
September.....	43	13,357	37,808	1937.....	145	26,734	1,754,949
October.....	26	6,107	26,926	1938.....	137	13,736	208,784
November.....	26	20,439	103,355	1939.....	99	6,667	106,476
December.....	15	1,488	6,044	1940.....	89	7,715	152,076
				1941.....	71	4,895	77,133
				1942.....	69	5,132	115,039
ARGENTINA (i)				GREAT BRITAIN AND NORTHERN IRELAND			
1919.....	367	308,967	3,222,705		(a)	(f)	
1920.....	206	134,015	3,693,782	1919.....	1,352	2,401,000	34,970,000
1921.....	86	139,751	976,270	1920.....	1,607	1,779,000	26,570,000
1922.....	116	4,737	150,894	1921.....	763	1,770,000	85,870,000
1923.....	63	19,190	895,842	1922.....	576	556,000	19,850,000
1924.....	77	277,071	1,268,318	1923.....	628	399,000	10,670,000
1925.....	89	39,142	125,367	1924.....	710	613,000	8,420,000
1926.....	67	15,880	287,379	1925.....	603	441,000	7,950,000
1927.....	58	38,236	352,963	1926.....	323	2,734,000	162,230,000
1928.....	135	28,109	224,800	1927.....	308	108,000	1,170,000
1929.....	113	28,271	457,022	1928.....	302	124,000	1,390,000
1930.....	125	29,331	699,790	1929.....	431	533,000	8,290,000
1931.....	43	4,622	54,531	1930.....	422	307,000	4,400,000
1932.....	105	34,562	1,299,061	1931.....	420	490,000	6,980,000
1933.....	42	3,481	44,779	1932.....	389	379,000	6,490,000
1934.....	42	25,940	742,256	1933.....	357	136,000	1,070,000
1935.....	69	52,143	2,642,576	1934.....	471	134,000	960,000
1936.....	109	85,438	1,344,451	1935.....	553	271,000	1,960,000
1937.....	82	49,993	517,645	1936.....	818	316,000	1,830,000
1938.....	44	8,871	228,703	1937.....	1,129	597,000	3,410,000
1939.....	49	19,718	241,099	1938.....	875	274,000	1,334,000
				1939.....	940	337,000	1,356,000
AUSTRALIA				1940.....	922	299,400	940,000
	(c)	(e)	(f)	1941.....	1,251	361,500	1,079,000
1919.....	460	100,300	6,308,226	1942.....	1,303	456,700	1,527,000
1920.....	554	102,519	1,872,065	1942—January.....	57	17,100	59,000
1921.....	624	120,198	956,617	February.....	55	14,900	28,000
1922.....	445	100,263	858,685	March.....	62	15,200	43,000
1923.....	274	66,093	1,145,977	April.....	83	33,800	63,000
1924.....	504	132,569	918,646	May.....	174	94,400	306,000
1925.....	499	154,599	1,128,570	June.....	135	112,200	356,000
1926.....	360	80,768	1,310,261	July.....	74	18,500	42,000
1927.....	441	157,581	1,713,581	August.....	118	21,600	37,000
1928.....	287	82,349	777,278	September.....	123	25,000	53,000
1929.....	259	88,293	4,671,478	October.....	110	58,500	337,000
1930.....	183	51,972	1,511,241	November.....	130	40,300	93,000
1931.....	134	34,541	245,961	December.....	87	25,300	90,000
1932.....	127	29,329	212,318				
1933.....	90	26,988	111,956				
1934.....	155	46,963	370,386				
1935.....	183	44,813	495,124				
1936.....	235	57,118	497,248				
1937.....	342	92,121	557,111				
1938.....	376	132,480	1,337,994				
1939.....	416	143,228	459,154				
1940.....	350	178,939	1,507,252				
1941.....	567	240,845	984,174				
1942—1st quarter.....	121	27,815	55,394				
2nd quarter.....	181	50,924	137,763				
EIRE				BRITISH INDIA			
	(a)	(g)			(c)	(g)	
1923.....	131	20,635	1,208,734	1921.....	890	600,351	6,984,426
1924.....	104	16,403	301,705	1922.....	278	435,434	3,972,727
1925.....	86	6,855	293,792	1923.....	213	301,044	5,051,704
1926.....	57	3,455	85,345	1924.....	133	312,462	8,730,918
1927.....	53	2,312	64,020	1925.....	134	270,423	12,578,129
1928.....	52	2,190	54,292	1926.....	128	186,811	1,097,478
				1927.....	129	131,655	2,019,970
				1928.....	203	506,851	31,647,404
				1929.....	141	532,016	12,165,691
				1930.....	148	196,301	2,261,731
				1931.....	166	203,008	2,408,000
				1932.....	118	128,099	1,922,437
				1933.....	146	164,938	2,168,961
				1934.....	159	220,808	4,775,559
				1935.....	145	114,217	973,457
				1936.....	159	169,029	2,358,062
				1937.....	379	647,801	8,982,257

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1942—*Concluded*

Year	Number of disputes	Workers involved	Time loss in man working days	Year	Number of disputes	Workers involved	Time loss in man working days
BRITISH INDIA—(<i>Concluded</i>)				SWEDEN			
	(c)	(g)			(d)	(g)	
1938.....	399	400,075	9,198,708	1919.....	440	81,041	2,295,900
1939.....	406	409,189	4,992,795	1920.....	486	139,039	8,942,500
1940.....	322	452,539	7,577,281	1921.....	347	49,712	2,663,300
1941.....	359	291,054	3,330,503	1922.....	392	75,679	2,674,580
				1923.....	206	102,896	6,907,390
				1924.....	261	23,976	1,204,500
				1925.....	239	145,778	2,559,700
				1926.....	206	52,891	1,711,200
				1927.....	189	9,477	400,000
				1928.....	201	71,461	4,835,000
				1929.....	180	12,676	667,000
				1930.....	261	20,751	1,021,000
				1931.....	193	40,899	2,627,000
				1932.....	182	50,147	3,095,000
				1933.....	140	31,980	3,434,000
				1934.....	103	13,588	760,000
				1935.....	98	17,189	788,000
				1936.....	60	3,474	438,000
				1937.....	67	30,904	861,000
				1938.....	85	28,951	1,284,000
NEW ZEALAND				UNITED STATES			
	(b)	(f)	(f)		(a)	(a)	(c)
1919.....	45	4,030	54,735	1919.....	3,630	4,160,348	.....
1920.....	77	15,138	119,208	1920.....	3,411	1,463,054	.....
1921.....	77	10,433	93,456	1921.....	2,385	1,099,247	.....
1922.....	58	6,414	201,812	1922.....	1,112	1,612,562	.....
1923.....	49	7,162	89,105	1923.....	1,553	756,584	.....
1924.....	34	14,815	74,552	1924.....	1,249	654,641	.....
1925.....	83	9,905	47,811	1925.....	1,301	428,416	.....
1926.....	59	6,264	10,395	1926.....	1,035	329,592	.....
1927.....	36	4,384	22,817	1927.....	707	329,939	26,218,628
1928.....	41	9,822	26,808	1928.....	604	314,210	12,631,863
1929.....	49	7,831	33,233	1929.....	921	288,572	5,351,540
1930.....	45	5,632	48,486	1930.....	637	182,975	3,316,808
1931.....	24	6,356	108,528	1931.....	810	341,817	6,893,244
1932.....	23	9,335	111,935	1932.....	841	324,210	10,502,033
1933.....	16	3,957	10,393	1933.....	1,695	1,168,272	16,872,128
1934.....	24	3,733	18,563	1934.....	1,856	1,466,695	19,591,949
1935.....	12	2,323	16,980	1935.....	2,014	1,117,213	15,456,337
1936.....	43	7,354	29,916	1936.....	2,172	788,648	13,901,956
1937.....	52	11,411	35,456	1937.....	4,740	1,860,621	28,424,857
1938.....	72	11,388	53,801	1938.....	2,772	688,376	9,148,273
1939.....	66	16,082	28,097	1939.....	2,613	1,170,962	17,812,219
1940.....	57	10,475	26,237	1940.....	2,508	576,988	6,700,872
1941.....	89	15,261	51,436	1941.....	4,288	2,362,620	23,047,556
1942.....	64	14,282	.....	1942.....	2,968	839,961	4,182,557
				1942—January.....	156	26,929	330,567
				February.....	181	58,122	357,333
				March.....	234	67,294	401,739
				April.....	277	56,038	367,400
				May.....	285	68,820	322,085
				June.....	345	109,611	586,408
				July.....	388	99,676	416,741
				August.....	330	92,226	448,712
				September.....	274	87,904	387,150
				October.....	207	61,593	243,756
				November.....	144	52,481	128,164
				December.....	147	59,269	192,502
SOUTH AFRICA							
	(a)	(g)					
1919.....	47	23,799	537,138				
1920.....	66	105,658	239,415				
1921.....	25	9,892	112,357				
1922.....	12	29,001	1,339,508				
1923.....	2	50	740				
1924.....	7	1,856	10,129				
1925.....	0	0	0				
1926.....	3	768	890				
1927.....	12	5,158	9,126				
1928.....	10	5,746	10,535				
1929.....	10	2,962	.....			
1930.....	12	5,050	2,600				
1931.....	19	6,278	54,575				
1932.....	12	4,011	26,034				
1933.....	10	1,585	16,081				
1934.....	12	2,379	52,132				
1935.....	17	2,367	19,564				
1936.....	20	2,198	5,009				
1937.....	33	5,906	27,329				
1938.....	20	3,798	4,070				
1939.....	20	4,871	4,246				
1940.....	23	1,849	6,475				

(a) Disputes beginning in period. (b) Disputes ending in period. (c) Disputes in existence in period. (d) Method of counting disputes not stated. (e) Directly involved only. (f) Directly and indirectly involved. (g) It is not stated whether or not employees indirectly involved are included. (h) Preliminary figures. (i) Strikes only.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under the Industrial Standards Acts are summarized in separate articles following this.

Mining, Non-Ferrous Smelting and Quarrying

COPPER MOUNTAIN, B.C.—GRANBY CONSOLIDATED MINING, SMELTING AND POWER CO. LTD. AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS LOCAL 649 (METAL MINERS).

Agreement, reached with the assistance of an officer of the Department of Labour, is to be in effect from June 1, 1943 to May 31, 1944. The parties to meet before expiration date to discuss its renewal; the obligation of the company to do this is conditional on the majority of the employees being members of the union at that time. The company recognizes the union as exclusive representative of all its employees as long as a majority are members of the union, and union members may sign check-off for union dues, assessments, etc., to be deducted from their pay by the company and turned over to the union.

Hours: for all underground employees, eight hours "from Shifters' Office to Shifters' Office shall constitute a shift". The regular working week to be 8 hours per day, 48 per week. Provision is made for a "safety promotion committee" of employees, for labour-management committee, for seniority rights and for the settlement of disputes.

Manufacturing: Animal Foods

CALGARY, ALBERTA.—BURNS & CO. LTD. AND PACKING PLANT EMPLOYEES, LOCAL UNION No. 105.

Agreement to be in effect from May 1, 1943, to April 30, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the exclusive bargaining agency for the employees covered.

Hours: basic hours are 8 per day, 48 per week, but when necessary to exceed these, hours may be increased to 10 per day, 50 per week, for male employees and 9 per day,

48 per week for female employees at straight time rates. Overtime and all work on Sundays and holidays is payable at time and one half. Minimum hourly wage rate for regular adult male employees is 45 cents, for regular female employees and male employees under 19 years of age, 36 cents. The wage question and hours are to be referred to the Regional War Labour Board and present wage rates to remain in effect until any changes are approved by this board. Vacation: an annual vacation with pay of one week after one year's service, two weeks after five years' service, three weeks for female employees after fifteen years' service and for male employees after twenty years' service.

Provision is made for seniority rights, for vacations with pay and for the settlement of disputes.

Manufacturing: Fur and Leather Products

MONTREAL, QUEBEC.—A CERTAIN FUR DRESSING AND DYEING ESTABLISHMENT AND THE FUR DRESSERS AND DYERS UNION, MONTREAL (A.F. of L.).

Agreement to be in effect from May 8, 1943, to October 31, 1944. Only union members to be employed, with the exception of foremen. The employer agrees to deduct union dues from wages and turn them over to the union.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime is payable at time and one half. All employees working those weeks shall receive pay for Christmas Day and Labour Day. Wages: minimum wage is \$13.75 per week. During the slack period, all available work to be distributed equally among all workers of the various departments, as far as possible; arrangement is made for the adjustment of disputes.

KITCHENER, ONTARIO.—THE BRIETHAUP LEATHER CO. LTD. AND INTERNATIONAL FUR AND LEATHER WORKERS' UNION, LOCAL 300 (C.I.O.).

Agreement reached following application for a board under the Industrial Disputes Investigation Act and the subsequent withdrawal of the application, (see page 924 of this issue). Agreement to be in effect from June 1, 1943, to May 31, 1944. The company recognizes the union as the sole collective bargaining agent of the employees. No discrimination to be shown by the company or by the employees against any employee on account of union membership or activity or the lack of it.

Hours and overtime: for the day shift, 9 hours per day, 5 on Saturdays (a 50-hour week) with time and one quarter for overtime; for the night shift, 9 hours per shift, 6 nights per week, with time and one quarter for time over 9 hours in any shift or 50 hours in the week. (These hours do not apply to firemen, engineer-

ing staff or watchmen). Rest period: employees of some departments allowed a 15-minute rest period, those of other sections a 10-minute rest period in the morning. Vacation: one week's vacation with pay for employees with at least one year's service. Provision is made for seniority rights and for the settlement of disputes.

PENETANGUISHENE, ONTARIO.—THE BREITHAUPT LEATHER CO. LTD. AND SHOE AND LEATHER WORKERS ORGANIZING COMMITTEE, LOCAL 24.

Agreement reached following application for a board under the Industrial Disputes Investigation Act and the subsequent withdrawal of the application (p. 925 of this issue). Agreement to be in effect from April 29, 1943, to April 30, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the exclusive bargaining agency of the employees. All employees now members of the union shall remain union members and all new workers hired shall become union members. No discrimination by the company or the union against any employee on account of trade union membership or activity or the lack of such.

Hours: 9 per day, 6 days per week, a 54-hour week: for night shift, 10 hours per night, 6 nights per week. (These hours do not apply to firemen, engineering staff or watchmen.) Overtime is payable at time and one quarter. Rest period: all employees allowed a 10-minute rest period in the morning. Vacation: one week's annual vacation with pay for employees with one year's service.

Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Pulp, Paper and Paper Products

GEORGETOWN, ONTARIO.—ALLIANCE PAPER MILLS LTD., GEORGETOWN DIVISION, AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 474.

Agreement reached following strike as noted in the *LABOUR GAZETTE*, April, p. 633, and mediation of an officer of the Department of Labour. Agreement to be in effect from May 1, 1943, to May 1, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the sole bargaining agency for its employees. Present employees who are union members are to retain their membership and new employees are to join the union.

Hours: for men, 10 per day, 5 days a week, a 50 hour week, except boiler room employees whose hours are 48 per week; for women, 9 per day, a 45-hour week. Overtime is payable at time and one half; work on four specified holidays, double time. Wage rates are to be those approved by the Regional War Labour Board. Vacation: one week's vacation with pay for employees with one year's service or more.

Provision is made for seniority rights and for the adjustment of grievances.

Manufacturing: Metal Products

DARTMOUTH, N.S.—CLARK RUSE AIRCRAFT LTD. AND INDUSTRIAL AIRCRAFT UNION, LOCAL No. 1 (C.C.L.).

Agreement reached following the settlement of the dispute at the plant of this company at Lakeburn, N.B. (L. G., May, p. 598). Agreement to be in effect from May 12, 1943, to May 11, 1944, and thereafter from year to year, subject to notice. The company agrees

to bargain with the union as long as the union represents a majority of employees.

Hours: 8 per day, 48 per week. Overtime is payable at time and one half; double time for all work on Sundays (or other day assigned in place of Sunday) and five specified holidays. Wages: a classification of employees and wage schedule was being prepared by the company and was to be submitted to the union and made the subject of a supplementary agreement. Employees on regular night shift to be paid time and one eighth. Arrangements are made for the recognition of seniority rights and for the adjustment of disputes.

LAKEBURN (MONCTON), N.B.—CLARK RUSE AIRCRAFT LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 2889.

Agreement reached following an investigation of a dispute by an Industrial Disputes Inquiry Commissioner (L. G., May, p. 598). Agreement to be in effect from June 9, 1943, to June 8, 1944, and thereafter from year to year, subject to notice. The company recognizes the union and will exercise no discrimination against any employee because of union membership; the union agrees not to intimidate any employee into joining the union.

Hours: 8 per day, 48 per week. Overtime is payable at time and one half, and all work on Sundays (or other day of rest assigned) and holidays at double time. Wages: a classification of employees and wage schedule was being prepared by the company and was to be submitted to the union and made the subject of a supplementary agreement. Employees on regular night shift to be paid time and one eighth. Provision is made for seniority rights and for the settlement of disputes.

TORONTO, ONTARIO.—DE HAVILLAND AIRCRAFT OF CANADA LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 112.

Agreement reached following application for a board under the Industrial Disputes Investigation Act and its subsequent withdrawal (p. 924 of this issue). Agreement to be in effect from June 7, 1943 to June 6, 1944 and thereafter from year to year subject to notice. The company recognizes the union and will not discriminate against any employee because of his union membership or connection; the union will not coerce other employees. The company will also deal with the plant committee elected by the employees. The company and the union agree to co-operate in the establishment of a joint employer-employee production committee to advise the management and to serve as a channel for the communication of ideas and suggestions relating to production problems. Arrangements are made for seniority rights and for the settlement of disputes.

Schedules of hours, vacations with pay and wage rates and overtime are to be submitted to the Regional War Labour Board, and will form part of this agreement when this Board has rendered its decision.

WINDSOR, ONTARIO.—BORDER CITIES INDUSTRIES LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement reached following application for a board under the Industrial Disputes In-

vestigation Act, the mediation of an officer of the Department of Labour and the subsequent withdrawal of the application (see p. 924 of this issue).

Agreement to be in effect from February 2, 1943, to February 1, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agency for members of the union and will not bargain collectively with any other agency on behalf of its hourly rated employees. Employees are free to join or not to join any union or association. No discrimination or coercion to be exercised by the company or by the union against employees on account of union membership or non-membership.

Hours: 48 per week. Overtime is payable at time and one half. Provision is made for seniority rights and for the settlement of grievances.

Transportation and Public Utilities: Electricity and Gas

TORONTO, ONTARIO.—CONSUMERS GAS COMPANY OF TORONTO AND UNITED GAS, COKE AND CHEMICAL WORKERS OF AMERICA, LOCAL 30 (C.I.O.).

Agreement reached on the basis of the recommendations of the board under the Industrial Disputes Investigation Act. (L. G., June, p. 779 and this issue p. 924). Agreement to be in effect from June 15, 1943 (wage payments as of the pay period which includes April 1, 1943) to September 30, 1944, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency of the employees covered by the agreement. Every employee who is a member of the union at the date of signature of the agreement or who later joins the union is to maintain his membership, but every employee who is not a member and every new employee is to be free to decide whether or not to join the union. No discrimination or coercion to be exercised by the company or the union against any employee because of his membership or non-membership in the union.

Hours (which may be changed by mutual agreement) vary with the different departments: meter and commercial departments—fitters and helpers and care service, 8 per day, 4 on Saturdays, a 44 hour week, emergency crews 8 per day 48 per week (shift work); meter repair department—9 per day for 5 days, general utility man 9 per day, 5 on Saturdays, stove repairs 8 per day, 4 on Saturdays; stores and delivery departments—9 per day, 5 on Saturdays; garage and Mutual Street buildings—auto mechanics and machine shop, 9 per day, 5 on Saturdays, carpenters, painters and maintenance men 8 per day, 4 on Saturdays; miscellaneous 6 day week of 54 hours, watchman 6 nights per week; street department, 9 per day, 5 on Saturdays; meter readers, 8 per day, 4 on Saturdays; retort houses and water gas plants—8-hour shifts for 6 days per week except for cleaners, labourers, etc. who work 9 hour shifts for 6 days; conveyors—operators 8 hour

shifts in retort house section and water gas section, 9 hours in other sections, maintenance men 9 hours for 5 days per week; engine and boiler room—8 hour shifts 6 days per week except boiler maintenance room men who work 9 hours 5 days per week; truck drivers and helpers, 9 hours per week for 6 days per week; mechanical maintenance 9 hours per day for 5 days per week. Overtime is payable at time and one half; except for work regularly performed on Sundays and holidays, all work on Sundays and holidays is payable at time and one half. Holidays: all employees with six months or more service to receive pay for the six statutory holidays.

Maximum hourly basic wage rates for some classes as approved by the Regional War Labour Board; meter and commercial departments—special fitters 75 cents, fitters 60 to 70 cents, helpers 40 to 55 cents, emergency crew fitters \$36 per week, emergency crew drivers \$34, care service men \$30; meter repair department—meter repairers and testers 60 to 75 cents, helpers 40 to 55 cents, stove repairers 60 and 65 cents; stores and delivery departments—stockkeepers 65 cents, drivers 60 cents, helpers 55 and 60 cents; garage and Mutual Street buildings—sign painters, blacksmith and welder 75 cents, other tradesmen 65 and 70 cents, others 60 to 65 cents, watchman and elevator man \$29 per week; street department—caulkers, mainlayers, repairmen and service men 65 cents, labourers 50 cents, watchmen \$27.50 per week; meter readers \$22.50 to \$27.25 per week; retort houses and water gas plants—retort house operators and water gas makers 70½ cents, valve house operators 66 and 70 cents, cleaners, etc. 50 to 63½ cents, maintenance repairmen 73 cents, pipefitters 68 cents; conveyor operators 63 cents, maintenance repairmen 65 to 75 cents, maintenance machinist 80 cents; engine and boiler rooms—engineers 75 cents, firemen 65 cents, condensing house operator 57½ cents; yard—assistant in yard 63 cents, purifier house assistant 55 cents, coal unloaders 56 cents, general labourers 50 cents; truck drivers 60 cents, truck drivers' helpers 55 cents; mechanical maintenance—iron worker and welder 85 cents, machinists, blacksmiths, 80 cents, pipefitters 75 and 80 cents, carpenter 75 cents, drill hand 70 cents, tinsmith 68 cents, lathe hand 65 cents, helpers 53 to 68 cents, painters 60 cents, construction labourers 55 cents. A cost of living bonus is to be paid in conformity with existing legislation and as amended from time to time.

Vacation: one week's vacation with pay to all employees with one year or more service. Sick leave: all employees with one year or more service shall, beginning with the eighth day of disability and for a period of not more than eight weeks for one illness, or in any consecutive twelve months, receive \$15 per week, if married, and half pay not exceeding \$15 per week, if single. Eligible employees will be entitled to medical attention by a qualified practitioner appointed by the Company, for a period of not longer than nine weeks from the date of disability; medicine will also be provided for the same period. Seniority rights and grievance procedure and arbitration are also provided for.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement, the amendment of four agreements and the extension of the period of four other agreements, all of which are noted below. A request for the amendment of the agreement for building trades at Sherbrooke was published in the *Quebec Official Gazette* June 5, for the amendment of the agreements for retail stores at Quebec, in the issue of June 12, barbers and hairdressers at St. Hyacinthe, in the issue of June 19, and bakers at Quebec in the issue of June 26.

In addition, Orders in Council were published in the *Quebec Official Gazette* during June, approving or amending the constitution and by-laws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection by certain other joint committees.

Mining, Non-ferrous Smelting and Quarrying

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

See below under "Manufacturing: Non-Metallic Minerals, Chemicals, etc."

Manufacturing: Textiles and Clothing

CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 9, and gazetted June 19, extends the term of this agreement (L.G., Oct., 1937, p. 1157; May, 1940, p. 496; Aug., p. 866; Nov., p. 1202; Oct., 1941, p. 1314; Aug., 1942, p. 978; Sept., p. 1097) to June 30, 1944.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (UNCORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 12, and gazetted June 19, amends the previous Orders in Council (L.G., April, 1939, p. 528; Sept., p. 950; May, 1940, p. 496; Dec., p. 1310; April, 1941, p. 473; June, p. 704; Dec., p. 1572; Jan., 1943, p. 88). The average minimum wages of female employees, including apprentices, is raised to 26 cents in Zone I and 24 cents in Zone II (and increase of one cent); the average minimum wage for male employees, including apprentices, is 37 cents in Zone I and 35 cents in Zone II (increases of 4 cents per hour).

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC.

An Order in Council, dated May 31, and gazetted June 5, extends the term of this agreement (L.G., April, 1940, p. 388; Feb., 1941, p. 183; April, 1943, p. 490) to August 1, 1943.

Manufacturing: Non-Metallic Minerals, Chemicals, Etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 9, and gazetted June 12, amends the previous Orders in Council for this industry. (L.G., July, 1940, p. 731; June, 1939, p. 628; Sept., p. 941; Feb., 1940, p. 172; Sept., 1941, p. 1159; June, 1942, p. 738; Sept., p. 1097) by changing the provisions for the payment of the cost-of-living bonus for the granite industry, making the weekly bonus \$2.25 per week, subject to variation with future changes in the cost-of-living index number.

Transportation and Public Utilities: Water Transportation

CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL.

An Order in Council, dated June 16, and gazetted June 19, makes obligatory the terms of a new agreement between certain steamship companies and the International Longshoremen's Association, Local 1657. Agreement to be in effect from June 19, 1943 to December 31, 1943, and thereafter from year to year, subject to notice.

Basic wage rates are 64 cents per hour for checkers, 63 cents for coopers for day work; 10 cents per hour extra for night work. A war bonus of 6 cents per hour is added to these basic rates. In addition to the basic rates and the war bonus, a cost-of-living bonus of 8 cents per hour is paid, this to be subject to adjustment with changes in the cost of living. Work performed during meal hours and all work on Sundays and three specified holidays is payable at double time. Checkers when employed temporarily as head checkers, and checkers doing office work, stowage or employed as warehousemen to receive 5 cents per hour extra.

Trade

GARAGES AND SERVICE STATIONS, MONTREAL.

See below under "Service: Custom and Repair".

*Service: Public Administration***MUNICIPAL EMPLOYEES (INSIDE SERVICES),
QUEBEC CITY.**

An Order in Council, dated June 12, and gazetted June 26, amends the previous Orders in Council for these employees (L.G., Aug., 1940, p. 868; July, 1941, p. 854; July, 1942, p. 856) by making a few minor changes in the salary scale.

**MUNICIPAL EMPLOYEES (OUTSIDE SERVICES),
QUEBEC CITY.**

An Order in Council, dated June 16, and gazetted June 26, amends the previous Orders in Council for these employees (L.G., Aug., 1940, p. 868; Oct., p. 1076; July, 1941, p. 854; July, 1942, p. 857) by increasing the hourly wage rates for drivers of rented trucks from \$1.25 to a graded scale of \$1.40 to \$1.90. The

rate of 50 cents per hour for linemen is changed to \$21.60 per week of 48 hours and entitled to overtime. Maintenance men are added at \$23 per week.

*Service: Custom and Repair***GARAGES AND SERVICE STATIONS, MONTREAL.**

An Order in Council, dated June 16, and gazetted June 19, extends the term of this agreement (L.G., Aug., 1941, p. 1013; April, 1942, p. 483; July, p. 857) to June 24, 1944.

*Service: Business and Personal***FUNERAL UNDERTAKERS, MONTREAL.**

An Order in Council, dated June 23, and gazetted June 26, extends the term of this agreement (L.G., March, 1942, p. 354; March, 1943, p. 353; May, p. 639) to July 10, 1943.

*Industrial Standards Acts, Etc.***Schedules of Wages and Hours Recently Approved by Provincial Orders
in Council in Saskatchewan and Alberta**

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such

a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies, to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Saskatchewan*Manufacturing: Miscellaneous Wood Products***PORTABLE SAW MILL INDUSTRY, PRINCE ALBERT**

An Order in Council, dated February 4, and gazetted February 15, makes binding on employers and employees a schedule of wages for the portable saw mill industry in the city of Prince

Albert and within five miles of it, the schedule to be in force from February 25, 1943, "during pleasure".

Minimum wage rates: employees to be paid at least 30 cents per hour or 15 per cent of the earnings of the machine, whichever is the greater. Minimum charges for cutting a cord of wood and for cutting poles are set.

Alberta*Manufacturing: Vegetable Foods***BAKERS, EDMONTON.**

An Order in Council, dated April 21, and gazetted April 30, with correction in *The Alberta Gazette* of May 15, makes binding a new schedule of wages and hours for bakers in Edmonton and within 15 miles of it, to be in effect from May 10, 1943, to May 9, 1944, and thereafter "during pleasure".

Hours: for male workers, a maximum of 10 per day, 52 per week; for female workers, a maximum of 9 per day, 48 per week. Any employee who works a minimum of 42 hours in a week to be paid the full weekly wage rate. On shifts immediately preceding a statutory holiday, two hours extra may be worked at straight time rates. Overtime is payable at time and one-half.

Minimum weekly wage rates: doughman, ovenman and bench hand, \$27.50, shipper \$21.50, truckers \$21, cake wrappers \$14, bread wrap-

pers \$17, apprentices \$12.50 to \$22, experienced salesmen \$23, inexperienced salesmen (1st three months) \$17.50, salesman owning delivery vehicle \$30. For temporary or part-time employees, 5 cents per hour over the regular rate. Re war workers, the Advisory Committee may fix a minimum rate of wages lower than these minimum rates for inexperienced male and female workers who are doing work formerly done by experienced doughmen, ovenmen and bench hands, subject to the approval of the Board of Industrial Relations, Province of Alberta, and the Regional War Labour Board for Alberta.

Holidays: employees to be allowed eight statutory holidays and to be paid for same. Vacation: one week's vacation with pay to all employees with one or more years' service. One apprentice allowed to the first three journeymen or fraction thereof and one for each two additional journeymen over the first three in any shop; apprentices to serve four years.

War Emergency Training

Enrolment in Pre-employment Classes Declines—New Plant Schools Established—Other Aspects of Program.

THE enrolment in full-time pre-employment classes showed a further decline during the month of May both in the number of men and of women. The enrolment at the end of May was the lowest since the program started. In some places in Ontario it was found impossible to recruit enough trainees to form classes and several of the schools have had to be closed. The placements from the pre-employment classes during the month of May, 1923, represented the lowest number since February of 1941. Very few additional trainees were referred to the program for training from those workers employed in non-essential occupations who were being transferred to essential employment.

The enrolment in the part-time classes showed a marked drop during the month. For the most part, these classes are held in the evening and this drop in enrolment was anticipated with the coming of summer. Most of those attending these classes are already employed in industry and are taking the part-time training at the request of their employers with a view to their promotion and upgrading.

Plant Schools

There was a slight increase in the enrolment in the plant schools during the month of May. Approval was given to 7 additional schools during this period, making a total of 91 plant schools that have operated up to May 31. Some of these, having completed their objective, have been closed. The enrolment in these schools is divided fairly evenly between men and women, with the former slightly in the majority.

Training of Foremen and Supervisors

The various forms of foremanship training proceeded satisfactorily during the month. The latest unit in the program, Job Methods Training, was put into operation and has been well received. An interesting development in the training of foremen was a request from the Department of Justice to make Job Instructor Training available for the foremen in charge of the vocational shops in the penitentiaries. An initial experiment was made at one of these institutions and was so well received that similar training is now being provided in all penitentiaries throughout the country.

Rehabilitation Training

The number of persons discharged from the Armed Forces who were referred to the program for training remained fairly stable during the month. Detailed arrangements have been worked out for training individuals in industrial establishments for those occupations for which training cannot be given adequately in any vocational school. Increasing use is also being made of private commercial schools to give types of training in various branches of commercial and office work.

Farm Training

The courses arranged in Alberta to train men in the construction of grain sweeps have been concluded. It is yet too early to say just what practical benefits will be received from these courses, but it is anticipated that use of these implements will greatly reduce the amount of manpower needed for harvesting. Co-operative plans were completed in Alberta and Saskatchewan to give some preliminary training in farm work to the older boys from the secondary schools during their vacation period. This training may be given either on selected farms for four weeks or, in the case of Alberta, may be given in special centres where the boys are given appropriate physical training as well as basic instruction in certain phases of farm work.

Classes for the Armed Forces

The total enrolment in the classes for the Navy and Army was pretty well stabilized. During the month the Army decreased the number of tradesmen under training but the enrolment for the young soldiers in various trades training classes more than made up for this reduction. The young soldiers groups, composed of boys between 17 and 18 years of age, are being given a three months preliminary course which includes almost 50 per cent academic classroom work, and three hours a day of practical work in various shops such as electrical, machine shop, wood-working, etc., to determine the type of work for which the individual is best suited. At the end of the preliminary course a ten months course of training in a specific trade will be given.

During the month training was commenced for two or three additional trades for the R.C.A.F., including instrument mechanics, electricians and metal workers.

WAR EMERGENCY TRAINING PROGRAM
TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF MAY, 1943, WITH TOTALS FROM APRIL 1, 1943, TO MAY 31, 1943
(Subject to Revision)

PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES											
NUMBERS IN TRAINING					REHABILITATION CLASSES						
	From April 1/43 to May 31/43	At First of May	Enrolled in May	At end of May	(2) Placed in Employment		Enlisted		Completed Training but not reported Placed		Left before Training Completed
					From April 1/43 to May 31/43	In May	From April 1/43 to May 31/43	In May	From April 1/43 to May 31/43	In May	
DOMINION SUMMARY											
Pre-Employment Classes {men.....	4,382	2,104	863	1,904	1,768	777					
{women.....	2,353	850	552	738	1,311	483					
Part-time Classes (!)... {men.....	4,986	3,042	732	2,139							
{women.....	963	439	137	440							
Rehabilitation Classes—men.....	380	180	82	182	152	63		14	8	37	212
Total.....	13,064	6,615	2,366	5,463	3,231	1,323	37	18	137	88	109
NOVA SCOTIA											
Pre-Employment Classes {men.....	112	70	28	75	35	22					
{women.....	30	5	11	15	13	1					
Rehabilitation Classes—men.....	6	5	1	5	1	1					
Total.....	148	80	40	95	49	23					
NEW BRUNSWICK											
Pre-Employment Classes {men.....	135	57	32	67	50	4					
{women.....	49	29	7	35	13						
Rehabilitation Classes—men.....	12	6	3	8	2	1					
Total.....	196	92	42	110	65	5					
QUEBEC											
Pre-Employment Classes {men.....	2,158	1,065	398	922	719	361	6	3	65	35	248
{women.....	180	79	36	67	90	32	1	1	1	1	24
Part-time Classes (!)... {Men.....	594	384	99	255							
{women.....	22	22	8	8							
Rehabilitation Classes—men.....	115	46	26	43	55	28					
Total.....	3,079	1,596	559	1,295	864	421	7	4	(4) 66	36	290

ONTARIO													
Pre-Employment Classes (men.....	1,365	642	226	550	726	267	21	11	3	3	84	48	
Part-time Classes (women.....	1,476	477	368	404	920	360	1	1	26	22	141	78	
Part-time Classes (men.....	1,791	153	94	321	.....	.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	662	270	10	304	21	6	.....	.....	.....	.....	8	5
Total.....	6,064	3,197	851	2,196	1,667	633	22	12	29	25	233	131	
MANITOBA													
Pre-Employment Classes (men.....	230	111	69	127	59	33	.....	.....	26	17	18	2
Part-time Classes (women.....	78	40	36	40	.....	.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	39	13	7	8	13	3	.....	.....	13	8	5	1
Total.....	347	164	112	175	72	36	.....	.....	39	25	23	4
SASKATCHEWAN													
Pre-Employment Classes (men.....	65	23	21	29	32	12	.....	.....	.....	.....	5	3
Part-time Classes (women.....	184	86	19	76	85	19	2	1	.....	.....	21	9
Part-time Classes (men.....	43	28	15	43	.....	.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	63	62	.....	62	22	9	.....	.....	.....	.....	1	.....
Total.....	411	226	70	243	139	40	3	1	.....	.....	27	12
ALBERTA													
Pre-Employment Classes (men.....	57	29	7	24	23	10	3	1	2	2	7	1	
Part-time Classes (women.....	123	48	21	43	66	22	3	.....	.....	.....	11	4
Part-time Classes (men.....	63	35	7	16	.....	.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	2	33	5	36	19	2	.....	.....	.....	.....	1	.....
Total.....	295	145	40	119	108	34	6	1	2	2	19	5	
BRITISH COLUMBIA													
Pre-Employment Classes (men.....	260	107	82	110	124	68	.....	.....	.....	.....	21	9
Part-time Classes (women.....	301	126	90	158	124	50	.....	.....	.....	.....	18	7
Part-time Classes (men.....	1,692	764	422	864	.....	.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	214	85	43	66	.....	.....	.....	.....	.....	.....	4	2
Total.....	2,524	1,115	652	1,230	267	131	.....	.....	1	.....	43	18

(1) Trainees in the Part-time Classes consist largely of employed persons who are being given training at the request of employers in War Production who wish to upgrade their employees.

(2) Includes those graduates who, though actually placed prior to May 1, 1943, were not so reported until after May 1, 1943.

(3) The numbers shown as completed but not reported placed in the province of Quebec (66) includes all unplaced Trainees who have completed their course since the commencement of the War Emergency Program in that province.

TABLE 2.—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES
DURING THE MONTH OF MAY, 1943, WITH TOTALS FROM APRIL 1, 1943, TO
MAY 31, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/43 to May 31/43	At First of May	Enrolled in May	At End of May	From April 1/43 to May 31/43	In May
DOMINION SUMMARY						
R.C.A.F. Classes.....	10,742	6,563	2,070	6,815	3,582	1,666
Army Classes.....	4,644	2,540	967	2,528	2,000	915
Navy Classes.....	1,526	945	147	983	457	100
Total.....	16,912	10,048	3,184	10,326	6,039	2,681
NOVA SCOTIA						
R.C.A.F. Classes.....	121	72	27	71	46	26
Army Classes.....	292	70	100	168	122	.....
Navy Classes.....	8	6	2	8	.....	.....
Total.....	421	148	129	247	168	26
NEW BRUNSWICK						
R.C.A.F. Classes.....	487	309	114	298	150	110
Army Classes.....	341	194	67	215	125	46
Navy Classes.....	1	.....	.....	.....	1	.....
Total.....	829	503	181	513	276	156
QUEBEC						
R.C.A.F. Classes.....	1,150	744	178	637	410	247
Army Classes.....	754	432	186	396	332	207
Navy Classes.....	122	34	.....	33	12	.....
Total.....	2,026	1,210	364	1,066	754	454
ONTARIO						
R.C.A.F. Classes.....	4,099	2,321	824	2,624	1,370	460
Army Classes.....	1,462	759	281	724	655	273
Navy Classes.....	1,163	705	115	714	441	99
Total.....	6,724	3,785	1,220	4,062	2,466	832
MANITOBA						
R.C.A.F. Classes.....	1,127	654	301	735	361	209
Army Classes.....	297	177	65	173	119	69
Total.....	1,424	831	366	908	480	278
SASKATCHEWAN						
R.C.A.F. Classes.....	1,271	867	197	829	428	235
Army Classes.....	284	196	44	211	73	29
Total.....	1,555	1,063	241	1,040	501	264
ALBERTA						
R.C.A.F. Classes.....	1,210	806	224	818	382	209
Army Classes.....	426	279	65	227	167	117
Navy Classes.....	149	119	30	148	.....	.....
Total.....	1,785	1,204	319	1,193	579	326
BRITISH COLUMBIA						
R.C.A.F. Classes.....	1,277	790	205	803	435	170
Army Classes.....	788	433	159	414	347	174
Navy Classes.....	83	81	.....	80	3	1
Total.....	2,148	1,304	364	1,297	785	345

WAR EMERGENCY TRAINING PROGRAM
TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF MAY, 1943, WITH TOTALS FROM APRIL 1, 1943, TO MAY 31, 1943 (Subject to Revision)

NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED									
NUMBERS IN TRAINING					Completed Training				
From April 1/43 to May 31/43	At first of May	Enrolled in May	At End of May		From April 1/43 to May 31/43	In May	From April 1/43 to May 31/43	In May	Transferred to Production before Training finished
DOMINION SUMMARY									
Plant Schools.....	2 388	719	806	745	1 047	396			
{Men	1 879	611	577	674	873	372			
{Women	1 840	451	81	276	539	255			
Part-time Classes.....	378	175	23	64	310	134			
Total.....	5 485	1 956	1 487	1 759	2 769	1 158			
NOVA SCOTIA									
Plant Schools.....	69		30	30	38				
{Men	13		9	9	4				
Part-time Classes.....	15	15		15					
Total.....	97	15	39	54	42				
NEW BRUNSWICK									
Plant Schools.....	35	10	2	10	22				
Total.....	35	10	2	10	22				
QUEBEC									
Plant Schools.....	710	190	325	105	90	61			
{Men	111	26	1	2	51	4			
Part-time Classes.....	16								
{Men	16								
{Women	4								
Total.....	841	216	326	107	141	65			
Quit or Released from Company before Training finished									
From April 1/43 to May 31/43	At first of May	Enrolled in May	At End of May		From April 1/43 to May 31/43	In May	From April 1/43 to May 31/43	In May	Transferred to Production before Training finished
DOMINION SUMMARY									
Plant Schools.....	2 388	719	806	745	1 047	396			
{Men	1 879	611	577	674	873	372			
{Women	1 840	451	81	276	539	255			
Part-time Classes.....	378	175	23	64	310	134			
Total.....	5 485	1 956	1 487	1 759	2 769	1 158			
NOVA SCOTIA									
Plant Schools.....	69		30	30	38				
{Men	13		9	9	4				
Part-time Classes.....	15	15		15					
Total.....	97	15	39	54	42				
NEW BRUNSWICK									
Plant Schools.....	35	10	2	10	22				
Total.....	35	10	2	10	22				
QUEBEC									
Plant Schools.....	710	190	325	105	90	61			
{Men	111	26	1	2	51	4			
Part-time Classes.....	16								
{Men	16								
{Women	4								
Total.....	841	216	326	107	141	65			

WAR EMERGENCY TRAINING PROGRAM (*continued*)

TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF MAY, 1943, WITH TOTALS FROM APRIL 1, 1943, TO MAY 31, 1943 (Subject to Revision)

		NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED												
		NUMBERS IN TRAINING				Completed Training		Transferred to Production before Training finished		Enlisted		Quit or Released from Company before Training finished		
		From April 1/43 to May 31/43	At first of May	Enrolled of May	At End of May	From April 1/43 to May 31/43	In May	From April 1/43 to May 31/43	In May	From April 1/43 to May 31/43	In May	From April 1/43 to May 31/43	In May	
ONTARIO														
Plant Schools.....	{Men	1,521	503	432	581	869	324		10	7	5	4	56	19
	{Women	1,436	510	449	575	758	338		4		2		97	46
Part-time Classes.....	{Men	712	397	81	225	479	253						8	
	{Women	359	162	21	64	285	119							
Total.....		4,028	1,572	983	1,445	2,401	1,034		14	7	7	4	161	65
MANITOBA														
Plant Schools.....	{Men	23	11	10	10	8	8		3	1			2	2
	{Women	311	67	118	80	60	30		142	62			29	13
Total.....		334	78	128	90	68	38		145	63			31	15
BRITISH COLUMBIA														
Plant Schools.....	{Men	30	5	7	9	20	3						1	
	{Women	8	8		8									
Part-time Classes.....	{Men	97	39		16	60	3				1			
	{Women	15	13	2		15	15							
Total.....		150	65	9	53	95	21				1		1	

Activities of the Unemployment Insurance Commission

Change of Policy with Respect to Unemployment Insurance Books— Insurance Registration—Claims for Benefit.

A change in policy has been adopted by the Unemployment Insurance Commission in regard to the exchange of unemployment insurance books at the end of each fiscal year. Up to this year, in order to give employers an opportunity of becoming familiar with the Act, prosecutions were not entered against those who delayed an unreasonably long time or failed to exchange the insurance books of their employees, as required by the regulations set up under the Unemployment Insurance Act, 1940.

However, it was felt this year that infractions of these regulations were no longer excusable. Prosecutions have been proceeded with therefore, in a number of centres across Canada. Several employers were convicted by local magistrates. In some instances only the minimum fines were levied, but in other cases a more serious view was taken of the offence and rather heavy penalties were imposed, with the added warning that future infringements of the regulations relating to insurance books would be subjected to even more severe punishment.

Insurance Registration

Reports from Local Offices of the Unemployment Insurance Commission showed that at July 1st, 154,562 employers with insured employees and 2,921,501 insured persons were registered.

Commencing this month, only employers with one or more insured employees have been included in totals of employers registered. Similarly, number of insured persons registered has been adjusted to eliminate persons registered under two or more insurance numbers.

PROGRESS OF REGISTRATION AT JULY 1, 1943

Region	Employers' Establishments Registered	Insured Persons Registered
Maritimes.....	10,340	210,513
Quebec.....	43,506	880,336
Ontario.....	58,287	1,176,941
Prairies.....	28,448	404,353
Pacific.....	13,981	249,358
Total.....	154,562	2,921,501

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from April 1, 1943, to May 31, 1943, was \$270,110.84. In this period 7,261 claims were received for adjudication at the nine offices of the Commission, of which 5,374 claims were allowed, 1,367 claims were not allowed, with 520 claims pending.

An analysis of the 5,374 claims not allowed by insurance officers reveals the following reasons for non-allowance: 399 claims under Section 28 (i) in which the claimants had insufficient contributions; 74 claims under Section 28 (ii) in which 51 applications were not made in the prescribed manner, and 23 of the claimants were not unemployed; 28 claims under Section 28 (iii) in which 22 claimants were not capable of work and 6 were not available for work; 6 claims under Section 43 (a) for loss of work due to labour dispute; 9 claims under Section 43 (b) (i) for refusal of an offer of work; 6 claims under Section 43 (b) (ii) for neglect of opportunity to work;

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD* APRIL 1, 1943, TO MAY 31, 1943

(Inclusive of claims pending on March 31, 1943)

Insurance Offices	Claims Received at Local Offices	Claims Received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton.....	685	706	556	117	33
Montreal.....	3,377	3,457	2,556	632	269
Toronto.....	1,030	1,001	662	269	70
London.....	100	96	72	18	6
North Bay.....	62	59	46	9	4
Winnipeg.....	750	757	540	157	60
Saskatoon.....	267	278	217	42	19
Edmonton.....	310	307	243	48	16
Vancouver.....	577	600	482	75	43
Total.....	7,158	7,261	5,374	1,367	520

* Cumulative figures of claims received for adjudication for the period February 1, 1942, to March 31, 1943, were published on page 653 of the May issue of the Labour Gazette. Commencing with the June issue the figures published monthly will be cumulative for the current fiscal year only.

833 claims under Section 43 (c) in which 83 were discharged due to their own misconduct, and 750 were disqualified for voluntarily leaving without just cause; 1 claim under Section 43 (d) for being under 16 years of age; 11 claims under Section 43 (f) in which 6 were in class "O" contributions and 5 for other reasons.

APPEALS AND REFERENCES

During the month of May there were 198 references and 25 appeals made by claimants to Courts of Referees. In addition there were 8 references by insurance officers to Courts

of Referees. Of the 341 cases, 253 were heard, 72 had not yet been heard at the end of the month, and 16 were withdrawn. The Courts of Referees allowed 73 claims and disallowed 180.

APPEALS TO UMPIRE

Four claimants have sought permission from the Chairman of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii). Of the four appeals, which have not yet been heard, one was made by a claimant or association on behalf of the claimant, and one by an insurance officer.

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD APRIL 1, 1943, TO MAY 31, 1943

Districts	Not Heard Mar. 31/43	REQUESTS FROM CLAIMANTS		Refer-ences by Insurance Officers	Total Refer-ences and Appeals	Not Yet Heard	With-drawn	Heard	COURT'S DECISION	
		Refer-ences	Appeals						Allowed	Dis-allowed
Moncton.....	1	5	3		9	4		5	1	4
Montreal.....	64	89	8		161	37	4	120	36	84
Toronto.....	20	60	8	1	89	19	10	60	16	44
London.....		3		3	6	1	1	4	2	2
North Bay.....	1	1			2			2		2
Winnipeg.....	0	25	1	4	30	5	1	33	11	22
Saskatoon.....	3	2	1		6			6	2	4
Edmonton.....	7	11	4		22	4		18	5	13
Vancouver.....	5	2			7	2		5		5
Total.....	110	198	25	8	341	72	16	253	73	180

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY-THREE MONTHS ENDED MAY 31, 1943

Month	CONTRIBUTIONS (Gross, less refunds)						Interest	Monthly Total Revenue	BENEFITS		Balance
	Stamps \$	Meter \$	Bulk \$	Misc. \$	Total Employer and Employee \$	Government \$			Monthly Total \$	Cumulative Total \$	
Total from July to December 31, 1941.....	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	177,720 00	28,481,885 85	Nil	Nil	28,481,885 85
Total for the year ended December 31, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65	11,019,421 74	1,409,797 39	67,526,327 76	349,655 94	349,655 94	95,658,557 09
1943											
January.....	2,470,473 51	1,174,517 53	1,237,776 61	544 05	4,883,311 70	976,662 34	22,778 38	5,882,752 42	69,851 82	419,507 76	101,471,458 29
February.....	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66	913,189 53	12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37
March.....	3,202,971 58	1,286,165 19	1,246,228 75	2,428 33	5,737,793 85	1,147,558 77	238,960 00	7,124,312 62	195,190 49	743,810 68	113,762,974 50
April.....	2,431,365 31	1,103,912 33	1,256,407 64	103 94	4,791,789 22	958,357 84	315,887 50	6,066,034 56	141,990 92	885,801 60	119,687,018 14
May.....	2,252,602 05	1,053,514 83	1,304,413 23	824 08	4,611,354 20	922,270 84	708,057 95	6,241,682 99	128,162 33	1,013,963 93	125,800,538 80
TOTAL.....	12,700,611 78	5,705,513 46	6,179,173 03	4,898 36	24,590,196 63	4,918,039 32	1,298,053 15	30,806,289 10	664,307 99	1,013,963 93	125,800,538 80
GRAND TOTAL...	57,528,620 08	23,011,316 33	22,726,988 58	7,185 16	103,274,110 16	20,654,822 03	2,885,570 54	126,814,502 73	1,013,963 93	1,013,963 93	125,800,538 80

The interest column represents the Interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to May 31st.

The miscellaneous column includes the following:—

Penalties.....	\$ 677 04
Contributions in respect of service in the Armed Forces.....	4,973 11
Miscellaneous.....	1,535 01
	<hr/>
	\$ 7,185 16

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of May, as reported by employers.

—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

This month's article shows a slight decrease in employment according to reports submitted by 13,590 establishments employing a total of 1,788,320 persons at the beginning of May—20,761 fewer than at the beginning of April. The decline took place largely in the logging, construction and manufacturing industries.

The index number of employment (based on the average for the calendar year as 100) was 178.2, as compared with 180.6 in the preceding month. A year previously at May 1, 1942, the index registered 167.4. At the outbreak of war it stood at 119.6.

Each month the same employers furnish information regarding payrolls which is incorporated in this article. The per capita average weekly wage in the industries submitting returns fell from \$31.14 at April 1 to \$30.57 at the beginning of May. The figure for May 1, 1942, was \$28.59.

Employment conditions at the end of June as reported by Employment and Selective Service Offices.—Reports from the Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situation in various industries at the end of June. These reports describe employment conditions in the Maritimes, Quebec, Ontario, the Prairie Provinces, and British Columbia.

Applications for employment; vacancies, and placements; May.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come

reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports of the Employment and Selective Service Offices during the four week period April 30, to May 27, 1943, showed an increase of 7 per cent in the average daily placements as compared with those of the four-week period ending April 29, and a gain of 391 per cent in comparison with the month of May, 1942. Vacancies during the four weeks numbered 283,247. There were 223,312 applications for employment and 161,245 placements were effected in regular and casual employment. The marked increase over last year was due to National Selective Service Regulations under which employers seeking workers, and persons desiring employment, must notify Employment and Selective Service Offices.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of June, 1943, the percentage of unemployment among trade union members was .7, as compared with percentages of 1.0 in May and 2.4 at the beginning of June, a year ago. The June percentage was based on returns compiled from 2,301 labour organizations with a total membership of 436,364 persons.

Annual review of employment in Canada, 1942.—A report on the industrial employment situation in Canada during 1942, prepared by the Dominion Bureau of Statistics, indicates an unprecedented expansion in employment during that period. The trend was generally favourable during nine of the twelve months, curtailment having been indicated only during the first quarter of the year; the contractions then were moderate.

The employers whose returns were included in the Dominion Bureau of Statistics' current surveys of employment and payrolls in 1942 numbered 13,081, and their staffs averaged 1,738,848 per month. At the 1942 peak at

December 1, the number in recorded employment in the eight leading industrial groups was 1,867,597, while the low figure was that of 1,651,757, reported at the first of March. From the minimum to the maximum of em-

ployment, there was an increase of 21.4 points, or practically 13 per cent, in the index. Based on the 1926 average as 100, the annual index of employment in 1942 was 173.7, or 14.1 per cent higher than the 1941 average of 152.3.

The Employment Situation at the Beginning of May, 1943, as Reported by Employers

THERE was a further recession in industrial activity at the beginning of May, when the 13,590 establishments furnishing information to the Dominion Bureau of Statistics reported the release of 23,769 persons, reducing their staffs to 1,788,320. The contraction of 1.3 p.c. is particularly noteworthy, for the reason that the general trend at May 1 in the preceding 22 years has invariably been favourable. The decline, (the second in succession), was substantial, being the largest indicated in any month since the outbreak of war, with the exception of those of a wholly seasonal character at Jan. 1 in the last four years. There was also an important reduction in the payrolls reported at the date under review, when they were lowered not only by the curtailment in employment, but also by loss of working time due to the observance of the Easter holidays by many establishments.

To a considerable extent, the shrinkage in employment at May 1 took place in logging, in which it was seasonal; the decrease of 17,100 men, however, was decidedly above-average for the time of year, no doubt reflecting the return of unusually large numbers of workers to the farms. There were also important reductions in construction and manufacturing, in both of which they were contra-seasonal; 3,936 workers were released from the former, and 7,600 from the latter. A falling-off in manufacturing in the early spring is unusual, but not unique in the 23 years for which monthly statistics of employment are available. Iron and steel, textile, tobacco and chemical factories reported the largest losses in manufacturing. On the other hand, the animal food and a few other divisions of manufacturing showed improvement; there were considerable gains in transportation and retail trade, together with smaller increases in services. Expansion in these industries is customary at the beginning of May; that in trade was greater-than-average, but in transportation and services it was below normal.

Based on the 1926 average as 100, the general index of employment at the date under review was 178.2, compared with the revised figure of 180.6 at Apr. 1, 1943. As compared

with the index of 167.4 at May 1, 1942, there was a gain of 6.5 p.c. This is the smallest increase in the 12 months' comparison in a lengthy period. The seasonally-adjusted index fell from 191.3 at Apr. 1, 1943, to 185.0 at May 1.

Payrolls

As at May 1, employment at June 1 in earlier years of the record has without exception shown important advances, the greatest gain in the 12 months ordinarily being indicated at that date. Much of the increase at the beginning of June in the period, 1921-1942, has been reported in construction and manufacturing, but the tendency in each of the main industrial groups has generally been favourable. Although the movements consequent upon the development of the industrial war effort have frequently cut across seasonal trends, it is highly probable that the next report will show a resumption of the upward course of employment.

As already stated, the decline in industrial activity at the date under review was accompanied by a relatively larger falling-off in the payrolls disbursed on or about May 1 for services rendered in the week preceding. The latest reported aggregate of salaries and wages was \$54,663,148, as compared with \$56,421,311 paid at the beginning of April; this decrease of 3.1 p.c. was partly due to the curtailment in employment, but also reflected a very general loss in working time over the Easter holidays. The per capita average fell from \$31.14 at Apr. 1, to \$30.57 at the beginning of May. The May 1, 1942, figure had been \$28.59. In the intervening period, the index number of payrolls has advanced by 12.7 p.c., accompanying the rise of 6.5 p.c. in the number in recorded employment. These gains in the 12 months' comparison are lower than any recently recorded; the increase at Apr. 1, 1943, over Apr. 1, 1942, was 18.9 p.c. in the case of the payrolls, and 9.3 p.c. in the case of employment.

The survey shows that, including the figures for financial institutions, the total number of persons in recorded employment in the nine leading industrial groups at May 1 was 1,851,-

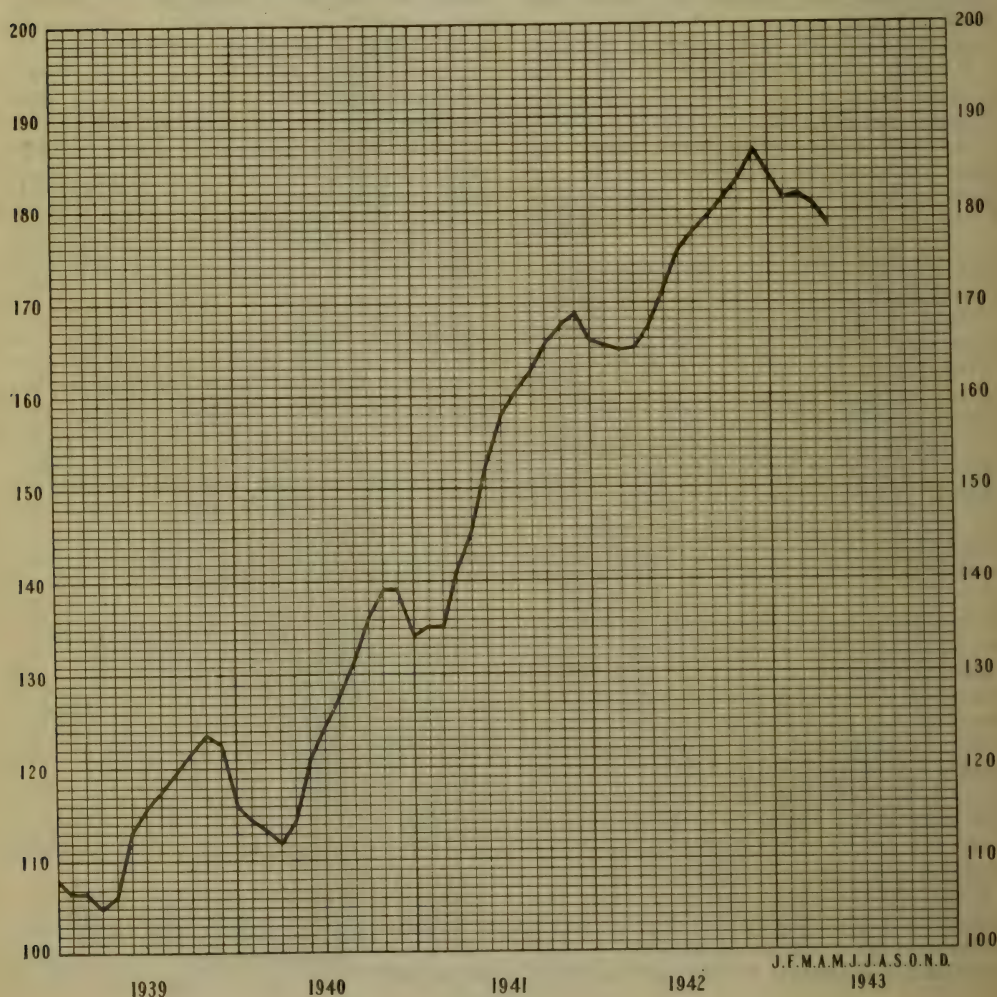
502, as compared with 1,875,318 at the beginning of April. The weekly salaries and wages paid at the latest date amounted to \$56,623,070 as compared with \$58,382,138 in the preceding period of observation. The per capita average for the nine main industries, including finance, was \$30.58, as compared with \$31.13 at the beginning of April, and \$28.65 at May 1, 1942.

Table I summaries the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at Apr. 1, 1943, and May 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 16.5 p.c., while the aggregate weekly earnings of these workers are higher by 39.8 p.c. Including finance, the gain in employment from June 1,

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



1941, to May 1, 1943, amounted to 16.1 p.c., and that in payrolls, to 38.7 p.c.

From May 1, 1942, to May 1, 1943, there was an increase of 6.5 p.c. in employment in the eight industries, accompanied by that of 12.7 p.c. in the weekly payrolls. The explanation previously given for the much greater rise in the latter than in employment may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the payment of a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been increased on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been granted. In spite of these main factors reacting favourably upon the earnings of the typical wage-earner, the average weekly pay envelope, as a result of the continued dilution of labour and other factors, has not shown advances commensurate with those in the index of aggregate payrolls. Thus, the latter has risen by 12.7 p.c. from May 1, 1942, while the index of per capita earnings has increased by 6.9 p.c. in the 12 months.

The influence of the war has resulted in particularly marked expansion in employment

and payrolls in factories, in which the rate of acceleration in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 32.7 p.c. from June 1, 1941, and that of payrolls has advanced by 59.9 p.c., proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater influence in the case of manufacturing.

The growth in employment and payrolls in the production of durable goods has been outstandingly large in the months for which data are available; in this class, the index of employment shows a gain of 52.4 p.c., accompanied by an increase of 87 p.c. in the salaries and wages distributed between June 1, 1941, and May 1, 1943. Although there has more recently been a slackening in some of the non-durable goods, the index number of employment in this group at May 1 was higher by 15.2 p.c. than that indicated at June 1, 1941, since when there has been an increase of 31.8 p.c. in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated

TABLE 1—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
			\$			\$
June 1, 1941.....	100.0	100.0	25.25	100.0	100.0	25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
Jan. 1, 1942.....	108.4	112.1	26.13	111.4	114.3	26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
April 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.0	144.3	30.06	132.0	160.1	31.17
Jan. 1, 1943.....	120.1	131.9	27.92	130.7	142.9	28.11
Feb. 1.....	118.5	139.5	29.96	132.2	157.4	30.65
Mar. 1.....	118.7	143.2	30.70	133.0	162.5	31.49
Apr. 1.....	118.1	144.3 ¹	31.14 ¹	133.4	164.7 ¹	31.81 ¹
May 1.....	116.5	139.8	30.57	132.7	159.9	31.09

¹ Revised.

with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregate and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Employment and Payrolls by Industries

Manufacturing.—There was a decided recession in employment in manufacturing at the date under review, according to data furnished

by 7,634 establishments whose staffs aggregated 1,163,589, as compared with 1,171,189 at Apr. 1. The loss is contra-seasonal; in only three years in the period, 1921-42, had the trend at May 1 been retrogressive, declines having been reported at that date in 1921, 1932 and 1938. The expansion at the beginning of May in previous years in the war period, like that in most other months, has been exceptionally great. It is also worthy of note that the seasonal advances recorded in preceding months of 1943 have generally been less-than-normal in extent.

The latest index, at 222.9 p.c. of the 1926 average, was 0.6 p.c. lower than the revised figure of 224.3 at Apr. 1, but was 10.2 p.c.

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at May 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at May 1, 1943, April 1, 1943 and May 1, 1942, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees Reported at May 1, 1943	Aggregate Weekly Payrolls at May 1, 1943	Per Capita Weekly Earnings at			INDEX NUMBERS OF					
						Employment			Aggregate Weekly Payrolls		
			May 1, 1943	Apr. 1, 1943	May 1, 1942	May 1, 1943	Apr. 1, 1943	May 1, 1942	May 1, 1943	Apr. 1, 1943	May 1, 1942
(a) PROVINCES											
Maritime Provinces..	129,000	3,695,479	28.65	28.98*	26.72	111.9	112.4*	102.8	148.0	150.5*	130.1
Prince Edward Isl.	1,986	47,397	23.87	24.09	21.99	95.5	100.8	88.1	107.3	114.3	91.3
Nova Scotia.....	79,776	2,365,752	29.65	30.38*	27.51	115.4	113.5*	106.8	153.3	154.5*	135.3
New Brunswick.....	47,238	1,282,330	27.15	26.96	25.60	107.5	111.8	98.1	140.9	145.5	123.5
Quebec.....	562,572	16,050,122	28.53	29.23*	26.54	122.1	124.4	113.1	147.9	154.6*	128.6
Ontario.....	738,817	23,362,391	31.62	32.21*	30.00	112.3	114.6	108.6	131.8	137.0	121.7
Prairie Provinces.....	184,107	5,482,531	29.78	30.37*	28.42	105.9	105.5	102.0	121.1	122.9	111.7
Manitoba.....	88,583	2,617,404	29.55	30.07*	28.49	108.3	106.7	103.5	121.0	121.4	112.1
Saskatchewan.....	54,819	994,187	28.55	28.81	27.56	98.6	95.5	93.0	113.0	110.5	103.2
Alberta.....	60,705	1,870,940	30.82	31.64	28.80	107.2	109.7	105.5	125.9	132.2	116.2
British Columbia.....	173,524	6,072,625	34.94	35.06*	30.74	138.5	137.1	117.7	174.2	173.2*	133.4
CANADA.....	1,788,320	54,663,148	30.57	31.14*	28.59	116.5	118.1	100.5	139.8	144.3*	124.0
(b) CITIES											
Montreal.....	283,080	8,399,267	29.67	30.66*	27.79	131.9	131.3	115.5	156.6	161.2	130.3
Quebec City.....	38,616	979,745	25.37	25.62	23.09	164.6	161.7	130.8	203.3	201.7	145.3
Toronto.....	247,640	7,768,484	31.37	32.04*	29.67	125.6	126.7	115.4	147.8	152.4	129.6
Ottawa.....	21,725	574,569	26.45	26.83*	25.15	109.2	109.4	104.0	125.5	127.9	114.6
Hamilton.....	61,346	1,987,968	32.41	33.46	31.47	116.0	118.3	114.1	136.8	144.1	131.0
Windsor.....	41,579	1,692,494	40.71	43.24	39.64	133.1	134.7	116.8	142.6	153.3	122.3
Winnipeg.....	57,396	1,594,533	27.78	28.54*	27.11	112.4	110.3	106.8	123.5	124.5	115.0
Vancouver.....	85,867	2,896,229	33.73	33.92*	30.18	169.2	169.3	136.3	220.7	222.2*	160.8
(c) INDUSTRIES											
Manufacturing.....	1,163,589	36,171,111	31.09	31.81*	29.19	132.7	133.4	120.4	159.9	164.7*	137.3
Durable Goods ¹	647,747	22,182,588	34.25	35.05	32.22	152.4	152.7	126.6	187.0	192.1*	147.8
Non-durable Goods.....	498,394	13,368,519	26.82	27.50*	25.52	115.2	115.2	115.5	131.8	136.6	126.6
Electric Light and Power.....	17,448	620,004	35.53	35.86	34.49	91.5	90.3	95.5	100.8	100.4	102.4
Logging.....	39,474	989,258	25.06	23.91*	21.30	83.3	119.1	100.1	109.2	149.3*	114.2
Mining.....	73,777	2,615,870	35.46	36.51*	34.83	89.1	90.6	97.9	101.2	105.6	110.1
Communications.....	27,387	796,575	29.09	28.49	27.71	105.5	105.8	106.7	113.2	111.2	109.1
Transportation.....	141,023	5,034,019	35.70	36.48*	34.49	112.6	110.3	104.9	126.7	126.8	114.3
Construction and Maintenance.....	145,900	4,392,167	30.10	30.86*	25.73	82.9	85.2	78.4	109.6	115.4*	91.2
Services.....	40,770	1,527,601	18.46	18.48	17.30	106.9	106.0	103.2	123.2	122.4	111.7
Trade.....	156,400	3,911,547	25.01	25.28*	24.15	96.8	94.9	97.9	106.4	105.5	104.4
Eight Leading Industries.....	1,788,320	54,663,148	30.57	31.14*	28.59	116.5	118.1	109.5	139.8	144.3*	124.0
Finance.....	63,182	1,959,930	31.02	31.01	30.11	105.4	105.5	112.8	113.5	113.6	110.5
Total—Nine Leading Industries.....	1,851,502	56,623,078	30.58	31.15*	28.65	116.1	117.5	109.3	138.7	143.0*	123.4

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

higher than the May 1, 1942, index of 202.3. After adjustment for seasonal variation, the latest index was 221.2, as compared with the revised figure of 226.2 in the preceding month; the falling-off in the seasonally-corrected index was the fourth indicated since the opening of the year.

Employment in iron and steel plants was curtailed at May 1, the first interruption in an upward movement dating from the opening of 1940, and the second recession since the outbreak of hostilities. There were declines in a great many of the various divisions of the industry, the largest being in the production of firearms. Textile, tobacco and chemical factories also afforded considerably less employment, and there were losses on a smaller scale in leather, lumber, vegetable food, rubber, beverage and miscellaneous non-metallic mineral plants. The reductions in textiles were quite widely distributed among the different branches, those in the primary textile and the garment groups being largest; the general contraction in the industry as a whole was seasonal, but exceeded the average at May 1 in the experience of the years since 1920. On the other hand, improvement was indicated in the animal food, clay, glass and stone, non-ferrous metal and miscellaneous manufactured product industries, and in elec-

tric light and power. The gains in some cases, particularly in edible food factories, were seasonal in character.

A comparison of the latest statistics with those for May 1, 1942, shows a gain of 20.4 p.c. in recorded employment in the durable goods industries, accompanied by an advance of 26.5 p.c. in the reported payrolls. The expansion has largely taken place in the metal-using industries. On the other hand, employment in a number of industries in the non-durable goods class has in recent months been at a lower level than at the same date a year earlier, but in the group as a whole the comparison has until now been favourable. At May 1, however, the index of employment in the production of light manufactured goods was fractionally below its position at May 1, 1942, despite the maintenance of an exceptionally high level of employment in the chemical industries and in plants turning out miscellaneous products required in the conduct of the war. The losses mainly responsible for the slight falling-off in the non-durable goods division as a whole took place in the textile, tobacco, beverage, footwear and pulp and paper industries. In spite of its decline from May 1, 1942, employment in these industries was generally in greater volume than in earlier years of the record.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
May 1, 1927.....	101.8	100.5				100.6	104.5	99.0				99.4
May 1, 1928.....	106.8	101.3				103.0	110.1	108.5				105.4
May 1, 1929.....	116.2	108.3				107.3	123.8	119.7				111.6
May 1, 1930.....	111.4	113.1				106.1	115.7	109.2				110.7
May 1, 1931.....	102.2	104.0				102.3	103.8	100.0				96.1
May 1, 1932.....	87.5	87.8				86.0	89.5	87.6				82.7
May 1, 1933.....	77.6	80.3				75.4	79.5	79.2				72.2
May 1, 1934.....	92.0	98.3				85.5	98.5	85.4				88.4
May 1, 1935.....	95.2	97.4				89.7	101.7	87.9				92.6
May 1, 1936.....	99.5	103.4				96.4	103.4	92.7				99.0
May 1, 1937.....	106.3	110.7				105.2	111.2	93.2				103.4
May 1, 1938.....	107.4	107.3	72.6	116.5	98.3	112.6	109.9	91.5	90.3	89.2	95.0	102.8
May 1, 1939.....	106.2	100.2	82.2	114.4	84.1	111.6	107.9	94.5	90.7	98.2	97.7	103.3
May 1, 1940.....	114.3	112.8	86.4	124.0	100.7	113.9	121.0	100.2	97.6	103.6	102.0	107.2
May 1, 1941.....	145.6	136.5	96.8	156.2	115.2	146.8	156.5	124.1	120.5	122.1	131.1	132.7
May 1, 1942.....	167.4	156.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.9	158.8
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1.....	181.2	167.4	108.3	184.2	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Mar. 1.....	181.5	168.4	110.9	184.8	151.5	198.9	186.4	135.4	133.1	122.8	147.5	182.4
April 1.....	180.6*	171.3*	108.0	190.6*	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
May 1.....	178.2	170.5	102.3	193.8	145.0	192.1	181.8	135.9	135.0	125.6	144.2	186.8
Relative weight of Employment by Provinces and Economic Areas as at May 1, 1943	100.0	7.2	0.1	4.5	2.6	31.5	41.3	10.3	5.0	1.9	3.4	9.7

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

As compared with a year earlier, the May 1, 1943, payrolls in the light manufacturing classes were higher by just over four p.c.

The amounts disbursed in weekly payrolls at May 1 by the co-operating manufacturers were given as \$36,171,111; this was less by \$1,086,222, or 2.9 p.c. than the total reported

by the same firms at Apr. 1. The relatively greater production in payrolls than in employment was mainly due to the loss in working time over the Easter holidays. This factor had not entered into the situation in 1942. However, the trend of aggregate payrolls presumably would in any case have been down-

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	¹ Relative Weight	May 1 1943	April 1 1943	May 1 1942
Manufacturing	65.1	222.9	224.3*	202.3
Animal products—edible.....	2.0	177.3	170.5	168.6
Fur and products.....	0.2	127.9	128.4	121.0
Leather and products.....	1.6	141.4	143.0	139.6
Boots and shoes.....	1.0	127.2	128.5	130.1
Lumber and products.....	3.3	109.2	110.6	115.7
Rough and dressed lumber.....	1.8	88.1	90.9	103.4
Furniture.....	0.5	107.6	109.2	113.5
Other lumber products.....	1.0	189.6	188.0	163.7
Musical instruments.....	0.1	49.6	46.9	39.4
Plant products—edible.....	2.4	135.8	136.5	135.1
Pulp and paper products.....	4.4	126.6	126.7	132.1
Pulp and paper.....	1.9	115.3	115.1	123.4
Paper products.....	0.9	188.0	188.8	186.5
Printing and publishing.....	1.6	120.2	120.6	124.9
Rubber products.....	0.9	128.0	129.4	126.7
Textile products.....	7.9	162.5	165.4	169.5
Thread, yarn and cloth.....	2.8	166.6	169.5	177.4
Cotton yarn and cloth.....	1.4	121.4	123.6	128.9
Woollen yarn and cloth.....	0.7	193.5	197.4	205.4
Artificial silk and silk goods.....	0.6	547.5	557.8	581.1
Hosiery and knit goods.....	1.2	137.5	138.0	143.7
Garments and personal furnishings.....	2.9	167.8	171.0	174.0
Other textile products.....	1.0	174.2	179.6	173.5
Tobacco.....	0.6	133.1	160.6	156.9
Beverages.....	0.7	211.8	214.0	232.2
Chemicals and allied products.....	5.3	750.2	760.5	721.8
Clay, glass and stone products.....	0.8	132.0	130.1	130.5
Electric light and power.....	1.0	137.1	135.3	143.2
Electrical apparatus.....	2.3	292.3	292.2	246.1
Iron and steel products.....	26.2	343.0	344.9*	274.1
Crude, rolled and forged products.....	1.9	249.2	256.7	244.7
Machinery (other than vehicles).....	1.5	251.7	253.5	252.4
Agricultural implements.....	0.6	132.8	135.3	122.5
Land vehicles.....	9.9	281.6	281.7	232.1
Automobiles and parts.....	2.5	311.1	313.8	276.8
Steel shipbuilding and repairing.....	4.4	1479.6	1480.9*	854.1
Heating appliances.....	0.3	158.8	161.9	157.3
Iron and steel fabrication (n.e.s.).....	1.2	332.6	335.5	279.2
Foundry and machine shop products.....	0.9	290.2	287.1*	282.4
Other iron and steel products.....	5.5	481.7	479.9	370.0
Non-ferrous metal products.....	3.5	411.6	407.7	334.8
Non-metallic mineral products.....	0.9	203.2	204.6	192.9
Miscellaneous.....	1.0	405.3	399.2	322.1
Logging	2.2	131.9	159.0*	158.5
Mining	4.1	157.8	160.6	173.5
Coal.....	1.4	89.9	92.4	94.9
Metallic ores.....	2.1	308.8	315.6	355.4
Non-metallic minerals (except coal).....	0.6	154.6	151.5	157.2
Communications	1.5	102.5	102.8	101.7
Telegraphs.....	0.4	131.5	132.3	119.8
Telephones.....	1.1	94.6	94.8	99.3
Transportation	7.9	111.7	109.4	104.1
Street railways and cartage.....	2.2	163.7	162.9	149.8
Steam railways.....	4.5	101.2	100.3	92.6
Shipping and stevedoring.....	1.2	92.4	83.2	85.6
Construction and Maintenance	8.2	115.6	118.8	109.3
Building.....	3.9	159.2	171.3	132.4
Highway.....	2.3	101.7	96.3	114.0
Railway.....	2.0	84.3	86.2	81.6
Services	2.3	182.7	181.2	176.3
Hotels and restaurants.....	1.4	174.9	173.5	167.1
Personal (chiefly laundries).....	0.9	196.2	194.6	192.1
Trade	8.7	151.8	148.8	153.5
Retail.....	6.7	159.9	155.7	160.6
Wholesale.....	2.0	153.2	170.6	134.3
All Industries	100.0	178.2	180.6*	167.4

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

* Revised.

ward at the date under review, in consequence of the diminution in the number in recorded employment.

The index of payrolls, based on the disbursements at June 1, 1941, as 100, was 159.9. This was 16.5 p.c. higher than at May 1, 1942; over the 12 months the index of employment has risen by 10.2 p.c. The disparity in the rates of gain is less than any recently recorded; the reasons for the disparity have already been given. In the manufacturing industries, the upgrading of employees as they acquire experience is a factor of particular and growing importance, tending to counteract the effect of the large scale dilution of labour occasioned by the stringency which has developed as the industrial war effort progresses. Another factor of especially great influence in manufacturing is the changing industrial distribution of the wage-earners in recorded employment, with the increase in the proportion of workers in the more highly-paid heavy industries. Thus at May 1, 1943, this group provided employment for 56.5 p.c. of all those engaged in manufacturing, exclusive of electric light and power, while at the same date in 1942, the proportion was 51.7 p.c. Since the latest per capita average in the durable goods was \$34.25 (lowered from \$35.05 at Apr. 1 mainly by the observance of the Easter holidays) and that in the non-durable class was \$26.82 (\$27.50 at Apr. 1), the effect of the change in distribution upon the current payrolls is very evident.

From the institution of the payroll statistics early in 1941, there have been especially pronounced increases in the payrolls distributed to persons employed in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and tobacco industries. The advances in those industries have been accompanied by important though relatively smaller gains in employment. In practically every case, and notably in the industries just mentioned, the per capita averages in the various branches of manufacturing were considerably higher at the date under review than at May 1, 1942.

The latest per capita average weekly earnings in the various industries are published in Tables 7, 8 and 9. Many factors contribute to the differences found in these averages. Prominent among these is the sex distribution of workers in the various industries, a factor which is associated with that of age, the women workers, in general, tending to belong in the younger age groups, where earnings normally are less than among more exper-

enced employees. The presence or absence of overtime work also substantially affects the per capita average earnings.

Logging.—There was an important contraction in logging operations at May 1; the 496 co-operating companies reported 39,474 workers, a reduction of 17,100 from their staffs at Apr. 1. This loss of 30.2 p.c., has rarely been exceeded at May 1 in the years since 1920; it was considerably larger than that indicated at the same date in 1942, when the index of employment was 16.8 p.c. higher than the latest figure of 131.9. The sums disbursed in salaries and wages at May 1 amounted to \$989,258, as compared with \$1,352,869 at Apr. 1. This decrease of 26.9 p.c., was proportionately less than that noted in the number of employees. Accordingly, the per capita average showed a further rise, from \$23.91 at Apr. 1, to \$25.06 at the date under review; the May 1, 1942, figure had been \$21.30. The latest increase in the average is seasonal in character, reflecting the release of workers in the lower-paid categories. It must again be noted that the figures of aggregate and per capita earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings.

The decline of 16.8 p.c. in the latest index of employment as compared with May 1, 1942, was accompanied by a falling-off of 4.4 p.c. in the index of payrolls during the 12 months.

Mining.—Further losses in employment were recorded in mining; these were seasonal, but they exceeded the average May 1 in the period since 1920. Quarrying and the mining of other non-metallic minerals again showed heightened activity, but the extraction of coal and of metallic ores afforded less employment. Information furnished by 445 operators indicated a combined working force of 73,777 persons, as compared with 75,130 at the beginning of April. The index in the mining group stood at 157.8, a few points below the Apr. 1, 1943, figure of 160.6, and nine p.c. lower than that of 173.5 at May 1, 1942. This reduction was accompanied by that of 8.1 p.c. in the reported payrolls, which this year were affected by the Easter holidays. The aggregate salaries and wages disbursed at the beginning of May were given as \$2,615,870, as compared with \$2,742,822 in the preceding period of observation. The latest per capita average was \$35.46, as compared with \$36.51 at Apr. 1, 1943, and \$34.83 at May 1, 1942.

Communications.—Little general change was reported in employment in communications at the first of May; statistics were received from 59 establishments employing 27,387 men and women, as compared with 27,471 in the month before. This slight decline was contra-seasonal. The payrolls distributed at May 1 totalled \$796,575, as compared with \$782,555 in the preceding report. The per capita average advanced from \$28.49 at Apr. 1, to \$29.09 at the first of May, as compared with \$27.71 at the same date of last year. The latest index of employment, at 102.5, was slightly lower than that of 103.7 at May 1, 1942, while the index of aggregate payrolls showed a gain of 3.8 p.c. in the 12 months.

Transportation.—Continued expansion was reported in the transportation group at May 1, the co-operating companies and branches having increased their personnel by 2,923 employees to 141,023. All three branches—local, steam railway and shipping and stevedoring—shared in the upward movement. The gain in water transportation was largest. The index, at 111.7, was higher by 7.3 p.c. than that of 104.1 at May 1, 1942; this rise was accompanied by that of 10.8 p.c. in the index of payrolls. The amounts earned by the persons in recorded employment in transportation at May 1, 1943, were given as \$5,034,019, as compared with \$5,037,571 at the beginning of April. The latest per capita average was \$35.70, as against \$36.48 at Apr. 1, and \$34.49 at May 1, 1942.

Construction and Maintenance.—Further shrinkage in employment was indicated in building and railway construction and maintenance, but work on highways was brisker. Data were furnished by 1,524 contractors and branches, with an aggregate working force of 145,900 persons, as compared with 149,836 at Apr. 1. This decline of 2.6 p.c. was relatively smaller than that of five p.c. in the reported payrolls, which amounted to \$4,392,162 at May 1. The per capita average was lowered from \$30.86 in the preceding period of observation, to \$30.10 at the date under review, as compared with \$25.73 at May 1, 1942. The latest index of employment, at 115.6, was 5.8 p.c. above that of 109.3 at May 1, 1942, while the payroll index was higher by 20.2 p.c.

Services.—Moderate improvement of a seasonal character took place in services at May

1, when the 611 firms supplying statistics reported a staff of 40,770 persons, 323 more than in their last return. There were gains in laundries and dry-cleaning establishments, and in hotels and restaurants. The weekly salaries and wages paid to the persons in recorded employment at May 1 aggregated \$752,601, as compared with \$747,655 at Apr. 1. The index of employment, at 182.7, was higher by 3.6 p.c. than that of 176.3 at the beginning of May in 1942, while the index of payrolls showed a rise of 10.3 p.c. in the year. The latest per capita average was \$18.46; this differed little from that of \$18.48 at Apr. 1, but was higher than the May 1, 1942, figure of \$17.30. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 61 p.c. of the total personnel reported in the service division as a whole at the date under review.

Trade.—There was a considerable seasonal gain in the number of persons engaged in retail trade at May 1, when the improvement was slightly above-normal. The 2,228 wholesale and retail establishments furnishing information reported 156,400 employees at the date under review, as compared with 153,342 at Apr. 1. This increase of two p.c. exceeded that of 0.9 p.c. in the salaries and wages paid to those in recorded employment; these aggregated \$3,911,547, as compared with \$3,876,984 in the last report. The per capita average declined from \$25.28 at Apr. 1, to \$25.01 at the first of May, as compared with \$24.15 at the same date in 1942; the most recent figure was affected by the observance of the Easter holidays. Over the year, the index of employment has fallen by 1.1 p.c., while that of payrolls has risen by 1.9 p.c.

Financial Institutions.—Information received from 753 financial institutions showed a reduction of 47 in the number employed therein; their staffs included 63,182 men and women. The amounts earned by these persons were given as \$1,959,930, as compared with \$1,960,827 paid on or about Apr. 1. The per capita average was \$31.02 at May 1, compared with \$31.01 at Apr. 1, 1943, and \$30.11 at May 1, 1942. The index of employment in financial institutions, at 122.4, was slightly below that of 122.7 at May 1, 1942, while the index number of payrolls was higher by 2.7 p.c.

Employment Conditions at the End of June as Reported by Employment and Selective Service Offices

THE following abstract of regional summaries of reports from Local Employment and Selective Service Offices of the Unemployment Insurance Commission indicate that employment conditions across Canada at the end of June were as follows:

Maritime Region

In some districts where the season was more advanced than in others haying was at hand, and it was probable that there would be a shortage of help required to cut, cure, and carry the crop to storage. The small fruits season was expected to begin about July 5, with the marketing of strawberries, the picking to be done by girls of the farms. Where haying will not commence for two or three weeks, farmers were seeking and securing temporary work in other lines.

Generally large hauls of fish, with high prices received, have made the fishing season very profitable to date. Fish processing plants and lobster canneries were very busy and seeking more women helpers. The salmon, mackerel and sardine catches had been especially good.

With few exceptions, the winter cuts of logs had arrived at the mills, which were busy. Sawmills working on orders for overseas shipment were operating at capacity. There was a shortage of experienced men to cut and peel pulpwood. The season for cutting had been extended in order to permit the quota of cut wood to be reached.

With the extinguishing of the fire in No. 12 Colliery, Glace Bay, it was anticipated production would be resumed in a few days. The movement of former coal miners from the armed services and industry to the coal mines continued. Limestone quarries were unable to secure sufficient men to maintain normal production.

A few construction jobs were slightly behind schedule due to scarcity of labourers. There was a heavy demand for ships carpenters. It was expected that a large number of new jobs would soon be under way. The Charlottetown airport was being given increased facilities.

Manufacturers were operating at high speed, but were having difficulty in getting common labourers.

A sustained effort resulted in 100 men being sent by the employment offices of the region to help meet the shortage of freight handlers at Halifax. The C.P.R. had taken on some women to do work formerly done by men.

Hospitals, hotels and restaurants were very short of women workers; it was impossible to secure for them their normal number of workers.

Quebec Region

In Southern Quebec, haying had begun, and as elsewhere, labour to help the farmers was very scarce. Quebec city employment office found difficulty in placing students, since the farmers of that district were not ready to accept them.

Bushmen were needed in all wood cutting districts, and especially in the Lake St. John area, where cutting will be continued throughout the summer. United States operators had asked for a large number of woodsmen from Eastern Quebec. At Montreal and Campbell's Bay few men were available to supply the needs of sawmills.

The base metal mines around Rouyn and the gold mines at Val d'Or required many men. Production at Quebec's gold mines was down to 50 per cent of 1940 output. At Thetford Mines the asbestos and chrome mines were experiencing a general shortage of miners.

Sewing machine operators were badly needed in Montreal, Granby and Valleyfield. Some textile firms in St. Hyacinthe and Farnham had given most of their employees a week's vacation with pay. Montreal reported a dwindling supply of women for war plants, and a grave labour shortage in packing houses, copper refineries, and brass and steel mills. At Arvida the need for pot men in the aluminum refinery was pressing.

Construction at the Naval Signal School barracks in St. Hyacinthe, was under way; the cost of the undertaking will be at least \$1,800,000. Lodging 5,000 sailors in this barracks was forcing St. Hyacinthe to enter on a water supply and sewer plan which will cost \$187,000.

Transportation facilities were operating to capacity. Coal truck drivers and railway truckers were needed in Montreal.

The serious shortage of women workers for hospitals and hotels had not been relieved.

Ontario Region

Saving a very heavy crop of hay was in general progress throughout Ontario and it had created a heavy demand for farm labour. The farm workers from the Prairies had helped considerably but more were needed; lads 14 to 18 were engaged in some districts. A few districts reported enough

farm labour, but generally there was an acute shortage.

Around Kapuskasing operators were working with skeleton crews, owing to the scarcity of loggers. Perth needed cordwood cutters, and a large number of pulpwood cutters were wanted at Sault Ste. Marie. The flies were keeping men away from forestry work around Sudbury, where the demand for men was steady.

Every mining district in the region presented a demand for skilled and unskilled underground labour.

For the textile industry weavers, spinners and knitters were in general and urgent demand. Students had been taken into the pulp mill at Kapuskasing and into paper products plants at Brantford. Skilled mechanics, in almost every line, were required in nearly all manufacturing centres. At Sault Ste. Marie, where labourers were scarce, husky school boys were being employed. The canning factories, by use of full time and part-time employees, seemed to be able to take care of the early fruit crops. Wood workers for aircraft plants were needed in Stratford and Brantford.

Construction work was calling for great numbers of labourers; 400 were needed at Kingston. Toronto, Hamilton and Niagara Falls were seeking carpenters and painters.

There was an increasing demand for seamen at Toronto. Bus and truck drivers were also required. Maintenance men and labourers for extra gangs were asked for by the railways.

Owing to lack of help some hotels and restaurants had closed; there was an acute shortage of waitresses, cooks and kitchen help. Laundries, offices, and retail stores were badly in need of women workers.

Prairie Region

Haying was in full swing on the Prairies. There was a good crop, but there was a scarcity of labourers. Dairy farmers were still very short handed. Grain crops were in a healthy condition. Many beet workers were available. Around Medicine Hat farmers in the drought areas refused to work for farmers in the irrigated areas.

The shortage of labour for logging was so severe that timber operators were switching from pulpwood cutting to fuel wood cutting, and many more men were needed to fill the orders for this work. Sawmills seemed to be getting along satisfactorily. Fort Frances reported the largest shipments of fish in its history, with consignments to Eastern Canada and United States ports.

Operations at Steep Rock were expanding rapidly, and there was need for more

labourers. Miners applying for work were directed to base metal mines. Coal mines were in need of muckers, trimmers, and surfacemen. School teachers and students were getting summer employment at the Hudson Bay and Sherritt Gordon Mines. Turner Valley required many derrick men and labourers. Canadian Car and Foundry Company's Fort William airplane building schedule was to be stepped up. An additional 1,200 men will be required by the end of September. Pulp and paper mills, and ship builders needed skilled and unskilled labour. Regina's industries were operating five days a week. Many school boys had found work in flour mills and packing plants.

Construction projects in Manitoba were progressing slowly. Alberta needed carpenters, plasterers and painters. At Dawson Creek the highway contractors needed operators, mechanics, cooks and labourers.

It was difficult to fill the demands for railway firemen. At Fort William women were employed on track work and in the roundhouse.

Hotels and restaurants were short of women workers. Hospitals had been given some help. At Banff and Lake Louise many students had been employed.

Pacific Region

The hay crop had matured, and had been harvested, the farmers doing a fine job in spite of the scarcity of labourers. The yield of strawberries was only 25 per cent of normal production, but raspberries and cherries were coming to the markets and good yields were in prospect. Preparations for fruit canning had been made. The acute shortage of dairy farm help was causing many farmers to consider a reduction in the size of their herds.

Orders for loggers in the coastal areas had increased and there was little relief in sight. A number of logging camps closed down for Dominion Day and for a following period of from six to ten days; many of the men were given temporary work locally pending the re-opening of the camps. The shortage of loggers in the interior remained acute, despite transfers-in, and the employment of Japanese. Many Japanese were employed cutting fuel wood.

The demand for sawmill and shingle mill workers was reduced in the Vancouver area by the employment of students, but continued to be heavy in other areas. Chinese employed in shingle mills, and who were maintaining wives in China were puzzled when told that the Federal Income Tax Department classed them as single men.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS APRIL 30TH TO
MAY 27TH, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	823	442	871	591	501	4	450
Charlottetown.....	423	254	585	353	257	4	397
Summerside.....	400	188	286	238	244		83
Nova Scotia	12,181	11,154	8,489	8,178	6,315	165	2,749
Amherst.....	597	332	416	378	299		98
Bridgewater.....	181	328	125	137	113		21
Dartmouth.....	343	301	319	316	248		135
Digby.....	1,719	437	155	155	128		45
Glace Bay.....	272	426	270	198	147		50
Halifax.....	3,564	4,896	2,377	2,543	2,037		762
Inverness.....	31	18	51	42	23	2	55
Kentville.....	307	465	231	174	124	13	143
Liverpool.....	168	463	103	84	39	1	79
New Glasgow.....	1,307	1,067	1,015	968	637	105	312
New Waterford.....	254	562	67	46	32		13
Pictou.....	637	238	557	572	518		90
Shelburne.....	92	74	54	53	53		2
Springhill.....	92	73	123	104	100		0
Sydney.....	1,248	275	1,550	1,419	1,062	30	633
Sydney Mines.....	469	349	392	311	258	10	149
Truro.....	392	641	283	301	209	1	63
Yarmouth.....	472	209	391	377	288	11	69
New Brunswick	10,265	7,756	6,446	6,175	4,268	223	2,357
Bathurst.....	592	537	317	228	164		164
Campbellton.....	1,583	816	760	746	412	73	402
Edmundston.....	2,090	1,935	386	478	166	20	160
Fredericton.....	438	215	364	370	282		73
Minto.....	269	257	216	237	194		25
Moncton.....	1,546	949	1,585	1,522	1,085	97	699
Newcastle.....	670	379	492	467	343		149
Saint John.....	2,324	1,986	2,072	1,915	1,435	80	588
St. Stephen.....	461	419	132	121	112	2	51
Woodstock.....	292	263	122	91	75	1	46
Quebec	97,656	93,333	68,784	65,625	46,176	255	26,575
Acton Vale.....	79	63	86	85	80		27
Asbestos.....	107	51	130	117	35	71	43
Baie St. Paul.....	736	533	371	259	254		69
Beauharnois.....	360	223	306	248	191		46
Buckingham.....	170	110	308	123	64		167
Campbell's Bay.....	61	424	277	294	294		7
Causapscal.....	2,530	920	1,839	1,805	1,556		260
Chandler.....	1,510	1,114	1,033	1,009	847		121
Chicoutimi.....	3,743	3,025	1,599	1,581	1,150		416
Coaticook.....	90	35	96	92	76		33
Cowansville.....	119	50	124	138	97		23
Dolbeau.....	0	0	0	0	0		0
Drummondville.....	543	95	491	585	483		567
East Angus.....	41	7	63	48	48		8
Farnham.....	228	497	196	199	139		81
Granby.....	376	239	492	454	296		173
Hull.....	1,543	877	1,189	872	585		376
Joliette.....	314	239	199	197	128		58
Jonquiere.....	934	115	1,327	1,179	1,071		187
Lachine.....	1,304	1,027	1,175	1,146	938	17	444
Lachute.....	589	499	504	486	364		327
La Tuque.....	307	114	354	350	219		100
Levis.....	1,253	472	1,049	909	753		281
Longueuil.....	1,426	1,157	520	449	310		114
Louiseville.....	310	123	353	291	222		96
Magog.....	175	36	261	198	133		110
Matane.....	1,987	2,996	1,154	1,173	1,111		47
Megantic.....	256	57	226	244	214		24
Mont Laurier.....	827	605	371	343	324	3	23
Montmagny.....	161	113	209	180	79		101
Montreal.....	47,554	53,924	29,063	28,671	18,800	53	12,182
Nicolet.....	40	24	52	27	46		6
Plessisville.....	163	95	200	256	115		51
Pointe aux Trembles.....	1,051	1,070	659	682	589		111
Port Alfred.....	525	252	507	506	424	2	63
Quebec.....	6,879	5,552	6,466	5,323	3,764	22	2,475
Richmond.....	88	85	121	85	80		20
Rimouski.....	1,605	892	1,187	1,214	835		228
Riviere du Loup.....	1,873	1,370	959	892	554		327
Roberval.....	219	173	229	334	198		130
Rouyn.....	873	1,672	853	835	520		238
Ste. Agathe.....	170	236	62	41	21		50

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS APRIL 30TH, TO
MAY 27TH, 1943—Cont.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Cont.)							
Ste. Anne de Bellevue	360	0	366	350	366		0
St. Hyacinthe	815	614	531	610	459	5	212
St. Jean	646	296	612	617	396	1	122
St. Jerome	348	141	460	346	311		69
St. Joseph d'Alma	787	316	638	617	614		91
Ste. Therese	463	654	321	259	223		65
Shawinigan Falls	1,372	293	1,183	1,526	1,063		470
Sherbrooke	1,030	209	1,185	1,064	781	79	234
Sorel	1,315	659	1,111	1,291	834		385
Thetford Mines	375	122	526	376	300		145
Three Rivers	1,269	768	1,961	1,257	752		1,030
Val d'Or	750	1,242	305	284	262	1	51
Valleyfield	770	714	874	736	624	1	184
Verdun	3,713	5,671	1,661	1,983	938		3,126
Victoriaville	524	473	390	389	246		172
Ontario	100,592	88,674	82,854	86,070	62,438	1,214	24,750
Amnrior	274	187	306	244	232	2	78
Barrie	553	360	326	476	339	3	34
Belleville	805	785	595	709	508	1	138
Bracebridge	389	239	348	339	274		124
Brampton	686	800	320	325	233		113
Brantford	1,747	2,140	1,369	1,443	1,225	5	244
Brockville	318	241	317	439	280		201
Carleton Place	99	52	138	114	104		21
Chatham	767	590	987	808	515	16	626
Cobourg	113	57	164	136	117		43
Collingwood	397	515	145	207	139		52
Cornwall	1,147	330	1,435	1,100	1,012	30	292
Dunnville	41	69	103	68	43		7
Fergus	108	59	82	67	52	5	9
Fort Erie	465	725	349	323	295		18
Fort Frances	360	190	291	246	197		116
Fort William	1,326	3,035	1,334	1,416	1,272	22	320
Galt	700	939	526	587	441	2	123
Gananoque	96	31	104	97	70		27
Goderich	234	151	237	152	101	1	74
Guelph	1,114	922	666	560	457	2	76
Hamilton	5,924	5,113	5,476	6,397	4,271	133	1,424
Hawkesbury	362	218	309	319	219		65
Ingersoll	159	267	204	203	165		47
Kapuskasing	729	999	480	480	413		115
Kenora	594	625	287	222	191		70
Kingston	1,542	1,279	1,066	1,497	965	15	245
Kirkland Lake	741	505	983	655	476	6	370
Kitchener-Waterloo	1,673	1,235	936	1,164	833	20	140
Leamington	163	118	224	174	159		78
Lindsay	232	84	223	264	203		52
Listowel	154	130	110	127	91	1	5
London	2,722	2,496	2,912	3,097	1,988	188	757
Midland	423	388	473	425	465	1	94
Napanee	372	231	262	327	229		55
Newmarket	96	110	140	85	69		24
New Toronto	2,375	2,002	1,293	1,384	981		330
Niagara Falls	972	701	891	976	665	18	227
North Bay	1,612	1,041	1,395	1,275	1,083	77	551
Orangeville	54	76	57	62	46		4
Orillia	525	479	377	464	286	3	112
Oshawa	1,167	847	1,418	1,041	826	24	720
Ottawa	5,592	4,033	6,760	4,782	3,723	39	1,991
Owen Sound	740	363	609	648	570		129
Paris	65	79	43	41	62		17
Parry Sound	295	92	497	322	177		164
Pembroke	493	252	718	648	515	6	194
Perth	187	146	180	160	142		54
Peterborough	1,057	1,142	864	960	695	1	203
Pictou	97	79	114	123	109	5	43
Port Arthur	2,466	3,273	1,740	1,638	1,446	1	544
Port Colborne	343	197	384	247	213	2	54
Port Hope	107	91	135	117	90		28
Prescott	198	157	187	153	119		26
Renfrew	298	208	234	280	215		204
St. Catharines	1,804	1,104	1,708	2,164	1,468		366
St. Thomas	781	535	657	769	476	40	173
Sarnia	3,242	1,473	1,533	1,557	1,297		532
Sault Ste. Marie	957	2,064	1,239	1,171	1,047	2	200
Simcoe	475	306	458	423	296	6	157
Smiths Falls	234	90	234	241	164		56
Stratford	549	485	631	595	345	38	170

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS APRIL 30TH, TO
MAY 27TH, 1943—*Cont.*

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario (Con.)							
Sturgeon Falls	277	91	326	285	285	2	48
Sudbury	3,368	2,276	1,942	1,685	1,480	52	466
Timmins	1,507	1,381	1,605	1,121	1,140	44	586
Toronto	31,468	28,955	22,887	27,930	18,813	298	8,281
Trenton	420	328	380	446	274	1	48
Walkerton	245	217	240	211	167		101
Wallaceburg	765	330	416	382	289		190
Welland	1,116	1,656	1,173	903	497		204
Weston	1,807	1,456	680	734	518		132
Windsor	4,954	4,131	4,278	4,485	3,026	101	1,118
Woodstock	355	323	344	355	272	1	40
Manitoba	13,624	8,082	12,323	13,075	8,349	1,064	3,645
Brandon	604	587	536	580	375		196
Dauphin	235	167	394	231	168		95
Flin Flon	430	397	145	148	110	16	31
Portage la Prairie	394	263	320	303	166	24	129
Selkirk	337	152	248	239	200	4	47
The Pas	410	169	321	301	274		56
Winnipeg	11,214	6,347	10,359	11,273	7,056	1,020	3,091
Saskatchewan	7,431	5,010	7,157	6,907	4,442	273	2,131
Estevan	505	301	105	113	87		34
Moose Jaw	1,091	1,027	894	826	577	0	292
North Battleford	254	152	232	216	154	1	35
Prince Albert	680	533	640	582	395	3	208
Regina	2,213	1,030	2,507	2,397	1,606	142	387
Saskatoon	2,120	1,425	2,227	2,271	1,311	112	811
Swift Current	102	130	119	89	80		30
Weyburn	250	242	89	103	79	2	25
Yorkton	216	170	344	310	153	4	309
Alberta	12,347	7,833	10,981	11,212	7,330	505	3,521
Blairmore	143	232	115	102	74	1	33
Calgary	3,685	1,774	3,914	3,504	2,353	205	1,418
Drumheller	286	379	156	169	101		55
Edmonton	6,811	4,019	5,626	6,299	4,047	291	1,628
Edson	187	271	34	33	25		0
Lethbridge	547	470	586	605	361	4	227
Medicine Hat	465	414	398	357	259	4	117
Red Deer	223	274	152	143	110		34
British Columbia	28,328	21,258	25,407	22,437	17,127	596	8,957
Courtney	203	121	180	151	109		63
Cranbrook	260	381	210	219	208		48
Dawson Creek	992	908	362	480	273		88
Duncan	205	182	222	188	197		43
Kamloops	407	312	377	334	308		87
Kelowna	232	186	270	294	200	5	83
Nanaimo	249	92	303	272	196	4	94
Nelson	729	559	469	464	369		165
New Westminster	1,655	607	1,841	1,677	1,184	57	1,101
Penticton	138	34	154	132	103	8	22
Port Alberni	410	402	274	256	240		76
Prince George	963	1,269	604	735	661	1	44
Prince Rupert	1,751	1,078	1,010	1,028	851		183
Princeton	212	225	153	146	108	20	10
Trail	520	472	421	250	247	7	495
Vancouver	16,073	12,058	15,312	12,846	9,836	387	5,231
Vancouver North	242	189	295	178	158		185
Vernon	421	311	401	361	283	26	153
Victoria	2,462	1,850	2,397	2,014	1,530	81	764
White Horse	204	22	62	382	76		22
Canada	283,247	243,542	223,312	220,270	156,946	4,299	75,165
Men	196,238	174,206	145,140	141,417	106,351	1,511	46,221
Women	87,009	69,336	78,172	78,853	50,595	2,788	28,944

courses. The ratio of vacancies to each 100 applications being 126.8 during the four weeks ending May 27th, in contrast to 116.5 during the previous four weeks and 93.4 during the month of May, 1942. The ratio of placements to each 100 applications during the period under review was 72.2 compared with 70.1

for the four weeks April 2nd, to April 29th, 1943, and 60.6 during May last year.

The average number of vacancies reported daily by employers to the Employment and Selective Service Offices throughout Canada during the four weeks April 30th, to May 27th, 1943, was 11,801 as compared with 10,435

during the preceding four weeks and with 2,111 during the month of May a year ago. The average number of applications for employment received daily by the offices during the period under review was 9,304 in comparison with 8,957 during the previous period and with 2,260 during May, 1942. The average number of placements made daily by the offices during the four weeks ending May 27th, 1943, was 6,718, of which 6,539 were in regular employment and 179 in work of one week's duration or less, as compared with a total daily average of 6,277 during the previous four weeks. Placements during the month of May last year averaged 1,368 daily, consisting of 968 placements in regular and 400 in casual employment.

During the period April 30th, to May 27th, 1943, the offices referred 220,270 persons to vacancies and effected a total of 161,245 placements. Of these, the placements in regular employment were 156,946 comprised of 106,351 males and 50,595 females, while placements in casual work totalled 4,299. The number of vacancies reported by employers was 196,238 for men and 87,009 for women, a total of 283,247, while applications for work numbered 223,312, of which 145,140 were from men

and 78,172 from women. Reports for the previous four weeks, April 2nd, to April 29th, 1943, showed 240,025 positions available, 206,022 applications made and 144,373 placements effected, while in May, 1942, there were recorded 52,759 vacancies, 56,475 applications for work and 34,200 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year from January 1933, to date:—

Year	Placements		
	Regular	Casual	Totals
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943 (21 weeks).....	731,788	26,137	757,925

Owing to a change in the industrial classification of industries, the usual analysis of vacancies and placements by industries was not available at time of going to press.

Unemployment in Trade Unions at the Close of May, 1943

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are sick or engaged at work outside their own trades are not counted as unemployed, while reports from unions involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference, only to the organizations reporting.

Reports were tabulated for May from 2,301 labour organizations, in which the combined membership was 436,364 persons, of whom, 3,036, or a percentage of .7, were unemployed, in a large measure temporarily, in comparison with percentages of 1.0 in April and 2.4 in May, a year ago. The moderately higher employment level for the month under review, was due principally to an appreciable increase in work afforded union members in the building and construction trades, as the unemployment percentage among these workers was down from 5.1 to 2.6. In addition to this betterment, the percentages of unemployed members in the manufacturing and transpor-

tation industries were slightly lower also at .4 and .7, respectively. These improvements were offset slightly, by the decline in work for lumber workers and loggers; the unemployment percentage among these workers was up from full employment to .9. The Dominion unemployment percentage of .7 in May was the lowest for any corresponding month in trade union records and the lowest, also, for any month since October, when the same percentage was recorded.

In table I are shown the unemployment percentages by provinces. At the end of May, these figures ranged from .2 per cent in Nova Scotia and British Columbia to 1.3 per cent in Quebec. Less than one per cent was reported as unemployed in every province excepting New Brunswick and Quebec. In comparison with April, an appreciably higher employment level was observed in Ontario, while with the exception of Alberta, where there was a very minor employment contraction, as the percentage was up from .8 to .9 per cent, each of the other provinces reflected a slight increase in available work. In comparison with the situation in May, a year ago, pronounced expansions in work were observed in Ontario, Manitoba and Al-

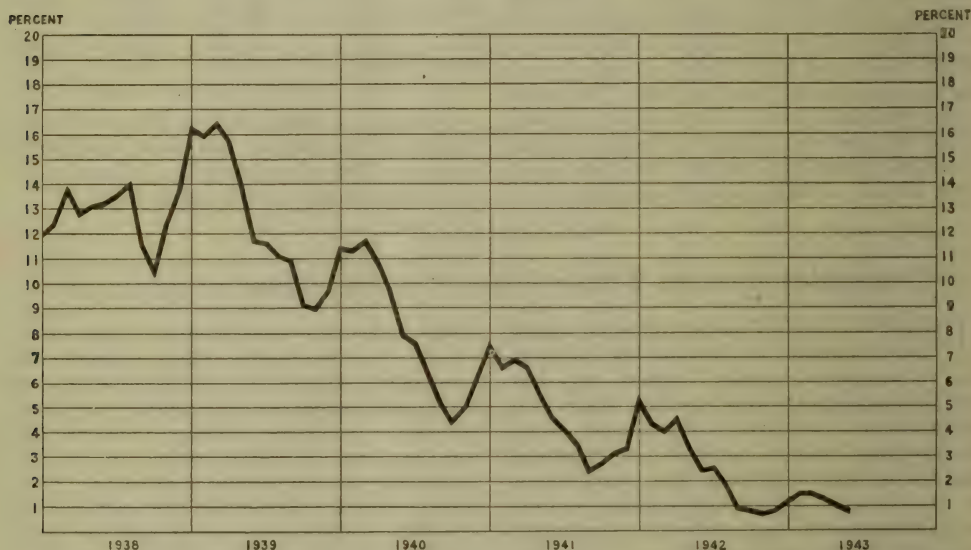
berta. Noteworthy increases occurred also in Quebec and British Columbia; while in New Brunswick and Saskatchewan, there were moderate employment advances, only.

A separate compilation is made each month of unemployment among trade unions in the largest city in each province, with the exception of Prince Edward Island. At the close of May, these percentages ranged from .2 in Vancouver to 1.4 in Edmonton. Every city with the exceptions of Montreal, Winnipeg and Edmonton indicated that less than one per cent of the members was unemployed. In comparison with the situation in April, the employment level in Toronto was substantially higher, as the percentage declined from .8 to .3. In Halifax, Montreal, Winnipeg, Regina and Vancouver the unemployment

The level of the curve in May continued in a downward direction, as conditions improved moderately over April. The point of the curve was at a substantially lower level than in May, a year ago, thus reflecting a noteworthy employment expansion.

For the manufacturing industries, 816 reports were tabulated having a combined membership of 239,806 persons, of whom, 1,066 or a percentage of .4 were unemployed, as compared with percentages of .5 in April and 1.9 in May, 1942. In comparison with the previous month, employment levels for wood and garment workers were appreciably higher, as these percentages of unemployment stood at 1.3 and .3 respectively. The percentages for union members in the printing and iron and steel trades were .5 and .1, respectively;

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



percentages stood at .3, 1.2, 1.0, .4, and .2, respectively; each of these reflected a favourable tendency, also. In Saint John the percentage remained unchanged at .9, while on the other hand, a moderately lower employment level prevailed in Edmonton, as the percentage of those without work was up from .3 to 1.4. As compared with conditions in May, 1942, much higher employment levels were observed in Toronto, Winnipeg and Regina and to a somewhat lesser degree in Vancouver, Montreal and Halifax, while in Edmonton the percentage was reduced moderately from 2.2 to 1.4. On the other hand, the percentage of those without work in Saint John was up slightly from .6 to .9.

The accompanying chart shows the trend of unemployment from January, 1938, to date.

each of these reflected slightly better conditions, while among the smaller organizations, unclassified manufacturing workers indicated a minor increase in work, also, as the percentage declined from 3.8 to 3.2. Among the organizations in which there was no unemployment reported at either date, were cigar and tobacco workers, textile and carpet workers, butchers, meat and fish packers, rubber, jewellery, aluminum, mineral products and chemical products workers. A tendency toward slightly reduced activity was apparent for soft drink workers, bakers and confectioners, electric current employees, etc.; fur workers and members in clay, glass and stone products; very little unemployment was observed in any of these trades. The percentage of those out of work among hat, cap and glove workers and

metal polishers, etc., remained unchanged at .1. On the other hand employment for paper-makers declined to a moderately lower level, as the unemployment percentage was up from .6 to 1.8. As compared with conditions in May, a year ago, much higher employment levels were observed for union members in the printing, garment and iron and steel trades, as the percentages of those without work declined from 1.9, 3.6, 1.5 to .5, .3 and .1, respectively. Among the smaller organizations, workers in chemical products and unclassified manufacturing industries, reflected impressive percentage improvements. On the other hand, employment decreased for woodworkers and papermakers, as these percentages were up from .2 to 1.3 and .5 to 1.8 respectively.

Reports were tabulated from 59 unions of coal miners, whose total membership was 20,006 persons. Of these, 19, or a percentage of .1 were unemployed. This percentage remained unchanged from April, while that of May, a year ago, was 3.8. In comparison with April conditions, union members in Nova Scotia, New Brunswick and British Columbia were fully employed at both dates, while the percentage of those without work in Alberta remained, as in April, at .3. As compared with May, 1942, employment for Alberta members was greatly expanded, as the unemployment percentage declined from 9.3 to .3, while full employment prevailed in Nova Scotia and British Columbia, as compared with unemployment percentages of 2.2 and .2 respectively, in these provinces, a year ago; in New Brunswick, no unemployment was reported in either period.

For the metallic ores group, 4 unions were tabulated having a combined membership of 10,324 persons. Of these, 14, or a percentage of .1 were without work as compared with full employment both in April, 1943, and in May, a year ago.

Returns were received from eight unions of non-metallic mineral workers having a total membership of 3,608 persons, of whom, 100, or a percentage of 2.8 were unemployed, in comparison with percentages of 3.7 in April and 4.8 in May, a year ago.

Unions in the building and construction trades returned 209 reports with an aggregate membership of 34,721 persons, of whom 912, or a percentage of 2.6 were unemployed, in comparison with percentages of 5.1 in April and 8.4 in May, 1942. As compared with the situation in April, substantially higher employment levels were apparent among bricklayers, masons and plasterers, carpenters and joiners and hod carriers and unclassified building workers, as these unemployment per-

centages were 8.9, 2.6 and .5, respectively, while the corresponding figures in April stood at 12.8, 5.7 and 4.5. Among plumbers and steamfitters and bridge and structural iron workers, there were moderate increases in available work; not much unemployment prevailed for the members in these trades. Electrical workers were fully employed, in comparison with the percentage of .1, reported as out of work in April, while organizations with smaller memberships, such as steam shovel men and granite and stonecutters, recorded minor improvements, also. Wood, wire and metal lathers did not report any unemployment at either date, while for painters, decorators and paperhangers the unemployment percentage remained unchanged at .3. As compared with conditions in May, 1942, bricklayers, masons and plasterers, carpenters and joiners, painters, decorators and paperhangers, plumbers and steamfitters and hod carriers and unclassified building workers were much better employed. Among the groups with smaller memberships, granite and stonecutters and wood, wire and metal lathers registered im-

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	1.1	2.0	2.9	2.2	2.5	1.4	2.6	5.0	4.2
May 1932.....	8.5	14.2	26.3	23.6	21.0	14.0	26.5	20.4	22.1
May 1933.....	26.6	14.2	25.0	24.9	21.0	17.9	25.9	19.5	23.8
May 1934.....	11.8	8.1	23.6	15.9	17.8	14.2	22.3	18.4	18.5
May 1935.....	5.9	8.4	22.2	12.9	14.1	10.2	21.8	17.2	15.9
May 1936.....	7.4	8.7	19.6	15.0	9.9	7.7	15.7	11.6	14.8
May 1937.....	8.4	5.0	14.1	6.2	7.0	8.0	15.8	5.8	9.5
May 1938.....	3.8	10.5	17.0	12.4	9.4	10.3	18.1	13.8	13.2
May 1939.....	6.3	14.1	13.5	11.0	10.0	7.5	18.3	10.0	11.7
May 1940.....	3.2	4.1	10.0	5.1	9.7	5.5	16.1	9.3	7.9
May 1941.....	2.5	2.8	7.3	1.5	5.3	1.8	12.0	4.2	4.6
May 1942.....	1.6	1.6	2.8	2.5	2.7	1.2	4.5	1.1	2.4
June 1942.....	1.3	4.7	4.6	1.6	1.1	.9	2.6	.9	2.5
July 1942.....	.8	1.0	3.8	.9	2.2	.8	1.3	.3	1.8
Aug. 1942.....	.4	2.3	1.4	.7	1.6	.8	.9	.2	.9
Sept. 1942.....	.8	1.1	1.3	.5	.5	.9	.9	.3	.8
Oct. 1942.....	.7	1.2	1.2	.5	.4	.5	.9	.2	.7
Nov. 1942.....	.7	1.5	1.1	.5	1.0	.6	1.3	.4	.8
Dec. 1942.....	.3	2.4	1.6	1.0	2.6	1.1	1.7	.6	1.2
Jan. 1943.....	.4	2.3	2.1	.8	2.7	.9	1.4	.6	1.5
Feb. 1943.....	.5	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
March 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
April 1943.....	.3	1.3	1.6	.9	1.3	.9	.8	.4	1.0
May 1943.....	.2	1.2	1.3	.4	.8	.6	.9	.2	.7

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Furres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental	Miscellaneous	All occupations			
May, 1932	0.26	7.14	3.34	21.2	12.8	12.6	12.4	12.7	...	36.7	29.8	25.1	30.2	27.4	25.3	...	26.0	22.2	38.2	0	0	0	63.4	45.7	21.2	42.5	41.5	13.7	1.5	15.8	16.0	0	2.3	13.8	9.5	20.5	22.1	
May, 1933	2.1	31.5	21.1	15.6	8.5	16.8	17.0	23.0	14.5	0.82	4.24	23.2	25.0	10.0	25.1	...	35.4	26.7	20.9	0	0	0	60.4	45.6	12.2	29.4	14.0	0	0	13.2	13.5	0	6.1	11.7	5.2	21.6	23.6	
May, 1934	4.3	6.1	21.1	15.6	9.5	7.2	2.8	10.3	...	0.18	4.90	23.5	8.8	1.3	11.1	...	19.2	33.3	6.9	0	0	0	59.3	6.3	9.9	9.7	6.9	4.3	0	0	12.1	4.3	6.6	1.8	14.7	18.5		
May, 1935	3.4	9.2	15.7	15.9	11.0	8.9	8.1	9.1	...	0.76	20.1	19.7	21.0	9.7	16.3	...	15.6	15.9	50.6	0	0	0	44.9	45.5	9.0	42.9	9.2	0	0	0	11.1	0	6.3	6.6	1.9	15.1	15.9	
May, 1936	8.4	18.1	15.5	10.8	5.7	10.8	3.0	8.2	...	0.18	13.1	4.9	33.9	43.7	21.1	...	11.4	12.5	11.5	0	0	0	33.8	40.5	7.1	32.1	7.7	0	0	0	10.5	0	5.1	5.3	2.3	9.5	14.8	
May, 1937	3	1.5	15.5	8.2	5.7	5.7	5.2	9.2	...	0	4.3	10.1	4.1	12.3	9.9	21.0	...	5.3	4.8	61.0	0	0	0	36.9	36.4	5.7	32.9	5.4	0	0	0	8.8	0	6	4.0	6	7.7	9.5
May, 1938	8.4	13.3	15.8	6.9	7.0	7.0	8.5	5.1	...	30.0	25.6	3.4	11.9	25.4	22.3	...	13.7	3.5	18.5	1.5	0	0	30.3	30.4	5.7	32.9	8.8	0	0	0	8.4	0	4.0	0	7.5	13.2	7.0	
May, 1939	4.0	9.0	15.3	11.6	5.1	7.7	8.6	6.3	...	5.3	8.9	6.2	12.9	3.1	18.5	27.8	...	16.1	2.7	48.4	0	0	0	27.5	30.4	6.6	31.0	7.0	0	0	0	6.4	0	2.4	0	1.1	7.0	11.7
May, 1940	19.5	14.6	13.5	6.8	2.9	3.1	1.5	2.9	...	6.1	4.8	8.0	8.2	12.5	19.1	20.6	...	0.5	3.5	9.9	0	0	0	24.0	19.6	4.7	19.4	5.4	0	0	0	6.3	0	0	1.6	1.6	3.9	7.0
May, 1941	12.5	3.8	11.5	3.1	1.1	1.3	1.3	5.1	...	0	1.4	4.7	17.6	3.1	8.0	...	0.5	2.0	1.7	0	0	0	18.9	10.4	2.6	20.3	2.1	0	0	0	2.4	0	0	0.6	0	1.0	2.4	1.4
May, 1942	6.0	3.9	3.9	1.9	1.1	0	0	5.1	...	1.2	2.5	0	0	0	7.5	...	0.5	3.2	1.7	0	0	0	19.4	10.4	1.3	4.5	1.5	0	0	0	2.1	0	0	0.6	0	1.0	2.4	1.4
June, 1942	6.2	3.7	2.4	2.8	0	1.2	0	5.1	...	0	4.7	0	0	0	4.1	...	0.5	1.1	1.7	0	0	0	29.3	1.5	1.3	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
July, 1942	4	0	3.5	2.1	0	0	0	1.9	...	0	4.0	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
August, 1942	4	0	3.5	2.1	0	0	0	1.9	...	1.4	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
September, 1942	9	0	3.5	2.1	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
October, 1942	1.0	0	0	4	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
November, 1942	4	0	0	4	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
December, 1942	4	0	0	4	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
January, 1943	4	0	0	4	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
February, 1943	4	0	0	4	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
March, 1943	4	0	0	4	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
April, 1943	4	0	0	4	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4
May, 1943	4	0	0	4	0	0	0	1.9	...	0.5	1.4	0	0	0	0	...	0.5	1.1	1.7	0	0	0	11.0	9.4	1.2	1.3	1.3	0	0	0	2.3	0	0	0.6	0	1.0	2.4	1.4

pressive employment expansions; not many members were involved, however, in these changes.

In the transportation industries, 885 reports were tabulated with a total membership of 85,131 persons. Of these, 610 or a percentage of .7 were out of work, in comparison with percentages of .9 in April and 1.3 in May, a year ago. In comparison with April, the steam railway division (see table II), in which is included over 79 per cent of the entire group membership, reflected a slightly higher employment level. Navigation workers were much better employed, as the percentage of those without work declined from 4.5 to 1.5. On the other hand, although there was very little unemployment, the situation for teamsters and chauffeurs showed a minor recession in available work, while that of street and electric railway employees remained unchanged. As compared with conditions in May, 1942, the employment level for steam railway employees was moderately higher, while for navigation workers the change was substantially the same as that shown in the previous comparison. The percentage of unemployment among street and electric railway employees was identical with that of May, a year ago, while for teamsters and chauffeurs the employment level declined slightly, as the percentage was up from .8 to 1.1.

For the retail and wholesale trades, reports were received from 9 unions with a total membership of 2,221 persons, all of whom were employed, as in the preceding month and in May, 1942.

For unions of civic employees there were 108 returns tabulated, having 11,009 members of whom 4, or less than .1 per cent were without work, in comparison with the percentage of .1 as shown in both the preceding month and in May, a year ago.

In the miscellaneous group of occupations returns were received from 141 unions with a

combined membership of 12,507 persons, of whom, 156, or a percentage of 1.2, were without employment, in comparison with percentages of 1.7, in April and 1.0 in May, a year ago. The employment level was appreciably higher than that of the previous month for stationary engineers and firemen, as the percentage of those without work was down from 1.2 to .5. Slightly better conditions prevailed also, for hotel and restaurant, theatre and stage employees and barbers, while on the other hand, employment for unclassified workers was very slightly contracted. In comparison with conditions in May, 1942, stationary engineers and firemen registered about the same employment increase as that shown in the previous comparison, while among theatre and stage employees and barbers, the unemployment percentages of 2.5 and .4 remained unchanged; among unclassified workers, on the other hand, there was a slight contraction in available work.

Returns were received from 2 unions of fishermen having a total membership of 2,775 persons. Of these, 2, or a percentage of .1 were without work in comparison with full employment in the preceding month and 6.0 per cent reported as without work in May, a year ago.

Reports were tabulated from 4 unions of lumber workers and loggers, having a total membership of 4,438 persons. Of these, 41, or a percentage of .9 were without work. There was no unemployment reported in April, while in May, a year ago, the percentage of those without work was 3.9.

Table I shows by provinces the average percentage of union members, who were unemployed each year from 1932 to 1942, inclusive, and also the percentage of unemployment for May of each year from 1932 to 1941, inclusive and from May, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

Annual Review of Employment in Canada, 1942

Report of Dominion Bureau of Statistics Indicates Unprecedented Expansion in Industrial Employment

IN its annual review of employment in Canada, 1942, the Dominion Bureau of Statistics reports that employment reached unprecedentedly high levels. The trend was generally favourable during nine of the twelve months, curtailment having been indicated only during the first quarter of the year; the contractions then were moderate. The extent of the general upswing, however, was not equal to that reported in the earlier phases of the

expansive movement, which, dating from the outbreak of hostilities, had received great impetus from the events of the spring and early summer of 1940, climaxed by the collapse of France. This slowing down in the rate of acceleration during 1942 was an obvious development in view of the magnitude of the expansion since the beginning of the war, with its consequent depletion of the labour market, seriously affected also by the recruitment of

some 600,000 persons by the armed forces. In the 1942 stage of the war, the distribution of the workers taken on differed from that indicated in preceding phases. As shortages of labour and materials became increasingly a problem in industrial organization, the shift of workers from the less-essential to the more-essential production and services assumed an ever-growing importance in the industrial pattern—a transfer which in general was facilitated by relatively high earnings in war plants and other essential industries.

The employers whose returns were included in the Dominion Bureau of Statistics' current surveys of employment and payrolls in 1942 numbered 13,081,* and their staffs averaged 1,738,848 per month. In the preceding year, statistics had been received from some 12,589 firms, with an average of 1,514,953 employees. At the 1942 peak at December 1, the number in recorded employment in the eight leading industrial groups was 1,867,597, while the low figure was that of 1,651,757, reported at the first of March. From the minimum to the maximum of employment, there was an increase of 21.4 points, or practically 13 per cent, in the index; in 1941, the gain from the low at January 1 to the high at December 1 had amounted to 34.6 points, or almost 26 per cent. Based on the 1926 average as 100, the annual index of employment in 1942 was 173.7, or 14.1 per cent higher than the 1941 average of 152.3, and 57.2 per cent higher than in 1939, which for practical purposes, may be regarded as the last year on a peace-time economy.

Payrolls

The distribution of the employees and the payrolls reported by firms in the various areas and the leading industrial groups in 1942, was fairly equable, on the whole; in general, the variations reported in the proportions of employees and payrolls in the different provinces and cities were partly due to the industrial distribution of employees within the given unit of population. The sex and age distributions also had an important influence, while the question of overtime and short time likewise entered into the picture. The incidence of labour disputes in industries with relatively large payrolls in a province or city may also

contribute to the disparities which may be shown; an example of this is found in the case of Nova Scotia, where disputes in the coal-mining areas lowered the provincial payrolls on several occasions in the period of observation.

In the cities whose returns are segregated, the greatest disparity in the proportions of employees and payrolls in 1942 was in Windsor, where the co-operating establishments provided work, on the average, for 2.2 per cent of the total employees, and disbursed three per cent of the aggregate earnings. The eight cities taken as a unit paid out 45 per cent of the reported Dominion total of payrolls, while the employees therein constituted 44 per cent of the total number of persons in recorded employment in 1942. The weekly per capita earnings in the eight cities in the year under review averaged \$29.27, as compared with the Canada average of \$28.56; in view of the higher rents and other living costs usually found in the larger centres of population, the differences in the averages is perhaps less than would be expected.

The fact that manufacturers, with 61.9 per cent of the reported total of employees in 1942, distributed 63.2 per cent of the aggregate of salaries and wages, is partly due to the concentration presently existing in the heavy industries, in which there is also a considerable amount of overtime work. This class employed 32 per cent of the total personnel, and paid 36.2 per cent of the reported payrolls in 1942; in 1939, the employers in the heavy manufacturing industries reported 20.4 per cent of the total working force. In mining and transportation, the payrolls were disproportionately large in relation to the number of workers, partly because of generally high wage rates, associated also with the employment of predominantly male staffs, together with a good deal of overtime work. On the contrary, in logging, construction, services and trade, the employees in 1942 earned disproportionately small shares of the aggregate payrolls. In the last two, the majority of the reported staffs are females, which ordinarily implies many workers in the younger age classes, while there is frequently a considerable proportion of part-time work. In logging and services, the payrolls reported do not include the value of board and lodging, in many cases part of the remuneration of workers in these industries. Still another factor in the case of logging, is the seasonal nature of the work, and a particularly high rate of labour turnover. These factors also affected construction, in which the employees constituted 9.4 per cent of the total wage-earners reported in 1942, but their payrolls made up only 8.8 per cent of the Dominion aggregate. Another reason

* In addition, information was furnished by financial institutions, for which the general record commenced in 1940; including the data for such organizations, the reports tabulated monthly in 1942 aggregated 166,071, a monthly average of 13,839; their employees averaged 1,802,320. The weekly payrolls of these persons averaged \$51,634,595, a per capita figure of \$28.65. In 1941, the reporting firms in the nine leading industries—manufacturing, logging, mining, communications, transportation, construction and maintenance and services, trade and finance, had numbered 13,440, whose staffs had averaged 1,575,972.

contributing to the disparity is the intermittent nature of the work, dependent upon weather conditions and upon available supplies of materials, while the fact that workers on highway and railway construction and maintenance are usually paid at rates below the general average in industry, also lowered the proportion of the payrolls. In 1942, these two groups employed 58.2 per cent of the total number in construction as a whole. In communications, the ratios coincided, the industry employing 1.6 per cent of the personnel of all co-operating establishments in the eight leading industries, and reporting 1.6 per cent of their disbursements in salaries and wages.

Employment in Provinces and Cities

Employment in all provinces except Prince Edward Island was in greater volume in 1942 than in 1941 or any earlier year. The growth was generally less pronounced than in 1941 or 1940, but was nevertheless considerable in most provinces. The increases ranged from that of 2.4 per cent in Saskatchewan and 8.2 per cent in Manitoba, to 18 per cent in Quebec and 21.5 per cent in British Columbia. The magnitude of the gains was, of course, mainly dependent upon the industrial distribution within the area. In all provinces, the increases in the payrolls disbursed by the co-operating firms were relatively greater than those in the number of employees, so that, despite considerable dilution of labour, the general per capita weekly average earnings in all provinces were substantially higher in 1942 than in the period for which information was available in 1941.

Manufacturing on the whole in each of the provinces reached new peaks of activity in the year under review. The gains in iron and steel and other heavy industries were very widely distributed, while the light manufacturing groups in some areas showed curtailment towards the latter part of the year, largely as a result of shortages of labour, and in some cases, of materials. Among the non-manufacturing industries, employment in mining was generally in smaller volume in 1942 than in the year before. Transportation and communications were active. Trade and services provided work for considerably more persons in the earlier part of the year, but in the latter months, the growing shortage of labour made increasingly difficult the maintenance of staffs at full strength, and there was consequently a diminution in the volume of employment afforded in certain cases, while in others, seasonal expansion was below normal in extent.

For many years, statistics have been segregated for the eight leading industrial centres—Montreal, Quebec, Toronto, Ottawa, Hamilton,

Windsor, Winnipeg and Vancouver. During the year under review, as in 1941, activity in these centres as a unit was accelerated more rapidly than in the Dominion as a whole, although the rate was not equal to that of the year before. The composite index for the cities rose from 149.0 in 1941, to 177.7 in 1942, or by 19.3 per cent; in the smaller centres and rural areas in the Dominion, there was an increase of 10.1 per cent, while the general gain in Canada as a whole was 14.1 per cent. In 1941, there had been an advance of 22.6 per cent in the Dominion, resulting from a rise of 25.3 per cent in the larger cities and of 21 per cent in the smaller centres and the rural areas. Agriculture is of course excluded in all cases from the monthly surveys. This is the first year in the decade in which employment in the cities as a unit reached a higher level in relation to the 1926 average, than was recorded in the other parts of Canada. The cities' index in 1942 was 177.7, four points higher than that of 173.7 in the Dominion as a whole.

The index number of employment in manufacturing in the eight leading cities taken as a unit averaged 213.0 in 1942, as compared with 206.5 in Canada as a whole. As compared with 1941, there was an increase of 27.2 per cent in employment in manufacturing in the cities, as compared with 22.6 per cent in the Dominion as a whole. Employment in many industrial groups also showed more rapid expansion in the larger centres during the year under review than was elsewhere recorded.

During 1942, approximately 52 per cent of the persons in recorded employment in manufacturing in the Dominion belonged in the eight leading cities, a proportion slightly exceeding that of 51 per cent in 1941. Another fact which may be of interest in this connection is that the number of females in manufacturing in the eight leading cities at October 1, 1942, constituted 59.8 per cent of the Dominion total for the manufacturing group as reported by the firms making returns. Trade, services and communications in the cities also reported disproportionately large percentages of the total number of persons reported by the co-operating firms in these industries, together with even larger proportions of the total female employees.

Employment by Industries

Geographically, the expansion in industrial activity in the year under review was widely distributed. Except Prince Edward Island, all provinces reported considerable gains, while employment in the eight leading cities for which data are segregated generally increased in greater-than-average proportion. Industri-

ally, the advance was, in general, confined to a relatively smaller number of groups than in recently preceding years. Employment in the manufacture of durable goods rose by 32.6 per cent in 1942, whereas that in the production of non-durable goods increased by only 14.1 per cent. Within the latter, the gain took place to an important extent in chemical works and in plants turning out miscellaneous products, largely manufactured for the war. The relatively small advances which were indicated in the other "light" manufacturing industries in the year under review as compared with 1941, took place mainly in the earlier months; as the year progressed, activity in many instances was at a lower level than in the latter months of 1941. This situation resulted in some instances from curtailment of employment, and in others, from inability to increase staffs in accordance with the usual movements indicated in recent years. Employment in trade generally showed curtailment from 1941, the declines developing as the year advanced. In transportation, communications, construction and maintenance and services, the volume of employment was greater in 1942 than in 1941; in the last-named, the latest annual index was the highest in the record. In construction and communications, the favourable comparison goes back to 1931, while recorded employment in transportation was more active than in any other year since 1929.

Sex Distribution of Persons in Recorded Employment at October 1, 1942

Problems arising from wartime labour conditions emphasized the need for information respecting the sex distribution of the persons employed by the co-operating establishments, whose working forces generally comprise the great majority of wage-earners in the industries included in the surveys. Accordingly, the monthly enquiry for October 1, 1942, was extended to ask for a statement of the number of females then on the payrolls of the firms furnishing data.

The survey showed that in the nine leading industries, (manufacturing, logging, mining, communications, transportation, construction and maintenance, services, trade and finance), were employed 441,156 women, a number which constituted 23.5 per cent of the total of 1,879,845 persons of both sexes in recorded employment at the beginning of October. The proportions of female workers varied from 13.3 per cent in the Maritime Provinces and 16.5 per cent in British Columbia, to 26.7 per cent in Ontario, where 208,200 of the indicated employees were women. This number made up over 47 per cent of the total females in

recorded employment in the Dominion at October 1, 1942.

The statistics also revealed a marked concentration of female workers in the larger cities, the eight centres for which data are regularly tabulated accounting for almost 60 per cent of the total number employed by the establishments reporting throughout the Dominion; this proportion is very much higher than that of 45.1 per cent at October 1, 1942, for workers of both sexes. The ratio of female workers was highest in Ottawa and Toronto, where they constituted 37.2 per cent and 36.6 per cent, respectively, of the totals in the nine main industrial groups. In Montreal, the percentage was 31.7. In Vancouver and Windsor, on the other hand, the proportions were below average, 21.3 per cent of the total reported in the former being women and girls, while in Windsor the ratio was only 14.9 per cent.

In the manufacturing division, the proportion of female workers was 25.7 per cent; when central electric stations are excluded from manufacturing, the ratio rises to 26 per cent. These figures may be compared with that of 21.8 per cent according to the Annual Census in Industry for 1940 and 22.6 per cent in 1941; in the former the proportion was not altered by the inclusion of data for central electric stations, while in 1941 the ratio was 22.3 per cent when the electric light and power figures were included. In view of the fact that the smaller industrial establishments co-operating in the Annual Census, but not in the monthly surveys on employment and payrolls, probably tend to employ a greater-than-average proportion of female labour, the growth indicated by this comparison is highly significant.

Within the manufacturing group, the ratio of females at October 1, 1942, ranged from 2.2 per cent in steel shipbuilding, 6.1 in pulp and paper mills, and 6.4 per cent in rough and dressed lumber mills, to 64.1 per cent in hosiery and knit goods, 66.4 per cent in tobacco, and 66.5 per cent in garments and personal furnishings.

The proportions of women employed in construction and maintenance, logging and mining were low, being 2 per cent or under. In transportation, the ratio was 6 per cent, while in the remaining industries—communications, services, trade and finance—the female workers constituted substantial proportions of the total. The largest of these was that of 51.6 per cent in services. In each of the non-manufacturing industries, the percentage of female labour was considerably higher than that indicated in the 1931 Decennial Census, whose data were the latest available for comparative purposes.

Employment and Unemployment in Great Britain and the United States

Great Britain

THE British *Ministry of Labour Gazette*, May, 1943, summarizes the employment situation* in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at April 12 (exclusive of 21,026 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 51,216; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 753; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 1,869. As compared with January 18, the latest date for which comparable statistics are available, the numbers wholly unemployed showed a decrease of 7,118, those temporarily suspended from work showed a decrease of 538, and unemployed casual workers showed a decrease of 215.

The corresponding figures for women and girls at April 12 were 25,553 wholly unemployed (exclusive of those, numbering 643, who had been classified by interviewing panels as unsuitable for normal full-time employment), 559 temporarily stopped, and 141 unemployed casual workers. Of the 25,553 wholly unemployed, 1,023 had been classified as unable for good cause to transfer to another area. As compared with January 18, the numbers wholly unemployed showed a decrease of 9,821, those temporarily stopped showed a decrease of 1,264, and unemployed casual workers showed an increase of 30.

The number of applicants for unemployment benefit or allowances, included in the foregoing totals for April 12, was 55,679 as compared with 67,859 at January 18 and 79,663 at April 13, 1942.

United States

According to an official report issued by the United States Department of Labour, the total number of employees in non-agricultural establishments in April, 1943, was 38,341,000, about 150,000 more than in March and almost two and a half million more than in April, 1942. The gain during the month was primarily the result of an increase of almost 100,000 employees in trade and reflects the large spurt in retail buying during the Easter season.

*See *LABOUR GAZETTE*, May, 1943, page 680; June, 1943, page 844.

Industrial and Business Employment

Wage-earner employment in all manufacturing industries increased 4,000 over the month, the smallest monthly increase since January, 1942. In the non-durable-goods group of industries, where a relatively short work-week had prevailed, wage-earner employment declined by 49,000.

Among the nine durable-goods groups, furniture, iron and steel, non-ferrous metals, and lumber showed declines in wage-earner employment. The only sizable increase was in the transportation-equipment group, a result of the continued expansion in aircraft and shipbuilding. Employment in this group was 2,230,000, an increase of 53,000 over March, 1943, and of 980,000 from April, 1942.

Among the non-durable groups, only the chemical group and the miscellaneous group, which includes the professional and scientific instruments industry, showed increased employment over March. Both these groups had scheduled work-weeks or approximately 48 hours in March.

Employment in both coal-mining industries continued to decline because the supply of experienced miners has been exhausted. The anthracite-mining industry employed about 5,000 fewer wage earners in April, 1943 than in April, 1942 and 600 less than in March, 1943. Employment in the bituminous-coal-mining industry was 394,000, about 47,000 less than in April of last year and 11,000 less than in March.

Public Employment

Federal employees in April, 1943, totalled 3,058,000, with 74 per cent in the War and Navy Departments and other war agencies. The increase of 33,800 over March, the smallest non-seasonal gain in 18 months, reflected the influence of the employment-ceiling order of the Bureau of the Budget. The order was not applicable, however, to part-time, temporary, or construction workers, or to consultants and experts.

From April, 1942, the increase in Federal employment amounted to almost a million persons (998,000), and since Pearl Harbor, to almost a million and a half (1,458,000). The war agencies alone added 1,069,000 employees during the past year. Although the decline of 33,800 employees in other agencies was partially the result of reorganizational shifts, transferring some offices to war agencies, the distinction between "war" and "other" agencies is still not clear-cut because of the conversion of many of the "other" agencies to almost completely war activities.

Employment of Part-time Workers in the United States

THE continuing labour shortage in many areas of the United States has impelled the Federal and state governments, as well as industry to search for new sources of workers and to study every possible means of increasing the contribution of men and women already employed.

The Industrial Relations Section, Department of Economics and Social Institutions of Princeton University, recently published a pamphlet covering an analytical study of the problem and endeavoured to present the results "from the point of view of the company executive" who is considering the advisability of employing part-time workers. In addition, the pamphlet is designed to serve as a practical guide for employers who have already decided to use this means of increasing their employee forces. The conclusions reached and the suggestions made are based on both British and American experience.

The study was made under the following five headings: (1) Present use and possible extension of programs for part-time employment. (2) Recruitment and selection. (3) Induction and training. (4) Hours of work, and (5) Wage rates and benefits. This is followed by a statement of conclusions with respect to the advantages, problems and successful procedures in the recruitment of part-time workers.

British Experience

British experience with the problem of part-time workers is recognized as having special value, as Britain has felt the impact of labour shortages in wartime industries for a longer time than has the United States. During two years of war the use of part-time workers in Britain was on a voluntary basis, but elements of compulsion and control have become a part of British policy in order to make the greatest possible use of every available unit of manpower and womanpower.

The British Ministry of Labour has been active in compiling and publishing information on occupations in which part-time workers are employed in Britain. A fairly detailed list of jobs on which women are being utilized on part-time in engineering and air frame manufacturing industries contains more than 30 distinct mechanical operations, many of them requiring some measure of special skill. Although it has been found that women prefer light, clean operations, a few British firms are using women on part-time as warehouse labourers with great success.

Experience of United States

Very few American plants have had long experience with part-time workers, the pamphlet states. Those few, for the most part, have had co-operative arrangements with the schools for a number of years and had employed teachers and students for a variety of jobs. Retail merchants made use of part-time workers during the depression years as a means of "spreading work" and the practice is being extended under the necessities of war. Public utilities and banks have instituted part-time schemes in recent months, chiefly for clerical work.

The types of plant jobs varied naturally with the type of industry, but there was reported to be considerable agreement among American industrialists who were consulted, that unskilled labour jobs such as those in shipping departments, light machine jobs, simple assembly work, and parts inspection were most suitable for part-time workers, as all such jobs require but short periods of instruction. However, it was the opinion of certain experienced personnel directors that "practically all jobs can be broken down so that people may work part-time."

In addition to clerical work, non-manufacturing industries are using part-timers in a variety of ways, as for example, railway track work, bus driving, messenger work, selling, and in several branches of the food industry, etc.

Company officials in the United States who have had experience in the employment of part-time workers were not unanimous in their approval of the plan. The greater number who were consulted, however, expected either to employ more workers on this basis as it becomes necessary, or are now seeking more qualified workers for part-time work.

The Sources of Part-time Workers

The report points out that the most important sources are students, housewives and certain classes of clerical workers. Of these the most sought for are students. Neither in the United States nor Great Britain have there been any difficulties in securing recruits for part-time work. United States employment offices have been playing a notable part in stimulating the adoption of part-time plans among war industries and in recruiting for these programs. Special publicity is used and staff members are assigned exclusively for part-time groups. Other recruiting agencies are community organizations, colleges, women's

clubs, churches and present employees—both full-time and part-time. It is said that 90 per cent of those offering themselves for part-time work during the war do so for patriotic reasons; about five per cent want to try out factory work with a view to full time work later on if they like it, and five per cent express financial and other varied reasons.

Selecting and Placing

The procedure in selecting and placing recruits depends to some extent on the requirements of specific jobs, the procedure deemed necessary by individual employers, and also upon the urgency of the need for workers. British firms have found that printed descriptions of the work available are helpful in the pre-employment interview. Prospective workers are asked to study these at home and this has been found to lower labour turnover. British experience has also shown that careful planning to maintain basic standards are desirable, if it becomes necessary to alter usual procedures or policies. Medical examinations are required in many instances to make reasonably sure that applicants are fit to carry out the work to be done, although peacetime fitness is not usually expected. It was found necessary in Britain to eliminate intelligence and special aptitude tests.

Induction of Workers

Before part-time workers are inducted into a plant, it has been found desirable for employers to discuss the plan with their department heads in order to obtain their full cooperation in rearranging work schedules and other plant readjustments. Union workers have at times objected to part-time workers but in most instances this objection has not been pressed and such difficulties are generally easily adjusted. In some cases part-time workers were admitted to partial membership in the unions for nominal fees. In other cases where the labour shortage was not urgent the union wanted its members to have a chance at overtime work. But where the need for workers has been unmistakable the unions have not offered serious objections and union officials relaxed their rules in many instances and granted work permits without charge. The National Labour Relations Board has decided that part-timers employed regularly are eligible to share in the selection of bargaining representatives.

In some British plants part-time workers are segregated in one floor or one wing of a factory, but the more general practice in both British and American plants is to place the new recruits among experienced workers to facilitate training. However, in the case of

small assembly plants where the training is simple, the work is sometimes sent to local communities to be handled in warehouses and store rooms.

Training Part-time Workers

Adequate training of part-timers is now generally considered by industrialists as of great importance, as "mistakes are costly whether made by part-timers or full-timers." Preliminary training of part-time workers seems to be utilized more widely in non-manufacturing than manufacturing companies. Regular and special training classes are provided by many retail stores and home training kits supplement class room instruction. Vocational schools provide courses extending over several weeks. However, too long preliminary training has been found to discourage many part-timers. On-the-job training is imperative in all cases. Relatively little appears to have been done with the upgrading of part-time workers in industry, probably due in part to difficulties in plant organization. But department stores have been able to make more progress in this regard.

Hours of Work

Generally part-time workers are assigned to day or evening work and seldom to the "graveyard shift." A favourite arrangement is to pair workers so that two part-timers will handle a full job, whether working on four-hour shifts, or on alternate days, or weeks.

Wage Rates and Benefits

The general practice with respect to wages is reported to be to pay at least the same hourly rate to part-timers as to regular employees, inexperienced workers getting beginners' rates, which are increased progressively as experience is gained. In some cases it appears to be the practice, notably in department stores, to pay part-time workers more than the usual hourly rate. With respect to holidays with pay and other benefits there appears to be a good deal of variation in practice. One company executive is reported as saying: "As certain of our employee benefit plans now function, the part-time employees are not able to enjoy full benefits. If the number of persons in this (part-time) group increased materially above that now used we no doubt would take steps to rectify this position. As a general rule, we endeavour to grant equal privilege to all employees."

As a compendium on an important phase of wartime activity the study is useful alike to employers as well as to prospective and actual part-time workers.

Labour Law

Labour Legislation in Quebec and Nova Scotia in 1943

Quebec

DURING the session of the Quebec Legislature which began on February 23 and ended on June 22, 1943, new laws were enacted to provide for the setting up of a Commission to draft a scheme of health insurance and for the establishment of an Economic Advisory Council. A section was added to the Education Act to provide for compulsory school attendance, the Collective Agreement Act was amended to permit family allowances to be paid under an agreement and amendments were made in Acts relating to workmen's compensation, vocational education, and licensing of chauffeurs.

Workmen's Compensation

Two statutes amend the Workmen's Compensation Act. One of these provides that where the total cost of compensation, including medical treatment, payable for an accident to a blind workman exceeds \$50 the excess is to be repaid by the Provincial Treasurer to the Accident Fund or to the employer, as the case may be, provided that at the time of the accident the workman was employed, with the approval of an institute for the blind recognized by the Lieutenant-Governor in Council, on recommendation of the Workmen's Compensation Commission. A workman is deemed to be blind if he is incapable of doing work for which sight is essential. In 1931 a similar Act was passed in Ontario.

The other Act amending the Quebec Workmen's Compensation Act makes a number of changes. Where an action is taken, by subrogation, by an employer against a third party responsible for an accident in an industry in which the employer is individually liable for compensation, not only is any agreement or compromise between the parties void unless ratified by the Commission, but payment of the amount agreed upon or adjudged may now be made only in the manner indicated by the Commission. A further amendment makes it clear that the workmen, as well as the servants and mandatories of the employer of the injured workman, are exempt from actions of the kind referred to above and from actions under the common law.

An injured workman is now entitled to be provided with prosthetic and orthopaedic ap-

pliances and to their renewal as may be necessary, instead of for a period of two years only, as formerly.

A workman suffering from an industrial disease is now entitled to compensation if it is proved that the disease was caused by the nature of the process in which he was employed even if he is not employed in any of the processes in which that would be presumed.

The sections relating to silicosis were replaced by new provisions and the term "silicosis" was replaced by "pneumoconiosis", which is defined to include, especially, silicosis and asbestosis. Formerly compensation was granted only for infectious silicosis (i.e. silicosis complicated by intercurrent tuberculosis). To be entitled to compensation for pneumoconiosis, the workman must have been employed in the Province in an industry where he was exposed to silicious dust for a total period of at least five years and must establish his claim within five years of leaving such employment. The Commission is authorized to establish or subsidize clinics, the cost to be paid from the Accident Fund, and to make regulations requiring workmen exposed to silicious dust to undergo periodical medical examinations at such clinics. After the coming into force of such regulation no employer may, under penalty of a fine not exceeding \$500, employ a workman in a class of industry covered by the regulations unless the workman produces a certificate stating that he has undergone the necessary examination. Pottery is added to the list of industries in the schedule in which pneumoconiosis is presumed to be due to the nature of the workman's employment.

Family Allowances

The Collective Agreement Act was amended to add family allowances to the provisions of a collective agreement which may be made binding on employers and employees who were within the scope of the voluntary agreement and on all those to whom it was extended by Order in Council. Where such provision is made, the joint Committee appointed to enforce the agreement may collect contributions, pay the allowances, either directly or through the employer, and verify the existence

of the dependants for whom the allowances are payable. The Committee may also determine the person to whom the allowance is to be paid, by resolution and in accordance with the following principles: (a) The allowance belongs to the child or other person on whose account it is granted; (b) Normally the employee receives it as trustee for such person; (c) If the employee does not use the allowance for the benefit of such person, payment is made to whoever takes care of such person.

Vocational Education

The Youth Aid Act, 1938, was also amended. Under this Act agreements may be made between the Provincial Government and any Government, person or corporation to assist young persons to establish themselves in employment. Subsidies granted by the Government of Canada under such an agreement are now to be placed in a special fund to be used for the purposes agreed upon, under the control of the Lieutenant-Governor in Council. The Provincial Treasurer is authorized to advance, for purposes of an agreement, a sum not exceeding the Government of Canada's subsidy, which sum is to be reimbursed out of the special fund when the subsidy is paid. The amendments are retroactive to September 17, 1937, the date of the first agreement, which was validated by the Youth Aid Act.

Amendments in the Specialized Schools Act, which will come into force on Proclamation, bring under the Act the arts and trades schools already established under the name "centres d'initiation artisanale" as well as those which may be set up by the Lieutenant-Governor in Council. The Vocational Courses Act, 1922, and the Technical or Professional Schools Act, 1926, are repealed.

Changes in the Trade Schools Act which are retroactive to July 15, 1941, when the principal act was proclaimed in force, restrict operation of the Act to schools which are operated for profit and provide that where a student abandons a course for which he has made a contract, the amount which the school may recover shall not exceed the price of one-fifth of the total number of lessons, together with the price of the number of lessons followed by the student in proportion to the total price agreed upon. A contract is void if the school does not hold a permit under the Act.

School Attendance

New sections, effective July 1, 1943, were added to the Education Act and require every child between the ages of six and fourteen years to attend school for the full time during which the public schools are open, unless the child is under effective instruction at home,

and the parents, guardian or tutor of a child must see that the child complies. Exception is made in case a child is prevented from attending by illness or infirmity or has been expelled from public school or has obtained a certificate showing that he has completed the elementary or primary elementary school course, or an equivalent certificate. Also exempt are any child under ten years of age residing more than two miles by the shortest road from the nearest public school which he has the right to attend and any child who resides more than three miles from such school, provided in each case that the school board has made no provisions for conveying children to school free of charge.

School boards are now obliged to admit to the schools every child domiciled in the school municipality from the beginning of the school year following his fifth birthday until the end of the school year in which he reached the age of 16. Tuition in the elementary and primary elementary grades is to be free. As formerly, no school fees may be exacted from indigent persons.

The annual census of children of school age is now to be made in May and June, instead of in January, and must show, as to each child, whether he attends special or night courses during part of the year, and if he does not attend school the reason for non-attendance.

A school attendance officer may, on the written request of a child's parent, tutor, or guardian, grant a certificate releasing such child from school attendance for one or more periods, not exceeding in all six weeks in the school year, if the services of the child are required for farm work or for urgent and necessary work at home or for the maintenance of such child or his relatives. Like Nova Scotia, Quebec permits such exemption for a maximum of six weeks in a school year. In Alberta, Manitoba, New Brunswick and Ontario, such exemption is permitted for as much as six weeks in a school term, that is 12 weeks in a school year.

No person may employ a child of school age in school hours unless a certificate has been granted by the attendance officer, as provided above. For breach of this provision a fine not exceeding \$20 may be imposed. Every school attendance officer has the powers of a constable and may enter industrial or commercial establishments, places of amusement or playgrounds where children of school age may be employed or assembled and may, without a warrant, apprehend and take to school any child who is required to attend.

The secretary-treasurer of the school municipality must furnish the attendance officer and, on request, the school inspector with a

list of the children required to attend school, according to the annual census. The attendance officer must investigate all cases of non-attendance reported by a teacher, school inspector, school principal, or ratepayer. If he cannot persuade the parents or guardian to send the child to school, the attendance officer must give them special notice and if the child still does not attend the parent or guardian is liable to a fine not exceeding \$20 and may be required by the court or judge trying the case to give a bond not exceeding \$100.

Mining Villages

An Act respecting the Municipal Organization of Mining Villages was amended to enable such a village to sell immovable property for taxes under the provisions of the Cities and Towns Act.

Licensing of Workmen

The Pipe Mechanics Act was amended to enable the Lieutenant-Governor in Council to make regulations withdrawing from its application refrigerating systems, of a capacity fixed by the Board of Examiners, used for cooling air, making ice or chilling articles, and also mechanical sprayers for fire-fighting.

An amendment in the Motor Vehicle Act lowers the minimum age for obtaining an operator's licence from eighteen to seventeen years. The driver of an autobus must, as formerly, be at least 21 years of age.

The licence year under the Electricians and Electrical Installations Act is now to agree with the financial year and licences must be renewed between April 1 and May 1.

Prison Labour

The Prison Labour Act was amended to provide that both first offenders and recidivists may be employed on work either within or without the gaol limits. Formerly first offenders might only be employed within the gaol limits.

Garnishing of Wages

By an amendment in the Code of Civil Procedure the prothonotary is no longer required to distribute the amount deposited on a garnishment after every deposit but is to make such distribution every three months.

Superior Labour Council

An Act passed in 1940 to establish the Superior Labour Council was amended to increase the membership of the Permanent Board from six to nine by making the president and the two vice-presidents of the Coun-

cil ex-officio members of the Board. As formerly, the remaining six members are to include two representatives each of the labour and employers' groups and two of the economists' and sociological group.

Economic Advisory Council

The Economic Advisory Council Act provides for the establishment of such a Council consisting of not more than fifteen members appointed by the Lieutenant-Governor in Council. Representatives of the various departments of the Provincial Government may be appointed as associate members, taking part in the discussions but without the right to vote. Members of the Council are to serve without remuneration but may be paid their expenses when attending meetings. The Council is to investigate the resources of the Province and suggest measures to ensure their fullest use, with special reference to the needs of farmers, fishermen, artisans, small industrialists and small traders. It is also to draw up, in collaboration with the Dominion and the other Provincial Governments, a program for utilizing the labour which will be available at the end of the war. The Lieutenant-Governor in Council may ask the Council to give priority to the study of any urgent problem.

Health Insurance Commission

An Act to constitute a Health Insurance Commission states in its preamble that the Commission which inquired into the hospitals in the Province recommended the introduction of universal health insurance financed by a threefold contribution, by the Government, the employer and the insured, involving a premium calculated, not on an individual basis, but per family group, and administered by a Commission whose first responsibility would be to prepare the plan of insurance.

The Act provides for such a Commission consisting of not more than three full-time members appointed by the Lieutenant-Governor in Council, who is to name one of the members as chairman.

The Commission, after consulting interested parties, is to prepare a plan of health insurance, defining, in particular, the extent of the risks to be covered, nature of the benefits, methods of hospital care and home treatment, formation of administrative and consultative bodies, rates of contribution from employers and insured persons, manner of collecting contributions and responsibility for payment of premiums in cases of indigence. The Commission is also to provide for means of furnishing medical aid to persons unable to benefit by

the insurance plan, such as visitors, and for incorporation of the health insurance plan in a general scheme of social security. Pending enactment of a statute to give effect to the Commission's plan, the latter may recommend to the Lieutenant-Governor in Council the taking, within the limit of existing laws, of such action as is considered likely to facilitate transition from the present system to that outlined in the preamble to the Act.

Co-operative Societies

A number of changes were made in the Co-operative Syndicates Act. Such a syndicate is declared to be a civil corporation and its members liable only for the unpaid amount of their subscriptions. Syndicates are authorized to change their names, to admit as members persons who have a residence or place of business in their territory instead of, as formerly, only those who are domiciled in

such territory, and, in the case of credit associations, to receive the savings of their members to earn a profit. It is declared that the business of a co-operative association does not constitute the carrying on of a trade or financial establishment or means of earning a profit.

By-laws of a society may provide for admitting minors and married women common as to property as auxiliary members and permit them to do business over their signature up to \$1,000. Such by-laws may also deny the right to vote to members of less than three months' standing.

Other changes give syndicates the right to set off sums due by a member against the amount due him on his shares and prohibit persons not incorporated as a co-operative syndicate from using the designation "credit union".

Nova Scotia

The Nova Scotia Legislature which met on March 3 and was prorogued on April 14, 1943, amended laws relating to workmen's compensation, boiler inspection, mothers' allowances and old age pensions.

Workmen's Compensation

Amendments in the Workmen's Compensation Act increase the compensation payable to a widow or invalid widower from \$30 to \$40 a month and payments in respect of children from \$7.50 to \$10 a month. Compensation to orphan children is raised from \$15 to \$20 a month. In all the above cases maximum total benefit is \$80 a month, instead of \$60, as formerly. These increases apply to compensation for accidents happening before or after the passing of the amendment but not so as to increase compensation payable in respect of any period before May 1, 1943.

A clause was added to the section enabling the Board to grant compensation to residents of another province, country or jurisdiction in respect of an accident happening in Nova Scotia if reciprocal benefit were given under the law of such place to residents of Nova Scotia. Except in such cases and in cases where a workman was injured while working temporarily outside the Province no compensation was payable to persons who were not residents of the Province. The Board may now order compensation to be paid under the Act to persons resident in Canada in respect of death or injury as a result of an accident

happening in Nova Scotia on or after April 15, 1938.

Part III of the Act, which applies to the industries of fishing and dredging and under which the employer is individually liable for payment of compensation, was amended to provide that the employer shall not be so liable in any case where the workman or dependants are entitled to compensation under the War Measures Act or Regulations.

The Board is declared to have, and always to have had, authority not only to invest funds under its control in authorized trustee securities but also to sell such securities and reinvest the proceeds in like manner.

Steam Boilers

The Steam Boiler Inspection Act, 1941, was amended to transfer its administration from the Minister of Public Works and Highways to the Minister of Mines and Labour.

Employment of Non-residents

The Nova Scotia Labour Act, which is to remain in force until May 1, 1944, re-enacts the provisions of a statute of similar name, first passed in 1933 for a year and renewed annually. The Act forbids any person or corporation employing 25 or more workers to hire any person who has not been a resident of Nova Scotia for at least a year, unless the person hired produces a certificate from the Government Employment agent or municipal clerk in the place where he is to be employed, stating that there are no unemployed persons

resident in such place who are capable of doing and willing to do the work. As formerly, a fine not exceeding \$500 may be imposed for violation of the Act.

Payment for Fighting Forest Fires

An amendment was made in the section of the Lands and Forests Act which authorizes the Minister of Lands and Forests to pay any person called out to assist in extinguishing a forest fire. Such remuneration may not exceed 20 cents per hour but the total payment may not be less than a dollar. Formerly the maximum remuneration was one dollar per day.

Chauffeurs

The section of the Motor Vehicle Act fixing the minimum age for obtaining a chauffeur's licence at 18 years, was amended to provide that such a licence may be issued to any person over 16 authorizing him to operate a motor vehicle not exceeding 7,000 pounds gross weight.

Exemption from Jury Service

A new list of persons exempt from jury service under the Juries Act does not specifically exempt any class of workers except full time salaried members of a police force but the presiding judge may exempt other persons at his discretion.

Post-War Reconstruction

An amendment in the Towns Incorporation Act enables the council of an incorporated town to create a special reserve fund to provide for all or any part of post war capital expenditure and to pay into such fund any surplus in this or a subsequent year and such other sums as the council may provide. No money may be withdrawn from the fund except with the written consent of the Minister of Municipal Affairs.

Certain Regulations to be Laid Before the Legislature

An amendment was made in the Act, passed in 1941, which requires a copy of all regulations issued by certain authorities, including the Workmen's Compensation Board and the Land Settlement Board, to be laid before the Legislative Assembly within the time fixed by the Act and provides that where this is not done, the regulations shall stand

repealed. The amendment provides that such copy shall be *prima facie* deemed to have laid before the Assembly in compliance with the Act unless the contrary is shown.

Mothers' Allowances

A number of changes, effective June 1, 1943, were made in the Mothers' Allowances Act. "Child" is redefined to mean a lawful child and to include a child legally adopted. The maximum allowance is raised from \$60 to \$80 a month. An allowance is now payable if the husband of the applicant is unable to support his family by reason of permanent physical or mental disability. Formerly the wife of a disabled man was not eligible unless her husband was an inmate of an institution for the treatment of mental illness or tuberculosis. The conditions on which allowances are paid are unchanged but the Advisory Commission must certify in writing to the Director of Child Welfare, in the case of an adopted child, that adoption took place before the death or disablement of the husband, and in cases where a husband is alleged to be permanently disabled that he is so disabled. The Director, with the approval of the Lieutenant-Governor in Council, may make regulations defining permanent physical or mental disability.

Old Age Pensions

The Old Age Pensions Act was amended to enable the Pension Authority, in its absolute discretion, to grant a supplemental allowance not exceeding \$10 a month to any pensioner whose total income, exclusive of pension granted under the Act and regulations, does not exceed \$125 a year, but in no case may the supplemental allowance together with the pensioner's income and pension exceed \$365 a year. The Lieutenant-Governor in Council may make regulations prescribing the time and manner of payment of such supplemental allowances and the conditions under which they may be suspended or discontinued. No such allowance is to be paid in respect of any period prior to June 1, 1943. The Pension Authority may, subject to the provisions of the Act, increase, diminish, suspend or discontinue any pension or supplemental allowance.

The Halifax Charter was amended to enable the City Council to prepare and adopt, by not less than a two-third vote, a plan for superannuation of its officials and employees.

Recent Regulations Under Dominion and Provincial Legislation

Seamen—Housing—Minimum Wages in Nova Scotia and Quebec—Hours in Alberta and British Columbia—Alberta Mines and Theatres—Industrial Diseases in Ontario—Saskatchewan Public Service.

THE scheme for relieving the housing shortage in certain areas by converting large houses into apartments at Government expense has recently been extended to Toronto. Amendments have been made in the regulations under which seamen and fishermen or their widows or next of kin are compensated for loss of personal effects due to enemy action, and in the Order in Council relaxing load-line rules for ships in the Canadian coastal trade. Other Dominion Orders in Council passed recently relating to labour supply, recreation of war workers and cost-of-living bonuses are listed below and summarized elsewhere in this issue of the *LABOUR GAZETTE*.

In the provincial field Alberta has exempted certain men in the sign-painting and outdoor-advertising industry from the requirement of time-and-a-half for overtime, and British Columbia has issued its annual Order exempting women workers in resort hotels from the hours provisions of the hotel and restaurant Order during the summer season. Alberta has passed new regulations to govern the granting

of emergency certificates to miners and made a minor change in the regulations governing motion-picture projectionists. Nova Scotia has revised two minimum wage Orders applying to women in the food trades and to those employed by telephone companies. In Ontario the section adding diseases caused by radioactive substances to the schedule of compensatable diseases under the Workmen's Compensation Act has been reworded. Quebec has revised a minimum wage Order governing stationary engineers, renewed several other Orders and made special rules in regard to the payment of the payroll levy for administrative costs by employers in forest operations. Minor amendments have also been made in the regulations governing electricians and electrical installations. Where acute staff shortages exist in the Saskatchewan Public Service curtailment of the annual three-weeks vacation has been authorized, and regulations have been made under the Act providing for the reinstatement and preferential treatment of employees of the Saskatchewan Government on Active Service.

Dominion

Seamen

Loss of Personal Effects.—The regulations providing compensation for loss of personal effects to the widow or next of kin of a seaman or salt-water fisherman who loses his life as a result of enemy action or counter-action (L.G., 1942, p. 1173; April, 1943, p. 527) have been amended by Order in Council P.C. 105/4690 passed on June 8 under the War Measures Act. The amendment restricts the meaning of "next of kin" to father, mother or children and provides that compensation payable to widows, fathers, mothers or children is not to exceed 70 per cent of the amount which the seaman or fisherman would have received himself for loss of his personal effects. The original regulations contain a schedule of maximum compensation payable to each rank. The amendment also declares that a seaman or fisherman may be presumed dead when the evidence, in the opinion of the Minister, leaves no reasonable doubt that death has occurred.

Load-Line Certificates.—Deeper loading of ships trading between ports along the coast of Canada was permitted by Order in Council P.C. 6497 of August 22, 1941, under the War Measures Act because most of the larger ships in the trade had taken up ocean-going service

and the smaller ships were unable to carry all the cargoes available. The regulation provided that local load-line certificates issued for such ships in accordance with the Load-Line Rules passed December 18, 1937 under the Canada Shipping Act must be marked by the Assigning Authority to indicate the extent to which the Load-Line Rules had been relaxed in each case. Such certificates were to expire June 30, 1943, unless cancelled by the Minister of Transport at an earlier date. However, an amending Order in Council (P.C. 4817) passed June 14, 1943, provides that certificates will now remain in force for the period, not exceeding five years, specified in them and may be renewed for further period of not more than five years, but in no case will a certificate remain in effect after the regulations authorizing the relaxation cease to have effect. Moreover certificates may still be cancelled at any time by the Minister of Transport. A similar provision was made recently in respect of load-line certificates for Great Lakes' ships (L.G., June, 1943, p. 860).

Housing

The Government scheme for converting large houses into multiple dwelling units, first put into effect in Ottawa, Vancouver and Victoria

(L.G., June, 1943, p. 859) has been extended to Toronto by Order in Council P.C. 4892 of June 17. The order authorizes the Minister of Finance to lease for a five-year period not more than fifty buildings in Toronto suitable for conversion. He will pay a monthly rental not exceeding one per cent of the appraised value of the property plus one-twelfth of the increase in annual municipal real estate taxes resulting from conversion of the property. The lease may be extended for a further three years or cancelled at any time on thirty days' notice. The Minister may incur costs up to \$250,000 for converting the houses into apartments but no one unit is to cost more than \$1,500. The apartments constructed will be sublet by the government to suitable tenants at reasonable rentals. On expiration of the leases the buildings will be returned to their owners in their then existing condition.

Other Orders in Council

The National Selective Service Civilian Regulations (L.G., Jan., 1943, p. 19) have been amended by the following Orders in Council summarized elsewhere in the *GAZETTE*: P.C. 4860, June 17, controlling the employment of boys of 16, 17 and 18 years, p. 902; P.C. 4861, June 17, relating to labour for wood-fuel cutting, fishing and fish processing, p. 903; P.C. 4862, June 17, concerning school teachers, p.

903; and P.C. 5160, June 25, relating to long-shoremen, p. 901. Compulsory Employment Order No. 3 was issued under the Regulations on June 30, p. 899.

The National Selective Service Mobilization Regulations (L.G., Jan., 1943, p. 153) were amended by P.C. 4826, June 14, regarding penalties for violations of the Regulations, p. 904. P.C. 45/4690, June 8, provides for the payment of the travelling expenses of persons called for medical examination under the Regulations, p. 904.

Other Orders in Council summarized elsewhere include: P.C. 4703, June 8, authorizing the Director of National Selective Service to co-operate with the provinces and municipalities in providing recreational facilities for war workers, p. 912; P.C. 4891, June 17, authorizing the employment of women in certain occupations at Algoma Ore Properties Ltd., p. 903; P.C. 28/5267, June 30, providing for the supervision of prisoners of war engaged on labour projects outside internment camps, p. 904; and P.C. 5161, June 25, establishing the Stabilization of Longshore Labour (Halifax) Order, p. 901. The National War Labour Board issued an order on June 1 under the Wartime Wages Control Order (L.G., 1942, p. 778) concerning cost-of-living bonuses in the construction industry, p. 917.

Provincial

Alberta Male Minimum Wage Act

Order 22, gazetted May 31, applies to designers, wall men, sign-painters' helpers, bill posters and construction mechanics who are permanently employed at a salary of at least \$25 per week in the outdoor advertising and sign-painting industry in Edmonton and Calgary. It exempts these workers from section 6 of Order 8 (*LABOUR GAZETTE*, 1939, p. 674) if their hours do not average more than 50 a week during any calendar year. Order 8 is a general order applying to all men not covered by other minimum wage orders or by schedules under the Industrial Standards Act, and section 6 provides that any worker who works hours in excess of those prescribed by the Hours of Work Act must be paid time and one-half. The Hours of Work Act limits hours for men to 9 a day and 54 a week but where, by practice or agreement, the daily hours of work in an undertaking vary, a maximum of 10 hours may be worked in any day provided that weekly hours do not exceed 54. Overtime is permitted in emergencies or when specially authorized by the Board of Industrial Relations.

Alberta Mines Act

The regulations suspending the sections of the Mines Act relating to miners' certificates and authorizing the Chief Inspector of Mines to issue emergency certificates (*LABOUR GAZETTE*, 1942, p. 1439) were rescinded by an Order in Council gazetted May 31, and a new set of regulations for this purpose were gazetted June 30 in response to the Dominion Government's request for co-operation from the provinces in meeting the national emergency in coal production. The new regulations differ from the former ones in three respects: (1) they apply to all mines in the Province instead of only to those in certain specified districts; (2) the District Inspector of Mines may now authorize an applicant for an emergency miner's certificate to go to work pending the issue of the certificates, if he is satisfied as to the applicant's ability; (3) certificates issued under the former regulations were to expire March 15, 1943, but no time limit has been placed on certificates issued under the new regulations although, as before, they may be recalled or cancelled without notice by a District Inspector or the Chief Inspector of Mines.

Alberta Theatres Act

A slight amendment in the regulations governing motion-picture projectionists (LABOUR GAZETTE, 1942, pp. 691, 1173) was gazetted on May 31. It provides that an applicant for an apprentice's certificate must be 18 years of age and must be vouched for by the manager of the theatre and by a projectionist holding a certificate of the class required for the theatre in which he is working. Formerly, the projectionist who vouched for an apprentice had to hold at least a second-class certificate.

British Columbia Female Minimum Wage Act

The annual Order varying for resort hotels during the summer season the hours provisions of the Order governing hotels and restaurants was gazetted on June 10 and is effective from June 14 to September 11. It is identical with last year's Order (LABOUR GAZETTE, 1942, p. 797) and permits maximum hours of ten per day and 56 per week, but hours in excess of 48 per week must be paid for at one and one-half times the worker's regular rate. A rest period of 24 consecutive hours must be permitted during each calendar week, although in special cases the Minimum Wage Board may approve different arrangements for which the employers and workers concerned make application.

Nova Scotia Minimum Wage for Women Act

Revisions of Orders 2 and 5, as amended by Order 10, were approved on March 17 and gazetted on June 16. Order 2 (LABOUR GAZETTE, 1931, p. 769) governs female workers in the food trade in cities and towns and Order 5 (LABOUR GAZETTE, 1931, p. 884) applies to women employed by telephone companies in cities and towns. Order 10 (LABOUR GAZETTE, 1941, p. 1110) amended all orders in effect at the time it was passed by raising all rates established by them by \$1. In addition, it amended some of the Orders, including Orders 2 and 5, by reducing the maximum hours for which the regular weekly rates are to be paid from 50 to 48. The amendments effected by Order 10 are now incorporated in the revised Orders 2 and 5. In addition, changes have been made in both Orders in the provisions relating to inexperienced workers.

Order 2, as amended by Order 10, provided that inexperienced workers 18 years and over would be paid \$10 per week in cities and \$9 in towns during the first six months of employment, \$11 and \$10 during the second six months and then the full rate of \$12 and

\$11. In the revised Order the rates are unchanged but the length of each of the two periods to which they apply is reduced from six to three months. A similar change has been made with regard to inexperienced workers under 18. Formerly these workers were to receive \$8, \$9.50 and \$11 per week in cities and \$7, \$8.50 and \$10 in towns during successive six months' periods. These rates now apply to four months' periods.

Order 5 formerly provided special rates for learners 18 years of age and over and for those under 18. The special rates for girls under 18 have been abolished and all inexperienced workers must now receive the rates which were formerly in effect for those over 18, viz., \$10 per week during the first six months and \$11 during the second six months in Halifax, Sydney, Dartmouth and Glace Bay; \$9 and \$10 in Amherst, New Glasgow, North Sydney, Truro, Yarmouth, Sydney Mines and Westville; and \$8 and \$9 in all other incorporated towns. The rates for experienced workers remain at \$12, \$11 and \$10 according to the locality.

Ontario Workmen's Compensation Act

A regulation, gazetted on June 12, amends the schedule of compensatable diseases with regard to diseases caused by radio-active substances. An earlier regulation (LABOUR GAZETTE, 1940, p. 926), added to the schedule "inflammation, ulceration or malignant disease of the skin or other tissues due to X-rays, radium or other radio-active substances" contracted in "any process in the refining or handling of radium or involving exposure to X-rays". This has now been changed to "any disease due to exposure to X-rays, radium or other radio-active substances".

Quebec Electricians and Electrical Installations Act

Two amendments in the regulations governing electricians and electrical installations (LABOUR GAZETTE, 1940, p. 927) were gazetted on March 27 and July 3 to bring the regulations into conformity with recent amendments in the Act. The provision prescribing fees for annual inspections of electrical installations in public buildings was repealed as a 1942 amendment made such inspections free of charge. The time during which owners of public buildings who employ electricians permanently must renew their annual permits has been changed from the period between July 1 and August 1 to that between April 1 and May 1 to conform with a 1943 amendment.

Quebec Minimum Wage Act

Stationary Enginemen.—A new Order 6 relating to stationary enginemen and firemen in the Montreal District (LABOUR GAZETTE, 1938, p. 624; 1942, p. 448) was gazetted on June 12 and is effective from that date until January 1, 1945.

The method of classifying enginemen for the purpose of fixing minimum rates has been revised. Rates are now set for three classes of chief enginemen, three classes of enginemen and also for firemen and for enginemen in charge of portable engines, Diesel engines, sawmill stationary engines and engines in butter and cheese dairies.

There are to be four classes of installation. In each of the first three classes, one of the enginemen is to be paid the rate for a first, second or third-class chief engineman depending on the class of the establishment. The minimum wage for first-class chief enginemen is the same as was fixed under the old Order for first-class enginemen (\$220 a month). In addition minimum rates of \$42 and \$36 per week have now been set for second- and third-class chief enginemen. The engineman supervising a fourth-class installation is to receive the rate for a fourth-class engineman which is 50 cents an hour.

Enginemen who, under the supervision of a chief engineman, successively direct the operation of any installation must be paid at least the rate applicable to the class of enginemen immediately below the class of the establishment. If several direct operations simultaneously, only one need be paid this rate and the others may be paid the rate for firemen. The wages of second-, third- and fourth-class enginemen and firemen are the same as for the same classes under the old Order, viz., 66 cents, 55 cents, 50 cents and 40 cents per hour.

The wages for enginemen in charge of portable engines, Diesel engines, sawmill stationary engines and engines in dairies are, respectively, 55 cents, 50 cents, 40 cents and 40 cents per hour. Firemen working on these installations are to receive 40 cents per hour.

In all cases, hours in excess of 60 per week are to be paid for at overtime rates. In addition, in the case of enginemen, apart from chief enginemen, and of firemen working on first- to fourth-class installations, hours worked in excess of 12 per day, on weekly rest days or on New Year's Day, Good Friday, May 24, Dominion Day, Labour Day, Thanksgiving Day or Christmas Day, are to be paid as overtime. For second- and third-class chief enginemen, the overtime rates are \$1.05 and 90 cents per hour respectively. For workers

paid on an hourly basis they are one and one-half times the actual rate.

The regular provisions requiring the keeping of registers appear in the Order as well as the provision that the terms of Order 4 apply except where inconsistent.

Forest Operations.—An amendment to by-law B-1 Revised which provides for a levy of one-eighth of one per cent on employers' payrolls to defray the cost of administering the Minimum Wage Act (LABOUR GAZETTE, February, 1943, p. 267) was gazetted June 26. It stipulates that employers in forest operations are to pay the levy annually, instead of semi-annually like other employers. Those engaged in timber-driving are to pay the levy by February 10 on the wages paid during the preceding calendar year. Those in other forest operations must pay the levy by June 10 on the wages paid in the preceding 12 months from May 1 to April 30.

Renewals.—Order 9 governing teachers in Verdun (LABOUR GAZETTE, 1938, p. 626) and Order 35 applying to retail foodstuffs establishments in Quebec City and Quebec West (LABOUR GAZETTE, 1942, p. 927) were renewed until July 1, 1944, by notices gazetted June 19 and June 26. Order 37 relating to establishments manufacturing glass containers (LABOUR GAZETTE, 1940, p. 927) was renewed to August 1, 1944, by a notice gazetted June 19.

Public Service of Saskatchewan

Regulations were gazetted June 30 under the 1940 Act respecting the Absence on Active Service of Employees of the Government of Saskatchewan which provides for the reinstatement of permanent employees and the protection of their superannuation rights while on Active Service and guarantees preferential treatment in appointments to non-permanent employees who serve in the Armed Forces. The regulations stipulate that any person who fails within three months of discharge to return to his position or to make application for an appointment in the Public Service loses his rights under the Act unless the Government personnel authority concerned is satisfied that the person was unable to take such action due to physical or mental incapacity or other justifiable cause.

Departmental Permanent Heads and Superintendents of Mental Hospitals have been authorized by a regulation gazetted June 30 to reduce from three weeks to two the annual holidays granted with pay to members of the Public Service of Saskatchewan. This power may only be used where acute shortages of staff exist and the employees concerned must be paid additional salary in lieu of the week's vacation.

War-time Regulation of the Employment of Women and Young Persons in Quebec

THE Quebec Minister of Labour has recently announced that steps are being taken to ensure a stricter enforcement of the provisions of the Industrial and Commercial Establishments Act relating to the employment of women and young persons. The minimum standards which the Minister has laid down for war plants exempt under an Order in Council of March 15, 1940, from the provision prohibiting night work for women and young persons will also be strictly enforced.

The Industrial and Commercial Establishments Act forbids the employment of children under 14 in factories and shops and permits children from 14 to 16 years of age to be employed in such establishments only if they can read and write or are attending night school. Women and girls and boys under 18 are forbidden to work in the dangerous or unhealthy industries specified in regulations made under the Act, such as abattoirs, cement crushing, mirror painting and places where benzine, white lead, certain acids and other harmful substances are used. Certain other industries such as rubber works, dry polishing of iron, brass or horn, match dipping and carpet beating are closed to boys under 16 and girls under 18. However, specified types of work in these forbidden industries are exempted and children over 14 may be engaged in such work.

Maximum hours of work in factories for women, girls and boys under 18 are fixed by the Act at 10 a day between 6 a.m. and 6

p.m. and 55 a week. In commercial establishments in cities or towns with a population over 10,000, not more than 60 hours a week may be worked and the day must not begin before 7 a.m. or end after 11 p.m. In emergencies, the Inspector may authorize extensions of these hours up to 12 a day and 65 a week for a period of not more than six weeks but work must not commence before 6 a.m. or finish after 9 p.m. With the Inspector's permission, women and young persons under 18 may work in factories on a two-shift system provided neither shift exceeds eight hours or begins before 6 a.m. or ends after 11 p.m. A lunch period of one hour must be granted if the Inspector so directs, but this is not counted as part of the working hours.

An Order in Council (1257) of March 15, 1940, exempted establishments on war work from the provision prohibiting night work but stipulated that the system of hours worked in such establishments must be agreed upon by the Inspector and the employer and approved by the Minister. Certain minimum standards have been laid down which must be observed by all plants exempt from the prohibition concerning night work. No boys under 16 nor girls under 18 may work between 11 p.m. and 6 a.m. and shifts must not begin or end between midnight and 6 a.m. Night shifts must not exceed 10 hours if five turns are worked in a week or nine hours if six turns are worked. Provision must be made for pauses and rests during working hours.

Labour Union Regulation by State Legislatures in U.S.A.

ACCORDING to the May issue of the *Monthly Labour Review*, published by the United States Department of Labour, State legislatures in 1943 considered more measures concerning industrial relations than in any preceding year. Most of this legislation "was designed to restrict picketing, strikes and other activities of organized labour".

Arkansas

The so-called "Anti-Violence Act" of Arkansas provides that it shall be unlawful for any person by the use of threat of force or violence to prevent or attempt to prevent any person from engaging in a lawful vocation; or for any person acting in concert with others to assemble for that purpose, at or near a place where a labour dispute exists. A labour

dispute is defined as including any controversy between an employer and two or more of his employees concerning the terms or conditions of employment, or concerning the association or representation of persons in negotiating terms or conditions of employment. Violations are punishable by imprisonment for not less than one year nor more than two years.

Idaho and South Dakota

In Idaho and South Dakota similar laws are directed against the unionization of farm labour and of employees in processing plants. Under these new laws representatives of any labour union may not enter, without the consent of the owner, "any ranch, farm or feedyard, shearing plant or other agricultural premise" to solicit members, collect dues, or

order or promote a strike. Picketing of such premises and boycotting of agricultural products are prohibited. The law further forbids any person soliciting or accepting money, or other things of value for services rendered, or claimed to be rendered, to employees because of labour union connections or associations. Trade unions operating in either State must file annual financial statements with the secretary of state. Violations of any of the provisions of these Acts are punishable by fines of not more than \$300 or imprisonment of not more than three months, or both fine and imprisonment.

Texas

The Texas law not only requires unions to file information on officers and finances with the secretary of state, but also compels all labour organizers to obtain identification cards from the secretary of state before they solicit members. Unions must keep accurate accounts which must be open to the inspection of members. Union officers, with certain exceptions, must be elected annually by secret ballot, and union fees are restricted to "reasonable requirements," which may include mutual insurance benefits, charity and legislative representation. Contributions to political campaigns, charging of fees for work permits and expulsion of members without a public hearing are forbidden.

The Texas law served as a model for legislation introduced in some fifteen other state legislatures, but in most, if not in all of these, it has been rejected.

Kansas

In the Kansas statute, the right of employees to refrain from engaging in concerted activities for the purpose or organization, collective bargaining, and mutual aid and protection, receives equal emphasis with the right to engage in these activities. Although the law defines unfair labour practices of employers in much the same terms as in the Federal Labour Relations Act, it does not prohibit discrimination against union members or non-members in hiring and firing. However, numerous activities of employees and labour organizations are classified as unfair. For example, it is forbidden to take part in a strike without the authorization of the majority of the employees as determined by a secret ballot. Similarly, entering into a closed shop agreement, picketing which interferes with employees right to work, must be decided by a secret ballot. Jurisdictional strikes, and sympathetic strikes are outlawed. Business agents of unions must be citizens of the U.S.A. and must be licensed annually by the Secretary of

State. Before it may operate in Kansas, a union must file copies of its constitution and by-laws. All amendments to these must be filed within 30 days after their adoption. Trade unions having more than 25 members must file annual reports with the Secretary of State, showing the names and compensation of their officers, dates of elections, rates of dues and assessments and furnish sworn financial statements. All the information filed is open for public inspection and any violation of the act is considered to be a criminal offence.

Colorado

The so-called "Labour Peace Act" of Colorado provides that whatever the rights of disputants in labour controversies, their conduct shall not be permitted to intrude on the primary rights of third parties to earn a livelihood and to transact business. The Colorado Industrial Commission which has had administrative control of workmen's compensation, minimum wages, hours of work, safety and health laws, etc., has been given additional powers regarding the limiting of picketing. At least 30 days' notice of intention to strike must be given in cases involving the production, harvesting or initial processing of farm and dairy products and 20 days' notice in all other industries. Closed shops are forbidden unless authorized by a three-fourths vote of the employees. The Act defines in some detail unfair practices of both employers and employees. Breaches of contract, generally subject only to civil sanctions, constitutes criminal conduct. All trade unions, collective bargaining units and company unions must be incorporated. Union books must be audited annually by the State Industrial Commission, elections held annually and dues and membership fees must be "reasonable" and are subject to the approval of the Industrial Commission, which may alter them. The use of union funds for political purposes is forbidden.

According to "Labour Relations Reporter" the legislatures of Florida and Minnesota have passed laws regulating labour union activities.

Florida

The Florida statute requires: (1) The filing of financial statements and other union data annually with the secretary of state; (2) the registration of union organizers; (3) the annual election of officers by majority vote; (4) the filing of collective bargaining contracts with the Secretary of State; (5) the abolition of union work permits; (6) the review by the courts of the expulsion of union members; and (7) it forbids unions making financial contributions to political parties or to persons

running for public office. Penalties up to \$1,000 are provided for each violation of any of the provisions of the Act.

Minnesota

In addition to amending the state Labour Relations Act, the legislature of Minnesota passed a new law known as the "Labour Union Democracy Act." The amendment to the Labour Relations Act forbids: (1) The institution of a strike in violation of any collective bargaining agreement, so long as the employer is complying with the terms of the agreement in good faith. (2) The calling of a strike which has not been voted for by a majority of the employees. (3) Interference with the production, transportation, processing or marketing by a producer, processor or marketing organization of agricultural products, except in further-

ance of the employees' right to bargain collectively. (4) Interference with the free and uninterrupted use of public roads. (5) Conducting a strike or a boycott or picketing against an employer in connection with a jurisdictional dispute after the governor has appointed a referee to determine the controversy or it has been submitted to some tribunal for arbitration.

Under the "Labour Union Democracy Act" unions are required: (1) To hold elections of officers not less than once in four years by secret ballot after reasonable notice has been given to all persons eligible to vote; (2) to submit financial reports to members at least once a year. Unions failing to comply with the requirements of the Act shall be disqualified from representing employees in collective bargaining.

Adoption of Anti-Strike Legislation in United States

Act Empowers President to Take Over War Plants Affected by Disputes and Provides Penalty for Instigation of Work Stoppages in Such Plants

AN Act designed to prevent strikes and lockouts in war industry has been passed recently by the government of the United States. The measure, known as the Connally-Smith Bill, became law at the end of June under the title of "War Labour Disputes Act", when Congress overruled President Roosevelt's veto of the legislation. It empowers the President to take over any war plant where a work stoppage occurs, and provides for a fine or imprisonment of any person instigating a strike or lockout. A summary of the chief provisions of the new law follows:

(1) The President is authorized to take possession of any "plant, mine or facility" equipped to aid the war effort whenever operations have been so interrupted by "a strike or other labour disturbance" as to impede or delay the war effort. Such possessed properties are to be operated by the government under the terms and conditions of employment in effect when they were taken over, except that any changes requested by a majority of the employees and approved by the War Labour Board, must be put into effect. Provision is made for the return to the owners of such seized plant, mine, or facility as soon as practicable, but in no event more than 60 days after the restoration of productive efficiency.

(2) It is unlawful for any person to instigate or encourage a lockout, strike, slowdown or other interruption in the operation of properties taken over by the government,

or to provide or to distribute strike or other benefits for those taking part in the stoppage. Any person who wilfully violates this provision will be subject to a fine of not more than \$5,000, or to imprisonment for not more than one year, or both. No individual shall be deemed to have violated this provision by reason only of having quit work or having refused to accept employment.

(3) The War Labour Board is authorized to decide finally all labour disputes certified to it by the United States Conciliation Service as threatening to interfere with the war effort, or in which it has intervened on its own motion. It may prescribe wages, hours and all other terms and conditions governing relations between the parties, and issue subpoenas requiring the attendance of witnesses and the production of records. A member of the War Labour Board is forbidden to participate in any decision in which such member has a direct interest as an officer, employee or representative of any party in the dispute.

(4) When a dispute arises in a plant, mine or facility not taken over by the government, that threatens seriously to interrupt war production, representatives of the employees involved must notify the Secretary of Labour, the War Labour Board and the National Labour Relations Board to that effect, and for thirty days thereafter production must be continued under the conditions that prevailed when the dispute arose, except as they

may be modified by mutual agreement or by the National War Labour Board.

(5) On the thirtieth day after notice of a dispute has been given, unless the dispute has been settled, the National Labour Relations Board shall forthwith take a secret ballot of the employees in the industrial establishment concerned "on the question whether they will permit any such interruption of war production". The results of such balloting shall be open to public inspection.

(6) Labour organizations, banks and corporations organized under Federal law in the United States are forbidden to make political contributions in any election involving officials

of the Federal Government. Violation of this provision is punishable by a fine of \$5,000 for corporations or labour organizations, and \$1,000 or imprisonment for one year for individuals, or both fine and imprisonment.

(7) The Act is to terminate six months after the termination of the war.

Immediately after the announcement of the passage of the Act, William Green, President of the American Federation of Labour and Philip Murray, President of the Congress of Industrial Organizations sent messages to President Roosevelt, renewing their allegiance to labour's no-strike pledge for the duration of the war.

Prices and Price Control

Price Control in Canada During June, 1943

Orders of Wartime Prices and Trade Board Affecting: Foods—Freezing of Business—Rooming Accommodation—Simplification and Conservation—Enforcement Activities

THE price problem in the field of foods proved of major importance again during the month of June. Price and supply problems were particularly difficult with respect to certain fresh fruits and vegetables and special measures were taken in the case of potatoes involving price adjustments and a subsidy arrangement.

Maximum prices for jams and jellies have been standardized and are to be maintained by means of subsidies. Maximum prices were also set for canned rhubarb, honey and spices and adjustments made in the markups allowed for cheddar cheese.

Additional simplification was carried out in the field of textile products and clothing and steps were taken to conserve wool cloth and feathers and down for essential uses. Control was placed over the production of elevators and commercial cooking equipment.

Fresh Fruits and Vegetables

Potatoes.—Maximum prices for new potatoes were reduced on June 7 from the level set early in May by Order No. 273 to the ceiling price for Canada No. 1 Grade of old potatoes. New potatoes have had to be regarded as necessities this year because of prevailing shortages of old potatoes and the Board has therefore arranged that they will be subsidized until August 31 to sell at the ceiling price for old potatoes.

In the case of Canadian-grown potatoes the subsidy will be paid to distributors buying new potatoes direct from a primary producer or his agent for resale, subject to a maximum purchase price provision. The amount of the subsidy paid through the wholesaler will represent the difference between his laid-down cost in carload lots at his distributing point and the lawful wholesale ceiling for new potatoes at that point. When a retailer buys from a primary producer the subsidy will represent the difference between his laid-down cost at his distributing point and the lawful wholesale ceiling in less than carlots at that point. The amount of subsidy is controlled by specifying

the maximum purchase price f.o.b. original shipping point, the amount being gradually reduced as the season advances.

In the case of imported new potatoes, the original arrangement was to pay the subsidy on shipments ordered on or after May 3 and entered for consumption during the period June 3 to July 31. This was later changed and the subsidy is now being paid only on new potatoes entered at customs prior to midnight July 8 or shipped on a bill of lading dated after that time when a permit to import has been granted by the Board.

Oranges.—The basis of subsidy on imports of oranges was changed during the month leading to a reduction in prices of oranges to Canadian consumers. The increase in subsidy was allowed primarily in order to cover an increase in price of oranges in California.

General.—Also put into effect during June was a recommendation of the Wartime Prices and Trade Board that imports of potatoes, onions, green beans, and some other vegetables and pineapple, grapefruit and lemons be exempted from the 10 per cent war exchange tax and the special excise tax in order to reduce their landed cost and consequently prices to consumers.

The Board has in addition been reviewing the situation regarding fresh fruits and vegetables in general. When the price ceiling regulations were drawn fresh fruits and vegetables were exempted because of their perishable and seasonal character; subsequently oranges, bananas, potatoes and onions were brought under the ceiling. In a statement on June 8 the Board explained that recent high prices have been affected by two factors: the substantially higher price levels prevailing in the United States and the lateness of the season which has extended our dependence upon U.S. sources of supply into a period when ordinarily domestic products are coming into the market. Fluctuations in supply and demand and perishability of these products render inappropriate or unworkable any but a very complex method of markups or price control. The use of a subsidy to offset the

high import costs is not felt to be justified as many of the imported commodities at this time of year are of a luxury character. The problem is still under examination however and the Board stated that "if prices continue at present abnormally high levels an effort will be made to establish control even though it may cause radical changes in present marketing methods".

Processed Fruits

Jams and Jellies—During the month standard maximum prices were fixed for jams and jellies. Uniform prices were set, f.o.b. factory, replacing individual manufacturer's ceilings, for the different varieties and grades (pure, pectin and blended or compound) of jams and jellies. Lower prices were set for British Columbia than for the rest of the Dominion. Manufacturers' prices and distributors' markups have been limited so that prices for consumers will on the average not be above those of the basic period (A-787, June 25).

The levelling out of the price differences and maintenance of ceiling prices is to be achieved in large measure by the use of subsidies, one paid by the Commodity Prices Stabilization Corporation Ltd. to compensate manufacturers for the reduction made in their prices to June, 1941, levels, and the second provided by the Department of Agriculture on certain fruits to compensate manufacturers for increased costs in 1943 over 1942. This reduction in manufacturers' prices was originally made under an order in March, 1942, coupled with a subsidy arrangement, requiring manufacturers to set back their prices on certain grocery items, including jams and jellies, in order that wholesalers and retailers could continue to replenish their stocks and sell under their ceiling prices. Under the present subsidy plan not all jams and jellies will be eligible for subsidy. The C.P.S.C. will not subsidize manufacturers on sales of pure strawberry and pure raspberry jam, sales of blended or compound jams other than strawberry and raspberry, nor sales to the Department of Munitions and Supply.

The subsidy from the Agricultural Food Board (Department of Agriculture) is to be paid on certain fruits purchased for manufacture into jam. There is evidence of a shortage in the current year of the fruits, especially strawberries, used for jam manufacture. Payment of the subsidy will enable manufacturers to compete with prices offered for fresh consumption of these fruits in short supply and at the same time be able to sell the manufactured product under the ceiling. To date,

announcement has been made of the subsidies, payable on strawberries, raspberries and loganberries used in the manufacture of "pectin" and "compound" jams. These subsidies are paid to the growers through the manufacturers and must be paid in addition to a specified minimum amount, the manufacturer's minimum net purchase cost.

A further order during June requires any person in British Columbia processing or preserving any strawberries, raspberries, loganberries, black currants or apricots in SO₂ or by heat sterilization or by freezing, to sell all such products to C.P.S.C. Ltd., unless he uses the products himself to manufacture jam or ice cream in B.C. or if he packages them ready for household consumption. These fruits are often processed by one of these methods first and then sold to a jam manufacturer. Purchase of the product by the Corporation is designed to ensure that a supply will be available and will be distributed equitably to manufacturers. The price paid by the Corporation will be that fixed by the Administrator of Processed Fruits and Vegetables (A-794, June 29).

Canned Rhubarb—Maximum prices were set on sales by canners of canned rhubarb, in the three capacities of containers in which it can be packed. The production of canned rhubarb has been increasing and it was found advisable to standardize maximum prices since some manufacturers had not established a maximum price during the basic period. Distributors are allowed to charge basic period markups, not exceeding specified percentages of selling price (A-779, June 25).

Other Price Orders

Honey—Maximum prices were set for extracted honey and for pasteurized granulated honey in an order, effective June 21. Producers' maximum prices were specified and limits placed on the markups which may be added by wholesalers and retailers in determining their ceiling prices. Records must be kept of all purchases by the trade, and invoices must be issued covering all sales (B-286, June 14).

Cheese—A new order was issued regulating maximum prices and markups on cheddar cheese. It is a normal procedure in the cheese trade to have the product handled by more than one wholesale distributor and the new order allocates on a more equitable basis the markups allowed to different types of wholesale distributors rather than merely limiting the aggregate wholesale markup. In addition provision has been made for sales by a manufacturer to a retailer, with the same

markup basis as for wholesalers, and maximum cutting charges have been specified. Prices specified for manufacturers and the amount allowed for paraffining are unchanged; amounts allowed for storage charges were reduced from 3/8 to 1/4 cent per pound. (A-752, June 2, replacing Part IV, Board Order No. 195.)

Spices.—Spices have been deleted from the list of grocery items on which a subsidy may be paid by C.P.S.C. Limited in consideration of a reduction in price by the manufacturer to June, 1941, levels. Spices are now being bulk purchased by the Corporation. An order has been issued specifying maximum prices for a manufacturer selling ground spices to wholesalers, retailers and industrial users and limiting the markups which may be used by wholesale and retail distributors (A-758, June 8).

Clothes Pins.—Clothes pins have also been eliminated from the subsidy arrangement mentioned in the preceding paragraph. In its place specific maximum prices were set at slightly increased levels to cover higher manufacturing costs for clothes pins made entirely of wood; regional differentials were provided for Eastern Canada, Western Canada and British Columbia (A-786, June 25).

Used Goods.—Curtailement of production of durable consumer goods, particularly kinds of household electrical goods, has necessitated a gradual extension of price control orders covering used goods in this field. Recently maximum prices were set for used sewing machines, refrigerators and metal beds. During the month maximum prices were fixed for used domestic radios and for used domestic electric washing machines. One schedule of prices is set for rebuilt machines or for used ones which are capable of giving substantially the same performance as a new one (an implied warranty as to performance, etc. must be given by the dealer on such sales) and a second one for used machines not coming up to this standard (A-761, June 9 and A-755, June 5).

Business Controls

Certain further controls have been placed on the movement and expansion of businesses by amendments to the regulations put into effect in November, 1942. In general these regulations prohibited, except under special permit from the Director of Licensing, the establishment of a new business, the manufacture or distribution of a new line of goods, or the use of any larger premises by a manufacturer, wholesaler, retailer or by an operator of certain designated services.

There are three main changes in the new order:—Each branch or outlet of a firm must now be treated as a separate business; an operator of a business may not, without a permit, move into a city, town or village in which he did not carry on business in November, 1942 (this supplements the restriction on movement to larger premises and makes it possible to prevent some centres becoming over-served and others insufficiently served); and thirdly the handling of new lines of goods is more closely controlled by increasing the number of categories of goods listed but reducing the range of goods covered by a single category (B-284, May 25, effective June 14, replacing B-184).

Rooming Accommodation

Four additional areas were designated as areas to which the provision of A-488, which provides for control of rental rates charged for rooming accommodation, applies. Landlords renting rooms in a designated area are required to apply to the local Examiner for a maximum rate card and to post in the room the card issued applicable to it. All the orders prescribe the rate cards and the application forms which are required. The following areas were affected: The City of Kingston, Ont., and a three mile radius; the cities of Lachine, Montreal, Outremont, Verdun and Westmount and the towns of Hampstead, Montreal East, etc., in Quebec; the town of Shelburne in Nova Scotia; and the towns of Digby and Annapolis in Nova Scotia and the area within a distance of 5 miles from the main highway between the two towns.

Simplification and Conservation

Textiles.—Several additional orders have been issued furthering the simplification of textile products and clothing. As a result fewer operations will be required and more effective use made of factory space and machinery. These orders cover the manufacture of knitted lingerie and of rayon fabrics for such lingerie and the manufacture of fabric labels, bias binding, laces, and suspender and garter fabrics. (Nos. A-768 to A-771, June 12, A-777, June 21.) A shortage of ribbon and other textile trimmings used in the manufacture of women's hats has led to the removal of the prohibition on use of fur trimming which utilizes principally ends and scraps of fur (A-783, June 24).

In May, 1942, the style range of men's hats, which had numbered in some cases as high as 150 to 175 was cut by 33-1/3 per cent; a new order this month limits the number of styles

a manufacturer may make to 50. The number of colours for fur felt hats for each manufacturer has been cut from 19 to 12; "homburg" style hats have been prohibited; and specifications for binding, stitching, etc. have been simplified. (A-774, June 18, replacing A-154.)

The sale to any person of any fabrics containing wool which have been put in process for military accounts and later rejected, has been prohibited, without the Wool Administrator's permission, to ensure that such rejects do not get out to non-essential uses (A-781, June 23). Steps were taken during the month to control the sale, delivery and use of feathers and down for which there has been an increased demand for military and other essential requirements, such as sleeping bags for the armed services and the Alcan Highway, aviators' coats and pillows for hospitals. Sales of certain kinds of processed down and feathers may be made only to manufacturers requiring them for such essential uses, their use in other goods requiring permission. Maximum prices were set on sales by processors and certain processors were licensed to ensure that the washing, sterilizing and grading of feathers and down would be undertaken by qualified and capable persons. Other regulations are designed to encourage maximum collection of feathers and down and speed their delivery to processors and manufacturers (A-773, June 18).

Metal Products.—Control over the manufacture of elevators, equipment and parts was formalized and extended during the month and the use of non-ferrous metal, stainless steel or alloy steel has been prohibited in the manufacture of certain parts (A-767, June 12).

Controls similar to those already set up in the United States have been placed over the manufacture of commercial electrical cooking equipment and commercial electrical appliances. A permit is now required for their manufacture except when ordered by the Departments of Munitions and Supply, National Defence or Pensions and National Health or for "certified" public hospitals. Parts may be made without restriction for the repair of equipment or appliances now in use (A-782, June 24).

Regulations covering the manufacture and sale of razors and razor blades have been revised. Permission is now required for the production and sale of safety razors except for orders of certain government departments and agencies; production of straight razors is entirely prohibited. Because of increased demands for razor blades an increase has been allowed in production quotas for safety razor blades for domestic sale to 100 per cent of 1941 production. (A-754, June 4, replacing A-416.)

Miscellaneous Products.—Sizes of facial tissues have been reduced to two and specifications given as to maximum weight of paper and as to packaging in order to help meet a situation caused by increased demand and limited plant capacity (A-765, June 11). Also designed to save materials and labour were certain additional restrictions placed on the manufacture of greeting cards covering amount of paper, number of designs and packaging (A-746, May 28).

An order by the Administrator of Oils and Fats reduces by 10 the number of sizes of containers for packaging shortening and restricts the number of brands which a manufacturer may produce after July 1. The order is designed to keep costs from exceeding their present level and to reduce them, if possible; operating costs occasioned by change-overs in packaging will be reduced; duplicate inventories of finished materials will be eliminated and considerable saving in metal containers will also be effected (A-757, June 7).

Enforcement Activities

There was no significant increase in June in the total number of prosecutions under the Wartime Prices and Trade Regulations. The number of prosecutions under price and rentals regulations increased while the number under rationing decreased after being relatively high in April and May. Number of prosecutions during the second quarter of 1943 have ranged from about 340 to 365 per month compared with an average of about 220 in the previous quarter.

PROSECUTIONS

(BY TYPE OF ALLEGED OFFENCE)

APRIL-JUNE, 1943, INCLUSIVE.

(By number of persons)

<i>Wartime Prices and Trade Board</i>			
	April	May	June
Prices	160	176*	213
Rentals	68	50*	67
Rationing	101	83	25
Other	37	33*	45
	366	342	350
<i>Department of Munitions and Supply</i>			
Gasoline	58	70*	83
Tires	15	14	25
Other	7	8	11
Other Cases.....	—	6	1
	446	440*	470
Percentage Convicted	96%	95%	94%

*Revised.

Prices, Retail and Wholesale, in Canada, June, 1943

Cost of Living, Prices of Staple Articles and Index Numbers

NOTE: Owing to misunderstandings which have arisen regarding retail prices published in this section of the LABOUR GAZETTE, the following explanation has been thought necessary:—

1. The Cost-of-Living Index is calculated by the Dominion Bureau of Statistics and is used in the determination of the Cost-of-Living Bonus. This index is not calculated from the data as to prices, etc. shown in Tables 3 and 4 below.

2. Tables 3 and 4 include certain data collected by the Dominion Bureau of Statistics and certain other data gathered by official correspondents of the LABOUR GAZETTE, as indicated below.

3. Tables of prices have been printed in the LABOUR GAZETTE along the same lines as at present since 1910—long before the cost-of-living bonus system came into effect.

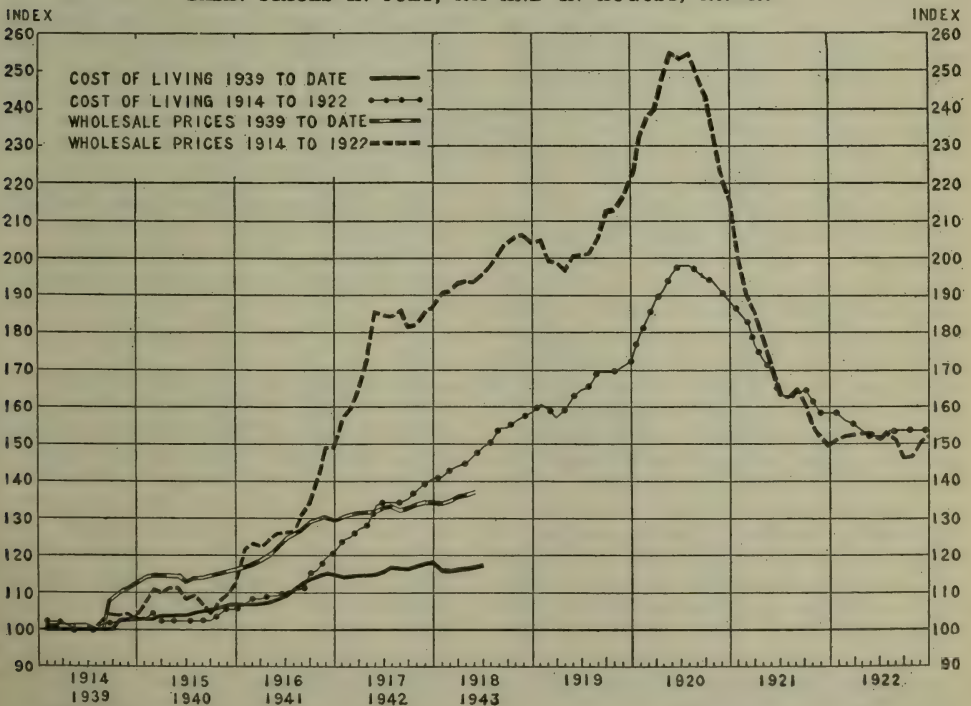
4. As to Tables 3 and 4, it should be pointed out that the prices of certain commodities, especially meats and food products, vary substantially even within a single locality. In

most cases the figures given are average figures for each locality.

5. In the current LABOUR GAZETTE no prices for bituminous coal are quoted for Ontario and Quebec in Table 4. Figures for the prices of bituminous coal published in the issues of the GAZETTE for April and May may have been interpreted as indicating that the average price of bituminous coal had increased appreciably. Such is not the case. The apparent changes in price were due to a changed basis of quotation, with respect to the different grades of coal included, rather than to a difference in price of the grades of coal previously included. This was pointed out in a footnote to the Table, but on account of the possible misinterpretation of the figures it has been considered necessary to make the above explanation. The prices for bituminous coal for the cities in the Maritimes, the Prairie Provinces and British Columbia in Table 4 are as supplied by the Dominion Bureau of Statistics. According to figures given by the Bureau these prices were for every city speci-

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



fied the same from January to May inclusive, showing no increase or decrease in prices.

The official index number of the cost of living calculated by the Dominion Bureau of Statistics was four tenths of a point higher at the beginning of June than one month earlier. The increase from 118.1 at May 1 to 118.5 at June 1 was due mainly to advances in the food group. Slight increases were recorded however in the fuel, clothing and miscellaneous groups. The index of the food group advanced one point from 129.9 at May 1 to 130.9 at June 1 due to advances in the prices of eggs, meats, potatoes, and oranges while the price of butter declined. In the clothing group scattered increases were recorded in prices of men's wear and in the miscellaneous group motor operating costs advanced.

At the beginning of June the index was 17.6 per cent higher than in August, 1939, the last prewar month. For the similar period during the last war, from July 1914 to June 1918 the advance was 49.3 per cent. Since the establishment of the prices ceiling the index has advanced 2.6 per cent that is between October 1, 1941, and June of the current year. For the comparable period during the last war between October, 1916, and June, 1918, the advance was 28.6 per cent.

Since August 1939 foods have advanced 31.9 per cent; clothing 20.3 per cent; home furnishings and services 16.7 per cent; fuel and light 14.2 per cent; rent 7.4 per cent; and the miscellaneous group 6.8 per cent.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G. 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the LABOUR GAZETTE the activities of the Board in the operation of the price control policy are summarized. Prices of certain fresh fruits and vegetables and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, farm-made cheese, and fish, but does not apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,500 in 1938. The average expenditure was \$1,453.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100.0; September, 100.0; October, 103.8; November, 104.3; December, 104.3; January, 1940, 104.2; February, 104.3; March, 105.5; April, 105.5; May, 105.3; June, 105.3; July, 106.4; August, 106.8; September, 107.9; October, 108.4; November, 109.7; December, 110.0; January, 1941, 110.4; February, 110.1; March, 110.2; April, 110.7; May, 110.9; June, 112.7; July, 114.9; August, 117.7; September, 119.4; October, 120.1; November, 121.4; December, 120.6; January, 1942, 119.9; February, 120.3; March, 120.6; April, 120.6; May, 120.9; June, 121.8; July, 123.9; August, 123.5; September, 123.0; October, 123.7; November, 125.0; December, 125.2; January, 1943, 122.5; February, 122.2; March, 122.7; April, 123.2; May, 124.0; June, 124.5.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Wholesale Prices

In wholesale prices the Dominion Bureau of Statistics index number on the base 1926 as 100, advanced from 99.2 for May to 99.5 for June. The largest advance was recorded in the vegetable products group from 90.4 in May to 91.3 in June due mainly to advances in the prices of lemons, bananas, wheat, barley, rye, onions and potatoes. In the animal products group the slight increase in the index was due to higher prices for furs, steers, lambs, certain fresh meats, eggs, canned lobster and mackerel. The advance in the index since August, 1939, was 37.6 per cent, as compared with an increase of 94.9 per cent

TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100.0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous
1913.....		79.7	88.3	74.3	76.9	88.0		70.3
1914.....		80.0	91.9	72.1	75.4	88.9		70.3
1915.....		81.6	92.7	69.9	73.8	96.8		70.9
1916.....		88.3	103.3	70.6	75.4	110.8		74.5
1917.....		104.5	133.3	75.8	83.8	130.3		81.5
1918.....		118.3	152.8	80.2	92.2	152.3		91.4
1919.....		130.0	163.3	87.6	100.7	175.1		101.2
1920.....		150.5	188.1	100.2	119.9	213.1		110.3
1921.....		132.5	143.9	109.2	127.6	123.4		112.5
1922.....		121.3	121.9	113.7	122.2	147.0		112.5
1923.....		121.8	133.3	115.9	116.8	139.1		106.1
1924.....		119.9	130.8	114.5	114.4	135.6		105.1
1925.....		120.5	131.5	117.3	113.2	135.5		104.8
1926.....		121.7	134.7	119.7	112.6	134.8		105.0
1927.....		95.6	92.7	93.2	102.1	97.1		97.8
1928.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1929.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1930.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1931.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1932.....								
1933.....								
1934.....								
1935.....								
1936.....								
1937.....								
1938.....								
1939.....								
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.....	101.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940.....								
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941.....								
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.....	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.....	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May.....	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.....	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.....	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.....	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.....	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942.....								
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1
1943.....								
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5
February 1.....	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5
March 1.....	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7
May 1.....	117.2	118.1	129.9	111.5	112.7	120.2	117.8	108.0
June 1.....	117.6	118.5	130.9	111.5	113.0	120.4	117.8	108.2

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

TABLE II—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES IN CANADA AT THE BEGINNING OF JUNE, 1943

August, 1939=100

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	117.1	136.3	105.7	105.9	116.9	114.7	108.4
Saint John.....	117.8	130.1	107.3	109.5	121.5	116.0	110.0
Montreal.....	120.6	137.3	108.3	116.3	123.2	117.6	105.8
Toronto.....	116.3	128.3	109.2	118.9	117.4	113.8	108.0
Winnipeg.....	115.1	129.7	104.4	107.1	118.1	115.6	106.0
Saskatoon.....	117.8	131.2	113.1	107.0	119.2	119.7	106.0
Edmonton.....	115.2	131.6	100.0	99.4	123.5	117.0	107.3
Vancouver.....	116.9	134.7	99.7	111.5	122.1	113.8	107.7

TABLE III—AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1943

Commodities	Per	June 1914	June 1915	June 1917	June 1918	June 1920	June 1922	June 1929	June 1933	June 1937	June 1939	June 1941	June 1942	May 1943	June 1943
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	24.4	24.4	31.6	38.4	41.5	31.6	38.1	22.0	28.3	28.4	33.1	36.8	40.0	40.5
Beef, round steak.....	lb.	21.6	21.6	28.1	35.3	36.7	26.4	33.0	17.7	23.7	24.0	28.9	33.0	36.7	37.2
Beef, rib roast.....	lb.	19.7	19.7	25.5	32.1	33.0	24.0	30.0	6.7	21.0	21.0	27.9a	31.6a	35.9a	37.0a
Beef, shoulder.....	lb.	16.6	16.6	22.2	27.8	27.1	17.5	24.1	1.9	15.7	16.0	20.1b	23.8b	27.4b	28.1b
Beef, stewing.....	lb.	17.1	17.1	22.6	27.9	27.7	19.1	24.5	11.8	14.2	15.4	19.2	22.8	27.1	27.3
Veal, forequarter.....	lb.	21.0	21.0	28.5	36.3	38.4	29.3	31.2	21.3	24.2	24.7	31.0c	34.5c	39.0c	40.0c
Mutton, hindquarter...	lb.	20.1	19.3	30.1	34.9	40.4	31.3	31.2	15.7	21.8	23.8	24.8	29.9	32.8	32.9
Pork, fresh, from ham...	lb.	18.2	17.9	27.0	34.8	36.1	26.8	27.5	15.1	19.9	21.2	21.0	24.1	25.4	25.5
Pork, salt mess.....	lb.	25.6	25.3	39.0	50.7	55.8	41.3	39.6	20.2	28.8	30.2	31.7	39.3	45.3	45.3
Bacon, not sliced.....	lb.	17.1	17.1	22.6	27.9	27.7	19.1	24.5	11.8	14.2	15.4	19.2	22.8	27.1	27.3
Bacon, sliced.....	lb.	21.0	21.0	28.5	36.3	38.4	29.3	31.2	21.3	24.2	24.7	31.0c	34.5c	39.0c	40.0c
Fish, salt cod.....	lb.	20.1	19.3	30.1	34.9	40.4	31.3	31.2	15.7	21.8	23.8	24.8	29.9	32.8	32.9
Fish, finnan haddie...	lb.	18.6	17.9	31.5	39.9	38.2	22.0	22.0	12.7	16.9	11.9	10.4	16.2	18.4	18.4
Lard.....	lb.	25.8	24.6	42.4	44.8	54.8	33.5	35.1	19.2	25.2	25.5d	27.4d	35.4d	40.6d	41.0d
Eggs, fresh.....	dos.	25.0	24.3	36.8	38.7	50.0	31.7	31.1	15.3	21.3	21.3	24.1f	31.4f	36.3f	36.4f
Eggs, cooking.....	dos.	8.6	8.8	10.1	11.9	14.8	11.5	12.0	9.1	10.8	10.8	11.5	11.8	10.2	10.2
Milk.....	qt.	26.2	28.9	41.1	46.0	59.7	36.7	40.6	20.9	25.3	22.4	32.4	35.9	37.3	36.8
Butter, dairy.....	lb.	31.2	33.8	46.7	51.7	66.8	42.0	44.7	23.9	28.5	25.5	34.9	39.3	39.9	39.1
Butter, creamery.....	lb.	19.4	22.8	32.0	30.5	38.2	26.1	33.2h	19.3h	22.6h	21.4h	24.8	35.3	34.4	34.5
Cheese, Canadian, mild	lb.	4.3	4.9	7.4	7.8	9.6	6.9	7.7	5.5	7.1	6.5	6.7	8.8	6.9	6.9
Bread, white.....	lb.	3.3	4.2	7.3	6.8	8.4	5.0	4.8	3.0	4.5	2.9	3.8	3.6	5.7	5.7
Flour.....	lb.	4.3	5.3	6.3	8.1	8.5	5.6	6.2	4.7	5.0	5.0	5.2	5.7	5.7	5.7
Rolled oats, bulk.....	lb.	5.9	5.9	8.0	11.5	16.8	9.8	10.3	8.0	8.2	8.1	9.6	10.9	12.5	12.6
Rice.....	lb.	21.5	19.2	15.5	11.6	13.4	10.6	13.4	10.6	13.4	10.6	13.4	10.6	13.4	10.6
Tomatoes, canned, 2½'s.	tin	15.2	20.3	21.3	19.0	15.8	11.5	12.2	10.4	12.2	10.4	12.2	12.6	14.1	14.2
Peas, canned, 2's.....	tin	17.1	24.0	21.4	16.8	15.9	11.4	12.3	10.4	13.1	13.5	13.5	13.5	14.1	14.2
Corn, canned, 2's.....	tin	5.9	7.2	15.3	17.3	12.0	8.9	12.0	4.0	7.9	5.0	6.4	6.6	6.6	6.5
Beans, dry.....	lb.	13.1	12.0	8.6	5.6	5.9	5.8	5.9	5.8	5.9	5.8	5.9	5.8	5.9	5.8
Onions.....	lb.	133.9	75.0	321.7	151.7	542.2	114.5	109.2	86.1	127.2	124.1	102.1	190.4	190.4	190.4
Potatoes.....	75 lb.	13.1	11.9	15.5	22.8	28.2	24.1	21.5	14.8	15.8	15.2	14.9	14.9	17.7	17.8
Potatoes.....	15 lb.	12.3	13.1	15.1	17.6	27.5	19.7	13.6	11.3	11.7	10.8	11.8	12.8	14.0	14.1
Apples, evaporated.....	lb.	27.0	27.3	15.7	17.0	16.9	16.6	16.7	17.2	17.2	17.2	17.2	17.2	17.2	17.2
Prunes, medium.....	lb.	31.0	23.4	19.7	16.3	15.3	15.0	14.9	15.1	15.6	15.7	15.7	15.7	15.7	15.7
Raisins, seedless.....	lb.	42.6	34.9	26.4	20.2	19.2	16.2	15.6	16.1	16.1	16.1	16.1	16.1	16.1	16.1
Currants.....	lb.	40.2	42.8	42.8	42.8	42.8	42.8	42.8	42.8	42.8	42.8	42.8	42.8	42.8	42.8
Peaches, canned, 2's...	tin	5.5	7.9	10.6	10.9	71.7	7.8	7.1	7.9	6.5	6.5	8.6	8.6	8.6	8.6
Corn syrup, 5 lb.....	tin	5.1	7.3	9.5	10.2	21.0	7.3	6.8	7.7	6.3	6.4	8.4	8.4	8.5	8.5
Sugar, granulated.....	lb.	35.8	37.5	46.1	58.1	66.1	54.7	70.4	40.7	52.5	58.6	72.4	84.6	84.6	84.6
Sugar, yellow.....	lb.	37.8	39.0	40.3	44.3	60.9	53.8	60.4	39.1	35.7	33.7	46.7	48.1	44.2	44.2
Tea, black.....	lb.	37.8	39.0	40.3	44.3	60.9	53.8	60.4	39.1	35.7	33.7	46.7	48.1	44.2	44.2
Coffee.....	lb.	37.8	39.0	40.3	44.3	60.9	53.8	60.4	39.1	35.7	33.7	46.7	48.1	44.2	44.2
Cocoa, ½ lb.....	tin	8.51	8.25	10.76	11.49	16.25	17.18	16.10	14.79	14.11	14.26	15.94	16.60	16.59	16.59
Coal, anthracite, U.S....	ton	6.31	5.94	9.29	11.62	10.92	10.10	9.34	9.35	9.40	10.14	10.61	10.61	10.61	10.61
Coal, bituminous.....	ton	6.68	6.70	8.32	10.78	13.08	12.30	12.24	9.92	9.44	9.55	10.44	11.34	11.34	11.34
Coke.....	ton	14.78	14.29	14.63	11.71	11.27	11.57	12.47	13.61	14.19	14.19	14.19	14.19	14.19	14.19
Wood, hard, long.....	cord	4.98	5.03	6.30	7.94	9.94	9.19	8.84	7.40	7.19	7.17	7.74	8.31	8.69	8.69
Wood, hard, stove.....	cord	11.64	11.06	11.03	9.00	8.55	8.53	9.11	9.68	10.19	10.24	10.24	10.24	10.24	10.24
Wood, soft, long.....	cord	11.64	11.06	11.03	9.00	8.55	8.53	9.11	9.68	10.19	10.24	10.24	10.24	10.24	10.24
Wood, soft, stove.....	cord	11.64	11.06	11.03	9.00	8.55	8.53	9.11	9.68	10.19	10.24	10.24	10.24	10.24	10.24

a Rolled.

b Blade.

c Lamb.

d Grade A.

f Grade B.

h Kind most sold.

for the comparable period during the last war, that is between July, 1941, and June, 1918. The increase in consumers' goods between August, 1939, and June, 1943, was 34.1 per cent and in producers' goods 40.1.

Explanatory Note as to Retail Prices

Table IV on retail prices and rentals shows the prices at the beginning of June of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers. The exceptions are milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the *LABOUR GAZETTE*. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the *LABOUR GAZETTE*.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965 (L.G., 1941, page 1462) the price ceiling established by P.C. 8527 (L.G., 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003 (L.G., 1940, page 995) the Board from time to time had fixed maximum rentals for housing accommodation in certain of the

cities in the list on page 1052. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect of January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Rupert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all other cases the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Beef prices continued slightly upward at the beginning of June reflecting advances permitted in wholesale prices. Sirloin steak at 40.5 cents per pound averaged 0.5 cents higher than at May 1 and nearly 4 cents higher than at June 1, 1942. Increases were recorded also in other meats, lamb averaging 1 cent per pound higher at 40 cents and fresh loin of pork one-half cent per pound higher at 36 cents per pound. A seasonal increase was recorded in the price of eggs, grade A advancing from 40.6 cents per dozen to 41 cents. Stocks in cold storage at June 1 were considerably greater than at May 1 but were only about one fifth of the stocks in storage one year ago. The price of creamery butter at 39.1 cents per pound averaged nearly 1 cent per pound lower than at May 1. Production for the first five months of 1943 was 22.3 per cent greater than for the similar period of 1942 while the production of cheese declined 50 per cent in the same comparison. The average price of cheese at June 1, 34.5 cents per pound was little changed from the previous month. The price of onions increased in the average from 6.5 cents at May 1, to 7.1 cents at June 1. Higher prices for potatoes were reported from most cities, the Dominion average being up from 49.7 cents for 15 pounds to 52 cents. The price at June 1, 1942 was 42.9 cents.

TABLE IV—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING.

LOCALITY	Beef					Veal		Lamb, leg roast, per lb.	Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast per lb.		Fresh loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
Dominion (average)	40.5	37.2	37.0	28.1	23.3	30.5	27.3	40.0	36.0	32.9	28.6	25.5	40.7	45.3
Nova Scotia (average)	43.5	38.0	35.8	29.2	23.7		20.0	43.3	35.9	35.5	28.6	24.9	42.5	45.3
1—Sydney	47.5	39.5	37.3	31.3	24.5					36		25.2	43	44.4
2—New Glasgow	43.5	38.5	35.5	29.6	24.7		20	43.3	37.4	35	30.4	25.5	42	46.3
3—Amherst												24.4		47.4
4—Halifax	41.2	38.3	33.9	29.7	24				35.1		28.7	24.9		44
5—Windsor	41.7	38	36.3	27					35		27	24.6		44.7
6—Truro	43.6	35.9	36.2	28.6	21.7				36		28.4	24.9		44.7
7—P.E.I.—Charlottetown	41.6	36.7	30	28.3	25.2		20.0		35.8	30.0		24	40.0	44.6
New Brunswick (average)	44.2	37.8	35.8	28.5	21.8	29.8	27.0	44.3	36.2	34.5	29.5	24.6	39.0	44.5
8—Moncton	42.9	36	36.6	28.6	20.9		25		35.6	35	29.9	24.4	38	47.1
9—Saint John	42.5	39.1	36.5	29.3	22.4	31.3	29		38.9	34	30.8	23.8	40	43.3
10—Fredericton	47.3	38.4	34.3	27.6	22.2	28.3		44.3	34		27.8	25.1		45.7
11—Bathurst												25		41.7
Quebec (average)	38.4	36.8	32.8	26.1	19.5	30.7	26.0	35.4	31.0	30.0	25.8	25.3	38.0	43.3
12—Quebec	38.5	35.2	33.5	25.3	18.3	31.8		36.9	32.8		28.5	25.6		42
13—Three Rivers	40.2	36.2	30.5	25.3	20.3		23		28.3	28	25.4	23.7	41	46
14—Sherbrooke	41.3	39.7	33.6	29.1	20.5	33.2	25	37.8	32.8	32	25.6	24.8		37.8
15—Sorel	38.1	38.9	31.5	23.9	18.4			35.3	31		23.4	24.1		44.4
16—St. Hyacinthe	33.4	34	32.5	25.3	20.8		28.9		32.5	28	25	22		46.3
17—St. Johns	41.2	37.2	33	27	19		32.5		36.2		27.4	25.8		44.6
18—Thetford Mines	33.9	36.1	24.3	25.4	18.4		30		25.2	25	24.2	24.2	35	37.6
19—Montreal	40.3	37.7	41.1	26.5	20.9	26.3		35.1	32.6	35	25.8	28.9		45.3
20—Hull	38.6	36.3	35.1	26.7	19.3	31.5		35	32.4		27.2	28.8		45.9
Ontario (average)	40.3	37.7	38.9	29.0	23.6	31.0	29.3	40.7	37.3	34.1	29.5	26.4	41.5	45.7
21—Ottawa	40.8	38.3	42.2	29.3	23	33			35.1		29.1	28.6		48.1
22—Brockville	40.6	37.3		29.7	23.6				35		28.6			45.8
23—Kingston	40	36.5	36.5	27.9	19			39.5	36.7		28.4			45.4
24—Belleville	38.7	36.9	38.2	29.1	25.2	30	33	39.3	35.8	35	29.7		45	46
25—Peterborough	41.3	38.4	40.2	29.6	24.2	32.7	35	39.7	37.3	32	29.7		45	46.5
26—Oshawa	40.5	38.2	41.3	29.3	24.1	33	27		38	30	30		42	45.5
27—Orillia	41.4	37.7	37.4	29.3	26.7	34.8		40	39.5		33			48.3
28—Toronto	40.3	37.8	43.2	29.6	23.7	31.2		41.3	38.1		26.2	24		47.6
29—Niagara Falls	40	37	40	28.9	21.7			41	37.6		28.5			44.1
30—St. Catharines	40.5	37.8	43.8	29.9	23.1		27	40.5	39	30	29.7		40	46
31—Hamilton	41.2	38.5	41.3	29.3	24.7	31.3	31	41	38.6	33	31		42	45.7
32—Brantford	41	38	40.7	30	21.2	31			36.8		28.3			46.3
33—Galt	40.3	37.9	38.9	28.7	26		28.5		37.7		28.7		43	46.1
34—Guelph	38.7	37	34.3	28.6	26.1	28.3		43	37.5		29.9			45.7
35—Kitchener	40.1	38.7	36.6	28.9	25	29		41.7	37.7		28.2			45.7
36—Woodstock	40.5	38	36.5	29.2	22				38		27.4			43.3
37—Stratford	37.9	36.5	37.1	28.7	23.8				37		29.6			46.4
38—London	41	38.1	41.1	29.7	22.9	29.5	30		37.5	38	28		40	44.9
39—St. Thomas	40.3	37.7	42	29.4	25.1	29.4	32		38.6	36	29.4			46.1
40—Chatham	40.4	37.7	40.7	29.3	21.4	34.3			37.9		32.9	27		45.7
41—Windsor	39.9	37.1	41.3	29.1	25.4			39.5	37.6	35	31.1	31	33	44.3
42—Sarnia	39.9	37.9	41.1	29.3	23.0	33.3		41.7	37.1		30.7	31		46.8
43—Owen Sound	39	36.3	36	26.6	23.4				36.4		27.6			45.5
44—North Bay	41.8	38.2	42.5	30.6	26.4	33		44.7	40.2		33.1	27.7		46.2
45—Sudbury	39.9	37.8	37.3	28.7	23.3	28.3	30	36.3	36.6		29.2	24.1	40	43.1
46—Cobalt	40.3	38.3			21.7		28		37.3	35	30.7	26.7		44.4
47—Timmins	39	36.5	36.9	28	23.6	29	25	40	38.6		29.9	25.9		44.4
48—Sault Ste. Marie	41	38.1	33	28.5	22.8		27	41	35	35	28.7	23.8	40	43.5
49—Port Arthur	41.6	38.3	34.3	29.4	24.7	29.5	27	40.3	35.8	35	29.2	25.1		48.1
50—Fort William	41.5	38.4	35.4	27.4	22.1	29	30	42	36.2	35	28.6	24.6		45.1
Manitoba (average)	38.7	35.0	36.5	27.0	23.2	29.2	24.5	38.1	35.6		28.3	23.3	39.0	45.4
51—Winnipeg	38.6	35.9	35.3	27.6	24.5	29.1	26	38.1	36.2		29.5	23.3	39	45.8
52—Brandon	38.7	34	37.6	26.3	21.8		29		35		27			44.9
Saskatchewan (average)	36.3	33.2	33.5	24.7	20.8	26.3	24.7	35.4	33.4	30.7	25.4	23.2	40.0	41.8
53—Regina	38.8	34.7	33.4	25	22.3	25.1	27	34.2	32.6	30	24.1			42.6
54—Prince Albert	31.5	28.9	30.3	21.7	18.7		22				22.7			35.6
55—Saskatoon	36.1	34.1	35.5	25.7	19.8	27.5	25	36.5	33.6	30	25.9	23.6	40	44.5
56—Moose Jaw	38.8	35	34.8	26.3	22.2				34	32	26.2			44.4
Alberta (average)	38.7	34.5	33.8	25.9	21.5	27.1	25.3	37.9	35.5	30.2	26.1	25.0	38.0	45.3
57—Medicine Hat														46.1
58—Drumheller	37	33.1	29.4		18.7		28		35.7	28		25	40	44.9
59—Edmonton	37.3	32.5	34.3	24.2	20.7	26.7		36.4	37.5		28.2	23.7		44.5
60—Calgary	40.6	36.4	38	26.6	25.2	27.5	25	39.3		37		26.2	35	47.5
61—Lethbridge	39.7	36	33.3	27	21.5		23		33.3	25.5	24		39	43.6
British Columbia (average)	43.5	39.0	39.6	28.6	28.6	31.9	30.7	42.6	38.2	35.3	30.2	26.5	43.3	48.5
62—Fernie	40	36	39.3	29	27.7	29.3		41.5	40		30.7	23.4		46.7
63—Nelson	41	39	40	30.3	29		30	42.3		39			43	46.6
64—Trail	43	38	38	29	27.8	32	32	45	39.7	38	31	26	42	48.2
65—New Westminster	42.9	39.4	40.4	28.5	28.2	32		40.9	36.4		29.4	25.7		47.3
66—Vancouver	44.4	38.8	38.9	27	28.6	30.6		41.2	36.6	29	29.5	25.8		48.6
67—Victoria	45.7	40.2	41.4	28.4	30.3	33.4		43.4	37.5		28.9			48.6
68—Nanaimo	48.2	43.3	41.4	30.8	31			43.4	39		31.6	27.7	45	51.5
69—Prince Rupert	42.5	37.4	37.5	26	25.8	34	30	43.3				28		50.1

a. Grocers' quotations.

b. Price per single quart higher.

AND RENTALS IN CANADA AT THE BEGINNING OF JUNE, 1943

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter	
	Cod steak, fresh, per lb.	Halibut, fresh and frozen per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finman haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
64-8	25-3	38-1	26-6	31-3	29-8	22-3	18-4	19-8	41-0	36-4	10-2	36-8	39-1
65-8	21-9	40-2		30-9	26-7		19-6	20-0	44-9	39-3	10-3	39-5	43-2
66-8		40-3		30-8			18-9	19-7	47-1		11-12	39	43-4
67-8	25	39-8		30-5			20	20	43-9		10	40	43-3
61-3				29-9	26-7		20-1	20-2	42-1	39-3	10 a		42-2
66-5	22-7	40-8		31			19-2	19-7	46-1		10-5b		44
64-7	18	40		30-5			19-2	19-7	44-3		10		42-7
67		42-0		32-6			19-9	20-4	45-9		10		43-3
63-2	22-0	41-1	18-0	28-3			18-9	19-7	38-7	34-1	8-9	36-0	40-7
65	20			30-3	25-6		19-1	19-8	41-3	34-7	10-3	41-0	41-9
67	18	43-3	18	30-2			19-2	20-2	43-3		10	41	43
65-7	25	45		30-6	25-5		19-3	19-6	44-2	38-3	11		41-7
55	25	35		31-1	25-7		19-6	19-7	41-8		10		42
67-1	19-7	40-8	30-8	29-3			18-2	19-5	35-7	31			40-7
66-9	17	39-2	27-5	26-1	30-0	22-8	18-6	19-4	41-9	40-0	9-2	36-7	37-5
66-9	20-5	41-5	30	17-7		22-3	18-9	19-5	43-2	40-3	10		37-5
67-5	20	42-5	35			22-2	18-4	19-6	40-2		9	37	36-8
67-3							18-8	19-5	43-3		9-1b	35	37-5
64-9	20	42					18-5	19-5	38-8	38-2	9		37-2
70							18	19-4	41-3	41	8		37-4
67							19	19-4	43		9		37-1
69-9	21	42-8		34-5	30		18-8	19-5	40-1	38-8	8	38	38-1
69-1		42					18-8	19-2	45-1	40-7	10-5b		38-3
65-0	24-5	38-2	29-0	33-3	32-3	23-2	17-8	18-9	42-1	41	10		37-9
67-5		37-3	25	33-1			18-5	19-3	41-0	37-1	10-4	38-7	38-7
63-8	30	40-3		32-3			18-3	19-1	44-3	42	10		38-5
63-1	23	39	24	34			18-8	19-5	40-4		10		37-3
64-7							19	19-3	40-7	37-5	10		38-6
63-9							18-3	19-1	40-7	37-5	10		38-3
64-8							18-4	19-1	38-5	38-2	10		38-3
61-7							19-2	19-6	42-6	37	10	37	39-1
67-5	22-8	45-9	32-8				18-5	19-2	35-4	34-3	10		39-2
64-7							18-2	19-1	43		11		39-2
66		42					18-8	19-6	40-9		10-5b		39-4
66-4	30						18-5	19	41-2		10-5b	39	39-1
64-8	25	37-5					18-4	19-1	42-1	39-2	10-5b	40	39-6
66-3							18-2	19-3	40-2		10	39	38-6
65-9							18-6	19-3	39-3	37	10	38-5	38-3
64-8		41	35				18-1	19-3	37-6	34-7	10		38-8
63							18-4	19-5	39	36-8	10		38-8
63-8		35					18-5	18-9	37-8	35	10		38-2
66-1	18	35	35	34-3			18-7	20-4	37-3	34-7	10		38-9
66-3			25	32-7			18-6	19-1	39-7	36-3	10		38-3
65-7							18-9	19-4	39-6		10		39-1
66-4	22-5	39-4			32-3		18-3	19-3	36-7		10		37-8
66-9		35		33-7			18-5	19-5	41-1	37-8	11		38-5
62-5							18-5	19-5	41-5		10		39-2
64-8							17-8	19	39	34	10		39-3
64-8		35					18-4	19-4	45-8		11		39-4
63-5							18-7	19-5	44-1	41-3	11		38-4
64-6							18-2	19-4	43-4		11		38-3
63-6							19-4	19-5	46-3		12		38-6
64-7							18-2	19-4	44-8		11		38-5
66-2		35	31	35		23-3	18	19-1	43-5		11		38-9
63-1	28-0	41-1	31-5		32-9		18-2	19	42-8		11		38-9
64-8	28	40-3	31-5		32-9		17-4	20-4	39-5	33-2	10-0	33-0	36-2
61-4		41-8					17-3	19-5	41-3	35-4	10		35-5
60-0	30-2	36-1	21-4		32-0	20-0	17-5	21-3	37-6	31	10	33	36-9
58-3	31	35-6	22-5		32		16-7	20-6	37-0	32-9	10-0	32-5	36-3
59-3	25	33-7	22				16-6	21-7	36-4	34-4	10		35-6
58-5	28-5	35-3	18-7				17-1	20-1	38	33-5	10	32	37-3
63-8	36-3	39-7	22-5				16-6	20	37-6	32-7	10	33	35-8
61-9	29-9	36-2	23-4	40-0	33-7		16-5	20-5	36	31	10		36-6
60-6		35					17-3	20-5	38-7	33-7	10-0	31-2	37-5
61-3	29	36-5					17-4	20-3	37-2	32-2	10		37-5
61-2	30-5	35-7	26				17-8	20-1	38-1	33-7	10	34	38-3
62-4	30-8	37-8	20-8	40	33-7		17	20-2	39-9	34-8	10	30	37-2
63-8	29-3	36					16-9	21	39		10	29-5	37-4
66-0	28-1	35-3	23-0	27-8	29-7		18-6	21-0	41-0	38-3	10-7	40-3	41-0
63-6	31-3	36-5		27-8	28-3		17-7	21-5	38-7	38-3	9a		39-8
65	30-7	38					18-5	22-2	39		10-5b	40	41-1
67-7	32-5	38-4	23				18-3	22-5	40		11-5b		39-5
66	24-7	33-5			27-7		18-7	19-9	40-5		10	41	40-5
67-4	25-5	33			33		17-8	19-1	40-6		10	40	40-2
66-9	23-7	34-3					19-1	20-5	42		11		40-9
67-8		35					19-2	20-7	40-2		11		42-1
63-7		33-3					19-4	21-3	46-6		12-9a		44-1

TABLE IV—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb. in 7 lb. bag	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	Tomatoes, choice, 2½'s (38 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, baked, per 16 oz. tin	cents	cents	
Dominion (average)	34.5	6.9	19.5	4.2	5.7	9.3	12.6	14.2	14.5	15.0	13.3	6.5	7.1	
Nova Scotia (average)	35.9	7.5	20.0	4.6	5.9	9.8	12.1	14.7	14.7	15.0	14.5	6.6	7.3	
1—Sydney		6.7-8.8	20	4.3	5.7	9.9	11.8	14.6	14.9	15		6.3	7.0	
2—New Glasgow		6.7-7.3	20	4.8	6.1	10	11.9	14.8	14.6	15		6.3		
3—Amherst	34.6	7.3a	20.2	4.7	5.9	9.9	12.4	15	15	15		6.1	7.7	
4—Halifax	34.8	6.7-8	20.3	4.4	6	9.7	11.8	14.6	14.4	15	13.6	7.3	7	
5—Windsor		8.8a	19.6	4.7	6	9.5		14.7	14		15	6.9	7.3	
6—Truro	38.3	6.7a	20	4.8	5.9	10	12.7	14.7	15	15.2	15	6.7	6.8	
7—P.E.I.—Charlottetown	33.1	7.3	19.8	4.5	6	9.9	11	14.7	14.6	14.8		6.5	7.7	
New Brunswick (average)	33.8	7.5	20.0	4.5	5.9	9.7	11.3	14.8	14.6	15.0		6.4	7.6	
8—Moncton	33.8	8	20.5	4.6	5.8	10	11.4	14.6	14.5	15		6.5	7.6	
9—Saint John	34.5	6.7-3	19.4	4.2	5.9	9.7	11.7	15	14.5	15		6.8	7.2	
10—Fredericton	33	7.3	20.1	4.8	6.3	9.5	12.1	14.7	14.7	15.1		6.4	7.6	
11—Bathurst		8a	19.8		5.7	9.5	10	15		15		5.7	8	
Quebec (average)	32.6	5.4	16.1	4.0	5.6	9.7	11.9	12.8	14.5	15.4	11.5	6.2	7.7	
12—	34	5-7.5	18.3	3.7	5.8	9.7	12.5	13.3	14.3	14.9		6.6	7.4	
13—Three Rivers	32.4	5.3-6	15.1	4	5.5	9.7	11.9	13.3	14.5	15.3	12	5.8	8.3	
14—Sherbrooke	33.5	5.3	15	4.2	6	9.8	12	12.9	15.3	15.7		6	8	
15—Sorel	31	4.7-5.3a	15	4	5.3	10	11.7	12.7	14.2	17.2		6.4	8.4	
16—St. Hyacinthe	31.6	4	16.3	4.1	6	9.9	12.1	12.4	14.8	15.2	11	5.8	7.3	
17—St. Johns	23.1	5.3a	17.6	4.1	5.5	9.7	12.6	14.2	15.1	15.3		5.9	8.2	
18—Thetford Mines	31	5.3	14.9	4.1	5.1	9.7	10.7	12.5	14.3	15.3		5.7	7.1	
19—Montreal	33.7	5.3-6.7	17.5	3.8	5.4	9.5	11.9	12.4	13.2	14.7		6.2	7.9	
20—Hull	33	5.3-6 a	15	3.8	5.5	9.5	11.8	13.1	14.4	15.4		7.3	7	
Ontario (average)	34.6	6.3	17.8	4.1	5.6	9.1	12.7	13.6	14.1	14.6		6.2	7.0	
21—Ottawa	33.4	6.7	16.9	3.9	5.7	8.9	13.4	13.3	14.3	15.7		6.6	7.8	
22—Brockville	31.9	6.3	14.2	4.1	5.6	9	12.5	13.6	14.1			6.2	7.9	
23—Kingston	33.2	5.3-6.7	15.9	4.3	5.3	9.1	12.2	13.4	14.2	14.8		6.7	7.3	
24—Belleville	32.9	5.3-6.7	16.4	4.3	5.2	8.9	12.1	13	14.4	14.5		5.8	6.5	
25—Peterborough	36.4	5.3-6.7	18	4.1	5.4	8.7	12.7	13.4	13.8	14.5		6.1	6.3	
26—Oshawa	35.6	5.3-6.7	18.6	3.9	5.6	8.9	13.1	13.6	14.4			6.5	7.1	
27—Orillia	35.8	6.7	17	4.1	5.2	8.9	12.4	14	14.3	14.5		5.9	6.2	
28—Toronto	36.9	6.7	18.1	4.3	5.3	8.8	12.5	13.1	13.3	13.6		5.9	7.1	
29—Niagara Falls	34.2	6	17.8	4.3	5.5	9.1	12.2	12.8	13.1			7.3	6.6	
30—St. Catharines	36.3	6.6-7	19.1	4.2	5.5	9.1	12.5	13.2	14.3	14.9		6.8	7.2	
31—Hamilton	35.1	6.6-7	17.7	4.2	5.3	8.8	12.4	13	13.6	14.3		6.2	7.1	
32—Brantford	35.6	6.6-7	18.8	4.1	5.3	9.1	13.4	13.8	13.8	14.3		6	7.2	
33—Galt	37.9	6.7	17.8	4	5.6	8.8	12.8	13.8	13.9	14.3		5.8	7.3	
34—Guelph	36.8	6	18.7	4	5.7	9	12.6	13.7	13.9	14.4		5.8	6.9	
35—Kitchener	35.3	6.7	17.8	3.9	6	8.9	13.3	13.9	14.1	14.9		6.4	7.3	
36—Woodstock	32.7	6	16	3.7	5.8	8.9	12.7	14	13.8			6.1	6.5	
37—Stratford	36.2	5.3	17.3	3.9	5.8	9.2	12.9	13.6	14.8	15		6.3	6.7	
38—London	32.3	6.7	18.8	4.1	5.5	8.9	12.1	13.6	14.2	14.4		6	6.7	
39—St. Thomas	33.3	5.3-6.7	20.6	4.2	5.8	9.5	12.7	13.6	13.6			5.7	6.8	
40—Chatham	33.1	5.3	18.3	4	5	8.9	12.9	13.5	13.6	14		5.3	5.4	
41—Windsor	35.1	5.3-6.7	17.8	4.2	5.4	8.9	12.5	12.8	13.9	14		5.5	5.9	
42—Sarnia	33.6	6	18.8	3.9	6	9.4	12.8	14	14.1			6.7	5.6	
43—Owen Sound	33	6a	16.6	3.9	5.4	9.4	12	13.7	14.4	15.1		6.1	8.1	
44—North Bay	35.6	6.6-7	16.9	4.3	6.3	9.9	13.3	14.2	14.2	15		6.7	8.5	
45—Sudbury	34.4	6.7	16.3	4.2	6.1	9.2	12.6	13.7	14.2	14.9		6.1	8	
46—Cobalt	34.7	6.7a	16.6	4.2	5.8	9.7	14.4	14.9	14.6	15.4		6	6.8	
47—Timmins	34.1	6.7	18.7	4.4	5.9	9.6	13.2	14.3	14.5	14.8		5.9	8.2	
48—Sault Ste. Marie	35	6.7	15.5	4.1	6	9.3	13.7	14.2	14.7	15.2		6.6		
49—Port Arthur	34.7	6.6-7	24.2	4.1	5.6	9.5	11.9	13.3	13.6	14.5		6.3	7.5	
50—Fort William	33.7	6.6-7	20	4	5.4	8.9	12.6	13.6	14.1	14.2		6.3	7.1	
Manitoba (average)	34.2	7.0	21.9	3.8	5.7	9.1	13.2	15.3	15.1	15.7		7.0	7.3	
51—Winnipeg	34.3	6.4-8	21.2	3.7	5.5	8.9	13.9	14.8	14.6	15.7		6.9	7.3	
52—Brandon	34	6.4-7.1	22.6	3.9	5.8	9.2	12.5	15.7	15.6			7		
Saskatchewan (average)	34.3	7.0	22.8	4.0	5.7	8.8	12.7	15.6	15.9			6.7	5.7	
53—Regina	35.5	7.2	21.7	4	6.1	8.8	12.4	15.4	15.3			6.6	5.7	
54—Prince Albert	33.6	6.4	22.9	4.3	5.8	8.7	12.8	15.3	17.5			7		
55—Saskatoon	33.7	7.2	23.2	3.7	5.2	8.9	12.9	16.5	15.2			6.9		
56—Moose Jaw	34.2	7.2	23.4	3.8	5.8	8.8	12.6	15.3	15.5			6.1		
Alberta (average)	35.9	7.9	23.3	4.1	5.5	8.9	13.5	15.6	14.7	15.7	13.8	7.0	5.1	
57—Medicine Hat	36.3	8	23.8	4	5.8	8.8	12.9	17	14.9			6.7	5.2	
58—Drumheller	37	8	23.1	4.3	5.7	9.1	13.7	15	15.2	15.9		7.2		
59—Edmonton	33.4	7.2-8	23.2	3.8	5.3	8.7	12.7	15.5	14.9	16	13.8	7.1		
60—Calgary	37	8	22.8	4	5.4	8.9	14.1	14.9	14.7	15.2		7	5	
61—Lethbridge		8	23.6	4.2		8.9	14	15.4	13.7			6.9		
British Columbia (average)	36.2	9.0	23.9	4.5	6.1	9.3	13.0	15.0	15.5	15.7	13.2	7.9	5.6	
62—Fernie	35.6	8a	23.5	4.9		9	12.6	14.6	14.4	15.3		8.3	5.3	
63—Nelson		9	24.6	4.5		9.2	12.6	15	17.5	17.7		8.8		
64—Trail	34.2	9	24.3	4.2	6	9.3	14	14.7	15.9	16.3		8.6		
65—New Westminster	34.8	9.9-6	23.5	4.3	6	9.4	13	14.4	14.6	15	13.4	7	5	
66—Vancouver	35.5	9.9-6	22.8	4.1	5.8	9.1	11.9	14.3	14.6	14.7	12.6	7		
67—Victoria	36.6	9	23.3	4.3	6.6	9.2	14	14.8	14.9	15.2		7.5	6.4	
68—Nanaimo	39	9	24.1	4.7	6	9.4	12.2	14.8				7.8		
69—Prince Rupert	37.5	9-10	25	5.1		10	13.9	17	16.3		13.7	8.5		

a. Grocers' quotation.

† Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

AND RENTALS AT THE BEGINNING OF JUNE, 1943—(Continued)

Potatoes per 15 lbs.	Apples		Prunes, medium size, per lb.	Raisins, seedless bulk per lb.	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 3½ lb. jar
	Fresh, cooking, per lb.	Evaporated, per lb.										
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
52.0	9.7	17.8	14.1	15.8	15.7	15.1	42.7	43.9	†	21.6	†	46.4
45.2		18.8	14.6	15.5	15.0		48.3	51.6	38.9	21.5	36.9	49.2
53.5		19.5		16.6			46.8	55				48
45.9		22	15.5	16.6			50.4	49.9	38.2	21.3	37	49.7
37.7			14.7	15.6			45.6	51				49.2
50.1		15	14.3	15.4			48.5	50.4				49.2
41				13.8			53.3	55				5
43			13.8	15.2	15		45.2	48.3	39.5	21.7	36.8	49.7
44.6		17.0	12.7	16.6	15.7		48.2	56.3	39.4	20.2	34.7	49.7
45.7		15.5	14.4	15.8	15.0		46.4	51.1			36.0	49.5
40.4		13	14.3	16.5	15		44	51.3			35	
50.2		18	14	15.7			47.2	49.4			37	
45			14.5	15.3	15		45.7	52.5				49.5
47.1			14.6				48.5	51.3				11
53.0	8.5	17.0	14.7	16.7	14.6		42.3	42.4	37.7	20.9	35.9	46.6
51.9			14.8	16.3			44.2	48.6	36.1	21.4	35	48.3
49.7		16	15.3	17.7			40.8	44.8	38.6		35.2	49.3
53.8		18	15.9	18.1	15		40.6	41	39	21.6	38.8	48.3
53.3			14.4	18			42.4	45			36.1	45
53.4			14	15.1	15		46.7	42.7	38.3		36.1	44.7
52.4	7.8			15.7			40.7	42.6			35.7	45.5
52.7			14.7	16.4			43.6	40.3		19.7	37.2	47.8
55.3	9.2		14.2	16.7	13.9		41.5	37.7	36.3		34.2	44.3
54.3			14.3	16			40.1	38.5			35	46.2
56.6	9.6	17.8	13.9	15.4	15.9		41.4	42.9	35.2	20.3	33.8	45.9
54.9				17			40.6	41			36.4	45.5
55.8				18.1			44.3	46.5				47
54.3	7.2		14	15.6			39.4	39.9		23.3	34.2	46.5
54.2			13.6	13.5	15		39.5	43			35	46.4
55.4		19	13	14	15.8		40.7	42.9	35.7	19.7	35.3	44.8
55				14.6	15		42.7	44.4				44.5
54.9			14.4	14.4			40.1	39.9				44
58.7	9.5		13.5	14.8	14.9		38.5	37.8	34.2		31	44.5
54.7				15.3	15.7		40.5	42.5			33	
57.3			16	15.4	15.5		43.4	41.3	35	18.5	31.2	44.3
57.1	19		14.9	14.9	15		41	42.5	34.4		31.6	44.7
57.7			14.5	15.4			40.3	42.1		19	32	46
56.3			15	16	15.4		41.6	45.1	35		33.6	45.5
56.5				14.9	15.5		39.4	41.7				44.9
56.4			15	14	16.6		38.2	43.1	36.3		33.1	46.2
60.4				14.4			41	40.1			32	45.4
55.7				14.6	14.5		40.2	44.7			32.3	47
56.5	8			15.4	15		40.6	39.3			33	45.2
57.9				14.9	16.0		45.8	43.5			33.5	46
58.5				15.3	15		40.2	41			32	45.2
57	9.5	19	13.2	14			39.5	37.2				46.6
							44.2	40.9				47.6
57			12.7	13.9	15.3		40.8	43.1				45
56.4	11.6		13.5	17.7			43.1	46.4			37	48
54.9	9.7	15	13.4	15.9	18		39.6	46			37	48
61.7			14.5	16.3	17.5		43.1	47.6			37.3	49.5
56.9	11		14.2	16.1	17.7		45.6	45.2	35.7		36.3	49.5
55.6		18	14.1	16			40.7	44.9		21	34	48
58	9.6		12.9	16.9	17.8		43.9	48.6				44.5
55.3	10.3		13.3	18.7			44.2	45.5				45
42.5	10.6		14.1	16.2	16.3	15.0	41.1	40.8				43.8
46.3	11.6		13.9	16.2	16	15	42.3	40.5				44.8
38.6	9.6		14.2		16.6	15	39.8	41.1				42.8
33.8	9.5	18.0	14.3	15.8	16.0	15.0	42.5	42.3	74.9	22.3	63.6	47.4
37.9	10.1		14.2	16.7	15	15	42.4	39.5				43
30.5	9.3	16	14.6	15	17.5	15	39.7	42.7	75.5	24		48.3
33.6	10	20	14.4	15.7	15.6	15	46.1	43	74.2	20.5	63.6	47.2
33.1	8.7		14				41.7	44				46.7
46.4	10.2	17.3	13.6	17.7	15.0	15.2	41.9	41.8	70.8	23.0	58.3	46.2
45.5	8.9		13.6			15	40.6	40.6				47.3
34.6	10.6		14.2	17.7		15.9	42.5	49	70.8	23.2	58.3	49
47.3	10.7	15	13.3			14.9	42.5	38.2				44.3
52.5	10.3	22	13.9	17.7	15	15	40.4	44			22.7	45.2
52.1	10.5	15	13				43.7	37.0				45.3
60.3	9.9	20.0	13.4			15.2	41.8	41.0	69.1	23.6	57.2	44.5
43.6						15.7	46.8	42	70.5			62
57.5							40.4	43.6			25	60
61.7			14.4				40.3	45.1	67.7		24	63
53.6	9.3					14.7	39	38.2		21.8	55.7	43.3
	10.1						40.1	38.4				48
78.2	10.4		13.3				46.1	39.1			50	42.3
		15					41.8	40.6				68
67		25	12.5				40	41				69

TABLE IV—RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. pkg.	Cocoa, pure unsweetened, per ½ lb. tin	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	(a) Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	\$	\$
Dominion (average)	8-6	8-5	44-2	38-7	19-0	16-1	4-3	12-9	5-5	16-593	
Nova Scotia (average)	8-4	8-2	51-1	38-0	19-2	12-0	4-7	13-1	5-9		
1—Sydney.....	8-6	8-4	52	37-8	19-6	10	3-9	12-9	5-8		6-12
2—New Glasgow.....	8-2	8-2	54-4	37-9	20-6	10	4-4	13-7	5-9		
3—Amherst.....	8-3	8-1	53	38	17-4		5	12-7	5-9		
4—Halifax.....	8-5	8-2	50-7	38	21-4	16	4-9	13-6	5-7		11-69
5—Windsor.....	8-3	8-1	51-8	38	17-3		4-5	12-2	5-9		
6—Truro.....	8-7	8-4	53-1	38-1	18-6		5-2	13-4	5-8		10-47
7—P.E.I.—Charlottetown.....	8-6	8-1	55-3	37-9	18-5	15-0	4-1	13-4	5-9	17-900	10-620
New Brunswick (average)	8-6	8-4	53-3	38-0	18-4	10-0	4-2	12-7	5-7	18-500	
8—Moncton.....	8	8-8	56-2	38	19-8	10	4-4	13-4	5-9	d	11-00
9—Saint John.....	8-4	8-2	49-1	38	17-5	10	4-5	12-5	5-5	18-50	11-75
10—Fredericton.....	8-4	8-3	53	38	18		4-1	12-8	5-9		11-11
11—Bathurst.....	8-6	8-4	55	38	18-4		3-7	12-1	5-4		
Quebec (average)	8-1	7-8	43-7	39-7	20-3	15-0	4-3	12-1	5-6	16-469	
12—Quebec.....	8-1	7-9	42-7	39-9	20-4		4-1	12-9	5-8	16-00	
13—Three Rivers.....	8-5	8	47-8	40-5	21-5	15	4-2	12-2	6	16-00	
14—Sherbrooke.....	8	8	39-8	39-4	19-8	15	4-7	12-5	5-6	17-00	
15—Sorel.....	7-9	7-7	45	39-3	19-1		4	11-4	5-4		
16—St. Hyacinthe.....	8	7-8	40-6	40-7	20-6		4-5	11-8	5-3	15-75	
17—St. Johns.....	7-9	7-8	38-8	40	19-4		4-8	12-8	5-7	15-50	
18—Theftford Mines.....	8	7-5	48-4	39-4	20-8	15	4-3	12-5	5-9	18-50	
19—Montreal.....	8	7-8	44-9	39-6	18-7		3-7	11-4	5-3	16-25	
20—Hull.....	8-3	8	44-9	38-9	22-5		4-1	11-6	5-5	16-75	
Ontario (average)	8-6	8-4	43-3	39-0	18-9	14-1	4-3	12-5	5-5	16-406	
21—Ottawa.....	8-3	8-1	43-2	38-9	18-1		4-3	12-3	5-6	16-75	
22—Brockville.....	8-2	8	41-1	38-8	20-7		4-2	11-5	5-4	16-00	
23—Kingston.....	8-1	7-9	43-2	38-6	18-4		4-7	12-6	5-7	16-00	
24—Belleville.....	8-6	8-4	44-5	38-6	17-8	12	4-6	12-1	5-6	16-00	
25—Peterborough.....	8-5	8-5	44-7	38-9	18-4	15	4-7	12-3	5-6	16-75	
26—Oshawa.....	8-6	8-4	48-8	39-2	19-1	12	4-3	12-5	5-9	16-00	
27—Orillia.....	8-3	8-2	44-3	39-4	19-6		3-9	11-5	5-4	16-50	
28—Toronto.....	8-2	8	45	38-6	18-2	4	4	11-7	5-2	15-00	
29—Niagara Falls.....	8-7	8-7	43-8	39-5	19-5		4-2	12-9	5-5	14-63	
30—St. Catharines.....	8-6	8-3	42-4	39	19-3		4-2	12-4	5-6	15-75	
31—Hamilton.....	8-2	8-1	40-4	39-2	18-8	10	4-3	11-9	5-3	15-50	
32—Brantford.....	8-4	8-3	45-8	39-2	18-6		4-2	11-9	5-5	16-00	
33—Galt.....	8-9	8-6	42-8	39-5	19		4-1	12-6	5-4	16-00	
34—Guelph.....	8-5	8-5	41-9	38-6	18-4		4-2	12-6	5-4	16-00	
35—Kitchener.....	8-6	8-5	39-2	39-1	18-8		3-9	12-4	5-3	16-00	
36—Woodstock.....	8-6	8-5	46-1	39	18-3		4-1	12-3	5-4	16-00	
37—Stratford.....	8-7	8-7	44-4	38-6	18-4		4-3	13-3	5-8	16-00	
38—London.....	8-6	8-4	44-1	39-2	17		4-1	11-9	5-5	16-50d	
39—St. Thomas.....	8-6	8-6	43-8	40-1	18-6		4-1	12-6	6	16-00d	
40—Chatham.....	8-7	8-4	40-3	38-3	16-4		4-1	12-3	5-2	16-00d	
41—Windsor.....	8-2	8	38-4	38-9	18-9	15	4-1	11-8	5-4	16-00d	
42—Sarnia.....	8-8	8-7	43-3	38-6	18-4		4-4	12-9	5-9	16-50d	
43—Owen Sound.....	8-5	8-4	50-1	39	19-3		4-4	12-6	5-8	16-50	
44—North Bay.....	9	8-9	51-2	39-4	19-6		4-5	14	5-8	17-25	
45—Sudbury.....	8-8	8-5	43-6	39-3	20-3	15	4	13-9	5-8	17-75	
46—Cobalt.....	8-8	8-8	41-6	38-9	19-2		4-9	13-3	5-9	19-00	
47—Timmins.....	8-9	8-8	39-4	39-1	20-8	18	4-8	13-7	5-5	19-50	
48—Sault Ste. Marie.....	8-6	8-5	40-7	39-9	19-3		4-3	13-1	5-2	17-00	
49—Port Arthur.....	8-5	8-4	40-1	38-1	18-8	15	4-4	13-1	5-2	16-80	
50—Fort William.....	8-6	8-5	39-5	38-3	19-6	15	4-6	12-1	5-1	16-80	
Manitoba (average)	9-1	9-0	41-4	37-9	18-8	15-0	4-1	13-0	5-5	20-000	
51—Winnipeg.....	9-1	8-9	37-5	38	18-6	15	4-3	12-2	5-6	20-00	12-45
52—Brandon.....	9-1	9	45-3	37-8	19	15	3-8	13-8	5-3		8-13
Saskatchewan (average)	9-5	9-5	41-9	38-1	19-6	18-5	3-9	14-0	5-3		
53—Regina.....	9-2	9-6	42-6	37-9	19-1	15	3-3	13-7	5-4		11-00
54—Prince Albert.....	9-9	9-6	39-8	37-9	20-6		4-1	14-3	5-4		10-00
55—Saskatoon.....	9-5	9-5	43-4	37-7	20-2	20-6	3-8	13-6	5-2		9-60
56—Moose Jaw.....	9-3	9-4	41-8	38-7	18-4	20	4-3	14-5	5		9-80
Alberta (average)	9-2	9-2	41-6	37-9	17-6	18-3	4-1	14-1	5-1		
57—Medicine Hat.....	9-3	9-3	38-5	38-3	17-4		3-4	13-8	5-1	d	d
58—Drumheller.....	9-5	9-3	42-5	38-1	17-3	20	4-5	15	5-3		
59—Edmonton.....	9-2	9	42-8	38-1	18-5	15	4-2	13-7	5-2	d	4-90d
60—Calgary.....	9	9-2	40-6	37-5	17-5	20	4-3	13-4	5-1	d	7-75d
61—Lethbridge.....	9-2	9-3	43-5	37-5	17-2		3-9	14-8	4-9	d	4-40d
British Columbia (average)	8-6	8-5	40-8	38-4	19-1	23-0	4-9	13-8	5-6		
62—Fernie.....	9	9-3	41-8	38-8	17-6		4-6	14-3	5-2		
63—Nelson.....	9	9	43-4	38-5	19-9	25	5-2	15	5-5		11-25
64—Trail.....	8-9	8-8	39-5	38-2	19-1	25	5-8	14-4	5-4		
65—New Westminster.....	7-9	7-8	36-3	38-4	18-1	23	4-4	12-9	5-4		12-00
66—Vancouver.....	8	8	37-7	37-9	19-1	14	4-7	12-2	5-4		12-00
67—Victoria.....	8-9	8-4	42-4	38-2	19-8		4-2	12-8	5-7		12-25
68—Nanaimo.....	8-7	8-3	41-6	38-1	19-2	28	4-9	13-7	5-5		
69—Prince Rupert.....	8-7	8-5	43-8	38-8	19-8		5	15	6-8		13-00

(a) The prices in this column are those supplied by the Dominion Bureau of Statistics and are the same for all months January to June. See paragraph 5 introductory notes. (c) Calculated price per cord from price quoted. (d) Natural gas used extensively. (p) Six-roomed houses not extensively occupied by workmen but some at \$30-\$45. (r) Few six-room houses are occupied by workmen.

AND RENTALS IN CANADA AT THE BEGINNING OF JUNE, 1943—(Concluded)

Coke, per ton	Wood						Coal oil, per gallon	Matches, per box (300)	†Rent	
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord				Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month
\$	\$	\$	\$	\$	\$	cents	cents	\$	\$	
13-320	11-343	14-187	8-692	10-245	8-895	28-8	9-8	25-647	18-871	
11-160	6-667	7-833	5-500	6-333	6-167	30-0	10-0	21-500	15-50	
8-50-9-50	6-50	8-00	5-50	7-00	7-00	30	10-2	18-00-26-00	14-00-18-00	1
9-70	5-00	6-00	4-00	4-00	6-00	30	10-3	15-00-25-00	10-00-15-00	2
12-50	8-00-9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	30	9-9	15-00-20-00	10-00-17-00	3
13-05-13-55							10	20-00-33-00	16-00-22-00	4
11-30							9-8	18-00-25-00	14-00-18-00	5
13-000	9-500	11-000	7-000	8-000	7-500c	20-0	10	18-00-25-00	15-00-17-00	6
12-817	9-000	11-750	6-500	7-500	9-000	28-8	9-8	19-00-25-00	12-00-16-00	7
12-05d	9-00d	10-00-11-00	7-00d	8-00d	d	31	9-8	20-00-32-00	15-00-20-00	8
13-50	9-00	12-00-14-00	6-00	7-00	8-00-10-00	26-5	9-8	18-00-27-00	16-00-20-00	9
12-80-13-00							9-9	25-00	18-00	10
13-731	13-406*	15-145*	8-800*	10-250*	11-000*	26-7	9-8	23-00	16-00	11
12-35							9-4	24-714	18-250	
14-25	10-00	16-00c	8-00	12-00c	10-00		9-5	23-00-33-00		12
14-75	14-00	16-00	9-00	10-00	10-00	28	9-7	23-00-31-00	17-00-23-00	13
13-00-13-50							9-6	23-00-30-00	18-00-25-00	14
13-00							9-6			15
15-50		12-00c		9-00c		25	9	18-00-25-00	14-00-20-00	16
12-50-13-00	17-33	18-67	10-00	11-00	11-00-13-00	27	9-5	16-00-22-00	12-00-15-00	17
14-00	11-00	12-00	6-50	7-50			9-4	24-00-34-00	20-00-23-00	18
13-971	12-625	15-523	10-000	11-758	10-575	27-5	9-3	18-00-26-00	14-00-18-00	19
14-00							9-6	27-380	20-343	20
14-00							9-8	20-00-30-00	15-00-20-00	21
14-00							9-8	18-00-26-00	15-00-18-00	22
14-00	12-00	16-00	11-00	12-00c	13-00c	25	9-6	26-00-32-00	20-00-26-00	23
13-50	14-00	16-50	9-00	10-00	11-00	25	9-4	18-00-28-00	14-00-20-00	24
15-00-15-50	13-00	16-50	11-00	14-00	9-00	22	9-7	22-00-30-00	16-00-20-00	25
14-50	17-00	18-00	12-00	13-00	9-00	22	9-5	25-00-32-50	15-00-22-50	26
14-00							9-8	20-00-28-00	16-00-22-00	27
13-00d	d	d	d	d	d		9-2	31-00-40-00	21-00-30-00	28
13-50d	d	d	d	d	d	25	9-7	20-00-32-00	16-00-24-00	29
13-00		18-00			12-75	30	9-7	25-00-37-00	20-00-27-00	30
14-00d	d	13-00-15-00	d	9-00-10-00	d	28	9-5	23-00-33-00	18-00-25-00	31
13-50d	d	16-50d	d	13-00d	d	25	9-6	20-00-27-00	15-00-20-00	32
14-00							9-2	24-00-30-00	18-00-24-00	33
13-50							9-5	22-00-35-00	18-00-24-00	34
14-00							9-5	20-00-28-00	16-00-20-00	35
13-50							9-7	21-00-27-00	15-00-21-00	36
13-50d	d	18-00d	d	16-00d	d		9-6	27-00-37-00	22-00-27-00	37
14-00-15-00	d	16-00-18-00	d	11-00-14-00	8-00-12-00	25	9-7	24-00-32-00	20-00-24-00	38
14-00d	d	d	d	d	d		9-7	20-00-28-00	15-00-20-00	39
12-75d	d	18-00d	d	14-00d	d		9-5	25-00-37-00	20-00-27-00	40
14-50d	d	d	d	d	d		9-7	20-00-30-00	15-00-22-00	41
14-00							9-2	21-00-27-00	15-00-22-00	42
15-00-16-50		15-75-16-50c		10-50c	10-50	30	9-9	30-00-40-00	25-00-30-00	43
		10-50c		9-00-9-75c		30	9-9			44
			10-00	11-25		39	9-9	p	p	45
12-00	10-00	14-00			11-00	26	9-8	22-00-32-00	16-00-22-00	46
15-50	10-50	11-75	8-00	9-25		30	9-9	23-00-33-00	17-00-23-00	47
15-50	10-50	11-50	9-00	10-00		30	9-8	23-00-33-00	17-00-23-00	48
13-500			9-688	10-438	9-438	31-5	9-9	26-750	19-500	49
14-00-15-00			7-50-11-00	8-50-12-00	9-00-10-25	35	9-9	26-00-37-00	18-00-26-00	50
12-50			8-75-11-50	9-25-12-00	9-25	28	9-9	18-00-26-00	14-00-20-00	51
			7-458	9-419	11-233	28-8	10-0	27-875	20-000	52
			8-50-10-75	9-50-11-75	11-25	27	10	28-00-37-00	20-00-28-00	53
			5-50-6-00	7-00-7-50		30	10	20-00-29-00	15-00-21-00	54
			7-00	7-50	9-25	30	10	22-00-32-00	17-00-22-00	55
				11-40-13-20	13-20	28	9-9	25-00-30-00	17-00-20-00	56
d	d	d	10-000	10-750	5-233	27-8	10-3	26-125	18-625	57
			d	d	d	4-25	10-7	22-00-27-00	15-00-22-00	58
d	d	d	10-00d	11-00d	d	30	10-2	22-00-32-00	15-00-22-00	59
d	d	d	d	10-00-11-00d	6-40-8-50d	26	10-1	22-00-30-00	18-00-20-00	60
10-667			10-375	9-975	6-450	35-0	10-1	22-00-32-00	15-00-22-00	61
							10-6	23-313	17-688	62
10-50			10-75-11-75	12-25-13-25	5-50	40	10-9	20-00-30-00	18-00-20-00	63
			11-00-11-75	12-25-13-50		40	10-7	27-00-32-00v	22-00-25-00v	64
10-75				6-50	4-00	30	10-3	18-00-25-00	14-00-18-00	65
10-75					4-00-6-50	30	10-3	22-00-27-00	16-00-22-00	66
			8-25-8-75	9-50-10-00			10-8	20-00-25-00	15-00-18-00	67
				8-00	5-50		10-5	20-00-25-00	12-00-20-00	68
					12-00	35	11	20-00-30-00	15-00-20-00	69

(v) Workingmen's houses are mostly of four and five rooms; modern, \$24-\$28; semi-modern \$20-\$24.
 * Sales tax 4% in Montreal and Quebec, and 2% in the other cities in the province are not included in the fuel prices. † Workingmen's houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	June 1926	June 1929	June 1933	June 1930	June 1940	June 1941	June 1942	May 1943	June 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	100.1	93.4	67.5	73.2	81.6	90.0	95.8	99.2	99.5
Classified according to chief component material—														
I. Vegetable Products.....	135	58.1	127.9	167.0	86.2	100.6	84.8	61.5	61.9	70.6	77.7	84.4	90.4	91.3
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	100.8	107.7	58.5	71.2	77.0	89.9	102.3	106.5	106.7
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	99.7	91.6	69.9	66.6	83.9	90.8	92.0	91.9	91.9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.1	94.0	61.7	77.1	87.4	96.1	101.8	107.6	107.6
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	100.0	93.8	85.3	97.0	102.7	112.7	115.3	115.1	115.1
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	98.7	98.7	68.0	69.2	76.7	78.1	78.4	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	99.0	93.0	82.7	84.6	88.9	96.0	99.9	100.6	100.3
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	100.0	95.6	80.8	77.7	85.6	99.6	102.2	100.5	100.6
Classified according to purpose—														
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	100.6	93.4	70.4	73.7	82.5	90.6	96.0	97.3	97.5
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	99.6	96.7	63.9	71.8	78.4	88.9	98.6	102.6	103.1
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	101.2	91.2	74.8	74.9	85.3	91.7	94.2	93.8	93.8
II. Producers' Goods.....	402	67.7	133.3	164.3	98.8	100.4	93.5	64.6	68.0	77.2	84.3	88.7	93.4	93.9
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	96.9	94.0	84.8	94.9	100.4	106.3	110.2	111.2	111.2
Producers' Materials.....	378	69.1	139.0	171.0	98.2	100.8	93.4	62.4	65.0	74.6	81.8	86.3	91.4	92.0
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	99.5	98.6	78.9	88.1	94.3	108.4	114.2	119.4	119.1
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	101.1	92.2	59.6	61.1	71.3	77.3	81.6	86.7	87.4
Classified according to origin—														
I. Farm—														
A. Field.....	186	59.2	134.7	176.4	91.2	100.0	84.2	61.6	59.8	68.7	76.9	81.3	86.1	86.8
B. Animal.....	105	70.1	129.0	146.0	95.9	98.9	103.5	59.9	71.6	78.9	89.8	97.8	101.5	101.4
Farm (Canadian).....	70	64.1	132.6	160.6	83.0	98.8	93.1	52.5	63.2	64.3	71.0	81.5	92.8	94.4
II. Marine.....	16	65.9	111.7	114.1	91.7	99.4	102.8	60.3	67.2	78.2	90.0	113.2	126.1	128.3
III. Forest.....	57	60.1	89.7	151.3	106.8	100.2	93.9	61.9	76.7	87.1	95.7	101.3	107.1	107.1
IV. Mineral.....	203	67.9	115.2	134.6	106.4	99.6	93.0	79.8	84.2	90.1	96.1	98.6	99.1	99.0
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	99.2	92.9	57.6	64.9	74.0	81.8	90.5	97.9	98.5
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	100.1	91.1	70.2	73.0	80.0	88.8	91.5	92.8	92.9

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

Prices in Great Britain and Other Countries

THE tables on pages 1055 and 1056 which appear quarterly give the official and certain other index numbers of the cost of living, retail and wholesale prices in Great Britain and certain of the principal commercial and industrial countries.

As these tables are compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE.

Since the outbreak of war, control of prices, production and trade has been extended in many countries, resulting in much less movement in prices than occurred in the inflationary period during the last war.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930=100, was 163.3 for May, an increase of 0.3 per cent

for the month. Food and tobacco was 0.6 per cent higher due almost entirely to the increased duty on tobacco. Industrial materials and manufactures were practically unchanged, the only notable increase being one of 1.3 per cent in textiles, due chiefly to a substantial rise in the price of jute.

COST OF LIVING.—The *Ministry of Labour Gazette* index number, on the base July, 1914=100, was 199 at May 1, an increase of $\frac{1}{2}$ of one per cent for the month. Clothing prices were about $\frac{1}{2}$ of one per cent lower than the previous month due to the slight increase in the proportion of utility cloth and apparel on sale at lower prices than non-utility goods. The "other items" group was 7 per cent higher than the April 1, level, due chiefly to the increase of about 17 per cent in the price of tobacco and cigarettes with the increased duty.

INDEX NUMBERS OF RETAIL PRICES AND COST OF LIVING IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States		Great Britain		Newfoundland	Eire	Germany	South Africa	Sweden	India	Japan	Australia	New Zealand
	Foods, 69 cities, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Foods, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Cost of Living, National Industrial Conference Board	Foods	Cost of Living	Cost of Living	Cost of Living	Cost of Living	Cost of Living	Cost of Living Bombay	Cost of Living Tokyo	Foods, groceries and housing, 30 towns	Cost of Living
Base Period	1935-1939	1935-1939	1935-1939	1935-1939	1923	July 1914	October 1938	July 1914	1913-1914	1938=1000	July 1914	July 1933=1934	July 1914	1928-1927=1000	1928-1930=1000
1913	88.3	79.7	79.9	70.7	61.3	100	100	100	100	814	100	100	100	100	628
1914	91.9	80.0	83.9	72.6	61.0	132	125	100	100	855	100	100	100	100	676
1915	92.7	81.6	83.9	74.0	61.0	132	125	100	100	855	100	100	100	100	676
1916	93.3	83.3	83.9	74.0	65.4	161	148	100	100	908	100	100	100	100	724
1917	100.3	88.3	100.6	82.4	77.6	204	180	100	100	908	100	100	100	100	786
1918	133.3	104.5	125.4	97.8	90.5	204	180	100	100	908	100	100	100	100	850
1919	152.3	118.3	149.6	118.0	102.4	210	203	100	100	1042	100	100	100	100	912
1920	163.3	130.0	148.5	121.0	102.4	209	208	100	100	1042	100	100	100	100	1019
1921	168.1	130.0	148.5	121.0	102.4	209	208	100	100	1042	100	100	100	100	1019
1922	188.1	130.0	148.5	121.0	102.4	209	208	100	100	1042	100	100	100	100	1019
1923	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1924	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1925	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1926	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1927	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1928	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1929	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1930	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1931	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1932	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1933	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1934	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1935	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1936	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1937	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1938	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1939	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1940	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1941	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1942	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1943	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1944	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1945	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1946	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1947	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1948	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1949	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1950	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1951	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1952	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1953	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1954	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1955	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1956	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1957	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1958	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1959	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1960	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1961	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1962	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1963	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1964	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1965	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1966	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1967	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1968	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1969	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1970	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1971	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1972	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1973	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1974	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1975	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1976	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1977	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1978	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1979	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1980	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1981	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1982	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1983	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1984	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1985	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1986	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1987	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1988	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1989	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1990	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1991	143.9	121.3	139.2	119.5	101.3	258	252	100	100	1177	100	100	100	100	1034
1992	143.9	121.3	139.2	119.5	101.3	25									

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States	Great Britain		Germany	Switzerland	South Africa	India	Japan	Australia	New Zealand
	Dominion of Statistics	Bank of Commerce		Board of Trade	The Statist							
Authority	567 (h)	81	Bureau of Labour Statistics	200	1867-1877	Federal Statistical Bureau	Official (g)	Census and Statistics Office	Labour Office, Bombay	Bank of Japan	Commonwealth Statistician	Government Statistician
Number of Commodities	1926	1923	784	1930	45	400	78	188	43	October, 1900	1926-1929 = 1000	180
Base period												
		(c)			(d)			(b)				
1913—	64-0		69-8		85-0	100		1125		132		
1914—	64-4		67-3		82-4		100	(a)	100	(a)		
1915—	70-3		69-3		106-4			(a)		(a)		
1916—	81-4		83-4		130-5			(a)		(a)		
1917—	118-6		123-0		178-9			(a)		(a)		
1918—	127-7		132-0		193-1			(a)	237	(a)		
1919—	129-8	136-15	141-1		208-4			(a)	(a)	(a)		
1920—	186-49	186-49	165-8		254-6			1810	232	312		
1921—	104-8	107-36	93-4		158-2			2613	(a)	343		
1922—	98-7	98-65	99-4		134-0			1688	231	285		
1923—	100-1	98-09	99-5		126-0			1623	200	289		
1924—	96-0	95-68	98-3		120-8			1423	147	227		
1925—	97-2	104-23	98-0		115-2			1289	145	220		
1926—	85-3	86-24	84-0	90-7	94-7	133-1		161-3	124	181		694
1927—	70-5	72-33	68-9	86-8	81-7	137-8		144-1	145	(a)	1000	988
1928—	87-6	91-86	87-9	111-5	105-0	109-4		125-8	147	(a)	815	963
1929—	78-6	79-04	78-8	100-6	91-1	105-6		121	108	(a)	941	1021
1930—	72-6	69-83	75-3	88-1	88-7	107-0		123	105	(a)	893	1065
1931—	82-6	77-87	77-7	139-7	129-5	111		1269	111	306	1011	1205
1932—	91-1	86-83	88-8	153-2	148-3	112		1368	115	329	1062	1332
1933—	94-3	91-00	96-0	156-4	146-0	114		1488	140	351	1108	1361
1934—	95-0	91-82	98-7	159-6	156-6	114		1503	184	1149	1149	1358
1935—	95-2	92-13	98-8	160-7	156-6	114		1529	204	1202	1202	1412
1936—	95-8	92-52	98-6	159-8	150-4	114		1560	222	355	1231	1444
1937—	96-1	94-04	98-7	160-2	150-0	115		1570	225	353	1231	1456
1938—	96-6	91-01	92-2	159-0	149-4	115		1592	228	357	1234	1453
1939—	96-0	91-93	99-6	159-1	149-7	115		1611	229	358	1243	1456
1940—	96-8	92-69	100-0	160-1	150-4	115		1648	233	358	1243	1456
1941—	97-1	92-87	100-3	161-0	151-3	115		1671	249	358	1243	1474
1942—	97-0	92-63	101-0	161-5	152-2	115		1669	266	358	1243	1477
1943—	97-1	93-03	101-9	162-1	153-3	116		1675	255	358	1243	1477
1944—	97-5	93-94	102-5	162-1	153-2	116		1679	255	358	1243	1477
1945—	98-5		103-4	162-2	154-0	116						
1946—	98-7		103-7	162-8	154-9	116						
1947—	99-2		104-1	163-3								
1948—	99-5											

(a) Average for year. (b) First of month. (c) 15th of month. (d) End of month. (e) New series. (f) Prior to 1926, the number of commodities was 236; from January 1926, to December, 1933, 502; and since January, 1934, the number is 567.

Newfoundland

COST OF LIVING.—The index number of the Department of Health and Welfare, of the cost of living at St. John's, on the base October 1, 1938=100, was 145.3 at May 1, an increase of 0.7 per cent for the month, due to higher prices for certain foods. Other groups remained unchanged.

United States

WHOLESALE PRICES.—The Bureau of Labour Statistics index number, on the base 1926=100, was 104.1 for May, an increase of 0.4 per cent

for the month. Farm products advanced 1.5 per cent, foods advanced two per cent due almost entirely to the sharp rise in fruits and vegetables; other groups registered little or no change.

COST OF LIVING.—The index number of the Bureau of Labour Statistics, of the cost of goods purchased by wage earners and lower-salaried workers in large cities, on the base 1935-1939=100, was 125.1 at May 15, an increase of 0.8 per cent for the month. An increase of 1.7 per cent in food prices was almost entirely responsible for this increase in the family budget.

Canada's Cost of Living Index

Hon. J. L. Ilesley, Minister of Finance, Explains Factors Entering into Compilation

IN the House of Commons on July 7, Hon. J. L. Ilesley, Minister of Finance, gave a comprehensive review of the factors entering into the compilation of Canada's cost of living index.

This statement is reproduced herewith as follows:

During last night's sitting of the committee, the hon. members for Winnipeg North Centre and Vancouver East dealt at some length with the official cost of living index prepared by the dominion bureau of statistics, suggesting that it did not provide an accurate measure of recent changes in costs of living in Canada. I pointed out during the course of discussion that the wartime prices and trade board has nothing whatever to do with the preparation of the index, either directly or indirectly, and that it is based on an independent and scientific analysis by competent statisticians in the bureau of statistics which is responsible to my colleague the Minister of Trade and Commerce.

In view of the importance of the index to the government's whole wage and price stabilization policy, I have come to the conclusion, however, that I should not leave these criticisms unanswered. I am afraid that if I do so, hesitation may be interpreted as an admission that there was some validity in the criticisms. This would be most unfortunate and I want to make it perfectly clear that the government as a whole realizes the importance of the index to all those Canadians whose cost-of-living bonus is determined by it and is very much concerned to see that the index is sound and accurate and has the confidence of the public at large.

For this reason I intend giving a fairly comprehensive statement dealing with the preparation of the index. Again may I repeat that the preparation of the index has nothing to do with the wartime prices and trade board or the Minister of Finance. In effect the committee may consider that in dealing with the index I am speaking on behalf of my colleague the Minister of Trade and Commerce who is unavoidably absent to-day.

First, with the consent of the committee I wish to place on *Hansard* a copy of a recent bulletin prepared by the bureau of statistics which deals with the technique employed in preparing the cost of living index and which includes a list of the items in the index. Have I that consent? This contains many figures, and it would take a long time to read it.....

I am making a statement supplementary to it. I take this trouble, because this is a very important matter, and there is wide public interest in it. The bulletin prepared by the bureau of statistics, which I shall now place on *Hansard* deals with the technique employed in preparing the cost of living index, and includes a list of the items in the index. It is as follows:

Appendix

Prices and Price Indexes, February, 1943

Revised explanation and description of the dominion bureau of statistics cost of living index.

Introductory Note:

This memorandum describing the official cost of living index replaces the original statement, the supply of which has been exhausted. The present memo gives more attention to interpretation, and notes several minor adjustments in weights which have been made in accordance

with the bureau's practice of keeping the index in line with major changes in consumption.

Purpose:

The dominion bureau of statistics cost of living index measures the influence of changes in retail prices of commodities and services upon the cost of a representative urban wage-earner family budget. The index is specified by order in council P.C. 5963 as the basis for cost of living bonus adjustments authorized under the terms of this order.

Interpretation:

It should be clearly understood that the index is a measurement of price change. Many people use the term "living costs" to indicate the total cost of things they buy. Used in this sense, "living costs" may include different things from month to month and year to year, and likewise different amounts and qualities of the same things. A cost of living index based upon this idea would simply reflect the value of total purchases made by everyone. In normal times it would move closely in line with estimates of national income. The bureau's index is based upon a quite different idea. It measures changes in the cost of a family budget which includes the same amounts of the same commodities and services for considerable periods of time; it is revised only to take account of important "long-run" changes in consumption. It is, therefore, essentially an index which measures changes in prices.

Each index is a percentage which shows the relationship between the dollar value of the index budget for a specified period, and the corresponding dollar value of the same budget in a reference period. The bureau's standard reference period includes the five years 1935-1939. The average value of the index budget for this period is represented by 100.0. The value of the same budget in August, 1939, was 100.8 per cent of the reference budget, and the corresponding value for December, 1942, was 118.8 per cent. These figures become the cost of living index numbers for August, 1939, and December, 1942.

Because August, 1939, the last pre-war month, provides the basis for cost of living bonus adjustments, it is frequently used as a reference period. The procedure in this case is essentially the same as that described above. The value of the index budget in August, 1939, is considered as 100.0, and budget values for other months are computed as percentages of the August, 1939, value. The December, 1942, index then becomes 117.9. Indexes related to the August, 1939, budget value have become widely known as the "adjusted" indexes. They may be computed by dividing the original August, 1939, index of 100.8 into the comparable index for any other period, e.g., the December, 1942, index of 118.8 divided by 100.8 gives 117.9.

The Index Budget:

A complete list of items in the cost of living budget, together with percentages indicating the relative importance of individual items and groups of items is listed below. The basis upon which this list was selected has been described in detail in an earlier release, "Living Costs in Canada, 1940". The index budget represents annual purchases reported by a group of 1,439 typical wage-earner families in the following cities: Charlottetown, Halifax, Saint John, Quebec, Montreal, Ottawa, Toronto, London, Winnipeg, Saskatoon, Edmonton and Vancouver. These expenditures covered the year ending September, 1938.

The survey families averaged 4.6 persons and the majority had two or three children. Family earnings in many cases were supplemented by minor sources of income; total incomes for these families were heavily concentrated between \$1,200 and \$1,600. They ranged, however, from as low as \$600 up to about \$2,800 per annum. There were approximately two tenant families to every one home-owning family, and about one family in three operated a motor car. The general distribution of living expenditures for these families which represented all the principal racial groups in Canada was as follows:

Urban Wage-Earner Family Annual Living Expenditures (Year ending September 30, 1938)

Budget Group	Expenditure Averages	Percentage Distribution
Food	\$ 443.0	31.3
Shelter	269.5	19.1
Fuel and light	90.5	6.4
Clothing	165.8	11.7
Home furnishings	125.7	8.9
Miscellaneous	319.4	22.6
Health	60.8	4.3
Personal care	23.9	1.7
Transportation	79.3	5.6
Recreation	82.1	5.8
Life insurance	73.3	5.2
Total	\$1,413.9*	100.0

* Directly represented in the index. Other miscellaneous outlay brought the total family living expenditure to \$1,453.8.

Minor changes were made in the index budget in January, 1943, to take account of war-time changes in consumption, and adjustments were made in such a way that the index continues to reflect price changes only. The revised

budget measures percentage changes in prices from January, 1943, forward, but does not show increases or decreases reflecting weight differences. In other words, the value of the January, 1943, adjusted budget is exactly the same as the value of the budget it replaces.

The following items have been removed from the revised budget: coke, automobile tires and tubes, steel frying pans and bananas. These are all items which are not available in quantity to the general public. Downward weighting adjustments have been made for tea, sugar and motor operating costs. Weight removed from motor operating costs has been transferred to the recreation sub-group, since the reduction in motor operating costs represents mainly a reduction in recreational driving. The weights of deleted food items and reductions for tea and sugar have been prorated among other items in the food index. No change has been made in weights for coffee and butter. The present weight for butter provides a weekly per capita allowance of only 0.1 pound per week above the ration allowance, and the change involved in coffee would be even smaller. Such changes are not of sufficient importance to warrant weight adjustments. The steel frying pan weight has been added to the weight for cast-iron frying pans. The question of weight adjustments is under constant consideration and other changes may be made and announced from time to time to keep the index budget in line with changing consumption.

Commencing July, 1942, a change was made in the treatment of taxes on cigarettes and tobacco. Prior to that time changes in all indirect taxes affecting consumer prices had been reflected in the index. By order in council P.C. 6219 as amended, the tax imposed on June 24, 1942, on cigarettes and tobacco was excluded from indexes calculated for the purpose of reckoning cost of living bonuses.

The bureau continues to publish in the monthly bulletin "Prices and Price Indexes", a cost of living index which reflects all indirect taxation.

Comments on Group Index Numbers

The index budget is divided into six expenditure groups for which separate indexes are calculated: these are foods, fuel and light, rent, clothing, home furnishings and services, and miscellaneous items. Each group contains a list of items sufficiently large to make it representative of the merchandise field covered. It would be possible to add many more minor items without affecting the movements of the composite cost of living index by any significant amount. These additions would lengthen the time required to calculate the index and impose a greater burden upon firms making price reports, without making a corresponding improvement in the accuracy of the index. In many cases, accuracy might be reduced as comparisons on a quality, or specific quantity basis are not possible over a long period. This would be true of style merchandise such as women's hats, and also for fresh vegetables, which are frequently sold in bunches. The cost of all these omitted items is included in group weights, which represent all expenditures falling within the six groups noted above. The base period food weight of 31 per cent, for example, was reckoned from total food costs reported by survey families, although the food index includes only 45 items which represent about 75 per cent of a representative family's food expenditure.

Foods: Prices used in calculating food indexes are collected on the first business day of each month from approximately 1,600 stores including independent and chain grocers and butchers. Quotations for each of the 45 budget

items are averaged and then multiplied by the budget quantity for each individual item to find the cost for that item. These individual cost figures are added together to find the total cost of the food budget; this figure is then expressed as a percentage of the corresponding reference period cost to find the food index.

Fuel and Light: From January, 1943, the fuel and light index has been based upon changes in prices for coal and domestic rates for electricity and gas. Coke prices formerly were included for Quebec and Ontario cities. Separate indexes are calculated for coal, gas and electricity. The two last mentioned are reckoned from monthly bills for quantities which are typical of consumption in the cities represented. The bill for each city is weighted by the number of domestic consumers in order to calculate dominion indexes. The coal index also takes account of typical amounts consumed in different areas and of the population of each city represented in the index. Price changes for coal are related to kinds most used in each area.

Rents: There are two tenant wage-earner families for every home-owning wage-earner family in Canada, and the cost of living index is calculated on the assumption that housing costs generally are reflected in rental trends. Rental surveys are made by the bureau at the May and October leasing periods. Rental agents are asked to report upon the current position of rents relative to those at the preceding lease date, as indicated by their list of rental properties. In the workmen's group of dwellings, upon which the rental index is based, records are collected for houses, flats and apartments. Before reporting blanks are sent out, rent data and property descriptions reported by each agent for the last period are copied onto the new schedule in order to maintain continuity from period to period. The calculation of the rent index is similar to that for the fuel and light series, with two sub-group indexes being reckoned first for houses, and flats and apartments. Very complete weighting data have been used, recognizing the different numbers of each type of dwelling in various centres. Approximately 200 reports from 61 cities are used in making rental indexes.

Clothing: The clothing index has been based upon a carefully selected list of men's and women's apparel. It includes no children's clothing, and omits some items of adult clothing which are of considerable importance, such as women's dresses for afternoon and evening wear, women's hats, men's hats and gloves. Unusual difficulties in maintaining continuous price series on the same quality of goods occur in clothing due to style and seasonal changes which must be excluded from price comparisons based upon quality. The items in the clothing index have been selected to represent the basic materials entering into clothing in approximately the same proportions as they would be found in a complete clothing budget. Some of the items chosen to represent basic materials form a comparatively small portion of a complete budget, but are useful in measuring clothing price trends because of their standard construction. Women's woollen hose afford an example of such items. The index contains 31 items of clothing, piece goods and footwear, and price series for these have been examined individually over a period of years to test their reliability. Most apparel is composed of five basic materials, cotton, wool, artificial silk, leather, and rubber. The bureau has reduced its clothing list on the assumption that 31 accurate price series will measure the

trend of clothing prices better than a large list including items which fluctuate widely in price due to style and seasonal factors. Department stores are the source of bureau clothing prices. These distributors handle approximately one-third of the dominion's clothing trade, and make monthly price returns to the bureau, especially designed for the cost of living index.

Homefurnishings and Services: The home-furnishings and services index is a composite of eight sub-groups, including two sets of service costs in addition to actual furnishings. The eight sub-groups are: furniture, floor coverings, textile furnishings, hardware, dishes and glassware, cleaning supplies, laundry and telephone. The complete group accounted for 9 per cent of the base period index budget cost, placing it next to clothing in importance. It approximates clothing also in many details of construction. The data for furniture, floor coverings, textile furnishings, hardware, dishes and glassware are obtained from department stores and the same principle of the representation of basic materials by a comparatively small number of items is used. There are 7 items of furniture, 3 of floor coverings, 4 of textile furnishings, 4 of hardware, 2 of dishes and glassware, 4 of cleaning supplies, 3 laundry rates and one type of telephone service.

Miscellaneous: Five sub-groups, health maintenance, personal care, transportation, recreation and life insurance comprise the miscellaneous index. This list does not exhaust all remaining family living expenditures, but most of those which are left such as church contributions, the support of dependents, bank savings, etc., cannot be treated in the same way as items which are bought and sold. The index takes no account of these items which amounted to only 3 per cent of average wage-earner family living expenditures reported in the bureau's 1938 survey.

The health section is based upon prices for 6 items of household medical supplies, 2 kinds of hospital service, 3 types of doctors' fees, and rates for 6 types of dental service. In view of the stability of fees for doctors, dentists and hospitals, these records are collected only at annual intervals, while medical supplies are priced quarterly. Records for practically all

miscellaneous sub-indexes are collected from 23 of the larger cities, chosen to give adequate regional representation.

Personal care costs are represented by 7 items of toilet requirements plus fees for men's haircuts and shaves.

Three kinds of transportation are represented in the transportation sub-group: motor car, street car and railway. The two latter present no special problems, but motor car operating costs are more difficult to measure. The bureau's record is based upon service station prices of gasoline, licence fees, and wage rates for garage mechanics. It is assumed that depreciation is 37 per cent of operating costs, and that for car owners as a group it remains constant from year to year.

The recreation section includes records of motion picture theatre admissions, and newspaper, magazine and tobacco costs.

The life insurance index is based upon premiums for ordinary non-participating life policies, since these appear to give the closest possible approximation to the cost of pure risk. Averages of premiums for ages 20, 35 and 50 years have been used covering the records of 11 large companies.

The Cost of Living Index Weighting System

There are two stages in the calculation of each of the six principal group indexes from which the composite number is calculated. In the first stage, the general procedure is to multiply current price averages by budget quantities. These products are added together and the resultant aggregate divided by a corresponding base period aggregate. The resultant number is multiplied by 100.0 to secure a sub-group index for the current period. This index is then multiplied by a sub-group weight indicative of the cost of goods in this sub-group relative to all goods in the group. When all sub-groups have been weighted similarly, the group index is found by adding up this second set of products and dividing by 100.0. This routine is repeated to secure the final composite cost of living index. The second and third stages of weighting are made necessary by the fact that it is not feasible to include all items in the family budget.

The complete list of items and weights is shown following:

Weighting System of the Dominion Bureau of Statistics Cost of Living Index

Commodity weights (weekly quantities)	Cost of food items as a percentage of total food budget January, 1943		
	Sub-group weight	Group weight	
A. Food			31
1. Chain stores		1	
2. Independent Stores		2	
Dairy Products			
Milk	10.5 qts.	12.3	
Butter	2.8 lbs.	12.2	
Cheese	0.4 "	1.5	
Eggs	1.4 doz.	7.9	
Meats and Fish			
Sirloin steak	0.5 lbs.	2.1	
Round steak	0.9 "	3.7	
Rolled rib roast	0.7 "	2.8	
Blade roast	1.1 "	3.1	
Stewing beef	1.0 "	2.6	
Veal	1.0 "	3.0	
Lamb	0.3 "	1.2	
Pork, fresh loins	1.5 "	5.9	
Pork, fresh shoulder	1.0 "	3.0	

Weighting System of the Dominion Bureau of Statistics Cost of Living Index—*Con.*

A. Food— <i>Con.</i>	Commodity weights (weekly quantities)	Cost of food items as a percentage of total food budget January, 1943	Sub-group weight	Group weight
Meats and Fish— <i>Con.</i>				
Bacon	0.7 "	3.6		
Canned salmon, lb. tin	0.2 tins	0.5		
Finnan haddies	0.1 lbs.	0.3		
Vegetable shortening	0.8 "	1.7		
Lard	0.2 "	0.4		
Cereals				
Bread	12.1 lbs.	8.8		
Flour	2.9 "	1.3		
Rice	0.3 "	0.4		
Rolled oats	0.5 "	0.3		
Corn flakes, 8-oz. pkg.	1.3 pkgs.	1.3		
Dry groceries				
Granulated sugar	3.0 lbs.	2.9		
Yellow sugar	0.5 "	0.5		
Tea	0.2 "	1.7		
Coffee	0.2 "	1.0		
Cocoa, $\frac{1}{2}$ -lb. tin	0.2 tins	0.4		
Salt	0.5 lbs.	0.2		
Vegetables				
Beans	0.2 lbs.	0.1		
Onions	0.8 "	0.4		
Potatoes	0.8 pecks	3.7		
Canned tomatoes, 2 $\frac{1}{2}$'s.	0.6 tins	0.9		
Canned peas, 20 oz.	0.6 "	0.9		
Canned corn, 20 oz.	0.3 "	0.5		
Canned beans, 16 oz.	0.5 "	0.5		
Fruits				
Raisins	0.2 lbs.	0.3		
Currants	0.1 "	0.2		
Prunes	0.1 "	0.1		
Strawberry jam	0.6 "	1.2		
Marmalade	0.1 "	0.2		
Canned peaches, 20 oz.	0.1 tins	0.2		
Corn syrup, 3 $\frac{1}{2}$ -lb. jar.	0.03 jars	0.7		
Lemons	0.1 doz.	0.5		
Oranges	0.7 "	3.0		
B. Rentals				
Houses			70	19
Apartments and flats.			30	
C. Fuel and Light				
Coal			53	6
Gas			14	
Electricity			33	
D. Clothing				
		Cost of clothing items as a percentage of total clothing budget January, 1943	Sub-group weight	Group weight
		Commodity weights (annual replacement allowances)		
Men's Wear				
			41	
Top coats	0.4	7.6		
Suits	0.8	16.6		
Sweaters	0.4	1.3		
Overalls	1.0 pair	1.3		
Socks	9.0 pairs	4.6		
Underwear, athletic	1.5 sets	1.0		
Balbriggan combinations	1.0 set	0.7		
Underwear, winter	1.0 "	2.1		
Pyjamas	1.0 pair	1.7		
Shirts, work	1.0	0.8		
Shirts, broadcloth	2.5	3.3		
Women's Wear				
			36	
Top coats	0.5	12.1		
House dress	1.5	3.4		
Slips, rayon	2.5	2.5		
Hosiery, rayon	10.0 pairs	7.2		
Hosiery, woollen	3.0 "	3.1		
Vests, rayon	1.0	0.7		
Bloomers, rayon	4.0	2.9		
Bloomers, wool	1.0	1.0		

Weighting System of the Dominion Bureau of Statistics Cost of Living Index—*Con.*

		Commodity weights (annual replacement allowances)	Cost of clothing items as a percentage of total clothing budget January, 1943	Sub-group weight	Group weight 12
D. Clothing—<i>Con.</i>					
Women's Wear— <i>Con.</i>					
Nightgown, cotton	0.7	0.7			
Nightgown, rayon	1.6	2.0			
Smock	0.2	0.4			
Piece Goods				4	
Cotton dress print	3.0 yards	1.4			
Wool	0.3 "	0.6			
Flannel	0.2 "	0.3			
Celanese or rayon material	0.7 "	1.1			
Flannelette	2.0 "	0.6			
Footwear				19	
Men's work boots	2.0 pairs	5.2			
Men's oxfords	0.7 "	3.7			
Men's rubbers	3.5 "	2.3			
Women's shoes	2.0 "	7.8			
		Commodity weights (annual replacement allowances)	Cost of homefurnishings items as a percentage of homefurnishings and services sub-group budgets January, 1943	Sub-group weight	Group Weight 9
E. Homefurnishings and Services					
Furniture				33	
Dining-room suite, 9 pc.	0.06 sets	12.0			
Bedroom suite, 4 or 5 pc.	0.06 "	10.9			
Kitchen table	0.08	0.7			
Kitchen chairs	0.20	0.4			
Studio couch	0.08	5.5			
Bed springs	0.05	0.6			
Mattress	0.16	2.9			
Floor Coverings				9	
Axminster rug, 9' x 12'	0.04	4.6			
Congoleum rug, 9' x 12'	0.15	1.9			
Linoleum (square yards)	1.70	2.5			
Furnishings				15	
Sheets, 81" x 100"	1.0	3.5			
Towels, cotton terry, 22" x 44"	3.0	4.5			
Blankets, all wool, 6-8 lbs. 72"x90"	0.5	6.6			
Table oil cloth	0.4 yards	0.4			
Hardware				3	
Frying pan, iron	0.3	0.4			
Saucepan, enamel, 2½ or 3 qts.	0.5	0.5			
Garbage can, galvanized	0.25	0.8			
Kitchen broom	1.0	1.3			
Dishes and glassware				2	
Set of dishes	0.1	1.6			
Glass tumblers	2.0	0.4			
Cleaning Supplies				17	
Laundry soap	24 bars	2.5			
Soap flakes	24 packages	12.1			
Abrasive cleansers	9 cartons	1.9			
Chloride of lime	2 packages	0.5			
Laundry				6	
Sheets	} Geometric average	2.0			
Towels		2.0			
Men's shirts		2.0			
Telephones				15	
		Commodity weights (Annual replacement allowances)	Cost of medicine items as a percentage of medicine budget	Per cent	Sub-group weight
F. Miscellaneous Items					
1. Health					17
(a) Medicines				23	
Aspirin tablets, box of 12	1.3	15.1			
Epsom salts, 1 lb.	0.7	4.1			

Weighting System of the Dominion Bureau of Statistics Cost of Living Index—*Con.*

F. Miscellaneous Items— <i>Con.</i>	Commodity weights (Annual replacement allowances)	Cost of medicine items as a percentage of medicine budget		Per cent	Sub-group weight	Group weight
Boracic acid, 2 ozs.	0.3	1.6				
Tincture of iodine, 1 oz.	0.7	7.4				
Zinc ointment, 1 oz.	0.7	5.2				
Cod liver oil, large bottle	1.3	6.6				
(b) Hospital charges				17		
Semi-private room	1					
Public ward bed	1					
(c) Doctors' fees				42		
Office consultation						
Ordinary day visit			Geometric average			
Ordinary confinement						
(d) Dentists' fees				18		
Amalgam filling						
Porcelain filling						
Gold filling			Geometric average			
Upper and lower dentures						
Ordinary extraction						
Prophylaxis						
			Cost of individual items as a percentage of personal (Annual cleaning replacement supplies allowances) budget			
2. Personal Care					9	
(a) Personal cleaning supplies				58		
Talcum powder, tins	1.3	2.3				
Tooth paste, tubes	21.7	37.6				
Tooth brushes	8.7	13.6				
Shaving sticks	2.2	3.7				
Toilet soap, bars	52.2	23.6				
Vaseline, jars	1.3	1.0				
Razor blades, packages of 5	13.1	18.2				
(b) Barbers' fees				42		
Haircut (men's)	5					
Shave	2					
3. Transportation					21	
	(Percentages)					
(a) Motor operating costs				49		
Gasoline	44					
Repairs and maintenance	10					
Licences	9					
Depreciation	37					
(b) Rail fares		5				
(c) Street car fares		46				
4. Recreation				31		
(a) Theatre admissions		23				
(b) Newspaper costs		22				
(c) Magazine costs		4				
(d) Tobacco costs		51				
Cigars						
Cigarettes			Geometric average			
Cut tobacco						
5. Life Insurance				22		

For the expert statistician this is perhaps sufficient, but I feel that the committee would appreciate some general comments of a less technical nature which may help to explain just how the index is prepared and what it means. These are based in the main on information supplied by the bureau of statistics.

The index is a measure of the month to month changes in the cost of living of the

average Canadian wage-earner's family. In 1937 and 1938 the bureau made a study of the living expenses of nearly 1,500 Canadian families. These families were specially picked as typical wage-earning families; each consisted of a husband and wife and one child or more. The average number of people in the family was 4.6, and the average family income was \$1,453 a year. Officials from the bureau

asked these families to keep a careful record of their expenditures during the twelve months from October, 1937, to September, 1938. It was on the basis of these records that the bureau knew how much importance to give to the various kinds of food, clothing, recreation and all other things that come into the family budget. They divided the cost of living up into the six main groups and found that they occupied the following proportions of the average living expenses of the families that were surveyed: food 31 per cent, fuel and light 6 per cent, housing 19 per cent, clothing 12 per cent, home furnishings and services 9 per cent, miscellaneous items 23 per cent.

It has been argued that conditions have changed a good deal since that budget was prepared in 1937 and 1938. There are some goods that cannot be bought to-day, and the purchase of other goods is limited by rationing. I want to make it clear that the bureau takes such changes as these into account. For example, automobile tires and tubes, steel frying pans, and bananas have been removed from the index since they are no longer regularly available. The weighting given to tea, sugar and motor operating costs has been reduced on account of rationing. Some changes in buying habits are so small as to have a negligible effect on the index, and in such cases, of course, there is no point in making adjustment. I should also point out that when the bureau takes an item from the index, that does not mean that the total living expenditures have been reduced. The amount of money that was formerly spent on these articles is regarded as being distributed among other items in the index.

It is important to realize that the index aims to record a fixed standard of living. During the war, and particularly during its early years, many families increased their family income, and as a result have bought better clothes, more expensive food, etc. The index does not and should not record higher living expenses due to better living. If it did it would indicate not a higher cost of living but a higher standard of living.

Now, let me revert for a moment to one of the most frequently expressed criticisms of the index. Many people want to know how it can possibly be maintained that the cost of living has only gone up 17 per cent during the war in view of the rise which has taken place in foods. They point to stewing beef which has risen by 78 per cent, lard which has risen by 73 per cent, round steak which has risen by 66 per cent during the war, and so on.

It is perfectly true that those particular foods have risen by that amount, but the committee should remember that they represent

only a small part of the cost of living. All foods put together represent less than a third of the cost of living index, and while some foods have risen substantially, other foods such as bread, sugar, etc., have remained steady, and milk has actually declined in price. These are important foods, and occupy a much larger part in the weekly family budget than many of those foods which have risen in price.

Foods in the cost of living index have risen by 31·8 per cent since the beginning of the war. This is a substantial rise, most of which occurred before the application of the price ceiling. It is also the part of the cost of living of which the housewife is particularly aware since she sees the effect of it upon her allowance for housekeeping expenses. The other items, which in many households are paid by the husband, have not risen by anything like this amount since the beginning of the war. Fuel and light have risen by 14·1 per cent, housing by 7·4 per cent, clothing by 20·3 per cent, home furnishings and services by 16·7 per cent, and miscellaneous items by 6·8 per cent. The total index has risen by 17·6 per cent since August, 1939, but of this only 2·2 per cent since the establishment of the ceiling.

The point I want to make here is that the cost of food has risen by more than the other groups in the index, and the cost of certain particular food items has risen by a good deal more than the cost of food as a whole. Now many people tend to regard the cost of living as just the cost of food. They forget that the cost of living also includes rent, and clothing, and electric light, and life insurance, and doctors' bills, and many other needs which have increased in price a great deal less than has food.

Another question which is frequently asked concerns the accuracy of the price reports made to the bureau.

The bureau does not rely entirely on reports from storekeepers. In addition to the reports which it receives from storekeepers, it has its own representatives in most of the principal regional centres, and it may appoint others before long. These representatives obtain the prices needed each month by personal visits to stores. It may interest the committee to know that these representatives periodically visit smaller towns so as to make a check on the trend of prices throughout the region.

I should now like to say a word on deterioration of quality, which is a live topic at the moment. For many years the bureau has asked firms reporting prices for clothing and home furnishings to make at the same time estimates of any changes of quality in the goods. When the bureau receives a report of a reduction in quality, this reduction is treated just as if it were a price increase of the same amount. The

bureau, furthermore, instructs its field representatives to be on the watch for quality deterioration when obtaining price reports.

It must be remembered that there are two types of quality deterioration: that which shortens the life of an article, and that which affects its appearance without shortening its life or reducing its serviceability. If a man finds that a suit now stands only three-quarters of the wear that a similar suit used to stand, the cost of his clothes over a period of years has risen, although the price remains the same. It is obviously reasonable to include deterioration of that type in the cost-of-living index. Suppose, on the other hand, the man finds that the suit he now buys is less attractive than it used to be, the material rougher perhaps or with less novelty in pattern but it still lasts every bit as long as it used to. He could not then claim that this quality deterioration had affected his cost of living.

There have been complaints that many cheap lines of goods are now off the market, and that it is necessary to buy more expensive brands. In such cases the bureau puts the price of the more expensive brands into the index. Stores have instructions not to report the price of any article which is not readily available, but instead to send in the price of the next more expensive article that is readily available.

A list of the items included in the index has been published, and comments have been made on the large number of items entering into an average family's normal budget which are not on this list. These omissions may be difficult to understand but the reason is that it is not practicable to get direct price quotations for every item in the family budget. The bureau instead obtains price reports on what are regarded as typical items, "weighting" those prices sufficiently highly to cover all the items that ought to be in the group. I would take as an instance, foods. Many foods have wide seasonal price changes, and as a result the consumption of them varies. People eat them in quantity when the price is low and eat less when the price is high. Shifts in consumption from season to season and year to year, as crops vary, are so great that it is extremely difficult to give these foods a correct degree of importance in the budget. There is also the problem of obtaining comparable prices. Many of the fresh vegetables in particular are not always sold upon a weight basis, so that price changes may actually reflect quantity differences as well. To include these items might well result in the index becoming less rather than more accurate.

The bureau of statistics, therefore, picks out those food items on which a representative price can be obtained from month to month.

The index includes forty-four food items which represent about seventy-five per cent of the total cost of foods in the budget on which the index is based. Those foods on which a price is not obtained are considered to have risen by the same proportion as those foods on which price reports are made.

The bureau has often been asked whether the restricted number of foods in the index makes it less reliable. In order to test this possibility a check was made. An experimental food index was computed on the basis of only fifteen items; round steak, blade roast, rolled rib roast, pork loins, bacon, milk, butter, eggs, flour, sugar, potatoes, corn syrup, marmalade, oranges and lard. This index, with one-third of the items in the official index, shows a wartime rise to May, 1943, of 30.3 per cent, which is only 0.5 per cent less than the increase for foods shown in the official index. I might mention, incidentally, that the number of food items included in the Canadian index compares favourably with those in the indexes of other countries.

Food, of course, is not the only group where difficulty is experienced in getting representative prices. Another difficult group is clothing, which also includes many items seasonal in character. A lady's hat may sell in season at \$4.95 and be cleared later at \$2.98 or less. The same is true of dresses, coats, and many other items. To include prices for these things in the index would cause erratic movements which would not follow the basic changes in clothing prices. Therefore, the bureau has selected a comparatively small list of twenty-nine clothing items which are of fairly standard construction and have no pronounced seasonal price movements. These items represent in proper proportion all the important materials used in making clothing, i.e., cotton, wool, rayon, rubber and leather. The bureau assumes and I think with reason, that the change in cost of these items gives a correct record of the rise or fall in all clothing prices.

Having dealt with the cost-of-living index itself I now wish to make a few remarks on related topics which are more strictly the concern of the Minister of Finance.

In the course of his remarks the hon. member for Winnipeg North Centre referred to the effect of direct taxes, such as income taxes, on the cost-of-living index. This is a question that is raised from time to time and I think merits a fairly full explanation. The hon. member said and I quote:

But the bureau apparently does not take into consideration any of the direct taxes paid by the people of Canada. Yet these taxes have increased tremendously, and add to the cost of living.

If the committee will consider the matter carefully I think they will agree that to include direct taxes in the cost-of-living index would be quite inappropriate and would indeed defeat the whole purpose of our wartime financial programme.

The cost-of-living index measures changes in the cost of living of the average wage-earner's family. It is an index of prices like an index of wholesale prices or an index of retail prices. If prices go up the index goes up; if prices go down the index goes down. To the extent that taxes such as excise and customs taxes which are indirect taxes enter into prices, they are, of course, reflected in the index. The only exception to this is the increased war taxes on cigarettes and tobacco which were excluded for a specific and, I think, obvious reason.

Direct taxes, on the other hand, do not affect prices. They are taxes on incomes, that is, they reduce the amount available for spending. If the hon. member's argument were sound that direct taxes affect the cost of living, it would follow that the cost of living of the rich man had risen many times more rapidly than that of the man with a low or moderate income. Equally absurd, it would mean that the cost of living of the man with a family had risen less sharply than the cost of living of a single man with the same income.

I would also point out that if an attempt were made to include income taxes in the cost-of-living index, there would have to be an individual cost-of-living index for each taxpayer as taxes vary enormously from individual to individual depending upon income, family responsibilities and personal circumstances. An average would mean absolutely nothing.

But there is a very much more important reason for not including direct taxes in the cost-of-living index. When, as acting Minister of Finance, I delivered the first Canadian war budget speech on September 12, 1939, I said:

We shall be guided by the belief that all our citizens will be ready to bear some share of the cost of the war, but we shall insist on the principle of equality of sacrifice on the basis of ability to pay.

If income taxes were included in the index, this principle would be nullified, for since the cost-of-living bonus is determined by the cost-of-living index the bonus would be increased by approximately the amount of the increase in the income tax. Thus people getting the bonus would pay little or no income tax. Furthermore, it is to be remembered that only certain groups are eligible for the bonus. To these, in effect, taxes paid

would be rebated, leaving more to be borne by those who are not eligible for the bonus.

The hon. member then went on to say, and I want to deal particularly with this phase of his argument, that "part of the money paid in taxes is being used to subsidize prices. Part of what we pay in taxes is actually part of the price which we pay for some of our food." The hon. member appears to be arguing that the policy of paying subsidies in order to stabilize the cost of living is a case of transferring money from one pocket into the other, of robbing Peter to pay Paul.

The truth is, of course, that subsidies designed to keep down the cost of living serve a very definite and useful purpose and that, used judiciously, they are essential to any general policy of price stabilization, serving the dual purpose of ensuring supply and of protecting the standards of life and of those receiving low or moderate incomes.

A rise in the cost of living produces unequal effects upon various sections of the population. It is true that some individuals might manage to cover the added costs of living by the increases in their incomes resulting from the higher prices. Perhaps the unmarried industrial worker drawing cost-of-living bonus would be in that fortunate position. But his fellow worker, married and with a family, is not so well placed. His cost-of-living bonus is exactly the same as that of the single man, yet he has not one but several mouths to feed. A stable cost of living is very much in his interest. It was not overlooked, also, that a rise in the cost of living affects everyone, whereas certain important groups—farmers, small proprietors, pensioners and all those whose incomes make them ineligible—do not receive the cost-of-living bonus.

As to the cost of subsidies, this is borne, not in proportion to benefits received—then it would be a meaningless transfer from one pocket to the other—but like any other war cost, in accordance with ability to pay. The family man who benefits most from stabilized living costs pays his share of subsidy costs not directly in proportion to the benefits received but, on the contrary, according to his taxes, which vary inversely in proportion to the number of his dependents. Rich and poor benefit in proportion to what they consume; they pay in accordance with their income. In other words, the payment of subsidies distributes the burden of rising costs according to ability to pay. Far from being a policy of robbing Peter to pay Paul, the payment of subsidies to stabilize the cost of living is sound and in the best interests of the very groups in the community on whose behalf my hon. friend so often speaks.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

Commission set up to carry out recommendations of United Nations Food Conference

An. Interim Commission has been established in Washington for carrying out the recommendations of the United Nations Conference on Food and Agriculture held at Hot Springs, Virginia, from May 18 to June 3. The Commission contains representatives of the forty-four Allied countries which participated in the Conference, and will meet under the chairmanship of the Canadian representative, Mr. L. B. Pearson.

Mr. Pearson is Minister-Counsellor in the Canadian Legation at Washington, and was a leading member of the Canadian delegation to the Hot Springs Conference.

The Conference adopted important resolutions designed to assist in freeing the peoples of the world from want in the post-war period (L.G., July, 1943, p. 908). Among the problems discussed were the setting of objectives for food production, sufficiently high in quantity and quality to maintain the health of all peoples, and the better distribution of food products. The newly-appointed Commission will attempt to carry out the recommendations, and is also charged with the duty of formulating for consideration by each member Government a plan for a permanent international organization in the field of food and agriculture.

National Physical Fitness Act passed by Parliament

Legislation intended to promote the physical fitness of the people of Canada has been passed by the Dominion Government in the form of a National Physical Fitness Act. In explaining the bill in the House of Commons, the Minister of Pensions

and National Health, Honourable Ian MacKenzie, commented:

"In the last two or three years in particular we have had brought home to us the fact that the standard of physical fitness among our people has not been as high as we should have liked it to be. The figures with regard to enlistments have brought that fact strongly home to us."

The Act provides for the establishment of a National Council on Physical Fitness with the power to:

- (a) assist in the extension of physical education in primary and secondary schools and universities and in all educational and other establishments;
- (b) encourage, develop and correlate all activities relating to physical development of the people through sports, athletics and other similar pursuits;
- (c) train teachers, lecturers and instructors in the principles of physical education and physical fitness;
- (d) organize activities designed to promote physical fitness and to provide facilities therefor; and
- (e) co-operate in the amelioration of physical defects amenable to improvement through physical exercise.

The Council is to consist of from three to ten members, appointed by the Governor in Council. A grant of \$225,000 is made available to be divided among the provinces on a population basis, with an additional \$25,000 for national administration. Provinces which agree to take part in the scheme will contribute an amount equal to the grant they receive.

The Minister explained that: "It is proposed that each province shall have a member on the council of physical fitness, and the national director will be the only paid official. . . . The program is not one of compulsion or coercion in the slightest degree; it is one of co-operation. . . . with other departments of Government . . . with the provincial governments and with voluntary agencies and individuals who are carrying out work along these lines."

In reply to a question, the Minister indicated that the amount of money to be expended on the scheme would be sufficient to set it in operation, so that its possible weaknesses and strengths might be tested before embarking upon a more comprehensive program.

**Increase in
maximum
pension payable
to aged and
blind persons**

An increase in the maximum pension payable to aged and blind persons was announced by the Minister of Finance, Honourable J. L. Ilsley, on July 24. The increase is from \$20 to \$25 a month. It is allowed under an Order in Council (P.C. 6367, August 10) which authorizes the Dominion to enter into supplementary agreements with the provinces enabling a special war supplement not exceeding \$5 per month to be paid, in addition to the regular pension payable under the Old Age Pension Act as it stands at present.

The Minister stated: "All the terms and conditions under which the present pensions are payable, including the present sharing of the amount of pensions paid in the ratio of 75 per cent and 25 per cent by the Dominion and the provinces respectively, and the provisions regarding maximum total income, will be continued, except for the appropriate adjustment in regard to the provisions of the act covering maximum pension and allowable outside income. In so far as the Dominion is concerned, the supplementary war pension need not disturb the supplementary pensions now being paid in several of the provinces; that is entirely a matter for the decision of the provincial governments concerned."

He said that all nine provinces had made representations to him that supplementary payments should be made, and that the Dominion should bear its share of the cost.

**C. H. Bland
named to
Selective Service
Advisory Board**

National Selective Service Advisory Board.

The Honourable Humphrey Mitchell, Minister of Labour, announced recently the appointment of C. H. Bland, B.A., chairman of the Civil Service Commission, as a member of the

The Board, authorized by Order in Council, advises the Director of National Selective Service on the utilization of manpower in the prosecution of the war, and on the administration and enforcement of National Selective Service Civilian Regulations (L.G., March, 1943, p. 314). The Board's membership consists of representatives of organized labour, of employers, of agriculture, of veterans and of Government departments. The Civil Service Commission had not previously been represented.

The appointment of Mr. Bland to the Board has been arranged, the Minister of Labour stated, with the object of broadening the scope of Selective Service, as it is expected that Mr. Bland's membership on the Board will make for closer working arrangements with regard to the availability of manpower, as between the Government service and industry. In addition the Board will gain the experience and advice of an outstanding official, the Minister added.

**Cost of
living index
rises
fractionally**

The Dominion Bureau of Statistics cost-of-living index advanced from 118.5 on June 1 to 118.8 on July 2, 1943. This index which has been specified as the basis for calculating cost-of-living bonus adjustments under Order in Council P.C. 5963 has increased 17.9 per cent between August, 1939 and July, 1943. Since February the index has risen steadily, with the total increase amounting to 1.9 points. It now stands exactly on a par with the December, 1942 index, and is 0.9 points above the July, 1942 index upon which the last cost-of-living bonus was authorized. Since the index number has not advanced by as much as one whole point since July, 1942, no change in the cost-of-living bonus was ordered by the National War Labour Board.

Foods continued to be mainly responsible for the further advance. The food index rose from 130.9 in June to 131.8 for July; the total increase in the food index since February has amounted to 5.1 points. Prices for eggs, lamb and potatoes showed the largest advances in July and there were fractional increases in other meats. Butter and oranges were moderately lower. Two other group indexes advanced in July, fuel and lighting from 113.0 to 113.4, and clothing from 120.4 to 120.5. Other groups remained unchanged, rents at 111.5, home furnishings and services at 117.8, and miscellaneous items at 108.2.

Employment and industrial Statistics

The latest statistics available reflecting industrial conditions in Canada are shown in the table below.

The index of employment calculated by the Dominion Bureau of Statistics advanced 1.6 per cent between May 1 and June 1 from 178.2 to 181.1. While this increase exceeded the contra-seasonal decline

recorded at May 1, it was stated to be substantially less than the increase usually recorded at June 1 in other years since 1920. At the beginning of June the index was 1.4 per cent lower than at the beginning of the year and this also was contrary to the usual experience as recorded since 1921. Factors in the decline were stated to be enlistments in the armed forces coupled with the difficulty

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	July	June	May	July	June	May
Employment Index ⁽¹⁾		181.1	178.2	175.7	171.7	167.4
Unemployment percentage (trade union members)..... ⁽²⁾	0.6	0.7	1.0	2.5	2.4	3.3
Index numbers, aggregate weekly payrolls..... ⁽³⁾		143.6	139.8	129.5	125.3	123.8
Per capita weekly earnings..... ⁽⁴⁾		30.91	30.59	28.49	28.20	28.59
Prices, wholesale Index ⁽¹⁾		99.5	99.2	96.1	95.8	95.2
Cost of living Index ⁽⁴⁾		118.8	118.1	117.9	116.7	116.1
Retail sales unadjusted index..... ⁽⁴⁾		158.5	162.8	137.3	154.5	159.1
Retail sales adjusted index..... ⁽⁴⁾		155.3	154.5	150.4	151.1	149.0
Wholesale sales..... ⁽⁴⁾		174.8	163.6	154.3	167.6	158.7
Common stocks index..... ⁽⁴⁾	190.9	86.3	83.7	62.4	62.8	62.0
Preferred stocks index..... ⁽⁴⁾		113.3	110.1	95.7	96.5	95.4
Bond yields, Dominion index..... ⁽⁴⁾	197.3	97.3	97.3	98.7	98.8	99.5
Physical Volume of Business Index ⁽⁴⁾		232.4	231.8	203.7	200.0	195.5
INDUSTRIAL PRODUCTION ⁽⁴⁾		267.2	267.8	229.4	221.1	217.3
Mineral Production..... ⁽⁴⁾		295.5	285.0	213.3	196.3	211.3
Manufacturing..... ⁽⁴⁾		285.6	286.8	246.2	235.7	232.5
Construction..... ⁽⁴⁾		73.6	91.3	118.7	157.1	95.8
Electric power..... ⁽⁴⁾		161.6	161.2	145.8	146.6	146.1
DISTRIBUTION ⁽⁴⁾		160.5	157.2	150.5	153.9	150.2
Carloadings..... ⁽⁴⁾			142.5	148.1	141.4	142.3
Tons carried, freight..... ⁽⁴⁾			190.8	176.2	188.1	182.3
Bank debits to individual accounts ⁽⁵⁾		4,349,608,534	5,423,710,780	3,704,132,691	3,767,042,291	3,790,963,595
Bank notes in circulation..... ⁽⁵⁾		674,800,000	687,500,000	514,200,000	507,066,232	488,500,829
Bank deposits in savings..... ⁽⁵⁾		1,782,136,499	1,732,289,784	1,653,596,566	1,598,136,326	1,555,675,615
Bank loans, commercial, etc..... ⁽⁵⁾		1,147,522,832	1,153,505,824	1,016,658,023	1,049,170,065	1,115,096,158
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	268,477	271,493	262,095	264,564	266,384	261,392
Canadian National Railway, revenues..... ⁽⁸⁾			32,977,200	29,287,800	28,181,800	26,386,100
Operating expenses..... ⁽⁸⁾			25,338,858	22,776,953	21,255,962	19,369,848
Canadian Pacific Railway, traffic earnings..... ⁽⁸⁾		24,698,217	24,205,061	21,926,008	21,244,666	21,522,075
Canadian Pacific Railway, operating expenses, all lines..... ⁽⁸⁾		20,276,780	19,891,648	18,657,557	17,070,301	17,288,515
Steam railways, freight in ton-miles..... ⁽⁸⁾			5,459,854,000	4,705,005,000	4,806,795,000	4,891,261,000
Building permits..... ⁽⁹⁾		7,895,250	8,663,057	8,341,741	12,934,835	9,255,740
Contracts awarded..... ⁽⁹⁾	16,166,900	20,478,700	23,486,900	32,093,400	46,756,200	23,895,000
Mineral production—						
Pig iron..... tons		147,889	154,476	172,153	167,961	171,386
Steel ingots and castings..... tons		239,501	271,737	256,560	254,163	272,247
Ferro-alloys..... tons		18,151	17,971	16,718	14,664	19,428
Gold..... ounces		313,396	313,396	428,323	427,982	428,798
Coal..... tons		1,346,851	1,300,619	1,474,462	1,386,452	1,316,862
Timber sealed in British Columbia bd. ft.		268,535,286		245,869,370	298,037,401	338,253,210
Flour production..... bbls.		1,855,461	2,099,996	1,590,219	1,335,177	1,481,449
Footwear production..... pairs		2,830,719	3,018,911	2,597,862	2,891,123	2,816,452
Output of central electric stations..... k.w.h.		3,355,032,000	3,502,819,000	2,965,671,000	3,043,200,000	3,174,764,000
Sales of insurance..... \$			49,023,000	44,259,000	43,357,000	43,086,000
Newsprint production..... tons			254,050	241,180	242,760	251,830

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended July 29, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public.

(7) Figures for four weeks ended July 31, 1943, and corresponding previous periods.

(8) MacLean's Building Review.

of securing replacements for industry; changes in the volume and kind of production in certain industries; and growing shortages of materials and labour for civilian production and services. The index of aggregate weekly pay rolls was 2.7 per cent higher at June 1 than at May 1, 14.5 per cent higher than June, 1942, and 43.6 per cent higher than at June 1, 1941. Per capita weekly earnings averaged \$30.91 at June 1; \$28.20 at June 1, 1942; and \$25.25 at June 1, 1941.

The index of the physical volume of business recorded a slight increase in June as compared with May but was lower than in April in which month the index was higher than at any time in the record. The increase in June as compared with June of last year was 16.2 per cent. Three of the five principal groups, namely, mineral production, output of electric power and distribution recorded advance in June as compared with the previous month while manufacturing and construction were lower.

For the first six months of 1943 the index of the physical volume of business averaged 18 per cent higher than for the corresponding period in 1942. Manufacturing production averaged 26.1 per cent higher in the same comparison, mineral production 14.4 per cent higher, consumption of electric power 8.9 per cent higher and the number of tons of railway freight 5.1 per cent greater. The general index of employment averaged 8.6 per cent higher. The receipt of gold at the mint declined 19.3 per cent, coal production 6 per cent, newsprint production 12.9 per cent, and steel ingot production 3.9 per cent in the six months' comparison.

Industrial Disputes Investigation Act

Ten applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of July. Seven

boards submitted their reports; four boards were established, and the constitution of four boards was completed during the month. Fourteen disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from Commissioners in five cases. One dispute was referred to an Industrial Relations Officer. The settlement of six disputes was reported, agreement having been reached between the parties. Six applications were withdrawn during the month and one application rejected. A strike vote was conducted in one case.

Rates of pay for prisoners of war on labour projects

Wage scales have been established for prisoners of war employed on labour projects outside internment camps, by a recent Order in Council (P.C. 5550, July 29). The rates provide a minimum daily wage complying with the Prisoner of War Convention concluded at Geneva in 1929. With a view, however, to obtaining maximum production, the rates are to be calculated on an incentive basis where possible.

The Order authorizes the establishment of wage scales on either of the following bases, as is deemed advisable having regard for the nature of the work:

(1) A daily wage rate of not more than fifty cents per day for an eight-hour work day;

(2) Piece-work wage rates, appropriate to the nature of the work, which will permit of earning on a production basis equal to approximately fifty cents per day.

A summary of the procedure being followed in the employment of prisoners of war in agriculture and other projects was given in the JUNE LABOUR GAZETTE (page 741).

There has been a substantial demand for such labour, in particular by farmers. Because of the expense, inconvenience and working time lost in the process of taking prisoners from labour camps to their place of employment and returning them daily, a second Order (P.C. 5864, July 24) has authorized that arrangements may be made where convenient for prisoners to reside upon the premises of persons employing their services.

Number of Government annuities sold in fiscal year 1943

A statement issued by the Department of Labour shows that the Annuities Branch of the Department sold annuities in respect of 9,608 persons during the fiscal year ended March 31, 1943: 5,437 contracts were sold to individuals, while 4,171 certificates were issued in favour of persons covered by group contracts. Annuities sold were for an average face value of \$304 per contract or certificate. The group contracts represent the purchase of Dominion Government Annuities under employee pension plans, for the most part.

At March 31, 1943, 81,627 annuity contracts or certificates sold by the Department were still in effect, with annuities presently payable in the case of 26,361, while benefits were still deferred in the case of 55,266. The balance to the credit of the annuities fund at March 31 was \$190,298,479.

A total of 1,343 immediate annuities were sold during the fiscal year, having been purchased chiefly by older people wishing to ensure a regular income in exchange for savings. Other annuities sold were deferred annuities, purchased as a means of savings.

The number of annuities sold during the year was larger than in any preceding fiscal year except 1940-41 when the total number of persons involved in contracts issued was 11,994. The total net receipts, although about \$800,000 in excess of the year before, were less than in two earlier fiscal years, 1935-36 and 1936-37: receipts in the latter year reached a peak of \$23,614,823.95.

Workmen's compensation rates raised for children on farms in Britain Under a new arrangement just announced by the Government, boys of 12 and 13 years working on farms in Great Britain are to receive the same compensation under the Workmen's Compensation Act for injuries arising out of their employment as received by boys of 14 and over employed full-time in agriculture. In the past, employers of boys under 14 on farms have paid an insurance contribution of one penny per boy-hour to provide compensation in case of injury. These rates will not be changed but the Government will contribute the additional amount necessary to bring the compensation for boys under 14 up to the compensation paid to boys over 14.

Under wartime regulations children over 12 and under 14 may be exempted from attendance at school for 20 half-days in any year, or for such longer period as an inspector authorizes, to engage in farm work (L.G., 1942, p. 656). Hours of work both during the term and holidays must not exceed seven a day and 36 a week, and spells are limited to four hours with a full hour's break at the end of a spell. Wages must not be less than the statutory rates prescribed for agricultural workers. For children under 14 the minimum rate is 5d. per hour. Suitable arrangements must be made for supervision and transport, and local education authorities may require medical certificates of fitness. The employment of children under 12 is prohibited by the Children and Young Persons Act.

Membership of largest trade union increases

Membership of the Transport and General Workers' Union in Great Britain—reported to be the largest trade union in the world—now stands at a new high

level of 1,133,165, of whom 274,219 are women, according to the report of the executive council for the year to December 31, 1942. Income

during 1942 totalled £1,325,464, also a record. The union's total balance is now £2,399,491.

The report of the women's section shows that 205,407 women have joined during the past two years.

Millions served in industrial canteens in Great Britain

Some 3,500,000 people, or about a quarter of the total working population of Britain, eat their midday meals every day in industrial canteens, according to

Mr. W. Mabane, Parliamentary Secretary to the Ministry of Food in Great Britain. At a canteen catering conference in London recently he declared that wherever the work was hard the rations allowed to industrial canteens were more than allowed to so-called luxury hotels. He said the Government is in favour of improving the nutritional quality of meals.

U.S. employers and workers urged to settle own disputes

The United States National War Labour Board recently issued a unanimous statement calling on employers and workers to implement their no-strike and no-lock-

out pledges by developing grievance machinery for the prompt and peaceful settlement of disputes arising out of the interpretation and application of collective agreements. Such machinery should, in the Board's opinion, "provide for the final and binding settlement of all grievances not otherwise resolved.... by an arbitrator, impartial chairman or umpire under terms and conditions agreed to by the parties."

The statement deplored the growing tendency to refer disputes over collective agreements to the Board which was not in a position to handle them. It pointed out that proper grievance procedure under collective agreements has in the past, "preserved collective bargaining as a basic democratic institution in the total war effort.... prevented abuse of the no-strike—no-lockout agreement," and "removed obstacles to high morale and maximum production." In the words of William H. Davis, Chairman of the Board, "This problem of the adjustment of grievances that arise over the interpretation of a contract is at the grass roots of the whole relation between employers and employees."

The Board recommended that prompt initial attention should be given to all grievances by those in the plant who have intimate knowledge of the dispute. Grievance procedure should be worked out by employers and workers and adapted to the needs of the individual plant. If settlement by negotiation fails, arbitration should be applied to a dispute.

Union workers to help in reducing absenteeism

Representatives of the Mine, Mill and Smelter Workers' Union have been given authority in one of the plants of the Aluminum Company of America to apply their own methods in reducing absenteeism and labour turnover.

The plan, as outlined by the local director of the U.S. War Manpower Commission, is as follows:—

(1) Chronic truants will be interviewed by a Union committee in private offices provided by the plant management;

(2) Union representatives will visit homes of employees absent without explanation;

(3) Employees will collaborate with management in investigating possible incentive and competitive systems to combat absenteeism;

(4) No statement of availability will be issued to any employee desirous of quitting his job until such employee has discussed the question with a Union representative;

(5) All new employees will be interviewed by their co-workers, who will explain plant policies, practices and lines of promotion.

The plan is to be administered by an all-worker committee, which will use plant bulletin boards for publicizing its various features.

Good lighting standards recommended for efficient work

The American Illuminating Engineering Society's latest revision of its "Code of Lighting: Factories, Mills and Other Work Places", has recently been reprinted by the Division of Labour

Standards of the United States Department of Labour under the title "Industrial Hygiene and Plant Efficiency through Good Lighting." The Code was first issued in 1915 and has been revised several times. It was approved by the American Standards Association. The reprint contains many illustrations of modern lighting systems in various types of factory. The advantages of good lighting are emphasized and detailed standards recommended for both natural and artificial illumination. In both Britain and Australia somewhat similar standards of lighting have been made compulsory as a wartime measure to improve production and ensure adequate lighting for night workers. (L.G., 1942, pp. 678, 1299.)

"Good lighting speeds production. It is essential to the health, safety and efficiency of workers," declared the Director of the Division of Labour Standards in the letter of transmittal prefacing the publication. This statement is amplified in the pamphlet which lists as advantages of good lighting, greater accuracy

of workmanship resulting in less spoilage and improved quality, greater safety, better utilization of floor space, more easily maintained plant cleanliness and neatness and better supervision of employees. For the worker it means less eyestrain and consequently greater efficiency and improved morale which reduces labour turnover. These advantages result in increased production and decreased costs.

The lighting problems of each plant should be studied jointly by the electrical engineering, operating and safety departments. Both the quality and quantity of the light must be considered. Glare, contrasts, shadows, colour, diffusion and direction of light all affect the quality of light. It is pointed out that "many factors associated with poor illumination, such as glare, light reflected from the work, and dark shadows, hamper seeing and cause after-images and excessive visual fatigue which are important contributing causes of industrial accidents". As regards quantity, a detailed table of "recommended minimum standards for industrial interiors" is given in the pamphlet. For example, tasks which involve the discrimination of extremely fine detail for similar tasks where the degree of contrast is fair. Stenographic work requires 50 footcandles, switchboards in power plants or engine-rooms, 30 footcandles, assembly work in automobile plants, 20 footcandles, and leather tanning, 10 footcandles.

When natural lighting is used, it is recommended that automatic photoelectric controls should be installed to adjust lighting to changes in daylight. The proper types of windows, skylights and shades are discussed. Artificial lighting is divided into general and supplementary lighting. The latter provides additional illumination at special points such as places where gauges must be read. The different types of direct and indirect lighting and the advantages of each are described, and attention drawn to the importance of painting ceilings a light colour to reflect light where indirect illumination is used.

Maintenance of lighting equipment and adequate electrical wiring are also stressed. It is recommended that the minimum standards of illumination should be increased by 50 per cent where dirt collects rapidly and adequate maintenance is not provided. Attention is drawn to the fact that the National Electrical Code on which most electrical codes are based, is designed to reduce fire and accident hazards but is not a criterion of effective and economical wiring. The Handbook of Interior Wiring Design published by the Industry Committee on Interior Wiring, New York, is recommended for information on this subject.

**Improved
position of
trade unions
in Sweden**

The annual report of Sweden's National Trade Union Centre for 1942 (quoted in the July 1 *Bulletin* of the International Federation of Trade

Unions) shows that in 46 affiliated unions, 1,123,139 members are organized. As compared with the previous year, this is an increase of 31,854. The high degree of union organization in Sweden may be realized by comparing these figures with the total population, which at January 1, 1942, was 6,406,474. Some 16 per cent of the organized workers are women.

Corresponding with the conditions of war economy, the strongest growth in membership was among the metal workers (to 190,779), factory workers (to 90,463) and in the Railway Union (to 52,562). The sharpest drop in membership is seen in the workers in forestry, carpentry and road-making.

Unemployment fluctuated between 4 per cent in August and 13 per cent in January. It was lowest in the iron-works with 0.4 per cent in June, and highest in the building industry with 53 per cent in January. Various branches of industry are severely affected by the shortage of raw materials and fuel. For example, in the transport trade, in the food and luxuries industries, as well as in shoe, leather and textiles works an increase in continual short-time work has to be reckoned with. In these branches, this is the only way to secure at least a minimum existence to all the employees, it is declared.

Price control has for the first time become really effective, the *Bulletin* states. The trend during the last three years is seen as follows:

	1940	1941	1942
Standard of life..	+26	+23	+12 points
Wages	+6.3	+6.4	+8. per cent

This shows that the purchasing power of real wages has remained some $\frac{2}{3}$ behind the rise in prices.

Altogether, only 71 labour conflicts, with 312 members on strike, were supported. The disbursement for these remained under 18,000 crowns, the lowest figure so far.

Particularly lively activities were reported to be displayed by the propaganda and educational organization. Some 46,000 persons nearly 5 per cent of the membership, took part in study groups and educational courses, which increasingly dealt with economic and social questions for post-war time.

The development of the Agricultural Workers' Union is particularly noteworthy. It was able to increase its membership in the past year to 45,854. The contracts it has

made include a far greater number of daily workers. Already over 51 per cent get ordinary cash wages on an hourly basis, which is stated to allow an appreciable rise in their standard of living.

**International
Federation of
Trade Unions
reports increased
membership**

The International Federation of Trade Unions has issued its annual report covering the period from April, 1942, until the end of March, 1943. During that year there has been an

increase of almost 2,000,000 in the membership, bringing the total to approximately 15,081,000 in 13 countries. A new central governing body was set up in July, 1942, for the whole international trade union movement, including both the National Confederations and the International Trade Secretariats. This Emergency International Trade Union Council is intended to act as the principal authoritative mouthpiece of international organized labour and to co-ordinate international trade union activities in all fields.

Under the auspices of the Emergency Council, two sub-committees were set up in September, 1942, for the study of post war problems in connection with the reconstruction of the international trade union movement and the social and economic demands of labour. These sub-committees are headed by Sir Walter Citrine and their membership includes representatives in England of several of the Nazi occupied countries. Both of these sub-committees have held meetings and have drafted reports of their proceedings. Consultations have also been held with the war emergency committee of the I.L.O.

The report refers to an expansion of the Federation's scope, so that whereas formerly it confined itself mainly to European labour movements it is now extending its interests abroad. National centres at present affiliated with the Federation include: Argentina, Canada, China, U.S.A., Great Britain, British India, Mexico, Norway, New Zealand, Palestine, Sweden, Switzerland, South Africa. In addition, trade union membership among refugees in England includes representatives of trade union centres in Belgium, France, Czechoslovakia, Germany, Austria, Poland and Spain. The Federation also reports that it is in touch with unions in other countries as follows: In Central and South America: Chile, Bolivia, Venezuela, Cuba, Uruguay, Brazil, Peru, Puerto Rico, Haiti, Republica Dominicana, Jamaica, Trinidad and Tobago, Nicaragua and Costa Rica. In Africa: French North Africa, Northern Rhodesia, Belgian Congo, Sierra Leone, the Cameroons, and the Lake Chad territory.

Manpower

Action to Meet Farm Labour Needs

Progress of Dominion-Provincial Farm Labour Program

THE Federal Government entered into agreements with each of the Provinces, early in the spring, for the purpose of more adequately determining and meeting farm labour needs. Under these Agreements a Dominion-Provincial Farm Labour Committee has been named and a Provincial Director appointed in all provinces. In most instances municipal, county or parish Committees have been established to help determine local needs and meet them as far as possible. These Local Committees working in close co-operation with district representatives of the Provincial Department of Agriculture and the Local Employment and Selective Service Offices, are responsible for placing labour available for farm work. Agriculture Employment Advisors attached to the Regional Selective Service Offices help to co-ordinate the work of the local Employment and Selective Service Offices with that of the Provincial and local organizations.

This Dominion-Provincial co-operation has resulted in the better use of existing farm labour as well as in organizing and placing large numbers of local workers, both experienced and inexperienced, on farms. Many of these workers have volunteered for temporary or seasonal work. Students and teachers are taking all or part of their summer holidays and store clerks, business and professional men and women are spending their vacations or spare time, helping hard pressed farmers with their haying and harvesting.

Ways by which greater use of existing farm labour is being obtained include:

- 1.—more co-operative use of farm equipment;
- 2.—pooling farm labour;
- 3.—encouraging men to move from less to more productive farms;
- 4.—making postponement of military service of farm workers, not now essential to agriculture, conditional either on increasing production of the farms where they are now located or moving to more productive farms.

In addition to the efforts of the Dominion-Provincial Committees in each province, National Selective Service has taken other steps to increase the farm labour force.

Since April, five Compulsory Labour Transfer Orders have been issued directing men, who are subject to call-up regulations, from less essential to more essential industries. Those with farming experience and physically fit for such work are being directed to farms.

This spring and again this summer compassionate leave has been granted to experienced farmers in the army to work on their home farms. In July an agreement was reached between the Department of National Defence and the Department of Labour for detailing soldiers on Farm Duty (see below). This agreement became effective on the 1st of August. It is anticipated that a substantial number of soldiers both on compassionate farm leave and on Farm Duty will be added to Canada's farm labour force for harvest work during the next few weeks.

Special plans have also been made to utilize the services of conscientious objectors, Canadian Japanese and prisoners of war. Many hundred conscientious objectors have been transferred from "Alternative Service" labour camps to assist farmers. Around 5,000 Japanese are now working on farms, mainly in Western Canada, and about 500 prisoners of war have been used over the past two months on the sugar-beet farms of Southern Alberta. Other prisoners of war have recently been released to work on individual farms.

Some assistance will again be available for the Prairie harvest this year through an arrangement made with the United States for the movement of harvesting units between the two countries. There is also being arranged another movement of farm workers from Ontario, and perhaps Quebec, to help with harvesting on the Prairies.

These transfers of labour between provinces help to distribute the farm labour supply on the basis of greatest need. The Federal Government bears most of the transportation costs but the Provincial authorities assist in recruiting and placing the workers. Besides the westward movement of harvest workers, around 700 men were brought from Saskatchewan between seeding and harvesting, to help with haying on Ontario farms this summer. Other workers have been transferred from Alberta to British Columbia for fruit picking.

Assignment of Soldiers to Farm Duty

Assistance to Farmers under Dominion-Provincial Program

THE Minister of Labour, Honourable Humphrey Mitchell, announced on July 26 that a plan had been worked out between the Departments of National Defence and Labour for the utilization of the services of soldiers on an extensive scale in agricultural employment.

The plan provides for the assignment to Farm Duty by the District Officer Commanding of certain soldiers from units in his area who can be made available for a period of thirty days when they are requested for work on farms. Soldiers so assigned remain subject to military discipline, but will receive extra pay in addition to their military pay on returning to their units.

In response to telegrams sent by the Minister of Labour to the provincial premiers, the governments of all the provinces agreed to participate in the plan (which is authorized by Order in Council P.C. 5931, July 24, 1943). The details are under the administration of the provinces with the Dominion sharing in the cost on the same basis as in the original Dominion-Provincial Farm Labour Agreements (L.G., May, 1943, p. 568).

It was expected that substantial numbers of army personnel would be readily available for farm work, and that the plan would meet the greater part of extra harvest requirements for 1943.

Administrative Procedure

Requests for help from the farmers and all of the necessary arrangements for placing the soldiers will be largely in the hands of the Provincial Director of the Dominion-Provincial Farm Labour Program in each province, who will work in close co-operation with the Agricultural Employment Advisor of National Selective Service.

The suggested procedure for carrying out the program, substantially as outlined in a memorandum from the Minister of Labour to the provincial premiers, is as follows:

1. The farmers are to make application for soldiers for Farm Duty on a prescribed form, to be made available through the office of the Local Representative of the Provincial Director.

(In most instances provincial or municipal field men or officers of the Local Employment and Selective Service Offices may serve as Local Representatives.)

2. The farmer will forward his application, duly completed, to the Local Representative. Applications from farmers whose farms do

not contribute substantially to agricultural production will not be considered.

3. The applications will be forwarded by the Local Representative to the Provincial Director, together with information relative to nearest station, the number of soldiers required at each point and the most convenient routes and times of arrival.

4. The Provincial Director will review all requests received, and verify that the train or bus schedules are correctly indicated. The Provincial Director will ascertain from the District Officer Commanding the total number of men available and pro-rate this number according to the labour requests submitted by his different Local Representatives.

5. In accordance with his pro-rating, the Provincial Director will notify the D.O.C. of the number of men to be sent to each point and the date and hour scheduled for their arrival. By arrangement between the Provincial Director and the D.O.C. the soldier will be provided with a route letter to report to either a specific farmer or a designated Local Representative of the Provincial Director.

6. The Provincial Director will notify each Local Representative of the number of soldiers assigned to his district, and the place, date and time where and when they will arrive, including those to be routed directly to farmer employers in his district.

7. The District Officer Commanding will arrange for the despatch and transportation of the soldiers to their respective destination points, advising the Provincial Director of such despatch. The Local Representative will arrange for soldiers to be met at the station by himself or by the farmer employer. The transportation of the soldier or soldiers from the station to the farm and return will be the responsibility of the farmer employer.

8. The Local Representative will make the distribution in accordance with the most urgent need. Those soldiers, routed directly to farms by the Military Authorities, will proceed to farmer employers as per instructions contained in a route letter provided by the Military Authorities carried by the soldier.

9. The Provincial Director will keep the D.O.C. informed at all times of the address of the soldier and with the name of the farmer with whom the soldier is performing Farm Duty. The Provincial Director will make the necessary arrangements to obtain this information.

10. The wage rate which the farmer employer will pay for the services of a soldier for every day he is available for work on the farm is \$3 in Quebec and the Maritime Provinces, \$3.50 in Ontario (Port Arthur and East) and \$4 in Western Canada (West of Port Arthur). These rates may, where local circumstances justify, be revised upwards with the prior approval of the Minister of Labour for Canada with the concurrence of the Provincial Government. In addition the farmer will provide board and lodging. "Available day for work" will be interpreted as any day excepting Sundays when the soldier is ready to undertake work for the farmer, irrespective of weather conditions. If the soldier is required to work on Sunday, a full day's wage is payable. The money will not be paid by the farmer to the soldier direct, but will be forwarded to the Provincial Director. The soldier will receive, after rejoining his unit, in addition to his Army pay an amount equal to the difference between that pay and the amount charged the farmer.

11. If the soldier is unable to work because of illness or accident, the farmer will not be required to pay for his services while the soldier is disabled, but must provide board and lodging. The farmer will immediately

notify the Provincial Director or his Local Representative of same, who in turn will advise the soldier's superior officer, who will arrange for the soldier's removal or care.

12. During their period of work, the soldiers will be subject to military discipline. Provision has been made whereby an Officer and two Non-Commissioned Officers will be detailed for each Military District to supervise and look after the welfare of these soldiers. The services of these military representatives may be called upon to handle difficulties arising in these respects.

13. In the event of any dispute arising between the farmer and the soldier, such dispute will be referred to the Provincial Director or his Local Representative in the area.

Compassionate Leave

In addition to soldiers assigned for Farm Duty, further facilities are being given this year in connection with compassionate farm leave to soldiers in Canada to go on their own farms or on those of relatives. Moreover, the Department of Labour will provide transportation up to 500 miles, and also overalls, to soldiers returning to the farm on compassionate leave.

Employment of Women in Agriculture

ON July 14 it was announced that Mr. Arthur MacNamara, Director of National Selective Service, had taken up with the Provincial Ministers of Agriculture the question of the more extensive employment of women in the agricultural industry, to overcome shortages of male workers.

The letter from Mr. MacNamara to the Provincial Ministers reads as follows:—

"The question of female help in agriculture has arisen on several occasions.

"As you know, in England and Australia, women have replaced men on many farms. The governments have given encouragement to this movement by providing leadership and supervision. I realize that in Canada our types of agriculture do not lend themselves, on the whole, too well to women working on farms. Nevertheless, I wonder if we should not explore more fully than we have the possibilities of using more women from cities, towns and villages, on our farms.

"We appreciate that in many parts of Canada women and girls are now being recruited for temporary work, mainly on fruit

and vegetable farms and in canneries. In view, however, of the increasing difficulty of supplying year 'round help for our dairy and livestock farms, it is imperative that this, as well as every other possible source of year 'round labour for agriculture, be canvassed.

"I would appreciate it if you would see that this question of female help, particularly for year 'round employment in agriculture, is raised at the next meeting of the Dominion-Provincial Committee on Farm Labour in your Province. At that time steps might be taken to explore first, the extent of the likely source of female help, and second, whether or not there would be a substantial number of farmers willing to employ such workers.

"We would be prepared to extend the War Emergency Training Program to provide suitable training facilities for these workers before they were asked to accept such employment, if you think such a preliminary training program would aid the recruitment and placement of women in agriculture.

"I would be pleased to hear from you regarding this matter at your earliest convenience."

Recruitment of Part-time Workers in Toronto

Immediate Response of Women Willing to Accept Essential Jobs on Part-time Basis

THE initial experiment of recruiting part-time workers in Toronto for vital services on the home front, has shown that there is available a secondary pool of women among housewives and other independent groups who are ready and willing to serve in time of need, it was announced recently, by Mrs. Rex Eaton, Administrator, Women's Division, National Selective Service.

The first step undertaken was to call a conference representing restaurants, laundries, dry cleaners and other services most desperately in need of help. Such employers were asked to co-operate fully in an initial drive for part-time help with the result that approximately 1,500 definite orders were placed with the Women's Division of Selective Service.

Following a declaration by Mrs. Rex Eaton to delegates to the annual meeting of the National Council of Women, representing 70 women's organizations, that "women must fill the breach in all such services vital to the maintenance of health, cleanliness and the preparation of food, such as restaurants, laundries, hospitals, etc.," the Local Council of Women in Toronto unanimously agreed to sponsor a drive for part-time workers.

The campaign was inaugurated with vigorous publicity, utilizing posters, newspaper space and leaflets. Local papers co-operated, with news items calling attention to the need and praising the women who were supporting the drive.

Members of the Local Council, co-operating with the Women's Division of Selective Service, were allowed to take applications at Bay Street. All orders from employers were filled in the usual way. The presence of Local Council members during registration hours gave vocal expression to their support.

The registration was based upon payment for all services at standard rates of pay and applicants were informed that up to 24 hours a week constitutes part-time service which could be given in 2 or 3 full days or through working 3 to 6 hours a day.

Patriotic incentive was added by the awarding to registrants of a simple badge with the words "I serve."

Immediate Response

Registration opened on Thursday, July 8, and during the first 24 hours over 1,000 women entered the Selective Service office in answer to the request for part-time help.

The results on July 26 after two weeks of activity were as follows:

Total of all applicants..... 2,267

1,518 were placed in essential services.

875 accepted full-time employment.

643 accepted part-time work and were placed as follows:

Hospitals	128
Restaurants	277
Hotels	82
Laundries and dry cleaning	156

599 were placed with war industries which are experimenting with part-time workers.

150 were yet to be placed.

It was indicated that interest in part-time employment was even greater than these records show, since many women were calling at the employment offices of plants and institutions direct.

Later at a meeting representing hospitals, hotels, restaurants, laundries, and dry-cleaning establishments, the view was expressed that Toronto women had successfully met a critical situation for all industries concerned, giving them the first relief help for many months. All employers unanimously expressed satisfaction with the arrangements and with the type of workers secured.

Featuring this drive for part-time workers was the high quality of applicant and the willingness to take whatever jobs were offered. There were some splendid discoveries including women who had had previous laundry, mending room or hospital experience, but many among the applicants were housewives with no previous experience.

Every age was represented from young married women to grandmothers and 9 out of 10 were willing to take any job where immediate service was more urgently needed, expressing themselves as registering for service rather than wishing to seek a job of their own choice.

Women lined up as early as 8.15 in the morning; so great was the rush it was necessary to put in extra seating accommodations, extra tables and to detail more workers to handle application blanks.

As a result of the success of this registration, some Toronto industries are exploring the possibility for utilizing more women on part-time work, and similar campaigns are being planned for other Canadian cities.

Commenting upon this recruitment, Mrs. Rex Eaton says:

"The methods of handling this registration demonstrated a co-operation hitherto unparalleled in Canadian placement work—its success is a striking tribute to the value of good teamwork—built out of the willingness of industry to co-operate, the splendid response and service of the Local Council of Women and the untiring tact and zeal of Miss Mary

Eadie, Superintendent of the Women's Division of Selective Service and her good staff at the Bay Street office.

"It is no easy matter for any organized public service to allow outsiders into its routine work. That this was done at the Women's Division of Selective Service over the first period of part-time registration with such excellent results, offers the finest tribute to all concerned."

War Plant Using Women Part Time

The following report describes an experiment in the part-time employment of women by one of Toronto's largest wartime plants, the General Engineering (Canada) Ltd.

Between June 29 and July 2, 367 part-time women workers registered for employment at the plant. The majority were married women between the ages of 30 and 49 years. More than 40 applicants now working are 50 years of age and over.

Twenty per cent were former employees forced to resign on account of domestic duties, who are now willing or better able to take work under the new part-time plan.

The working day for part-time women workers at the General Engineering plant is divided into three four-hour periods, morning, afternoon or early evening shifts.

One hundred and sixty-six of the married women in this group had not been working in outside jobs for five years previous to present

employment. Two hundred came to the plant from other less essential jobs. Over one hundred and fifty had had experience at some time or other in the operating of industrial or hand machinery. Twenty-one had been engaged in domestic work, 17 were sales clerks, 12 waitresses, 5 from professions, 4 hairdressers, and 129 had no previous experience. Fourteen of the group had university standing, 42 commercial standing, 15 technical, 56 had gone through high school and 240 had gone as far as public school.

Officials of the General Engineering Company report the experiment is working out with such success that they anticipate increasing the number of women on part-time work. Many of the women working under the plan have husbands or sons in the forces overseas and they come to this work in the spirit of service, expressing their desire to get in and help the men overseas.

Fifth Compulsory Transfer Order

Men in Additional Group of Occupations made Subject to Transfer— Other Orders Relating to Manpower Control

THE fifth compulsory employment transfer Order under National Selective Service Civilian Regulations was announced by the Minister of Labour, Honourable Humphrey Mitchell, on July 31. The Order listed a further group of industries, in which male employees in designated age and marital categories became subject to transfer to jobs of a higher priority.

Men of the specified categories were covered by the Order if engaged in any of the following lines of employment:—

1. Any occupation in the following lines of manufacturing:—

(a) Candy, confectionery, soft drinks, flavouring extracts, syrups, and "essential" oils.

- (b) Tobacco, tobacco pipes, and cigarette holders.
- (c) Hats and caps, artificial leather, padding and upholstery filling for general use.
- (d) Public building furniture, office and store fixtures; window shades; Venetian blinds; wall paper; rubber flooring; children's vehicles; lamp shades.
- (e) Monuments and tombstones; cut-stone and stone products; ornamental metal work; signs and advertising displays.
- (f) Pianos, organs and musical instrument parts and materials, games, toys and dolls.
- (g) Pens, mechanical pencils and pen points; artists' materials; jewellery cases and instrument cases.

- (h) Soda fountain and beer dispensing equipment; vending, amusement and other coin-operated machines; household and service industry machines; store machines and devices; beauty and barber equipment; vacuum cleaners.

2. Any occupation in the following activities:—

- (a) Art, authors, museums; library operations, photography; lapidary work.
 (b) Costume renting; manufacture of wigs, toupees, braids and switches.
 (c) Fur dressing and dyeing; fur storage.

Men in the above occupations were affected by the Order if in the following age and marital categories:—

- (a) Every man born in any year from 1917 to 1927 (inclusive) who has reached 16 years of age.
 (b) Every man born from 1902 to 1916 (inclusive) who, at July 15, 1940, was:
 (i) unmarried; or (ii) divorced or judicially separated; or (iii) a widower without child or children.
 (c) Every man born from 1902 to 1916 (inclusive) who has, since July 15, 1940, become a widower without child or children now living.
 (d) Every man born from 1902 to 1916 (inclusive) who, since July 15, 1940, has been divorced or judicially separated.

As in the case of the previous orders the men affected were required to report to an Employment and Selective Service Office by a specified date; in person if possible, or by mail if living at a distance. It was made illegal for an employer to retain in his employment any of the men affected by the Order after the specified date (which in the case of the Fifth Order was August 9) unless a permit was obtained from a National Selective Service Officer.

Other provisions of the earlier Orders also applied to the Fifth Order: Men discharged after active service with the Armed Forces during the present war were not made subject to transfer though required to register; men with dependents were not required to accept transfers involving a change of residence; those transferred were protected in the matter of fair minimum earnings; men had the right of appeal to a Court of Referees.

Enlarged Enforcement for Regulations

The Minister of Labour announced on July 23 that the Civil Service Commission had approved of additional appointments to strengthen machinery in connection with National Selective Service Civilian Regulations.

Enforcement in the field had previously been largely the responsibility of officers of National Selective Service in the Local and Regional Offices. Authority has now been given for the appointment of special enforcement officers to the five Regional Offices across Canada in Moncton, Montreal, Toronto, Winnipeg and Vancouver; and also at several other points across the country.

The Minister explained that enforcement to date had been tempered by the consideration that it was necessary to give the public an opportunity to become familiar with the details of the Regulations, but that as a sufficient time had elapsed to serve this purpose the investigation of cases of reported non-compliance would now be increasingly rigid. Local Selective Service Offices would still investigate individual cases, but they would be assisted and supervised by the District and Regional Enforcement Officers.

New Regulation to Supply Manpower for Coal Mining

In view of the manpower shortage in coal mining, Selective Service Officers have been given added power in the direction of workers to this industry. The following measures were already in effect (LABOUR GAZETTE, June, 1943, p. 739):—

1. No coal mine workers can be dismissed, or leave mining voluntarily, except under Selective Service Permit.

2. Present and future coal mine workers have been granted postponement of military training to February 1, 1944, by virtue of their occupation.

3. No coal mine worker is to be accepted under voluntary enlistment for service with the armed forces, prior to February 1, 1944.

4. Provision has been made for the compulsory return to the mines of those in other industry who are former coal mine workers.

5. The minimum age of workers in coal mines has been reduced to sixteen years, regardless of any provincial regulation. At the same time authority has been given for the employment of women at the surface of mines.

Under a new Order in Council (P.C. 6077, July 29) a National Selective Service Officer may direct any male person under 65 and over 16 years of age to accept and enter specified employment in coal mining. If the person is employed the employer must be notified and the employment will be terminated at the end of seven days.

The Order amends Section 210B of National Selective Service Civilian Regulations, which

made similar provision for transfer of workers to fuelwood-cutting, fishing and fish-processing, by extending the coverage of the section to include coal mining.

Temporary Employment of Women in Canning

Order No. 6 under National Selective Service Civilian Regulations, dated June 30, relates to the employment of women in factories engaged in the canning of perishable fruits and vegetables. The Order states that sections 202-208 of the Regulations (prescribing that hiring must take place through Selective Service Offices and restricting the employment of persons employed in agriculture) shall not apply to the temporary seasonal employment of female persons in such factories if it is known that the employment will not exceed a period of ten weeks. The Order revokes Order No. 3 of February 27 (LABOUR GAZETTE,

April, 1943, p. 526) dealing with the same subject.

Restrictions on Advertising Eased

Section 208 of National Selective Service Civilian Regulations forbids employers with positions vacant and workers seeking employment to publish advertisements, without permission of a Selective Service Officer. This section has been modified in certain respects. Order No. 7, issued under the Regulations on July 29, declares that the section shall not apply to:

- (1) Advertising for domestic and kitchen employees for hospitals, asylums, nurseries, orphanages, institutions for the aged and infirm, or for any other type of institution similar in nature to the foregoing and approved by the Director of National Selective Service; or
- (2) a person advertising in reference to female persons sixty years of age or over; or
- (3) the Civil Service Commission.

Survey of Employment in the Construction Industry

TO facilitate proper distribution of Canada's manpower the Department of Labour (Manpower Statistics Unit), Ottawa, is co-operating with the Department of Munitions and Supply by making a survey of current employment on war and civilian construction projects.

Forms have been sent to 1,500 selected construction firms requesting a list of all jobs on which the companies were working during the last pay period in June, 1943. The forms

were returnable at the end of July. This information will furnish the necessary statistics from which to estimate future labour requirements in that industry.

Work to be reported includes all types of new construction, additions, alterations, demolitions and repairs, and the information secured will make possible a classification as to the labour priority of each job. Numbers of employees, including office and inspection staffs, and part-time workers, have been asked.

Great Britain Orders Compulsory Registration of All Nurses and Midwives

IN order to insure better distribution of the available nurses and midwives throughout Great Britain the British Minister of Labour and National Service has recently passed an act ordering compulsory registration of all nurses and midwives who are British subjects born after 31st March, 1883, and before 1st April, 1926, no matter how long their period of residence in Great Britain.

The act has a wide application in that it applies to:—

1. All nurses whose names appear on the general or supplementary State Register of the general Nursing Council for England and Wales and the general Nursing Council of Scotland, also

2. Nurses who hold a certificate for at least three years training prior to June, 1925, in an approved training school but may not have State registration.

3. State certified midwives whose names may be no longer on the official roll whether practising or not (except those whose names have been removed on the ground of infirmity or misconduct).

4. Student nurses and pupil midwives.

5. Persons who have been or who are members of nursing auxiliaries in the Civil Nursing Reserve or who have been V.A.D.'s or member of the British Red Cross, St. John Ambulance Brigade or St. Andrews Ambulance Association who have had not less than six months full time nursing experience.

6. Nursery nurses trained and qualified in children's work.

7. Other persons who have at least one full year of experience in nursing sick persons in the hospital or similar institution.

8. All persons who on March 30, 1943, were employed in or engaged for the purpose of nursing sick or injured persons.

Act has Wide Application

It is noted that women who at the time the Act went into effect, were in the process of entering the women's auxiliary service or the nursing service of the Crown but were not finally enrolled, were compelled to register if they had any of the qualifications listed. This compulsory registration applies equally to male nurses.

Administration

In order to assist and advise registrants under the Act an official possessing good nursing or midwifery qualifications has been appointed to each of the 31 appointments offices throughout Great Britain.

The initial registration of nurses was carried out at all local Employment Exchanges under the Ministry of Labour after which the local administration of the scheme is being handled through the Appointments Offices, as these deal mainly with placements of professional persons.

The purpose of the Order and all details was one of the initial questions which the Minister of Labour arranged to be discussed by his newly appointed National Advisory Council for the recruitment and distribution of nurses and midwives. This Council consists of representatives of hospitals and similar institutions and organizations, representing nurses and midwives, together with a representative from the joint war organization of the Red Cross and St. John's Ambulance Society.

While it is implicit in the scheme that the Ministry will, if necessary, use its powers of compulsion to direct nurses and midwives into particular posts, it is not proposed to use those powers until it can be seen how far the present difficulties can be overcome by voluntary means.

Campaign for New Recruits

Keeping pace with the registration and review of applications there has been an intensive widespread publicity campaign seeking new recruits for the nursing and midwifery profession. This campaign has utilized the radio, short films, leaflets and advertisements in newspapers and other periodicals.

Women are prompted and encouraged to volunteer for nursing almost entirely irrespective of their present occupation.

Wage Subsidies for Transferred Workers in New Zealand

IN April, 1943, New Zealand introduced a scheme of financial assistance for workers directed into jobs where the remuneration is lower than in their former position. Up to that date manpower officers had not used their power of compulsory direction into essential industries under the Industrial Manpower Regulations (LABOUR GAZETTE, 1942, pp. 935, 1373) in regard to persons who would suffer loss of income as a result of the direction. The new scheme will enlarge the supply of labour available for compulsory transfer. At present it is to be used chiefly to facilitate direction of women into hospitals, hotels, restaurants, laundries, woollen mills, some munitions work and canning factories, but manpower officers may recommend its application to other industries.

Individual applications for assistance must be made by each transferred worker and he must prove that there has been a reduction in earnings due to the direction. Grants up to £2 per week for men and £1 for women will be made provided that the assured remuneration from the job (exclusive of overtime pay) plus the grant does not exceed £8 a week for men and £5 for women. The amount of the grant is determined by an

estimate of the extent to which a worker's financial condition has been affected by the transfer. Such factors are considered as additional or decreased expense for transport and board and lodging, longer travelling time or unfavourable conditions of work such as humidity.

No assistance will be granted for any period before April 1, 1943, but persons who received direction before that date may apply for grants after April 1. Assistance will not be given to persons who are prevented by restrictions on transfer in essential industries from obtaining higher-paid jobs, to persons who voluntarily enter essential industries, to persons unemployed at the time of direction nor to seasonal workers who change their jobs in the normal seasonal rotation. Employers in essential industries will not be able to take advantage of the wage subsidy to pay low rates as they are required by the Industrial Manpower Regulations to pay prevailing rates to all directed persons.

Assistance grants will be paid for four-weekly periods. In computing the worker's former earnings, the average remuneration over the four weeks prior to direction will be taken.

Reconstruction and Social Security

Health Insurance Approved in Principle by Parliamentary Committee

House of Commons Committee on Social Security Presents Report— Recommends Dominion-Provincial Conference

THE Special Committee on Social Security of the House of Commons submitted a report on July 23 summarizing its activities during the past session and making certain recommendations.

In regard to health insurance the Committee expressed itself in approval of the general principle of the proposed Health Insurance Bill. It suggested that full information regarding the provisions of the bill be made available to all the provinces, and that a Dominion-provincial conference be held before the next session of Parliament to "discuss certain complex problems involved, especially financial and constitutional questions". Earlier in the session the Committee reported to the House an Act for the establishment of a National Council for Physical Fitness, which was passed on July 21 (see page 1067).

In regard to old age pensions, pensions for the blind, and war veterans' allowances, the Committee recommended that the Government consider the advisability of lowering the eligibility age and of increasing the amount of pension; also that greater co-ordination and equality be effected among the various provinces.

The Committee was originally set up on March 5, and instructed "to examine and report on a national plan of social insurance which will constitute a charter of social security for the whole of Canada." It was also asked to study existing Dominion and provincial legislation; and to determine the most practicable measures of social insurance for Canada and the steps that would be required to effect their inclusion in a national plan. Health insurance was specifically mentioned in the terms of reference. Necessary constitutional and financial adjustments also came within the purview of the Committee.

At the opening meeting Hon. Ian Mackenzie, Minister of Pensions and National Health, laid before the Committee the *Report on Social Security for Canada* prepared by Dr. Leonard C. Marsh, and the report, *Health Insurance*, containing a draft bill prepared by the Advisory Committee on Health Insurance under the

chairmanship of Dr. J. S. Heagerty (L.G., April, 1943, pp. 429 and 433).

Among the organizations submitting briefs to the Committee were various medical, dental, hospital and nursing bodies; organizations representing optometrists, chiropractors, osteopaths, chiropodists; national women's organizations; the Canadian Federation of the Blind; the Trades and Labour Congress of Canada; the Canadian and Catholic Confederation of Workers; the Canadian Federation of Agriculture; provincial Deputy Ministers of Health; and other interested groups.

The text of the report is as follows:

Text of Report

It was obviously impossible to consider, this session, all the problems involved in a program of Social Security. Only certain urgent phases could therefore be discussed. Recognizing that the primary basis of Social Security is health, the Committee considered first the Act to establish a national council for Physical Fitness, and the Health Insurance Bill prepared by the Advisory Committee on Health Insurance appointed by Order in Council, P.C. 836, of the 6th of February, 1942. All the organizations which desired to give evidence were permitted to do so, either in person or by submitting a brief for the record, and no applicant was refused a hearing. It was the opinion of the Committee that, because of the importance of the subjects under discussion, complete representations on the part of all concerned should be encouraged. The Committee held thirty-two meetings, examined one hundred and seventeen witnesses representing thirty-two organizations.

The Act for the establishment of a national council for Physical Fitness has already been approved by the Committee and has been reported to the House.

The Committee approves of the general principles of Health Insurance set forth in the Health Insurance Bill, respecting public health, health insurance, the prevention of disease, and other matters relative thereto.

The Committee recommends:—

1. That before the Bill is approved in detail or amended and finally reported, full information regarding its provisions be made available to all the provinces.

2. That to provide this information, officials of the various government departments concerned be instructed to visit the various provinces and to give full details of the proposed legislation to the provincial authorities.

3. That, if possible, before the next session of Parliament, a conference of representatives of the Governments of the various provinces and the Dominion be held to discuss certain complex problems involved, especially financial and constitutional questions.

4. That in the light of all the information meanwhile obtained, study of the Bill be continued by a committee of the House and by the Advisory Committee on Health Insurance.

5. That the Government review the existing regulations governing Old Age Pensions, Pensions for the Blind, and War Veterans' Allowance, and consider the advisability of adjusting

the eligibility age to a lower level and of increasing the amount of pension.

6. That an investigation be made into conditions and bases of grants of these pensions in the various provinces, cost of subsistence, inequalities, responsibility for and distribution of obligation, and all the matters relating to the problems involved, in order to effect greater co-ordination, equality and adequate adjustments.

7. That a study of a program of Social Security be continued during the next session of Parliament, with the object of making a co-ordinated framework of the various topics and problems.

8. That this Committee, or the Committee subsequently appointed to consider Social Security, be provided with necessary research assistance.

A copy of the evidence and proceedings is appended hereto.

All of which is respectfully submitted.

CYRUS MACMILLAN.

Chairman.

House of Commons Post-War Planning Committee Continues Hearings

AT the close of sittings of the House of Commons in July, permission was granted to the Special Committee on Reconstruction and Re-establishment to hold further hearings during the adjournment of the House.

The Committee held thirty meetings while Parliament was in session, and examined fifty-three witnesses. Submissions were presented by a variety of groups, including the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Chamber of Commerce, the Canadian Co-operative Union, the Canadian Legion, and representatives of agriculture and of various industries and government bodies. Sir William Beveridge, author of the report on Social Insurance and Allied Services in Great Britain, addressed a session of the Committee meeting jointly with the Committee on Social Security, and the Senate Committee on Economic Re-establishment and Social Security. A unanimous report was

submitted to Parliament on June 22 (LABOUR GAZETTE, July 1943, page 906) stressing the Government's responsibility for maintaining full employment immediately following the end of the war, and recommending an immediate survey of Canada's resources and an inventory of national, provincial and municipal projects in relation thereto.

Mr. J. G. Turgeon, Chairman of the Committee, stated that the Committee planned to have the premiers of the provinces give evidence before it during the summer, to provide details on the planning and the economic requirements of each province to deal with post-war reconstruction.

The Premier of Manitoba, Hon. Stuart Garson, appeared at an earlier sitting of the Committee when he listed the studies and projects which his government was investigating and gave evidence on the Dominion-provincial relationship.

Social Security Conference Convened by I. L. O.

A MEETING of social security experts from various countries, convened by the International Labour Office, was held in Montreal from July 9 to 12. The conference gave the participants, who attended in their personal capacities and not as official representatives of their governments, an opportunity for an exchange of views on new trends of social security policy. In the words of the Honourable Ian Mackenzie who presided as chairman, the conference was aimed to "give effect to the universal desire of all human beings for a good life, including health, education, decent living conditions, regular and suitable work, and freedom from want."

The drafting of an International Charter of Social Security was considered by the participants, among whom were Sir William Beveridge, author of the British social security report, Dr. L. C. Marsh, author of the Canadian plan, Dr. J. J. Heagerty, Director of Public Health Services in Canada, and experts from the United States, Brazil, Chile, Mexico, Peru, Cuba and Ecuador. The consultation was held in private.

In a statement at the conclusion of the conference, Mr. Mackenzie said: "When the notes of this consultation have been transcribed it will be possible for the staff of the I. L. O. to ascertain the ground that is common to us all and to draft a charter which at a later day—not too far distant we hope—can be laid before a representative International Conference for adoption."

Among the topics discussed, Mr. Mackenzie stated, was the question of the respective roles of the insurance method and the assistance method in a comprehensive system of social security. "The new trend in social security," he declared, "may very well be towards giving greater recognition to the contribution that working men and housewives have made towards the creation of the national wealth and the national income by their daily labours in the industrial and business world, and relying less upon their cash payments into an insurance fund."

"This seems to be implicit in the increasing recognition that is being given to the national and social importance of maintaining the family income and preserving the health of the individuals who make up the nation."

Reconstruction Planning in South Africa

A REPORT on post-war re-employment and reconstruction has been issued by the Social and Economic Council of the Union of South Africa. ¹According to the Council, South Africa's post-war re-employment problem will consist in finding work for a total of 230,000 persons, namely 80,000 European males, 30,000 European females, 90,000 Native males, and 30,000 coloured, Indian and Malay males and females.

The task of re-employing these persons within a limited time is one "with which the competitive system, unaided, cannot cope", the report states. It declares that planned public works are essential for re-employment after the war; and that the solution is not to be found in emergency unemployment relief works, but rather in a planned, long-term public works program including projects of high social and economic utility.

The Council suggests that any long-term public works program should (1) be quick to

start; (2) use the greatest possible proportion of local raw materials; (3) select diversified projects so as to use diversified skills; (4) be dispersed geographically; and (5) include projects with the highest social and economic utility.

In order to plan such a program, the Council recommends that regional surveys of the country be undertaken by the various universities to obtain basic facts concerning the country's development, population, and resources. It also recommends the appointment of a town planning committee, in order that housing schemes may be developed according to sound town planning practice.

Further recommendations deal with nutrition, farming reconstruction, improving the social and economic conditions of the Native people, and the setting up of a committee to prepare a comprehensive scheme of social services and social security.

¹ Data from *International Labour Review*, July, 1943.

Labour in the U.S.S.R.

Industrial Legislation in the Soviet Union—Mobilization of Labour and Resources

A PAMPHLET dealing with working conditions in the Soviet Union has been published by the British Association for Labour Legislation under the title *Labour in the U.S.S.R.* The author, Margaret Millar, describes briefly the course of industrial legislation in Tsarist times and since the revolution. She also outlines the position of trade unions in Russia, and discusses such topics as social services, labour incentives and women in industry.

The chapter on legislation reveals a trend to short hours and improved working conditions during the first years after the revolution, but shows how in more recent years certain standards had to be sacrificed as the country mobilized its resources for war. Nevertheless, the writer refers to an insistence on "the idea that labour is a matter of honour, that idleness in any sphere of life is disgraceful, that the good worker deserves the respect of the community and a fair reward for his toil" as counterbalancing factors which "create a healthy social atmosphere and dissolve dangerous discontents."

Russian workers, the pamphlet states, were originally serfs whose labour was at the disposal of the master in the field or in the factory. It was only in the last decade of the nineteenth century that industrial legislation in the modern sense came into being, by a series of laws limiting the working day for adults to 11½ hours, forbidding the employment of children under 12 years of age, and correcting certain abuses. In 1903 an Accident Compensation Act was passed, and in 1912 acts organizing National Health Insurance and Accident Insurance received Imperial sanction.

Labour Code

Following the revolution, a labour code was drawn up at the end of 1918, establishing generous terms for workers; but the catastrophic economic conditions brought about by the civil war made it impossible to implement these laws. The needs of the time made it necessary to put into immediate action universal labour conscription based on the principle: "He who does not work shall not eat." In 1920 "labour armies" were mobilized and sent to different parts of the country to rebuild railways, restore ruined coal mines to activity, and otherwise re-establish the productive resources of the country.

In 1922 a new labour code was drawn up along the lines of the code of 1918. Labour conscription was abandoned. An eight-hour day was introduced, later reduced to seven hours, and to six hours in the case of heavy or dangerous work. Limitations were imposed on overtime. In 1931 a five-day working week was established, with a free day for all workers on the sixth day. A minimum annual holiday of two weeks on full pay was laid down, and protective measures were established for women and young persons who were excluded from night work and from a specified list of heavy and dangerous occupations. Children under 16 could only be employed in industry by special permission of the inspector of labour, and were only permitted to work a four-hour day. A six-hour day was established for young persons aged 16 to 18, who were to get an annual vacation of one month. A social insurance scheme on generous lines was also drawn up.

Pre-War Legislation

During the period from 1932 until the Soviet Union's entry into the war in 1941, labour legislation was increasingly concerned with the problem of tightening up labour discipline and reducing the rate of labour turnover in industry. Internal passports were reintroduced for the first time since Tsarist days, so that no Soviet citizen was allowed to be away from home for more than twenty-four hours without having his passport visaed. Dismissal was designated as the penalty for one day's unauthorized absence from work and for repetition of such offences as arriving too late in the morning, knocking off before time, taking too long for meals, and idling during working hours. Social insurance was administered so as to distinguish between "honest conscientious workers" and "disorganizers of production." This was done by paying lower rates of benefit for temporary incapacity to workers who had been at continuous work in the same undertaking for less than a particular time.

Hours of work were lengthened in 1940, by a decree which was accompanied by a manifesto from the All-Union Central Council of Trade Unions, explaining the necessity of an all-round increase in production in order to strengthen the Army, Air Force and Navy, and meet the threat to the security of the U.S.S.R.

As from June 27 those working seven hours a day were to work eight hours, those working six hours were to work seven. All workers from the age of 16 onwards were to work full time. The working week was to be a six-day instead of a five-day week, and the rest day was to be Sunday.

The same decree forbade workers to change their employment without the permission of the head of the undertaking, which was only to be given in certain specified circumstances. Absenteeism and short time were to be punished by correctional labour at the offender's place of employment and by wage stoppages up to 25 per cent of the total.

A decree was passed on July 10, 1940, which endeavoured to lessen the proportion of rejects or sub-standard goods produced. It was laid down that the production of goods which failed to conform to established standards, should be looked upon as a crime equivalent to "vreditelstvo" or wrecking. For such crimes, directors, chief engineers, and heads of departments of technical control in industrial undertakings were to be brought before the courts and sentenced to terms of imprisonment ranging from five to eight years.

A scheme intended to provide industry with a steady annual flow of 800,000 to one million new recruits, was undertaken in October, 1940. Schools were formed to train workers for various industries. Another decree conferred upon Commissars the right to transfer workers and their families to new posts anywhere in the Union. Transfer orders were to be obligatory for engineers, technicians, skilled workers and office employees. Full salaries were to be paid during the transfer period, free transportation would be provided for the men and their families, and special bonuses were to be given, amounting to three or four months' extra pay.

Wartime Controls

By the end of 1940, therefore, labour in the Soviet Union was practically on a war footing, the pamphlet states, and wartime legislation only needed to put the finishing touches to the structure of government control. A decree was passed a few days after the outbreak of war (June 26, 1941) authorizing compulsory overtime, paid at time and a half, up to three hours a day for adult workers and up to two hours a day for young persons under 16. Pregnant women and nursing mothers were to be exempt. All holidays were stopped, money payments being given to the workers instead. Sick leave and pregnancy leave were not affected.

By a decree of December 27, 1941, the act of leaving war enterprises was to be regarded as desertion, and guilty persons were to be liable to sentences ranging from five to eight years' imprisonment.

Universal labour conscription was introduced by a decree of February 14, 1942. The whole of the able-bodied urban population, including men between the ages of 16 and 55 and women from 16 to 45, was to be mobilized for the duration of the war for work in production and construction.

Other sections of the pamphlet give information concerning various aspects of labour conditions. The functions and structure of trade unions are described, and it is stated that in 1941 there were 184 trade unions in the U.S.S.R. with 25½ million members out of a total labour force of 30 million workers. Education and training schemes are briefly described, as is the extensive system of social insurance. Under the heading "Labour Incentives" is included a short description of the Stakhanov Movement and its achievements in increasing production.

Types of Collective Agreements in United States

Handbook Issued by U.S. Department of Labour Analyses Sample Clauses from Union Contracts

"UNION Agreement Provisions" is the title of a handbook issued by the United States Bureau of Labour Statistics as Bulletin No. 686.* It is a comprehensive analysis of the provisions of collective agreements in the United States and is illustrated by 1,400 sample clauses and the full text of 15 representative agreements. Practically all subjects covered in collective agreements are included in the

samples though it was not found possible to include all the varieties of clauses bearing on each subject. Each set of clauses is preceded by a brief introduction indicating the significance of the actual examples.

The purpose of the bulletin is primarily to assist those directly concerned with the actual task of negotiating agreements. For many years the Bureau of Labour Statistics has provided such persons with sample clauses from its files and it has published earlier bulletins on collective agreements. The latest of these,

*May be obtained at 35 cents per copy on application to the Superintendent of Documents, Government Printing Office, Washington, D.C.

however, was issued in 1928, and the method of presentation was completely different from that now adopted in that the individual agreements were treated separately.

Methods of Negotiation

The present bulletin begins with a discussion of the methods of negotiating union agreements. The majority of agreements at present in effect, it is pointed out, cover only single plants, or particular groups (crafts) within plants, and were negotiated by local unions dealing with individual employers. The aim of a union which becomes well-established in an industry, however, is to broaden the coverage of an agreement so as to make the union conditions as far as possible standard within the industry. In practice, this result has been achieved in a variety of ways. In the case of large corporations with several plants, the local unions may sign jointly with the central office of the corporation with the result that a single agreement may cover plants in widely separated geographic areas. Where employers' associations exist for purposes of collective bargaining, agreements are normally concluded with the associations. In a few cases, notably anthracite and bituminous coal mining, entire industries are covered by single agreements. In other cases, all the plants in an industry in a given geographical area come under one agreement, e.g., a bargaining relationship of several years' standing exists between the American Federation of Hosiery Workers and an association representing most of the northern section of full-fashioned hosiery manufacture. Agreements covering all the employers in a metropolitan area are common particularly in the construction industry and needle trades. Where employers' associations do not exist, the unions often achieve standardization of wages and working conditions by negotiating nearly identical agreements with individual employers. A degree of uniformity is sometimes effected also by having the national office exercise control over local agreements either by requiring national office approval of local agreements or by issuing union-label or "shop-card" agreements.

Union negotiations, the bulletin states, are usually conducted by officers of a local union, joint board, district council or other similar body. National union representatives may be consulted and they usually have the major responsibility in regional or industry-wide negotiations. The membership of a union exercises control over negotiations by its general control over the election of officers and by the fact that the tentative agreement

reached with the employer may have to be submitted for ratification. Negotiating machinery on the employers' side depends on the size of the company and whether or not the employer is a member of an association.

Sample Clauses

The bulk of the handbook is devoted to the sample clauses taken from actual agreements. These clauses are classified under 28 main headings, including union status, general wage provisions, wage-adjustment plans, hours of work, overtime, shift operations, seniority, grievance adjustment, arbitration, apprentices and learners, and duration and renewal. The chapter on union status contains clauses illustrating the closed shop provision, under which all new employees must be hired through the union or must be union members at the time of engagement, the union shop provision, under which the employer has complete control over hiring but all new employees must within a specified period become union members as a condition of employment, the maintenance of membership clause under which existing union members must continue their membership during the currency of the agreement, recognition of the union as sole bargaining agency, union recognition for members only, etc. The chapter on general wage provisions illustrates the various types of clauses regarding period and form of payment, differentials based on type of business, sex, disablement and hazardous or unpleasant work, minimum "call pay," waiting time, deductions for poor work and uniforms and equipment. The chapter on grievance adjustment contains clauses dealing with shop committees, business agents, joint committees, negotiating procedure, grievance meetings, pay status of committee-men, etc. Other chapters are similarly comprehensive.

Agreements Quoted in Full

The 15 agreements which are quoted in full are designed to illustrate the general structure of union-employer agreements. They were chosen "for the purpose of presenting as wide a variety as possible according to type of industry and union, as well as kinds and completeness of provisions included." They apply to the following classes of workers or industries: carpenters, city transportation, department stores, electrical manufacturing, hotels, long-shoremen, men's clothing, newspaper publishing, railroads, shipbuilding, steel, typographical workers, government agencies (T.V.A.) and the automobile industry.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1942 appeared in the *LABOUR GAZETTE* for July, 1943.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Recent Proceedings Under the Industrial Disputes Investigation Act

IN the month of July seven Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:—

(1) Between the Ford Motor Company of Canada, Limited, Windsor, Ont., and its employees, members of Local 240, United Automobile Workers of America, and employees, members of Formocan Employees' Association.

(2) Between the B. Greening Wire Company, Limited, Hamilton, Ont., and its employees, members of Local 2950, United Steelworkers of America.

(3) Between Sawyer-Massey, Limited, Hamilton, Ontario, and its employees, members of Local 520, United Electrical, Radio and Machine Workers of America.

(4) Between Canada Packers, Limited, St. Boniface, Manitoba, and its employees, members of Local 216, United Packinghouse Workers of America.

(5) Between the Sorel Industries, Limited, Sorel, P.Q., and its employees, members of the Metal Trades Council of Sorel (A.F. of L.).

(6) Between the J. Ford and Company, Limited, Portneuf Station, P.Q., and its employees, members of the National Catholic Union of Paper Workers of Portneuf Station.

(7) Between the Dominion Glass Company, Limited, Hamilton, Ont., and its employees, members of Local No. 3, Canadian Brotherhood of Glass Workers (C.C.L.).

Applications Received

During July ten applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour as follows:—

1. From employees of the St. Lawrence Flour Mills Company, Limited, Montreal, P.Q., members of the Distillery, Rectifying, Brewery and Wine Workers International Union. The dispute, which concerns union recognition and the negotiation of a collective labour agreement, was said by applicants to affect 74 employees directly and 14 indirectly. On July 8, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

2. From employees of the Standard Steel Construction Company, Port Robinson, Ont., members of Local 2896, United Steelworkers of America. The dispute, which was said by the applicants to affect 123 employees directly and 30 indirectly, concerns the negotiation of a collective labour agreement. Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, was authorized on July 21 as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

3. From employees of Knitters, Limited, Marieville, P.Q., members of Local 7, United Textile Workers of Canada (T. & L.C.). One hundred and fifty-four employees were said by the applicants to be directly affected in the dispute, which developed out of a request for union recognition and the negotiation of a collective labour agreement. On July 29, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

4. From employees of Ocean View Bus Service, Limited, Charles A. Pender Bus Service, Limited, Halifax, N.S., and Bell Busses, Limited, Dartmouth, N.S., and their employees, members of Division 235, Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute, which concerns union recognition, the negotiation of a collective labour agreement and the dismissal of an employee, was said by the applicants to affect 60 employees. A strike of the employees occurred on July 11, and Mr. R. H. Pettigrove,

Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., who was in Halifax at the time, investigated the situation. He succeeded in having the parties reach an amicable settlement, whereby the men would return to work immediately, the companies agreeing to meet a committee of the union for the purpose of discussing the request for a collective labour agreement. In connection with the dismissal of an employee, allegedly for union activity, both parties agreed to accept the decision of an arbitrator, to be jointly named. Further negotiations between the Company and the union resulted in the dismissed employee being reinstated and arbitration proceedings were therefore discontinued. In view of the settlement reached, the union requested that the application for a Board be withdrawn.

5. From employees of the Dominion Rubber Company, Limited, St. Jerome, P.Q., members of Local 144, Federal Union (T. & L.C.). Eleven hundred employees were said by the applicants to be directly affected in the dispute, which developed out of a request for union recognition and the negotiation of a collective agreement. On July 21, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

6. From employees of the Paton Manufacturing Company Limited, Sherbrooke, P.Q., members of Local 101, Textile Workers Organizing Committee (C.C.L.). The dispute which was said by the applicants to affect 700 employees directly, concerns union recognition and the negotiation of a collective labour agreement. On July 20, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

7. From employees of Ayers, Limited, Lachute Mills, P.Q., members of Local 9, United Textile Workers of Canada (T. & L.C.). Three hundred and ninety-six employees were said by applicants to be involved in the dispute, which developed out of a request for union recognition and the negotiation of a collective labour agreement. On July 29, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

8. From employees of the Canadian Kellogg Company, Limited, Comstock Electric Company, Canada Electric Company, and Ontario Electric Company, Sarnia, Ontario, members of Local B530, International Brotherhood of Electrical Workers. One hundred and twenty-five employees were said by the applicants to be directly affected in the dispute, which developed out of a request for union recogni-

* By P.C. 5963, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

tion and the negotiation of a collective labour agreement. Toward the end of the month, the department was advised that all of the companies involved in the above dispute, with the exception of the Canadian Kellogg Company, Limited, had signed agreements with the International Brotherhood of Electrical Workers. On July 29, Mr. Harold Perkins, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was appointed an Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute insofar as it concerned the Canadian Kellogg Company, Limited, and the applicant union.

9. From employees of the Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont., members of Local 232, United Rubber Workers of America. The dispute, which was said by the applicants to affect 1,300 employees, concerned three points: (1) closed shop; (2) check-off; (3) an agreement with respect to eligibility of employment. On July 23, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute. In his report, received on July 30, the Commissioner stated that he had been unable to effect a settlement of the dispute and recommended that a Board of Conciliation and Investigation be established. Accordingly, a Board was established by the Minister of Labour on July 31 and Mr. Andrew F. Brewin, Toronto, Ont., was appointed a member of the Board on the nomination of the employees. At the end of the month the employing company had been requested to nominate a person to be appointed to the Board.

10. From employees of the Dominion Rubber Company, Limited, Montreal, P.Q., members of the Distillery, Rectifying, Brewery and Wine Workers International Union. The dispute, which concerns union recognition and wage adjustments, was said by the applicants to affect 700 employees directly and 100 indirectly. The application was returned for revision and at the end of the month had not been resubmitted.

Boards Established

On July 22, a Board of Conciliation and Investigation was established to deal with a dispute between the York Township Hydro System, Toronto, Ont., and its employees, members of Branch No. 1, Canadian Electrical Trades Union (L.G., May, 1943, p. 595). On July 20, Mr. J. D. McNish, K.C., Toronto, Ont., who had been appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he had been

unsuccessful in his efforts to bring about a settlement of the dispute and recommended that a Board of Conciliation and Investigation be established. At the end of the month Messrs. Charles H. Spencer and Drummond Wren, both of Toronto, Ont., had been appointed on the nomination of the employer and employees respectively and were conferring with a view to making a joint recommendation of a person to act as third member and chairman of the board.

On July 19, a Board of Conciliation and Investigation was established to deal with a dispute between Peck Rolling Mills, Limited, Montreal, P.Q., and its employees, members of Local 2174, United Steelworkers of America (L.G., July, 1943, p. 921). Following receipt of the application for the establishment of a board, Mr. Bernard Wilson, Industrial Relations Officer, Dominion Department of Labour, Ottawa, Ont., was appointed an Industrial Disputes Inquiry Commissioner, to investigate the dispute. On July 17, the Commissioner reported that he had been unable to effect a mutually satisfactory settlement of the dispute and recommended that a board be established. Messrs. Robert T. Ferguson and Guy M. Desaulniers, both of Montreal, P.Q., were appointed members of the board on the nomination of the employer and employees respectively. In the absence of a joint recommendation from the two members, the Minister of Labour appointed Honourable Mr. Oscar L. Boulanger, Quebec, P.Q., as third member and chairman of the board.

A Board of Conciliation and Investigation was established on July 17 to deal with a dispute between Central Aircraft, Limited, London, Ont., and its employees, members of Central Aircraft Workers' Association, Unit 2, Canadian Aircraft Workers' Association (C.C.L.) (L.G., July, 1943, p. 921). Col. E. E. Reilly, London, Ont., and Mr. Bora Laskin, Toronto, Ont., were appointed members of the board on the nomination of the employer and employees respectively. At the end of the month the two members of the board had advised that they had been unable to agree on the recommendation of a person to act as chairman and requested the Minister of Labour to make an appointment.

Boards Fully Constituted

The Board of Conciliation and Investigation established on June 16, to deal with a dispute between the Canadian National Railways (Work Equipment Department), Winnipeg, Man., and its employees, members of Divisions 142 and 226, Canadian Brotherhood of Railway Employees and Other Transport

Workers (L.G., July, 1943, p. 921) was fully constituted on July 6. The personnel of the Board is as follows: His Honour Mr. Justice Alfred Savard, Montreal, P.Q., chairman appointed on the joint recommendation of Messrs. Frederick T. Collins, K.C., Montreal, P.Q., and John E. L. Graham, Winnipeg, Man., the employer's and employees' nominees on the Board.

The constitution of the Board of Conciliation and Investigation established on June 3, to deal with a dispute between the Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 2982, United Steelworkers of America (L.G., July, 1943, p. 922) was completed on July 5. The personnel of the Board is as follows: Honourable Mr. Oscar L. Boulanger, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of joint recommendation from the other two members; Messrs. Guy M. Desaulniers and D. A. Paterson, both of Montreal, appointed on the nomination of the employees and employer respectively.

The Board of Conciliation and Investigation established by the Minister of Labour to deal with a dispute between the West Coast Shipbuilders, Limited, and Hamilton Bridge (Western) Limited, Vancouver, B.C., and certain employees, members of eight various trades unions (L.G., July, 1943, p. 920) was fully constituted on July 12. The personnel of the board is as follows: His Honour Judge J. O. Wilson, Ashcroft, B.C., chairman, appointed on the joint recommendation of the other two members; Messrs. H. W. Herridge, M.L.A., Nakusp, B.C., and Fred W. Fearman, Vancouver, B.C., appointed on the nomination of the employees and employer respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

On July 10, Mr. Bernard Wilson, Industrial Relations Officer, Dominion Department of Labour, Ottawa, Ont., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute between Machinery Services, Limited, Ville la Salle, P.Q., and its employees, members of Lodge 631, International Association of Machinists (L.G., May, 1943, p. 594).

An application for the establishment of a Board of Conciliation and Investigation was received in June from employees of Collingwood Shipyards, Limited, Collingwood, Ont., members of Local 4, Industrial Union of Marine and Shipbuilding Workers of Canada (L.G., July, 1943, p. 920). On July 5, Mr.

J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

On July 6, Mr. Raoul Trepanier, Industrial Relations Officer, Dominion Department of Labour, Montreal, P.Q., was appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute between the Aluminum Company of Canada, Limited, La Tuque, P.Q., and its employees, members of Local 23435, International Union of Aluminum Workers (A.F. of L.) (L.G., July, 1943, p. 920). The Commissioner reported that he had obtained joint consent for the taking of a representation vote of the employees, to determine their choice of a bargaining agency. The vote, which was conducted on July 30, resulted in favour of the applicant union.

An application for the establishment of a Board of Conciliation and Investigation was received in June from the employees of Leavens Brothers Training, Limited, London, Ont., members of Leavens Aircraft Workers' Association, Unit 5, Canadian Aircraft Workers' Association (C.C.L.) (L.G., July, 1943, p. 920). On July 24, Dr. Alexander Brady, University of Toronto, Toronto, Ont., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. In view of the fact that a Commissioner had been appointed to investigate the dismissal of an employee, the union requested the withdrawal of the application for the establishment of a Board of Conciliation and Investigation. Accordingly, the application was withdrawn.

On July 14, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute between the North American Cyanamid, Limited, Niagara Falls, Ont., and its employees, members of Local 175, United Gas, Coke and Chemical Workers of America (L.G., July, 1943, p. 920).

On June 29 an application for the establishment of a Board of Conciliation and Investigation was received from the employees of the Dominion Textile Company (General Machine Shop and Merchants Branches), Montreal, P.Q., members of Local 102, United Textile Workers of America (L.G., July, 1943, p. 921). On July 9, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

Other Reports of Industrial Disputes Inquiry Commissioners

In a dispute between the Universal Fur Dressers and Dyers, Limited, Toronto, Ont., and its employees, members of the International Fur and Leather Workers' Union of the United States and Canada (L.G., June, 1943, p. 763), a report was received from Mr. J. Douglas McNish, K.C., Toronto, Ont., who had been appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute, recommending that the matter be held in abeyance as the International Fur and Leather Workers' Union had applied to the Ontario Labour Court for certification as the bargaining agency of the employees concerned.

A report was received from Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between the Anglo-Canadian Leather Company, Huntsville, Ont., and its employees, members of the International Fur and Leather Workers' Union of the United States and Canada (L.G., July, 1943, p. 923). The Commissioner recommended against the establishment of a Board of Conciliation and Investigation as the applicant union failed to obtain a majority of the ballots cast in a representation vote of the employees of the company. The interested parties were therefore advised that a board would not be established.

Settlements

On July 28, the Department was advised that an agreement had been signed between Metallic Roofing Company, Limited, Toronto, Ont., and its employees, members of Local 252, United Automobile Workers of America (L.G., April, 1943, p. 472). Following the receipt of the application for a Board of Conciliation and Investigation in this case, Mr. Harold Perkins, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., who had been appointed an Industrial Disputes Inquiry Commissioner, reported that he had been successful in having the parties to the dispute agree to the taking of a representation vote of the employees. The vote resulted in a substantial majority in favour of the applicant union, and in view of the agreement reached between the parties to the dispute, the application for the establishment of a board was withdrawn. The agreement between the company and the union is summarized in the article "Recent Collective Agreements" appearing elsewhere in this issue.

The Department was also advised during the month of July, that an agreement had been signed between the James Pender Company, Limited, Saint John, N.B., and its employees, members of Local 2957, United Steelworkers of America (L.G., May, 1943, p. 596). Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., who had been authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute, following the receipt of the application, reported that as a result of negotiations an agreement between the company and the union had been signed. In view of the agreement reached the application for the establishment of a board was withdrawn. A summary of the agreement appears in the article "Recent Collective Agreements" appearing elsewhere in this issue.

Applications Withdrawn

On July 19, at the request of the applicant union, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Welland Chemical Works, Niagara Falls, Ont., and its employees, members of Local 165, United Gas, Coke and Chemical Workers of America (L.G., May, 1943, p. 598) was withdrawn. The union representative informed the Industrial Disputes Inquiry Commissioner who was authorized to investigate the dispute, that further conciliation by the Department of Labour was unnecessary as negotiations had commenced between the company and the union with a view to the signing of a collective agreement.

The Department was notified on July 22 that the application for the establishment of a Board of Conciliation and Investigation to deal with the dispute between the John Palmer Company, Limited, and Palmer McLellan Shoepack Company, Limited, Fredericton, N.B., and their respective employees, members of Local 23, Shoe and Leather Workers' Organizing Committee (C.C.L.) (L.G., May, 1943, p. 595) had been formally withdrawn.

The application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Canadian Automotive Trim, Limited, Windsor, Ont., and its employees, members of Local 195, United Automobile Workers of America (L.G., July, 1943, p. 920) was withdrawn, the union having applied to the Ontario Labour Court for certification as the bargaining agency of the employees of the company.

On July 5, the secretary of the union requested that the application for the estab-

lishment of a Board of Conciliation and Investigation to deal with the dispute between Maranda and Labrecque, Limited, Quebec, P.Q., and its employees, members of Local 170, International Union of Dyers and Finishers (L.G., July, 1943, p. 920), be withdrawn. As the company had neither war contracts or sub-war contracts, the dispute came within the purview of the Quebec Provincial Government.

Strike Vote

On April 24, the Department received the report of the Board of Conciliation and Investigation established to deal with a

dispute between the Levis Ferry, Limited, Quebec, P.Q., and its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. A minority report was also submitted. (L.G., May, 1943, p. 604.) The union having rejected the report of the Board, requested that a strike vote be taken under the provisions of Order in Council P.C. 7307. This strike vote was conducted on July 23, under the supervision of Mr. Frank LaFortune, Industrial Relations Officer, Dominion Department of Labour, Ottawa, Ont., and resulted in 46 voting in favour of going on strike and 53 against, with 3 spoiled ballots.

Report of Board in Dispute between the Ford Motor Company of Canada, Limited, Windsor, Ont., and its Employees

On July 1, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Ford Motor Company of Canada, Limited, Windsor, Ontario, and its employees, members of Local 240, United Automobile Workers of America, and employees, members of Formocan Employees' Association (LABOUR GAZETTE, July, 1943, p. 922).

The personnel of the Board was as follows: Honourable Mr. Justice John Keiller MacKay, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Dr. H. A. Logan, University of Toronto, Toronto, Ont., appointed by the Minister of Labour in accordance with arrangements made with both of the applicant organizations; and Mr. W. H. Furlong, K.C., Windsor, Ont., appointed on the nomination of the employer.

The report of the Board follows:—

Report of Board

In the matter of a Dispute between Ford Motor Company of Canada, Limited (Employer), and Employees, members of Local 240, United Automobile Workers of America, and Employees, members of Formocan Employees' Association (Employees).

1. The Board sat in Windsor on the 23rd, 24th, 25th and 26th June, 1943, in the presence of representatives of Formocan, Local 240 U.A.W.-C.I.O. and the Company, and visited the Company's Windsor plants.

Representation before the Board.

For the Company—Mr. D. B. Greig, Treasurer and a Director; Mr. W. H.

Clark, Personnel Manager; Mr. Robert Allen, Assistant Personnel Manager (office).

For Local 240—Mr. George Burt, Regional Director; Mr. Thomas McLean, Assistant Regional Director; The President, Mr. Cassey, and members of the Committee of Local 240, namely, J. D. Leach, F. A. Berry, W. Cornell, M. H. Featherstone, J. A. Morrell and Mr. Howe.

For Formocan Employees' Association—The President, J. K. McKay, the Secretary, R. G. Mott; and Committee members, T. A. Williams and Harold Baker.

3. Mr. Burt, under Section 42 of the Act, took objection to Mr. Aylesworth's appearing as counsel for the Company and to Mr. Springsteen appearing as counsel for Formocan Employees' Association and the Board sustained this objection.

4. All parties covered the various matters in dispute exhaustively, both by the filing of written briefs and by oral representations.

5. The two contending organizations each claim to represent a majority of the office or clerical workers of the Company and each seeks recognition from the Company as the bargaining agent representing such employees.

6. The real questions to be determined are:—

- (1) Should there be a unit or subdivision to be composed of strictly office employees of the Company, treated or set aside as appropriate for bargaining collectively as distinct and separate from all other employees of the Company.
- (2) What employees of the Company should be included in said unit.

- (3) Which, if either of the contending organizations, represents a majority of the employees in such bargaining unit and is, therefore, entitled to be bargaining agent.
- (4) What is the proper method of ascertaining said bargaining agent, and
- (5) If a secret ballot is to be taken to ascertain said bargaining agent, who are entitled to vote on the taking of said ballot.

7. While the parties are not in complete agreement as to the classifications in the main office itself which should be included in an office bargaining unit, the ascertainment of the bargaining unit, so far as such office is concerned, presents no difficulty to the Board.

8. However, there is a vast difference between the parties with regard to the inclusion or exclusion from any such office bargaining unit of certain classifications of employees employed and physically located in one or other of the Company's factories. Two members feel that no such classification should be included in any said office bargaining unit for the following reasons, namely:—

There already exists an agreement in writing between Local 200 U.A.W.-C.I.O. and the Company pertaining to factory employees, which agreement, by Clause 1, excludes factory workers doing purely clerical work, but which agreement, by amendment agreed upon between the said Local 200 and the Company, as of the 31st of January, 1942, contains a note which reads as follows:—

NOTE

"The term 'factory workers doing purely clerical work' will be interpreted as not excluding from the provisions of the agreement hourly rated employees, who, although engaged on purely clerical work, were immediately prior to performing such clerical work, or since engaged on clerical work, from time to time liable to be called upon or called upon to do work in the plant other than purely clerical work."

The said agreement is in full force and effect until the 31st of December, 1943. By Section 23 of the said agreement there is a method for either party to cancel or amend the same.

Said two members of this Board are of the opinion that the said agreement applies to clerks in the factory (Dr. Logan dissenting to the extent indicated by his supplementary report), but all members of the Board agree that the parties, namely Local 200 and the Company, have proceeded and are still proceeding in a manner which indicates that they themselves are of the opinion that said agreement applies to all clerical workers in the factory. In the present circumstances we believe they should be encouraged to continue this attitude which only can be conducive to collective bargaining in good faith.

Other facts brought to our attention with regard to clerical workers located in the factory, which appeal in particular to said two members of the Board, are as follows:—

Those in the factory are paid by the hour and receive time and a half for overtime. Office employees do not. The regular work of the factory clerk is forty hours. The regular work of office employees is forty-four hours, or as many additional hours as their work will require, with no consideration for overtime. Office employees get vacations with pay. Factory clerks do not. In case of illness or justifiable absence, office employees get paid, where factory clerks do not. If office employees are justifiably late no pay deduction is made, while factory clerks are paid only for the time actually employed on the job. Factory clerks have regular rest periods morning and afternoon, during which time they are paid. Office employees do not. In case of strikes in the plant, of which there have been two since the agreement with Local 200 became effective, factory clerks do not get paid. Office employees do.

It seems to the Board that the inclusion or exclusion of factory classifications, whether they are of a clerical nature or not, is one for determination solely in connection with the factory collective bargaining agreement during its life, and is a matter of contract and one for negotiation pursuant to the contract between the Company and Local 200, which contract this Board cannot treat lightly.

The existing collective agreement between the Company and Local 200, pertaining to factory employees, came up for re-negotiation in December, 1942, and there has been filed with this Board a copy of the Union's own proposals to the Company in those re-negotiations for amendment to the agreement. Two members of the Board are of the opinion that among those proposals then made by the Union was the nullification of the exception or exclusion therefrom of factory workers doing purely clerical work. The Company, apparently as a result of these negotiations, agreed to the aforesaid amendment whereby at least a majority of these factory clerical workers were made subject to the provisions of the factory collective agreement.

It would appear that nearly all of the factory workers doing purely clerical work are now on the factory seniority list, posted in accordance with the terms of said collective bargaining agreement, and placed on such list with the approval of the stewards and committeemen of Local 200.

There seems to be no good reason why Local 200 and the Company should not be given a reasonable opportunity to continue

their negotiation under the terms of the said agreement, and, by amendment or otherwise, in good faith bring about the addition of the remainder of the classifications on the seniority lists from time to time, with the exception of confidential clerks to factory supervision and other legitimate exceptions.

After taking all these matters into consideration two members of the Board are of the opinion that all hourly-paid factory workers, whether doing clerical work or other work, should be excluded from the office bargaining unit, and that nothing should be done by this Board with regard to any hourly-paid factory workers to detract from the advantage which he or she may obtain by reason of the provisions of the said agreement with Local 200, or which would in any way limit the negotiations which can be carried on in good faith from time to time between the Company and the committee of said Local 200 with regard to any or all said hourly-paid factory workers.

We now come to the difference between the parties as to the inclusion or exclusion of certain classifications in the main office administration building itself, which, we understood, are all salaried employees.

The Board unanimously concludes that in all office departments in the main administration building, all supervision therein (that is employees of the rank of Assistant Supervisors and above that rank) should be excluded from the office bargaining unit for voting purposes. The Board, however, sees no reason for the exclusion of employees of the Audit Department below the rank of Assistant Supervisor, nor does the Board see any reason for the exclusion in the office bargaining unit of either Engineers or Draftsmen in the Automotive Engineering Department or in the Engineering Department. However, the Board does see some justifiable reason for excluding from the office bargaining unit office employees formerly branch executives of the Company.

The Board now turns to the consideration of the third and fourth questions to be determined, which (if either) of the contending organizations represent the majority of employees in such bargaining unit, and how can the same be ascertained. The Board agrees with all parties before it that this question should be determined by the taking of a properly supervised vote by secret ballot of the employees in the said office bargaining unit.

The Board accordingly reports as above, and recommends:—

1. That there be an office bargaining unit appropriate for collective bargaining purposes, to consist of the employees in the main

administration office or offices set forth in Schedule 1 hereto attached.

2. That those entitled to vote with respect to the rival claims of the two organizations represented before the Board be determined in accordance with the provisions of Schedule 1 hereto.

3. That the Department of Labour arrange for and supervise the taking of a vote of such employees by secret ballot to ascertain the organization entitled to be the bargaining agent.

4. That, subject to certification under the Collective Bargaining Act, 1943, of the Province of Ontario (if required by the Company) of the said bargaining agent so ascertained, the Company recognize such bargaining agent and negotiate with it with a view to the conclusion of a collective bargaining agreement.

5. That the objection of Mr. J. E. Aylesworth, K.C., on behalf of the Company, which may be briefly stated as follows: *the Board was appointed after the enactment and coming into force of the Collective Bargaining Act, 1943, Ontario, and was appointed over the protest of the Company. Proper reservation was made by the Company of all of its rights to protect the hearing of these matters and recommendation by the Board, be carefully considered by the Minister of Labour.*

Dated this twenty-sixth day of June, 1943.

(Sgd.) J. K. Mackay,
Chairman.

(Sgd.) W. H. Furlong.
(Sgd.) H. A. Logan.

SCHEDULE 1

Board of Conciliation and Investigation Ford Motor Company of Canada Limited—Formocan Employees' Association—Local 240 U.A.W.-C.I.O.

Employees entitled to vote

Subject to the exceptions hereinafter named, all office and salaried employees employed in the following departments shall be entitled to vote:—

Secretary's Office
Printing Division.
Mailing Division.
Communications Division.
Stock Transfer Division.
Accounting Department
Accounting and General Ledger Division.
Cashier Division.
Cost Division.
Customs Division.
Disbursements Division.
Pay-roll Division.
Traffic Division.

Audit Department.
 Automotive Engineering Department.
 Correspondence Department.
 Engineering Department.
 Export Sales Department.
 Laboratory.
 Purchasing Department.
 Sales Department.
 Service Department.
 Inspection Department.
 Production Department.
 Restaurant Employees.

Exceptions

The following employees—in whatever of the above departments they may be employed—are not entitled to vote:—

- I. Assistant supervisors and all other supervisory employees above that rank.
- II. The senior telephone operator.
- III. The senior telegraph operator.
- IV. Confidential clerks to office supervision.
- V. Matrons.
- VI. Overseas employees.
- VII. Employees who formerly were branch executives.
- VIII. Chemists, metallurgists and laboratory workers employed in the foundry laboratory.

Supplementary Report

Concerning factory workers doing purely clerical work I disagree with the majority members of the Board that these people are ineligible for the proposed vote through being bound under the standing contract between U.A.W. Local 200 and the Company by virtue of any wording in that instrument itself. I find them on this score free, with the exception of certain marginal cases named in the interpretatory note. Whether their acceptance of seniority privileges as accorded by

the Company along with others in the plant is of itself to be regarded as binding them as party to the contract I am not competent to say, but I entertain serious doubts.

Concerning the *later* disposal of these clerical workers in the plant (assuming the position of the majority in the above matter is to prevail) and of chemical, metallurgical and laboratory workers in the foundry—whether they should be associated for collective bargaining purposes with the administration building office workers or with plant production workers.—I do not feel that the Board in its present state of knowledge should offer any opinion or recommendation to prejudice the decision of that matter. This should be determined primarily by the wishes of the majority of these workers themselves and secondarily by considerations of smoothness and efficiency of administration of the collective agreement resulting and of least possible disruption to plant operation through such administration. This would suggest taking a separate vote of these people by themselves, if they so desire, at some further date when they shall have become free from the expectations of the present agreement between Local 200 and the Company. Such vote should be taken only after adequate discussion and appreciation of all the advantages and difficulties associated with either choice that may be made. If on the other hand their recent attitudes change and they become reconciled to their present developing associations with plant manual workers and to dealing with the Company through the medium of the social machinery of Local 200 the difficulty will happily resolve itself and the principle of delay will have proven its worth. The problem I consider an important one because of its wide application in many industries.

(Sgd.) H. A. Logan.

Report of Board in Dispute between The B. Greening Wire Company, Limited, Hamilton, Ont., and its Employees

On July 2, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the B. Greening Wire Company, Limited, Hamilton, Ont., and its employees, members of Local 2950, United Steelworkers of America (LABOUR GAZETTE, June, 1943, p. 764). The personnel of the Board was as follows: Dr. Alexander Brady, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommenda-

tion from the other two members: Messrs. Henry S. Robinson, K.C., and John J. Sullivan, both of Hamilton, Ont., appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the Chairman and Mr. Sullivan. Mr. Robinson submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

June 24, 1943

Re: Industrial Disputes Investigation Act and re dispute between the B. Greening Wire Company, Limited, Hamilton, Ontario, and the employees, members of Local 2950, United Steelworkers of America.

To the Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:—

This dispute concerns the issue of recognizing a union as the sole bargaining agent for the employees in the factory of the B. Greening Wire Company. The dispute had its origin in February of this year when discontent expressed itself in the rope shop of the plant over a reduction in the rest period, resulting in a walk-out of some employees. After this even a committee of fifteen employees from the various departments of the plant not representatives of the management, and, on the recommendation of Mr. George Fenwick, Conciliation Officer of the Ontario Department of Labour, agreed to canvass the employees as to whether they preferred a shop committee or a genuine trade union as their bargaining agent. A week later the Committee reported to the management that a majority of the employees wished to be represented by the United Steelworkers of America. Organization of the local union number 2950, Steelworkers of America, duly took place, and efforts were made to have the B. Greening Wire Company negotiate a collective agreement. The management of the company, however, took the position that it would not negotiate with an outside union, but would meet a grievance committee of employees within the shop. At a general meeting (110 voted) the union executive was authorized to apply for a Board of Conciliation and Investigation, and such application it made on March 22.

The present Board, duly appointed as a consequence of the application of the union, held several meetings, including a public session, when it obtained evidence from both parties, and private meetings with each party in turn, when it attempted to effect conciliation. It carefully checked the union membership cards with the payroll of the company, and found that the claim of the union that it had a majority among the employees was

substantiated. The Board also received evidence from the Workers' Independent Union, which came into existence after the events in February and represents only employees in the plant. Its witness placed its membership at 150, which is approximately half that of local 2950, United Steelworkers of America. The Board did not check the membership cards of the Workers' Independent Union.

RECOMMENDATION

The majority of the Board recommends that the B. Greening Wire Company recognize local 2950, United Steelworkers of America, and negotiate with it to achieve a collective agreement. It is common experience that the interests of industrial peace in the plant are likely to be served best by recognizing the union which a majority of employees in the plant choose, and on the evidence examined local 2950 is that union. The general manager of the company expressed to the Board his objection to recognizing any union as the sole bargaining agent for the employees because it really would not represent all the employees, and the minority would be unprotected. But in such an industrial plant as that of the B. Greening Wire Company there is little alternative to that of recognizing the majority union as the sole bargaining agent because if it is not the sole bargaining agent there may result two or more such agents, with the consequence that there will be much industrial friction, injurious to both employer and employees. More than one union in a plant where there are no old and already organized crafts must ordinarily lead to confusion and contention, and the employer, like the employees, will be ill served.

The general manager also objects to negotiating with union officials other than employees of the company. But if he accepted the principle of negotiating with the union in order to obtain a collective agreement, it would not be difficult, if necessary, to arrive at a formula concerning the methods of negotiation and the individuals who should participate. The cardinal issue is that of recognizing or not recognizing a union, and a union is not adequately recognized unless it is permitted to negotiate a collective agreement affecting the employees in the plant.

All of which is respectfully submitted.

(Sgd.) ALEXANDER BRADY,
Chairman,
(Sgd.) JOHN J. SULLIVAN,
Member.

Minority Report

In the matter of the Industrial Disputes Investigation Act and of a dispute between the B. Greening Wire Company, Limited (Employer), and its employees, members of Local 2950, United Steelworkers of America (Employees).

To the Honourable the Minister of Labour,
Ottawa, Ontario:

The Board of Conciliation and Investigation in the above matter composed of Dr. Alexander Brady, nominated by the Honourable the Minister of Labour, Mr. John J. Sullivan, nominated by the employees and the undersigned, Henry S. Robinson, K.C., has terminated its investigation, concluded its sittings and submitted a majority report with which, on the evidence submitted, the undersigned finds it impossible to concur.

Written briefs were submitted to the Board by Local Union 2950 United Steelworkers of America and by The B. Greening Wire Company, Limited. In addition thereto, the Workers' Independent Union comprised of employees of the said Company, requested permission to submit a brief and were permitted to do so. All parties who wished to give evidence under oath were requested to do so and, in addition, the Board examined under oath the representatives of the three organizations filing briefs.

The Board also spent considerable time in examining membership cards of Local Union 2950 and comparing them with the Company's index of employees. A short examination was made of the ledger cards of the said Union, which purported to show the payment of membership dues by members of the Union. It was stated, however, by representatives of the said Union that the cards had not been posted to date. It appeared also that in almost all cases the initiation fee of the Union, which included the membership fee for the first month of membership, had been paid in the month of March, 1943 and that the constitution of the said Union provides that a member shall not be suspended for non-payment of fees until he is three months in arrears. Accordingly, any person who paid one dollar initiation fee in the month of March is, under the constitution, a member in good standing notwithstanding non-payment of monthly payments falling due in subsequent months. As a result, this phase of the investigation was unsatisfactory and inconclusive.

The Board considered its primary function to be conciliation and with that end in view after the taking of evidence, interviewed sep-

arately and apart from each other the representatives of Local Union 2950 and the representatives of the Company. The results were unsatisfactory as will subsequently appear hereunder.

Upon the evidence contained in the briefs submitted by the B. Greening Wire Company, Limited, Local Union 2950 Steelworkers of America and the Workers' Independent Union and upon the evidence of witnesses and upon the documentary evidence submitted, I find the following to be the situation:

1. The principle of collective bargaining is entirely acceptable to all parties concerned and is not in issue. The present issue is confined to the appointment of a sole collective bargaining agency.

2. There are in The B. Greening Company's plant twenty-four departments in which, at the present time, 542 employees both male and female are employed.

3. The members of Local Union 2950 at present employed in the B. Greening plant number 300 of which it would appear a large number are at present in arrears in payment of their dues but for the reasons explained above are not disqualified from membership in the Union.

4. The members of the Workers' Independent Union at present employed in the said plant number approximately 150. There was no evidence submitted that this Union has any support, either active or otherwise from the Company. This Union was not requested to produce its records and did not do so.

5. In addition to the members of the said unions there is an unascertainable number of employees of the Company who do not belong to either Union and who were not represented at the sittings of the Board.

6. The Company has never had any serious labour trouble until February, 1943, when the length of rest periods during hours of employment was reduced. According to the Company, this had to be done to prevent interruption to work schedules as a considerable number of employees were prolonging the existing fifteen-minute rest period and causing disorganization. This difficulty was adjusted and, apparently, no further serious difficulty with employees occurred until March 21, 1943, when, according to the application filed by the Union, a meeting of employees was held at which 97 per cent of those attending the meeting are said to have voted for a strike if the Company refused to enter into negotiations with a view to an agreement with Local Union 2950 as sole bargaining agent for all the employees of the Company. According to the

sworn testimony of members of the Union there were 110 employees at this meeting. No documentary evidence was produced in support of the above figures and, in any event, it will be noted that only about one-fifth of the employees of the Company were interested in the strike vote.

7. Although the application for a Board of Conciliation and Investigation was made by Local Union 2950 the real applicant for sole bargaining rights would, upon the evidence, appear to be The United Steelworkers of America. The application for a sole bargaining agreement is made on the ground that the members of Local 2950 represent the largest organized body of employees within the plant.

8. The Workers' Independent Union are bitterly opposed to the United Steelworkers of America and to Local Union 2950 as appears by their brief filed with the reports of the Board. They oppose the granting of sole bargaining rights to the United Steelworkers of America or the local union thereof on the grounds (amongst others) that Local Union 2950 represents an outside agency which intends to dominate all workers and that the Union management are trouble makers and promote dissension. The Workers' Independent Union maintain that it is the right of every worker to choose his own bargaining agency, that such right should not be interfered with or terminated and that each union in the plant should be given bargaining rights only as regards its own members.

9. The Company takes the ground that in view of the strong opposition and the distrust borne by a large body of its workers toward Local Union 2950 and its parent union the granting of sole bargaining rights to that Union would promote internal dissension and disorganization in the plant and give very serious offence to a large body of workmen with the probability of very grave results to the Company's output. The Company takes the further ground that no union or group should be given sole bargaining rights but that each union should be given bargaining rights on behalf of its own members (provided that the persons doing the actual bargaining are employees of the Company) and that employees who choose not to join either union should similarly have the right of collective bargaining either as individuals or groups. On the above grounds the Company has declined to enter into any sole bargaining agreement with any union or any group of workers.

My colleagues on the Board propose to recommend that Local 2950 should be the sole

bargaining agent for all employees of the Company. I am unable to follow or subscribe to my colleagues' reasons for this recommendation. Their recommendation would, however, appear to be based mainly on a theory that custom and democratic practice demand that the will of the majority should govern and on the fact that Local Union 2950 is the largest organized body of employees within the plant.

It is, of course, quite true that one of the several methods adopted by democracy for settling disputes or issues is by a majority vote but I would point out that where a majority vote is used for such purposes, as in the case of parliamentary elections and as in the case of duly constituted societies and other organizations, there are strong constitutional safeguards to protect the rights of minorities. Such safeguards are entirely lacking in the present instance. In my view, the granting of sole bargaining rights to the applicant union or any other organized body of workers within this plant would, in the result, be equivalent to compelling the non-members of such union or other organized body to grant an irrevocable, compulsory power of attorney to an organization to which none of them wish to belong and which many of them, according to the evidence in the present case, bitterly oppose and distrust. Under the above circumstances to compel a large number of workers to employ the applicant organization as their sole bargaining agency would be to ignore the principles of democracy and common justice. My view is, perhaps, better explained by a purely theoretical example. For instance, if a majority vote were taken for the purpose of deciding whether persons of certain religious beliefs should be denied all civil rights and fifty-one per cent of the people voted in favour of the proposal, there is no doubt that such a vote would be in accordance with one of the incidents of democracy, namely, the will of the majority, but it would ignore completely another very vital incident of democracy, namely the protection of the rights of the minority. Moreover, in my view, public policy should not and does not permit the majority of members of a class to impose their will without consent or agreement on an opposing or hostile minority where only private rights are involved and no public rights are affected.

I would, therefore, report that in my view the proposal that the United Steelworkers of America or Local Union 2950 be granted sole bargaining rights on behalf of all employees of The B. Greening Wire Company is neither democratic nor just and is contrary to public policy and that such proposal should be rejected.

I would further respectfully point out that notwithstanding that the main purpose of the Industrial Disputes Investigation Act is conciliation, experience of similar situations in the past has demonstrated that the action recommended by the majority vote of this Board would tend to perpetuate two militant groups of employees in violent opposition to one another with a neutral group of non-members who would ultimately be compelled to join one side or the other, resulting in disunity, violent group struggles and disturbed and diminished production.

MINORITY RECOMMENDATION

I would respectfully recommend as follows:

1. That the right of Local 2950 United Steelworkers of America to be the bargaining agent for such employees of The B. Greening Wire Company, Limited, as are members of such Union, be established and declared.

2. That the right of the Workers' Independent Union to be the bargaining agent for such employees of The B. Greening Wire Company, Limited, as are members of such Union, be established and declared.

3. That the right of employees of the Company who are not members of either Union to bargain with the Company, either individually or in groups by their elected representatives, be established and declared.

4. That in default of the above recommendations being acceptable to the applicant Union, or to any other group of employees, that such group be recommended to pursue the remedies created by The Collective Bargaining Act (1943) 7 Geo. VI (Ontario), chap. 4 which provides a procedure for dealing with the present situation.

Respectfully submitted,

(Sgd.) H. S. ROBINSON,
Member.

Dated at Hamilton this 29th day of June, 1943.

Report of Board in Dispute between Sawyer-Massey, Limited, Hamilton, Ont., and its Employees

On July 8, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Sawyer-Massey, Limited, Hamilton, Ont., and its employees, members of Local 520, United Electrical, Radio and Machine Workers of America, (LABOUR GAZETTE, July, 1943, p. 922).

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Toronto, Ont., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. Gordon R. Munnoch, K.C., Toronto, Ont., and Dr. Christian Sivertz, London, Ontario., appointed on the nomination of the employer and employees respectively.

The report of the Board follows:—

Report of Board

To the Honourable Humphrey Mitchell, M.P.,
Minister of Labour,
Ottawa, Ont.

Re: Industrial Disputes Investigation Act and a dispute between Sawyer-Massey Limited, Hamilton, Ont., and its employees, members of Local 520, United Electrical, Radio and Machine Workers of America.

Sir,—The Board of Conciliation and Investigation appointed by you to deal with the

above dispute has now the honour to submit its report.

During the proceedings before the Board it was clearly evident that mutual respect and confidence have existed, and still exist, between the employer and its employees. Negotiations had taken place between them during which commendable restraint has been shown on both sides. In fact, the cause of the breakdown of those negotiations is not entirely clear. However, the Board does not think it useful or necessary to render a decision on this point as the Board is confident, in consequence of what occurred at the hearing, that if it renders its decision on a few salient points the parties should have no difficulty in reaching an amicable arrangement.

A vote was taken on the Company's premises on December 4th, 1942, on the following question:

"Do you want to bargain collectively with your employer through a Hamilton Local Union of the U.E. (C.I.O.-C.C.L.)?"

Out of a total of 389 ballots cast, 250 voted YES, 131 voted NO, and 8 ballots were spoiled. Thus the local union was given a substantial majority. Following this vote, the union presented to the employer a draft collective bargaining agreement and subsequently the employer submitted an alternate draft agreement to the local union.

The basic difference between the employer and those representing the local union was the extent of the authority to be granted to the collective bargaining agency, and the Board is of the opinion that if it deals with this matter and certain other related features of the proposed agreement the parties should have no difficulty in agreeing upon the terms of a collective bargaining agreement between them. The employer stated its willingness to execute a collective bargaining agreement if these differences in viewpoint could be reconciled. To this end, the Board will deal with certain salient features of the proposed collective bargaining agreement.

The provision with regard to recognition of the local union was contained in paragraph 14 of the local union's draft agreement and in Part VII of the employer's draft agreement. After careful consideration, the Board rejects both of these provisions and unanimously recommends that the following provision as to "Bargaining Rights" should be accepted by the parties:

BARGAINING RIGHTS

"The Company agrees to recognize the Local Union as the bargaining agency on behalf of its members and on behalf of any other employees who choose to be represented by the Local Union in respect of the matters contained in this agreement and with respect to wage rates and working conditions."

The Board is of the opinion that it is not in the best interests of an employer or any collective bargaining agency that the period during which any collective bargaining agreement should remain in force should depend upon any proportionate representation of the employees by the local union and that it is preferable that collective bargaining agreements be entered into for a specific period of time. The Board, therefore, unanimously recommends that the proposal contained in the Local Union's draft agreement in this regard should be adopted in principle and that the term of the collective bargaining agreement should be for a period of not less than one year.

The only important objection of the employer to the provisions contained in paragraph 7 of the local union's draft agreement dealing with grievance machinery and procedure was that the employer desired to preserve the right of an employee, who wished to do so, to take up any grievance with a foreman or with the management in lieu of the local union steward. The Board is unanimously of the opinion that a provision to this effect should be included in the collective bargaining agreement.

The draft agreement submitted by the local union contained a provision in paragraph 6 thereof relating to Seniority, as follows:

"The Company agrees to give preference to Employees in promotion to positions of foremen, superintendents and executive places."

It is obvious that a strict literal interpretation of this clause might deprive the Company of control of its business and it seemed to the Board, when the matter was discussed before it, that it was not the intention of those representing the local union to seek to interfere unreasonably with the functions of management. The Board unanimously recommends that the following provision be inserted in the collective bargaining agreement in lieu of the provision quoted above:

"The Company declares that, during the currency of this agreement, its policy shall be to give preference to its Employees, whenever it is practicable to do so, in appointing foremen and superintendents and in filling other executive positions of a like nature, having regard, however, to the requirements of the position to be filled and to the ability, experience and technical knowledge necessary in the interests of efficiency."

Certain other matters were brought to the attention of the Board by the employer which had apparently been mentioned during the negotiations between the employer and the representatives of the local union and which may well have contributed to the breakdown of the negotiations. The Board is unanimously of the opinion that misunderstandings arose in this connection. These matters were not, however, included in the draft agreement submitted by the local union and were not pressed before the Board by the representatives of the local union. Accordingly, it is not necessary to deal with them.

In formulating a collective bargaining agreement, the Board strongly recommends to the parties, and particularly to the employer, that unnecessary recitals of circumstances and intentions should be excluded and that the agreement should be strictly limited to operative provisions.

If the foregoing recommendations of the Board are adopted by the parties together with the principles involved in these recommendations, other provisions contained in the respective draft agreements should, of course, be brought into conformity. If the parties concerned resume negotiations in the spirit of mutual confidence evidenced at the hearing before the Board, it is hoped that they will now be able to settle a collective bargaining agreement to their mutual satisfaction. If, for any reason now unforeseen, this should not be accomplished, the Board will be glad to reconvene and deal with any further difficulties if requested to do so by the Honourable the Minister of Labour.

The Board is grateful for the co-operation of both parties, which enabled the proceedings to be expedited, and desires to commend particularly the spirit and the temperate manner in which both parties approached their difficulties.

All of which is respectfully submitted.

Dated at Toronto this 5th day of July, 1943.

(Sgd.) I. M. MACDONELL,

Chairman.

(Sgd.) CHRISTIAN SIVERTZ,

Employees' Nominee.

(Sgd.) GORDON R. MUNNOCH,

Company's Nominee.

Report of Board in Dispute between The Canada Packers, Limited, St. Boniface, Man., and its Employees

On July 12, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Canada Packers, Limited, St. Boniface, Manitoba, and its employees, members of Local 216, United Packinghouse Workers of America (LABOUR GAZETTE, May, 1943, p. 596).

The personnel of the Board was as follows: Professor William Loughheed, chairman, appointed on the joint recommendation of the other two members; Messrs. E. K. Williams, K.C., appointed on the nomination of the employer, and George Brown, appointed on the nomination of the employees. All three members of the Board reside in Winnipeg, Manitoba.

The report of the Board follows:—

Report of Board

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between Canada Packers, Limited, St. Boniface, Manitoba, and its employees, members of Local 216, United Packinghouse Workers of America.

SIR,—Your Board of Conciliation and Investigation composed of Mr. E. K. Williams, K.C., nominated by the employer, Mr. G. A. Brown, nominated by the employees, and Mr. W. F. Loughheed, Chairman, appointed on the joint recommendation of the above members, has adjourned its sittings and has the honour respectfully to submit the following report.

The dispute referred to the board and indicated in the application for the establishment of a board filed with you March 16, 1943, and revised March 30, is as follows:—

"The employees have requested that their Union be recognized and adequate machinery set up to dispose of their grievances. The Employer has refused to recognize the said Union and states that it will settle grievances through its Plant Relations Committee only."

Efforts made to adjust the dispute are outlined in the application:—

"A letter was addressed to Mr. Harris, General Manager, under the date of March 3 requesting an audience for the purpose of negotiating an agreement of wages, hours, and other working conditions. Mr. Harris was out of the City and we received a letter from Mr. Sinclair stating that nothing could be done on this matter until the return of Mr. Harris. The Company refused to adjust any grievances concerning Union Members except through the Plant Relations Committee. (An organization set up by the Company.) On March 29 a stoppage of work occurred at the Plant on account of a Union Member was told to take two weeks off without pay as a disciplinary matter. A sympathy walk-out then occurred. This employee was also a member of the Plant Relations Committee which acted as an Arbitration Board. Representative Borsk of the P.W.O.C. endeavoured to contact the management in order that the employees should go back to work immediately but was unable to accomplish this."

An outline of efforts made by the parties to adjust the dispute is included in the amended application as follows:—

"It was then necessary to call in the Dominion Department of Labour Officers, Mr. Johnston and Mr. Hooper, who arranged a meeting between the Plant Relations and the Company and a recommendation was made that the employees report to work at 7 a.m., March 30, and that the case of the employee would be reviewed at 9 a.m.

"At a special meeting held in Winnipeg Local Union 216 agreed on the recommendations of Representative Borsk and the Executive Officers to start to work at 7 a.m. under certain conditions.

"First: the employee be reinstated to his former position without loss of time and the Foreman reprimanded.

"Second: that all employees be compensated for loss of time.

"Third: the Company establish adequate arbitration board to dispose of grievances affecting Union members (not Plant Relations Committee).

"Fourth: that the Company immediately start negotiations in regard to a vote for Union recognition.

"The negotiations were broken off by Union members of the Plant Relations Committee as they felt that the Company was intimidating a grieved employee who the stoppage of work occurred over, therefore discontent and friction are still prevalent in the Plant and

the Union feels that any stoppage of work now rests with the full responsibility of the Management.

"March 30, Representative Borsk contacted by telephone Mr. Joseph Harris in regard to a conference *re* present grievances and Union recognition. Mr. Harris did not feel a conference was necessary and stated that Union recognition would have to be instructions from the Toronto Main Office, that he had no authority to deal with this subject.

"The report from the Toronto Office of the Packinghouse Workers Organizing Committee, who contacted the Canada Packers Management in Toronto, was that the St. Boniface Management had full authority to deal with Union recognition or any other question and did not want to interfere in this matter.

A copy of the application duly filed with the management of Canada Packers elicited the following reply:—

"In further reply to your letter of April 2, 1943, we would advise that, as several of the statements in the amended application of March 30, 1943, are inaccurate, it appears to us desirable that a Board be set up to ascertain the facts for the information of the Department of Labour. We desire, therefore, to join with the applicants in requesting the establishment of a Board."

Procedure

In the light of the information submitted both in the request by Local 216 for a board and in the letter of concurrence from Canada Packers it was decided by your board that both parties to the dispute be required to present written submissions outlining their respective positions, and upon presentation each party would be given an opportunity to submit rebuttal. Following this step the board then would decide upon its future course of action.

Sittings

Two meetings were held at which representatives, both of the employees and the company were present. Representing the employees were Mr. Adam Borsk, Field Representative, P.W.O.C., Mr. J. Shewchuck, President of Local 216, and Miss A. Clover, representative of the female employees. Representing the employers were Mr. J. Harris, Plant Manager, Mr. H. T. Sinclair, Office Manager, and Mr. D. Clement, Plant Superintendent. Mr. Adam Borsk presented the submission for the employees and Mr. J. Harris presented the submission for the employers.

Upon presentation of submissions, they were exchanged and both sides to the dispute were given to understand that rebuttals could be presented to the board at the following meeting. At the second meeting the following were present: employees' representatives—Mr. Adam Borsk, Mr. Shewchuck, Mr. Stapleton and Miss Clover; representatives of the company—Mr. Clement and Mr. Innes. Mr.

Borsk presented the rebuttal for the employees, following which Mr. Clement read the submission for Canada Packers.

Following the two general meetings six employees and ten representatives of the company were examined individually as indicated in the evidence accompanying this report.

FINDINGS OF THE BOARD

In the light of the evidence obtained (copy of which together with important Exhibits are hereto attached) the Board considered all matters raised in the submissions, and certain of these are not dealt with in our report as they were deemed irrelevant to the issues in dispute. In view of the issues as seen by the board it was considered advisable to outline a chronological statement of relevant facts down to date.

The General Picture

In 1942 the A.F. of L. and the P.W.O.C. made attempts to organize the employees of the packing plants in Winnipeg and St. Boniface. Mr. Park of the latter organization was in the district for about four months, and Mr. Dowling of the same organization for a short time. These efforts appear to have been unavailing.

The P.W.O.C. sent one Adam Borsk to Winnipeg in January of 1943 as field representative to see whether he could organize the packing plants, and Borsk states that when he began his work there was no (union) nucleus of packinghouse workers and he had to start from scratch.

Borsk began to organize at once upon his arrival, first getting in touch with certain employees of Canada Packers, St. Boniface plant, whose names had been given to him in Toronto by employees of Canada Packers working there but who had formerly worked in the St. Boniface plant.

Borsk held his first meeting with some of these men who eventually became officers of the Union on February 4, 1943. At the same time the first broadside sheet (Exhibit 3, sheet 1) was distributed at the gates of the plant. Exhibit 3 contains ten broadsides prepared and distributed by Borsk from time to time.

On the 10th of February Borsk held a second meeting and at that time 88 employees had signed application cards. The next meeting was held on the 17th of February when an additional 297 employees had signed cards. Another meeting was held on the 25th of February when a total of 562 employees had signed cards.

During the period under consideration Borsk was the only field representative of the P.W.O.C. attempting to organize the employees of the packing plants in the Winnipeg area.

On or about the 22nd or 23rd of February, Borsk arranged by telephone an appointment with Joseph Harris, plant manager of Canada Packers, St. Boniface plant, to discuss with Harris an alleged grievance of one Haegeman. Pursuant to this appointment Borsk went to the plant, interviewed Harris and had a discussion with him. Harris promised Borsk that Haegeman's case would be looked into and that Hill, one of the superintendents, would attend Borsk and give him a report. This Hill did on February 27, calling on Borsk at Borsk's office, on Marion street, near Canada Packers plant. The facts of Haegeman's case are set out in Appendix A. This was the only interview that Borsk ever had with Harris.

By broadside (Exhibit 3, sheet 5) Borsk called a meeting for the purpose of electing officers for a local union to be composed of employees of Canada Packers and applying for a charter. This meeting was held on March 3. Officers were elected and a charter applied for which was subsequently granted, creating Local Union 216, the charter bearing the date of March 6.

The men who were elected officers of the Union were the following:—

Jack Shewchuck... President.
 Jack Coutts..... Vice-President.
 Emily King..... Recording Secretary.
 George Stapleton... Financial Secretary.
 Hubert Bibeau.... Treasurer.
 Tony Ostapchuk... Corresponding Secretary.
 Michael Kitter.... Guard.
 Michael Cornick... Guide.
 Fred Billows..... Guide.
 John Kulba..... Guide.

The minutes of the meeting of March 3 have not been made available to the board but Borsk states that at the same meeting a resolution was passed giving the executive officers of the union full authority to act in any emergency "to take a strike vote, strike action, or anything like that".

Borsk states that at the same meeting he was authorized to address the following letter to Harris:—

"I am directed by instructions from a meeting of your employees held to-night, to request that you arrange to meet a committee of your employees and a representative of the Union for the purpose of arriving at a mutual agreement re wages, hours, working conditions, etc.

"Trusting to receive your co-operation in this matter so that the closest and most amicable relations possible may continue between your company and its employees and looking forward to an early and favourable reply, I have, Sir, the honour to be"

This letter was dated the 3rd of March, and was mailed the same evening. In the same mail the application for a charter was mailed to the International Headquarters in Chicago.

The letter was received at Canada Packers Office on the 4th of March, and was answered by Sinclair, office manager, as follows:—

"Your letter of March 3 to Mr. Harris has just reached us this morning.

"However, as Mr. Harris left the city this morning for the Pacific Coast a definite reply will have to await his return.

"We expect him back in the office on the 29th."

Borsk received Sinclair's letter on March 5, and at once telephoned Sinclair arranging an appointment for March 6 when he went over to see Sinclair, and, according to Borsk's evidence, he "explained to Sinclair that the Union question, if Mr. Harris felt he would like to handle it personally, would naturally have to wait", but he asked what Sinclair was going to do in the meantime with cases of discrimination. At the meeting of March 6, Borsk also raised the question of an alleged complaint or grievance of one Ayres and discussed it with Sinclair and Clement, the plant superintendent. Ayres' case is dealt with in Appendix B.

On March 6, Sinclair stated that he would communicate with Head Office in Toronto "to see what Toronto would suggest" should be done in Harris' absence.

Borsk states that on March 6 he also suggested to Sinclair that during Harris' absence he would advise that the Union select a committee to work with the management and deal with any complaints that should come up and report them to the Company. Sinclair denies that there was any discussion or suggestion of this kind. The next communication between Borsk and the Company was on March 13 when he telephoned Sinclair. Sinclair in the meantime had communicated with Head Office and when Borsk called him he advised Borsk that Union questions would have to stand until Harris' return on the 29th and that grievances must be dealt with through the Plant Relations Committee only and not with the Union or with Borsk. Following this telephone conversation Borsk says that he was of the opinion that he could not "settle the Union question or any grievance arising in the meantime" and reported so to the executive officers of the Union and it was thought that "the best thing was to apply for a Board of Conciliation".

An application for a board was prepared and signed by Shewchuck, as president, and Ostapchuk, as secretary, the nature and cause of the dispute being stated as follows:—

"The employees have requested that their Union be recognized and adequate machinery set up to dispose of their grievances. The employer has refused to recognize the said Union and states that it will settle grievances through its Plant Relations Committee only. Failure to adjust the grievances presented by the employees may result in stoppage of work."

The application stated that it was "authorized at a general meeting of the Local held March 3, 1943, by unanimous vote".

The application was forwarded to the Department of Labour on the 16th of March.

On the 22nd of March Mr. M. M. Maclean returned the application to the Union officials in a letter bearing that date, pointing out that the application was incomplete and asking that it should be revised and resubmitted. This letter and application were received in Winnipeg on March 23 or 24.

Borsk states that he thereupon got in touch with the Canadian Head Office in Toronto in regard to further steps and "to get a clear picture of the strike situation". At the same time he issued a broadside (Exhibit 3, sheet 6) calling a special meeting of female Union members "to discuss grievances and the present standard of wearing apparel in each respective department".

This meeting was duly held as called on Sunday, March 28. Reporters were present, and reports of the meeting appeared in the *Winnipeg Free Press* and the *Winnipeg Tribune* on Monday, March 29. Borsk and Shewchuck, the president of the Union, were present at the meeting. Borsk says the newspaper accounts give a fair picture of what took place at the meeting. Shewchuck did not address the meeting. On the morning of March 29, Harris returned to the plant. He was accompanied by his brother, the senior Vice-President of the Company, whose office is in Toronto, and the two Harrises and Clement, the superintendent, spent practically the whole morning making an inspection of the plant. The Ross incident occurred between 8 and 9 a.m. It is dealt with as to its special facts in Appendix "C".

It is necessary to deal with the happenings on the 29th in some detail, and it will be clearer to deal with each of the parties or groups separately. It is proposed first of all to consider the movements of Borsk on the 29th. Borsk's story is that he was in the Cadomin Block in Winnipeg when he got a phone message, about noon, from someone he cannot identify to "go down to the St.

Boniface office immediately". This he proceeded to do, arriving at his Marion street office at 12.30 where he was met by a group of five or six employees who told him Angus Ross had been sent home for two weeks. Borsk swears he did not know who any of these men were. The name of each member of the executive was put to him but he says that none of them was in the group. He says this group told him they had been going to walk off at 9.30. He says he told them "to try to keep things under control" and he would try to get in touch with the management and that they left saying that "if Ross did not start at 1.00 neither would they".

The conversation with the group lasted fifteen minutes according to Borsk and then at 12.45 p.m. he telephoned the plant and tried to speak to Harris but was advised that Harris was busy out in the plant. Borsk did nothing further until 1.20 when he says he got a phone message from one of the Union members from within the plant that they were all walking out. He then tried to get the Department of Labour but could not reach Mr. Johnston or Mr. Hooper, both of whom were out. He then did nothing until 2.30 p.m. At this time he again attempted to get in touch with Johnston or Hooper but was still unable to make contact. At the same time Shewchuck, the president of the Union, phoned Borsk from the plant, told him what had happened, and Shewchuck says that Borsk told him he would see what he could do and that he was going to try to get in touch with the Company. Borsk did nothing further until 3 o'clock when Johnson and Hooper got in touch with him, and after some discussion over the telephone they went to his Marion street office, arriving there at 3.30. After some discussion, lasting from one-half to three-quarters of an hour, Johnston and Hooper called the plant, spoke to Harris and arranged to go over to the plant and meet the management and the Plant Relations Committee which they asked to have called together in special meeting.

Stapleton, an executive officer of the Union, says that he phoned from the plant to Borsk at 3.30, told him what was going on and Borsk told him he was trying to get in touch with the Department of Labour. Borsk spent the time from 4.00 or 4.15 until 6.00 o'clock waiting for the return of Johnson and Hooper. At 6 o'clock they returned to Borsk's office and what Borsk refers to as very heated talk ensued. What had happened at the meeting of the Plant Relations Committee is set out in the minutes of the meeting (Exhibit 20). Shewchuck also went to Borsk's office and Borsk was advised that Angus Ross had

admitted that he was partly to blame for the happening which had resulted in his being penalized. About this time John Coutts, vice-president of the Union who had not been at work that day as he was working nights, saw Borsk at his office to ask whether he should go to work that night and was told to do so.

From the minutes of the special meeting of the Plant Relations Committee held at 5.15 on Monday, March 29 (Exhibit 20) it appears that Shewchuck, the president of the Union, stated that the employees would not start work on Tuesday morning unless Ross was also allowed to work. Harris told the members that a meeting would be held at 9.00 Tuesday morning, that Hazell would attend if requested, and that the matter then would be thoroughly discussed and in the meantime Ross would punch the clock before 7 a.m. and wait in the dressingroom until 9.00 o'clock. There is no record before the Board of what transpired after the Company officials left the meeting and no further communication was made to the Company officials that evening or next morning.

Borsk left his Marion street office about 7.00 o'clock and by that time word had got around to the employees that there was to be a mass meeting in the O.B.U. Hall that night.

A meeting did take place that night but it has been impossible to find out who was in the chair, who was secretary or what actually happened. No minutes are available.

Some time during the afternoon of March 29 statements were given to the two newspapers (Exhibit 16). Borsk told the *Tribune* that what happened was "a spontaneous walk-out demonstration against the Company's refusal to take action on long standing grievances at the plant" and that the workers were protesting against the refusal of the Company to meet with Union representatives to discuss alleged discrimination on the part of the management and other grievances.

The Board had also before it the following amongst other Union officials:—

Jack Shewchuck, president of the Union, member of the Plant Relations Committee, worker on the loading dock and Union steward of the department;

George Perkins, chairman of the Stewards' Council, employed in the hog-kill of which department he was Union steward;

George Stapleton, financial secretary of the Union, chairman of one of the Union committees, employed in the sweet pickle department, Union steward of that department, and member of the Plant Relations Committee;

Tony Ostapchuk, corresponding secretary of the Union, employed in the casings depart-

ment, Union steward of that department, and working in the beef-kill.

These four men were working on March 29 and attended the meeting that evening. Shewchuck's evidence is that he was at work in his proper department when shortly after 1.00 o'clock he saw men from another department walking through his department and after a number had gone through one of them said to him "Come on up to the dressingroom, Jack, aren't you coming with us?" As a result he went up to the dressingroom to see what was wrong and was then told something about the Ross case.

Perkins says that he was marking hogs and two men from another department, whom he cannot identify, came to him, asked him if he was a steward and on his replying in the affirmative said "there is a stoppage of work". Upon his asking the cause they told him that Angus Ross had been laid off work. After a short time he went to the dressingroom, had a short conversation with Ross, and sat down like the rest of the employees.

Stapleton says that he was at work and a group of men came through the pickle cellar and told the men working there, including Stapleton, that they were going to the dressingroom so they just followed and that it was about ten or fifteen minutes afterwards that they heard about the Ross incident.

Ostapchuk says some men from another department came through where he was working and told him that there was a meeting in the dressingroom and he and the men in his department went up to the dressingroom and after some time heard about the Ross episode.

None of the above officers of the Union attempted to persuade the men to go back to work except that Shewchuck says that he did try to get a few of them to go back. The evidence of James Forsythe, the foreman in the smokehouse, and D. C. Clement, the plant superintendent, is to the effect that Shewchuck and Stapleton endeavoured to persuade men who had remained at work to leave their jobs.

No meeting of the Union executive was held in the plant that afternoon. Shewchuck phoned Borsk on two occasions, once at 2.30 and once at 6.00 o'clock, and Stapleton phoned Borsk at 3.30. Neither of these men did anything else.

Each of the four men was present at the meeting of employees that night, the 29th. The employees' submission says in paragraph 10 that "On the evening of the 29th of March a general meeting of the members of the Union was held to consider the Angus Ross affair. At the meeting it was agreed, on the recommendation of the said Borsk and the

executive officers of the Union, that all members of the Union should report back to work the following morning at 7.00 subject to certain conditions." The conditions are set out in the second application for the Board and are four in number (see page 2 of the Board's Report). From the confused testimony of these four men and Borsk the facts seem to be that the resolution was drafted by Borsk, Stapleton, and Shewchuck while the meeting was assembling. It was then presented to the meeting; statements were made by Shewchuck, Ross and Borsk; and the resolution was carried. The majority of the executive had nothing to do with the preparation of the resolution and it is impossible to say who was to present the resolution to the Company. To indicate the confusion in the minds of all of these witnesses, neither Ostapchuk nor Perkins knows who was in the chair. Stapleton says Shewchuck was and Shewchuck denies that he was.

Stapleton tells of the drawing up of the resolution and its presentation from the chair. Shewchuck knows nothing about this and Ostapchuk and Perkins say that the motions were made from the floor of the house and no resolution was read to the meeting. Neither Ostapchuk nor Perkins knows who was to present it to the Company. Shewchuck says that Borsk was to do it and Stapleton says that he and Shewchuck were to do it. The resolution was never presented to the Company.

So far as the Company is concerned, none of the officials of the Company, except, perhaps, one of the foremen, ascertained, until the Plant Relations Committee met after 5 o'clock, the cause of the stoppage of work, or that it was in any way connected with the Ross incident. When Ross appealed to Clement, the superintendent, Clement arranged for Ross to report to his office at 12.45, and told him that in the meantime his wages would continue. Ross did not keep the appointment. When the employees commenced leaving their jobs and gathering in the dressingrooms, Clement went to the dressingrooms, told those who wished to return to work to do so and stated that those who did not wish to work should go home. From then on, the officials of the Company were concerned with seeing that as little harm as possible was done to the products being handled in the various departments. The conditions prevailing in each of the departments on the afternoon of the 29th are set out in Appendix D. The following statement gives the number of employees working on Monday and the number that went on strike at 1 o'clock and remained on strike until 6 o'clock:

Office (inside)	138
Office (outside)	216
Foremen	35
Superintendents	6
Plant Clerks	12
Production workers (male)	699
Production workers (female)	209
Number on shift from 1.00 p.m. to 6.00 p.m. March 29th (male)	610
(female)	159
Number on strike from 1.00 p.m. to 6.00 p.m. March 29th (male)	457
(female)	135

We now come to the happenings on Tuesday, March 30th. That morning all of the employees returned to work at 7 o'clock although their resolution had not been presented and although they had voted the evening before not to return to work unless their conditions were met.

Early that morning Ross and Clement had a talk in Clement's office and Clement told Ross that some day he might be in a similar position to Clement, and asked him what he would do under such circumstances. Ross replied that he thought that if he was laid off until Friday, that would be punishment enough and Clement said that he would make that Ross' sentence. Ross and Clement then went to see Harris and told him what had happened, and they all proceeded to the meeting of the Plant Relations Committee. What transpired at that meeting is set out in the minutes (Exhibit 21).

From Exhibit 21 it appears that the meeting was adjourned at the request of some of the Union members and the evidence is that a meeting of some of the Union stewards was then held about noon. What transpired when the meeting was resumed appears in the minutes (Exhibit 21). Four of the Union members withdrew—the other Union members of the Committee remaining—and the incident was disposed of by Mr. Harris fixing Ross' suspension from work at one afternoon (five hours), a decision which, as the minutes show, Ross stated was quite favourable as far as he was concerned.

No meeting of the employees was subsequently held and no report was made to the body of the employees as to the disposition of the Ross matter. The minutes, however, were bulletined in the usual way and were available to all employees. The application for the Board was completed on the night of the 30th and was stated to have been authorized at the meeting of the 29th, although there is no record of such authorization, or any evidence of any authorization.

Following the 30th, work continued in the plant as usual and the efficiency was even better than before the happenings of the 29th. The Plant Relations Committee continued to function as is shown by the minutes (Exhibit 23) and Shewchuck, Stapleton and the other Union members of the Plant Relations Committee continued to carry on their duties as members of such Committee.

On the 27th of May the Union members of the Plant Relations Committee, who were in a majority, introduced a resolution set out in the minutes of the meeting of that day (Exhibit 19). The resolution reads as follows:—

"We, the Plant Relations Committee strongly protest to the Management of Canada Packers Limited, St. Boniface, Manitoba, the alleged action of certain Superintendents and Foremen.

"Employees have complained recently that they have been discharged without proper investigation or an opportunity of presenting their case.

"We also object to certain Superintendents and Foremen supposedly dealing in personalities in discharging employees such as calling them Germans and threatening to have the employee put in jail.

"It is our desire that Mr. Joseph Harris personally, with a sub-committee of the Plant Relations, investigate the dismissal of the following persons:

Nick Perehinic
Henry Pennette
Ann Stasko
Bill Wichnenko"

It was passed unanimously, and when the nominations for members of the sub-committee were made, although non-Union as well as Union members were nominated, three Union members were elected.

This sub-committee met on the 27th of May in the afternoon and again on the 28th of May, and the report of its proceedings appears in Exhibit 22.

Although the sub-committee was appointed to deal with the four named cases and a fifth one that was added, Harris advised the Plant Relations Committee that so far as the management was concerned it would welcome a continuation of the sub-committee, or that a permanent sub-committee be set up to deal with matters of this kind.

Since the 28th of May the Plant Relations Committee has continued to function and affairs in the plant have been running along entirely satisfactorily.

Plant Relations Committee

An organization within Canada Packers known as the Plant Relations Committee was set up in 1933. As stated in "The Rights and Privileges of Canada Packers Winnipeg Employees" (Appendix E) the committee is

delegated with the responsibility of considering complaints and grievances submitted to it by employees. In 1941 the Committee consisted of 8 members, 6 elected by the employees and 2 appointed by the Company. Due to expanding business activity resulting in increased operations in the plant the Committee recently was expanded to 10 elected employee members, the number appointed by the Company remaining at 2, in order to provide more adequate plant representation.

With respect to grievances mentioned from time to time in this report, the Board examined very carefully the minutes taken at meetings of the Plant Relations Committee (Exhibit 23). It was interesting to note the efficient manner in which the Plant Committee handled grievances and the speed with which they were considered and adjusted. To notify employees of the activities of the Committee copies of the minutes are posted on bulletin boards strategically located throughout the plant.

A number of witnesses expressed the belief that it was futile to bring major grievances before the Plant Relations Committee. Another comment was to the effect that the employees lacked confidence in the Committee. It is worthy of note here that while employees expressed general comments concerning the existence of grievances which were not taken up with the Plant Relations Committee, no specific grievances could be ascertained upon examination.

At the present time the Plant Relations Committee is virtually controlled by members of Local 216. Eight of the ten present members of the Plant Relations Committee are members of the Union. The extent of their domination is indicated in the creation on May 28th, 1943 of a sub-committee to handle specific grievances (*see* Exhibit 22 and 19, and pages 15 and 16 of the Board's report).

The Stoppage of Work

The situation that developed on the 29th of March when Ross was disciplined reveals a desire on the part of the Union members to demonstrate to the Company the strength of their Union, first with a view to forcing immediate investigation and adjustment of Ross' complaint, and second, the recognition of their Union as the responsible body through which grievances would be handled rather than the Plant Relations Committee. The rapid growth of the Union, officered by new inexperienced Union men who had up until the 29th of March depended upon their field representative to advise and educate them in all matters relating to Union activities

coupled with the fact that they had not received that education, meant that they were not qualified to deal with the situation that arose on Monday, March 29th. The demonstration on behalf of Ross placed the officers of the Union in a difficult position with a responsibility new to them and without the benefit of advice from their field representative. They did not undertake to seek a settlement of the disturbance but appear to have expected adjustment to come automatically as a result of the demonstration. Not being well acquainted with the constitution, by-laws and procedure of their Union, as they should have been, they were hesitant about taking any positive action and yet were impatient to have their Union recognized without further delay.

The Position of the Union

The Board found that the Union was established in accordance with the rules and regulations adopted by the Packinghouse Workers Organizing Committee. However, it might be pointed out that there was some confusion in the minds of the Union officials who gave evidence, concerning the position of the Union before a charter was granted.

According to Mr. Borsk's statements approximately 385 members had signed application forms for membership in the Union by the middle of February, 1943. By the end of March the report to the International Head Office indicated 680 people had signed applications; and at the present time the Board believes from financial statements shown that approximately 900 members have signed applications for membership in the Union. This figure indicates a large percentage of those eligible in the plant had signed applications.

GENERAL OBSERVATIONS AND CONCLUSIONS

With reference to Federal legislation designed to guide and direct labour-management relations, two points of interest merit examination. In the first place the wording of the Industrial Disputes Investigation Act (section 16. 2) calls attention to the need for strike action (or to thoughts of strike activity) before an application for a Board of Conciliation may be considered by the Minister of Labour. While this procedure was undoubtedly not considered in the framing of the Act it nevertheless appeared, in this instance, as a factor in the precipitation of the dispute. For example, in reply to the first application for a Board, submitted by Local 216 on March 16th, which was returned for revision, the Director of Industrial Relations states that the Act "requires that the applicants not only

state that to the best of their knowledge and belief a strike will be declared but also that the necessary authority to declare a strike will be obtained".

It was stated to the Board that at an organizational meeting on March 3rd the necessary authority had been given to the Executive to take what action they saw fit in order to obtain Union recognition—including the authority to call a strike without further discussions—although no minutes were obtainable to substantiate this statement. However, this fact, together with the reply with respect to the revision of the application appeared to the Board to raise in the minds of the members of the Union the possibility of strike action to gain the ends sought. The impatience for recognition of their Union indicated by certain of the employees examined coupled with the fortuitous Ross incident (referred to above) in a large measure were responsible for the situation which developed on Monday afternoon, March 29th and served to bring the matter within the scope of the Industrial Disputes Investigation Act.

The second point centres on Order in Council P.C. 2685, (sections 6 and 7). It was found by the Board that the Company in no way made any attempt to handicap or obstruct the employees in their Union activities. In fact the attitude of the Company appears to be one of agreement throughout with the principles enunciated in the above Order in Council. In view of this it was deemed unnecessary to deal with certain charges outlined in the submissions with respect to collective bargaining. Moreover, in this connection no formal application for a vote had been submitted to the Company.

While it is recognized that broadsides were used to a great extent in the initial stages of Union organization their format and wording in this instance, (Exhibit 3) together with the strike authorization, referred to above, appeared to create an impatient, excited, and even militant frame of mind on the part of many of the employees. The psychological pattern which appeared to have been developed in the minds of the employees, in the process of unionization, and the lack of a carefully formulated plan of internal organization and education resulted in a situation on March 29th with which Borsk showed he was incompetent to deal. (Mr. Brown does not concur entirely on the point). The situation, with respect to Ross, served to precipitate a state of hopeless confusion which need not have developed at all, had the Union been organized for a sufficient length of time to

receive the necessary training and education which they needed and which they were entitled to expect.

While it is stated in the submissions that the broadsides were written "in the colloquial language understood by those to whom they were addressed and not in literary language which they would not understand" the Board questions the interpretation of "colloquial" to include distortions of fact. No useful purpose is served in expanding this point for the broadsides speak for themselves in the light of the evidence.

The Board was unimpressed with the attitude of certain of the Union's witnesses. In this connection it is strongly suggested that great care be taken by the members of the Union in selecting competent negotiating committees.

The Board finds:

1. That the Company did not refuse to recognize the Union but postponed the question, with the consent of the field representative, until it could be dealt with by Harris after his return to the City on March 29th.

2. That the Company did not refuse to discuss grievances of the Union members with Borsk until after the 16th of March

(the date of the first submission for a Board of Conciliation) and no grievances arose for discussion after that date.

3. That the issue in question is not the right to bargain collectively but the manner in which the Union approached the management.

4. That no demand was ever made for the taking of a vote to ascertain bargaining representatives.

5. That the Company and its officials made no attempt, direct or indirect, to stop or control Union activities.

The Board recommends, therefore, in the light of the above findings that a proper approach be made to the officials of the Company by persons competent to conduct negotiations.

All of which is respectfully submitted.

Dated at Winnipeg, July 9th, 1943.

W. F. LOUGHEED,
Chairman.

G. A. BROWN,
Member.

E. K. WILLIAMS,
Member.

Report of Board in Dispute between Sorel Industries Limited, Sorel, P.Q., and its Employees

On July 2, the Minister of Labour received the unanimous report from the Board of Conciliation and Investigation established to deal with a dispute between Sorel Industries, Limited, Sorel, P.Q., and its employees, members of the Metal Trades Council of Sorel (A.F. of L.) (L.G., July, 1943, p. 923).

The personnel of the Board was as follows: Honourable Mr. Justice Wilfrid Lazure, Montreal, P.Q., chairman, appointed on the joint recommendation of the other two members; Messrs. J. A. L'Heureux, Sorel, P.Q., and Paul Fournier, Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the Board follows.

Report of Board

(TRANSLATION)

The Honourable
HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

In the matter of the Industrial Disputes Investigation Act and of the dispute between The Sorel Industries, Limited, of Sorel, Que., and its workers, members of the Council of the Metal Trades of Sorel.

Mr. Minister,

On May 22 and June 17 last, we were all three appointed to act as a Board of Conciliation and Investigation, in conformity with Chapter 112 of the Revised Statutes.

Following a preliminary meeting that we attended alone, and after having taken the oath of office, we held our first and only session of inquiry at Sorel, June 29 last.

We called no witnesses, but all the parties concerned, namely the International Union, the National Catholic Syndicates and the Sorel Industries were represented and heard.

The whole day of June 29 was used up in proceedings, and an understanding, apparently acceptable to all the parties concerned, was finally arrived at. The point, after all, was to know who should represent the employees of Sorel Industries, Limited, in dealings with their employers, and how such employees could express their wishes and decision in the matter.

It was claimed at the proceedings that a large majority of the employees favoured the *status quo*, while others insisted that the majority of the employees wanted their requests set forth by a labour union.

Therefore, we felt that it should be determined first of all by a YES or NO answer whether or not the employees wanted to be represented by an organization in dealings with their employers. Should the employees thus decide in favour of representation by an organization, it should then be determined which of the two competing organizations was to be accepted as the employees' bargaining agent.

At the conclusion of the sitting we had all come to the following findings, which appeared to us to have been accepted by all the parties concerned:

(a) that a vote be held among the employees, and that the following ballot be delivered to every voter—

Do you wish to be represented by a
labour union in dealings with the YES ☐
Company? NO ☐

IN THE AFFIRMATIVE, by what organization do you wish to be represented—

The International Union ☐
or

"Le Syndicat National de l'industrie
metallurgique de Sorel" (National
Syndicate of the Metal Trades of
Sorel) ☐

(b) that the said ballot be held on Friday,
July 16 next.

Such a double voting system on the same ballot may seem new and unusual to you at first, but we can assure you, Mr. Minister, that it was decided upon by us only following very extended discussions between the parties concerned, and we recommend such a procedure as representing the only method of voting acceptable under the circumstances.

The parties were represented as follows:

The International Union, by Mr. Adrien Villeneuve, representing the Grand Lodge of the International Association of Machinists and also Organizer of the Councils of the Metal Trades of Sorel; "*Les Syndicats Nationaux Catholiques*" (National Catholic Syndicates), by Mr. R. R. Bignell, President of "*Le Syndicat National de l'industrie metallurgique de Sorel*" (National Syndicate of the Metal Trades of Sorel), and also by Mr. Alfred Charpentier, General President of the National Catholic Syndicates; *The Sorel Industries, Limited*, by Mr. J. Edouard Simard, Vice-President, and Mr. Louis D. Hudon, Controller.

This unanimous Report of the Board's three members is respectfully submitted to you.

(signed) WILFRID LAZURE,
Chairman.

(signed) J. A. L'HEUREUX,
Member.

(signed) PAUL FOURNIER,
Member.

Sorel, Que., June 29, 1943.

Report of Board in Dispute between the J. Ford Company, Limited, Portneuf Station, P.Q., and its Employees

On July 29, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the J. Ford Company, Limited, Portneuf Station, P.Q., and its employees, members of the National Catholic Union of Paper Workers of Portneuf Station (LABOUR GAZETTE, April, 1943, p. 469). The personnel of the Board was as follows: The Honourable Mr. Emile Moreau, Quebec, P.Q., chairman, appointed by the Minister of Labour in the

absence of a joint recommendation from the other two members; Messrs. Gerald Almond, Montreal, P.Q., and Laureat Morency, Quebec, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Mr. Morency. Mr. Almond submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

Re dispute between the J. Ford & Co., of Portneuf, Que., and its employees, members of the National Catholic Syndicate of the Paper Industry, Portneuf, P.Q.

The Hon. Humphrey Mitchell,
Minister of Labour,
Ottawa, Ont.

Mr. Minister,

On application from the National Catholic Syndicate of the Paper Industry of Portneuf, Que. ("Syndicat national catholique de l'industrie du papier de Portneuf, Que."), a Board of Conciliation and Investigation was established by you on April 15, 1943, the members of which were: the Honourable Emile Moreau, chairman, and Messrs. Gerald Almond, of Montreal, representing the employer, and Laurent Morency, of Quebec City, representing the Syndicate.

The Board was established to deal with a dispute between the J. Ford Co. Ltd., of Portneuf, Que., and its employees, members of the National Catholic Syndicate of the Paper Industry of Portneuf, Que. Mr. John Crankshaw, K.C., of Montreal, represented the Company before the Board, and Mr. Gerald Picard, of Quebec, General Organizer of the C. & C.C. of L., represented the Syndicate.

The Board's sittings opened April 19, 1943. A number of sittings were held, some at Quebec, others at Portneuf, and a few at Montreal. A detailed report of said meetings was prepared and will be addressed to the Department.

During the Board's proceedings, a number of witnesses were heard, some at the Company's request, others at the request of the Syndicate.

In agreement with the parties to the dispute, the Board adjourned its formal sittings on May 20, 1943, to enable, if possible, the Company and the Syndicate to come to a satisfactory settlement of the matter. The Board co-operated with the parties' representatives to this end, but the negotiations gave no definite results.

This is a majority report signed by the Board's chairman and the Syndicate's nominee on the Board. The other Board member, the Company's nominee, is submitting a minority report.

On May 29, 1943, the Company through its counsel, Mr. Crankshaw, K.C., submitted in writing a proposal providing as follows:

1. The employees are free to join the union of their own choice;

2. The Company is in favour of the principle of a collective labour agreement with its employees;

3. The Company wishes that the employees' bargaining agency be a committee representative of the plant's various departments;

4. The Company is opposed to the official recognition of the National Catholic Syndicate of the Paper Industry of Portneuf, P.Q.

It may be recalled here that in its application the Syndicate requested:

1. Official recognition of the Syndicate;

2. Negotiation of a collective labour agreement between the Company and the Syndicate;

3. Investigation of a certain number of dismissals of employees by the Company previous to the Syndicate's application.

The wage question having been settled by the Regional War Labour Board for the Province of Quebec, said question, therefore, was not raised before this Board.

On the other hand, the dismissals were investigated by a special Commissioner, Mr. Bernard Rose, a copy of whose report in the matter was referred to our Board.

The Syndicate, to whom the Company's proposal—the main features of which are given above—was submitted, turned it down, expressing its wish to discuss in the first place certain cases of dismissal, especially that of Mr. Joseph Bouchard, President of the Syndicate and Chairman of the employees' committee which operated in the plant.

As the Company stood by its offer and refused to discuss the matter of dismissals, basing its stand on Mr. Rose's report in which he stated that he found no evidence of the dismissals having been made on grounds of union activities, the Board, consequently, resumed its proceedings.

The majority report wishes to call the attention of the Department of Labour to a resolution adopted by the board of directors and the shareholders of the Ford Co., of Portneuf, the text of which follows and a duly signed copy of which is attached to this report:

"Extract from the minutes of the special meeting of the shareholders held April 29, 1943 —all shareholders being present.

"The present labour situation was discussed at length. The officers of the Company explained the position they had adopted, and following this explanation, there was moved and unanimously carried, the following resolution: That the policies of the officers of the Company in regard to labour matters be approved, it being understood that as a part of these policies, the Company made no objection of any kind to membership in any legal organization whatever by any of their employees, nor

has the Company any objection to a collective agreement, either oral or written, with a committee of its own employees, but rather than recognize as a bargaining agent the group known to them as the National Catholic Syndicate, that the officers of the Company may, if they see fit, shut down the mills and close up the business."

The undersigned wish to express their regret to the Minister of Labour that nothing in the labour legislation prevents such an attitude on the part of an employer. Employees are asked to support to the utmost Canada's war effort, and we witness here an employer who, notwithstanding that he has certain war contracts to carry out, declares his readiness to close his plant rather than recognize a labour organization.

Having examined the evidence, the Board finds (such is the opinion of the undersigned) that the main point on which the parties are unable to agree is that of the bargaining agent to act as the employees' representative. The Syndicate wishes to represent the employees, and the Company suggests the establishment of an employees' committee, that is to say a plant committee, acting as representatives of all the employees with the Company.

The Company and the Syndicate are both in agreement on the principle of a collective labour agreement.

The undersigned make the following recommendations in this majority report:

1. That the Honourable the Minister of Labour proceeds with the holding of a secret ballot to determine whether the employees wish to be represented by the Syndicate or by a plant committee;

2. That the Ford Company and the Syndicate be requested to accept the results of the ballot thus conducted;

3. That the Ford Company negotiate a collective labour agreement with the bargaining agency—the Syndicate or the employees' committee—receiving a majority of the employees' votes.

We feel the above recommendations are in conformity with the Dominion Government's policy in connection with industrial relations, as expressed by P.C. 2685.

The undersigned are happy to report on the parties' co-operation in facilitating the Board's work, and to mention that the public sittings and the negotiations were conducted in an atmosphere of harmony.

All of which is respectfully submitted.

(Sgd.) E. MOREAU,

Chairman.

(Sgd.) LAUREAT MORENCY,

Member.

Minority Report

M. M. MACLEAN, Esquire,
Director of Industrial Relations,
Department of Labour,
Ottawa, Ontario.

Re: Industrial Disputes Investigation Act and re dispute between the J. Ford & Co., Ltd., Portneuf Station, P.Q., and its employees, members of the National Catholic Union of Paper Workers of Portneuf Station.

The undersigned nominated by the Company on the said Board herewith submits his minority report as follows:

The Board has been called upon to investigate the dispute that has arisen between the J. Ford & Co. Ltd., Portneuf Station and its employees, members of the National Catholic Union of Paper-Workers of Portneuf Station and to report thereon its findings to the Honourable Minister of Labour.

At the outset so as to clarify the situation it is not amiss to point out that the application of the said Union (Syndicate) through the intermediary of its President, Jos. Bouchard et al, speaks of three alleged grievances which for the purpose of this report I shall refer to as questions in dispute.

Briefly the three questions to be considered by the Board are as follows:

1. The alleged unfair dismissal by the Company of some dozen employees.

2. The recognition of the Syndicate as the bargaining agent.

3. The right to negotiate a collective agreement.

In view of the fact that the matter of alleged discriminatory dismissal had already been adjudicated upon by a competent and duly constituted tribunal prior to the sitting of the Board by way of enquete, which matter is therefore chose jugee (res judicata); it is the opinion of the writer that this Board had no jurisdiction to re-open the proceedings which is the view expressed in a letter dated May 5, 1943, addressed to Hon. Moreau, President of the Board and signed by C. W. Rump on behalf of the Minister of Labour.

The question of collective bargaining does not appear to be in issue as the parties to the dispute are quite willing to recognize the principle of collective bargaining and the benefits to be derived therefrom. The one and only question therefore which appears to be of a controversial nature is whether the said Syndicate should be officially recognized as the bargaining agent. The Company through its President, T. B. B. Ford testified at the hearing that a large number of em-

ployees do not want to be represented by the Union as the bargaining agent and prefer to be represented by an Employees Committee which has been functioning satisfactorily during the past two years and which as yet has not been officially dissolved.

Mr. Ford further testified in his capacity as President of the said Company that under no circumstances would the Company recognize the Syndicate as the bargaining agent and in support thereof produced and filed as an exhibit a copy of a resolution of the shareholders of the Company, which was held on the 29th day of April, 1943, which gave Mr. Ford the necessary power, *inter alia*, to close the plant if the Company was called upon to recognize the Syndicate as the bargaining agent.

Mr. Ford added that upon such authorization he was firmly determined to close the plant accordingly rather than have the Company recognize the Syndicate officially.

The attitude of the Company in refusing to give official recognition to the Syndicate can be well understood from the fact, as shown by the testimony of Mr. Ford, that during the course of an illegal strike at the Company's plant in the year 1942, acts of violence were committed by Syndicate members including the prevention of the Company's trucks delivering essential materials of war. In this connection, Mr. Ford testified that mobs gathered with piles of stones ready to heave at any worker who attempted to deliver such materials; that even after the Provincial Police were called and after three police officers had arrived, the mob threatened them with stoning should they attempt to assist in having the trucks proceed.

The attorney for the Company asked the chairman to subpoena the three said police officers in order that they might testify to the above effect. However, when the said attorney attempted to adduce evidence through other witnesses of violence during the said strike, he was precluded from doing so by the majority ruling of the other two members of the Board upon the objection of Mr. Picard representing the Syndicate—I dissenting from such ruling.

However, some evidence apart from that of Mr. Ford found its way into the record.

Question: "Est-ce vrai si oui ou non que le syndicat vous autorise de résister physiquement durant une grève légale ou non légale?"

Réponse: "Pas de réponse."

Question: "Est-ce vrai que vous avez empêché de livrer de la marchandise au Canadien National?"

Réponse: "Oui."

Question: "Vous avez empêché un camion?"

Objection de monsieur Picard à cette question.

Question: "Cette question est importante en raison de savoir si oui ou non le syndicat doit être reconnu."

Monsieur Picard: "Notre demande d'enquête n'est pas sur la grève."

Monsieur Moreau, président: "Nous n'avons pas à enquêter sur les causes de la grève."

So, while according to counsel for the Company other evidence was available through several other witnesses, the attitude of the majority of the Board prevented such evidence from being adduced.

However, there is enough in the evidence of Mr. Ford and in the evidence above quoted to bring me to the conclusion that the Syndicate officers encouraged an illegal strike. And there is sufficient to bring me to the further conclusion that either they counselled violence during that strike or took no steps to prevent their members from acting with violence. The Company, to my mind, is therefore quite justified in adopting a definite attitude against giving official recognition to a Syndicate, the officers of which have acted as above, and/or who have omitted or been unable to prevent their members from committing such acts of violence.

Further, Mr. Ford has stated that there are many employees of the Company who do not approve of the Syndicate and are not members thereof and the officers of the Company wish such employees to have the right along with employees who are Syndicate members to choose their own bargaining agency.

A fair proposal in regard to the election of a bargaining agency was made by the Company to the Syndicate, which proposal is hereto attached.

However, the Syndicate rejected the said proposal admittedly for the sole reason that the Company refused to further discuss the question of the dismissal from the Company of Jos. Bouchard, President of the Syndicate, although, as above set forth, the question of Bouchard's dismissal—as well as the dismissal of several other employees—had been previously inquired into by Commissioner Rose who reported to the Department that such dismissals, including that of Bouchard were justified.

The last mentioned admission of the Syndicate is contained in a letter addressed by Mr. Gérard Picard, representing the Syndicate to the Hon. Emile Moreau, President of this Board, namely, the 4th paragraph of this letter, which reads as follows:—

"La proposition a été étudiée par le Syndicat. L'assemblée des employés membres du Syndicat n'a pas accepté la proposition de la compagnie, et le Syndicat désirait, au préalable, discuter l'un des congédiements effectués par la Compagnie, celui de M. Jos.

Bouchard, président du Syndicat et président du comité des employés. Le Syndicat a insisté sur la réinstallation de M. Bouchard, mais sans succès."

In other words, because the Company has refused and properly refused to discuss the case of Bouchard, the Syndicate is unwilling to accept the attached proposal.

Such autocratic attitude and decision of the Syndicate in response to a reasonable proposal for the solving of difficulties provides further reason for the Company's determination to refuse to deal with the Syndicate officially.

Incidentally, the officers of the Company are further showing their fair-mindedness by their willingness to deal with a Committee elected in the manner set forth in the attached proposal even if on a vote every member of the Committee happens to be at the same time a member of the Syndicate.

Moreover, any strength which the Syndicate averred it had when the present Board was constituted has probably been very materially lessened by the voluntary resignation of several active members and officers of the Syndicate from the employ of the Company, as evidenced by a letter written to the Board by Mr. J. Grant Macdonald, dated Friday, July 2, 1943, and filed as an exhibit with the Board.

Under all the circumstances and after careful inquiry into the facts and lengthy deliberation, I have arrived at the following conclusions and decisions:—

1. I disagree and dissent from the conclusions and opinions set forth and expressed in the report of the Chairman and the member of the Board nominated by the Syndicate.

2. I approve of the attached proposal made by the Company and I consider such proposal to be a fair and reasonable means of solving any existing difficulties.

The whole respectfully submitted.

(Sgd.) Gerald M. Almond.

Quebec, July 21, 1943.

On July 30 subsequent to the receipt of Mr. Almond's minority report, the following telegram, addressed to Mr. M. M. Maclean, Director of Industrial Relations, was received:—

"Newcarlisle, Que.

M. Maclean, Director of Industrial Relations,
Dept. of Labour, Ottawa, Ont.

Re Ford Co. Portneuf dispute amended copy of majority report reached me after my dissenting report submitted to Chairman Stop. Contrary to majority report there is nothing whatever to indicate companies attitude is against war effort Stop. On contrary conclusive uncontradicted evidence definitely shows companies officers have further war effort generally and particularly in machine shop production Stop. Contents of this com-

munication supplements and forms part of my minority report and accordingly I respectfully request you to add it thereto.

Gerald Almond."

Proposal

Re Industrial Disputes Investigation Act and re dispute between the J. Ford Co., Limited, Portneuf Station, P.Q., and its employees, members of the National Catholic Union of Paper Workers of Portneuf Station.

The Company proposes a formation of an employees' committee to be the bargaining agency between the employees and the Officers of the Company, such Committee to consist of five members as follows:

One member representing No. 1 Mill operations crew;

One member representing No. 2 Mill operations crew;

One member representing non-shift workers No. 1 Mill;

One member representing non-shift workers No. 2 Mill;

One member to represent the yard gang.

Such members to be elected respectively by the vote of their co-employees in their own respective groups above referred to.

There to be no nominations each employee to be entitled on secret ballot to vote for whichever fellow-employee in his particular group he wishes to represent him and his group on said Committee.

The employee in each respective group receiving the greatest number of votes to be the elected member of the Committee; and the employee in each group receiving the second highest number of votes of his group to be a non-voting member of the Committee whose duties would be to attend Committee meetings with the Company and to participate in discussions thereat and to report and discuss the mutual interests of his group privately with the other employees of his group.

If any or all of the employees elected to the Committee happen to be Syndicate officers or Syndicate members, the Company would not object.

However, any cessation of any such Syndicate Officer or Syndicate member as a Syndicate officer or Syndicate member shall not deprive him of the right to continue to be a Committee member, on the contrary he shall continue to be a Committee member, should he so desire.

The election to take place under the supervision of an officer of the Department of

Labour selected by that Department. Upon such election by secret ballot as aforesaid, the Company to be represented by one scrutineer and the employees by one scrutineer. The duties of the scrutineer would correspond to those in an ordinary public election.

In the event of any of the employees being illiterate and unable to write the name of their respective selections on the ballot, they shall respectively declare their choices to the said Officer of the Department of Labour in the presence of the respective scrutineers of the employees and of the Company, and the said Government Officer shall thereupon write the name of each such respective choices on the voter's ballot in the presence of the two scrutineers.

Upon election the Committee and the officers of the Company will decide upon the procedure to be adopted for the replacement of any members of the Committee resigning from the Committee or ceasing to be in the employ of the Company.

The Committee when elected will negotiate with the officers of the Company for a collective agreement which the Company declares it is ready to enter into on fair, just and reasonable terms and conditions.

Upon the election of the Committee aforesaid the men's Committee elected under the supervision of an Officer of the Department of Labour on September 2, 1942, shall cease to exist.

The tenure of office of the Committee to be elected will be one year from the date of election; and the election of a new Committee will take place annually within one week from the date upon which the previous Committee ceases to be in office, the procedure in each subsequent election to be decided upon, within one month before the term of the Committee then in office expires, by that Committee with Company officers.

As conveyed to the members of the Conciliation Board during several sittings, the Company, its Officers, Directors and shareholders are unwilling for the various reasons then and there detailed, to give official recognition to the National Catholic Syndicate; and it is reiterated that the reasons are so serious and well-founded that the Company's two mills will be shut down rather than give such recognition.

The foregoing proposition, made without prejudice, is a gesture of good-will by the Company to bring about a working understanding on a fair and reasonable basis; the officers give their assurance that if an employees' Committee be formed on the lines above set forth, such Committee will receive every co-operation from the Company's officers to solve any difficulties in the mutual interests of the employees as a whole and of the Company.

Montreal, May 29, 1943.

Report of Board in Dispute between the Dominion Glass Company, Limited, Hamilton, Ont., and Its Employees

On July 16, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Glass Company, Limited, Hamilton, Ont., and its employees, members of Local No. 3, Canadian Brotherhood of Glass Workers (C.C.L.) (L.G., July, 1943, p. 922).

The personnel of the Board was as follows: Dr. Cecil A. Wright, K.C., Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Messrs. R. R. Evans, K.C., Hamilton, Ont., and Bora Laskin, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The report of the Board follows:—

Report of Board

Re Industrial Disputes Investigation Act and re Dispute between the Dominion Glass Company, Limited, Hamilton, Ontario, and its Employees, Members of Local No. 3, Canadian Brotherhood of Glass Workers.

To: The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation and Investigation appointed by you, and consisting of Dr. Cecil A. Wright, K.C., as Chairman, appointed by yourself on the failure of the other two members of the Board to recommend a Chairman, and Mr. R. R. Evans, K.C., nominee of the employers, and Mr. Bora Laskin, nominee of the employees, begs to submit the following Interim Report.

Public hearings before the Board were held at the Court House in Hamilton, Ontario, on June 29, 30 and July 7. The applicant union was represented by Mr. Elroy Robson, Regional Director of the Canadian Congress of Labour, on the day of the first hearing, and by Mr. Robson and Mr. T. MacLachlan, General Organizer for the Canadian Congress of Labour, at the subsequent hearings. The Company was represented by Mr. T. W. Bassett, Vice-President and General Manager of the Company, Mr. M. Offer, Secretary and Comptroller of the Company, and Mr. James H. Sephton, Manager of the Hamilton factory. At the beginning of the first day's hearing, a request by Mr. H. A. F. Boyde, K.C., asking for permission to appear before the Board and present the case of his client, Local 140 of the Glass Bottle Blowers' Association of the United States and Canada, was considered. From statements made by representatives of the applicant union and representatives of the Company, it became apparent that Local 140 of the Glass Bottle Blowers' Association (hereinafter referred to, for convenience, as G.B.B.A.) claimed to have a collective bargaining agreement on behalf of the hourly and piece rate employees in the Hamilton plant of the Company, and while the employees of the Company, being members of Local 140 were not parties to the dispute, the Board felt that it would be helpful to have their assistance in determining the questions at issue. Since approval of the parties to the dispute could not be obtained to their appearing by counsel, they were represented throughout by Mr. Dale Clutter, Executive Board member of the Glass Bottle Blowers' Association of the United States and Canada, and were given permission to adduce evidence, question witnesses and present argument.

The Application for the Board recited three causes of dispute. At the opening of the first hearing Mr. Robson, on behalf of the applicants, withdrew the request for the reinstatement of W. Barnick (Warnick). This left the issue of recognition of the applicant union as the collective bargaining agency for employees and the request by the applicant that the Company cease the practice of intimidation for the purpose of forcing employees to become members of the G.B.B.A. Since the present report is in the nature of an interim one only, and as the Board at this stage does not feel that it is expedient or desirable to make any findings of fact concerning any questions on which there might be a difference of opinion, this report will not deal with the question of intimidation save to state that on the evidence adduced by the applicant union there would seem to be little

or nothing to support such a charge, and it would appear that in using the term, intimidation, the applicants were referring only to the manner in which an alleged collective bargaining agreement with the G.B.B.A. was negotiated, and which may, according to the contention of the applicants, have influenced employees of the Hamilton plant to become members of the G.B.B.A. Whether such influence operated or not is a question which, in this report, the Board feels unnecessary to discuss save as inferences may be drawn from the following recital of undisputed facts. In any event, it became apparent, at an early stage of the proceedings, that the only real issue in dispute was that of union recognition and of determining whether an existing collective bargaining agreement should be considered as representing the wishes of the employees of the Hamilton plant.

On the third day of the hearings in Hamilton, the Company's representatives objected to the jurisdiction of the Board on the ground that the dispute did not involve a company which was carrying on a war industry within the meaning of P.C. 3495. After hearing the Company's argument on this question, the Board was of opinion that the provisions of section 7 of the Industrial Disputes Investigation Act, which provides that the decision of the Minister as to the granting or refusing of the Board should be final and that when a Board is granted by the Minister it should be conclusively deemed to be authorized in accordance with the Act, prevented the Board from considering the merits of the issue of jurisdiction on the facts.

To understand the action taken to date by the Board, the following statement of facts, as to which there is little or no dispute, may be helpful. On November 2, 1942, an agreement was entered into between the Dominion Glass Company, at its head office in Montreal, and the Glass Bottle Blowers' Association of the United States and Canada whereby it was provided that

The Association is hereby recognized by the Company as the representative of hourly and piece rate employees in all the Company's factories and both the parties hereto agree to establish the necessary procedure for the adjustment of all matters relating to seniority, wages, hours, employment and working conditions.

Pursuant to this agreement notices were posted by the Company in the Hamilton plant of the Dominion Glass Company reciting that as a number of employees had expressed the desire to be represented by a trade union, "The Company... has made formal the recognition of the Glass Bottle Blowers' Association of the United States and Canada

as a union representing employees in all factories." The notice further stated that Mr. W. W. Campbell, vice-president of the union, and Mr. Charles Brookes, treasurer and acting head of the union in Canada, would start within the week to visit the factories at Montreal, Hamilton, Wallaceburg and Redcliff (Alta.) to discuss and arrange organizational matters. Following upon this, Mr. Brookes came to Hamilton and as a result of his organizational activities a number of application forms for admission to the G.B.B.A. were signed by employees. Without indicating any final conclusion regarding these applications, evidence of several employees, as well as statements by the G.B.B.A. itself, showed that such application forms were really for the purpose of holding general employee meetings in order to obtain information rather than as serious applications for membership in the G.B.B.A. During the time that the G.B.B.A. was conducting these organizational activities organizers for the Canadian Congress of Labour were active in the Hamilton plant during November and December, and on December 9 and 10, 1942, the employees in the Hamilton plant conducted a vote by ballot in which they were asked to express their preference for the Glass Bottle Blowers' Association, stated on the ballot to be an affiliation of the A.F. of L., or the Canadian Congress of Labour, stated on the ballot to be an affiliation of the C.I.O. The voting lasted for two days and without considering whether there was a premature termination of the voting as was suggested by the evidence of some employees, there seems little dispute that the result of the voting was as follows:—

C.C.L.	376
G.B.B.A.	185
Not voting.....	122

Without checking these figures against the actual list of employees which fluctuated around the 700 mark, it is clear and admitted by all parties that a substantial majority voted in favour of the C.C.L. Some evidence was given that the employees were mistaken in this vote since they believed that the C.C.L. was in reality the C.I.O. Whether this is so or not is unnecessary to determine for the purpose of this report.

Following this vote the employees' committee, which had been arranging the vote, split up. On December 19 a meeting of employees was called by members of the committee who had been favouring the G.B.B.A. Nineteen employees attended that meeting. As a result of this meeting a committee of four approached Mr. Sephton, the local manager of the Company at Hamilton,

on December 21 along with Mr. Charles Brookes, the Canadian organizer for the G.B.B.A. and on that date a short document was signed by Mr. Sephton on behalf of the Company and by Mr. Brookes on behalf of the G.B.B.A. in which it was stated that it had been jointly agreed that "the 'Glass Bottle Blowers' Association of the U.S.A. and Canada' be recognized the bargaining agent for the hourly and piece rate employees at the Dominion Glass Company's Plant located at Hamilton."

The charter for Local 140 of the G.B.B.A. was produced before the Board and was dated January 16, 1943. The charter of Local 3 Canadian Brotherhood of Glass Workers, being a chartered union of the Canadian Congress of Labour, was produced to the Board and was dated January 2, 1943.

Pursuant to the recognition given December 21, the G.B.B.A. continued to negotiate as the collective bargaining agency for employees at the Hamilton plant and on June 24, 1943, concluded an agreement with the Dominion Glass Company, which agreement recognized Local 140 of the G.B.B.A. as the "collective bargaining agency of the hourly and piece rate employees in the Hamilton plant, with the exception of assistant foremen and office and clerical staff".

On these facts it appeared to the Board that it would be helpful, if indeed not essential, for the purpose of conciliating the present dispute, to have evidence of the authority of Local 140, G.B.B.A. to conclude such an agreement, made on behalf of all the employees of the Hamilton plant. Particularly did this seem to be called for since the Agreement of June 24, 1943, also contained a clause, Art. 2 (b), providing that "It is agreed that employees be members of the Local in good standing, and the management agrees to pursue a policy of co-operation towards this end." Since the only evidence which had been given by witnesses for the Applicant Union and by one witness called by the G.B.B.A. attested to the fact that on the vote of December 9 and 10, 1942, there was a majority against the G.B.B.A. as a bargaining agency, the Board asked the Company and the G.B.B.A. if they could adduce evidence to show authority either on December 21, 1942, when the G.B.B.A. was confirmed as the bargaining agency at Hamilton or on June 24, 1943, when this recognition came to fruition in the concluded collective bargaining agreement. The G.B.B.A. did produce as an exhibit a number of applications from employees of the Hamilton plant for membership in the G.B.B.A. made after the vote on December 10

which totalled in all some 384. Of these applications, only 12 were signed before December 21, 1942, the date on which the Hamilton plant recognized the G.B.B.A. as a collective bargaining agency.

In view of the fact that the Applicant Union claimed the support of the majority of employees in the Hamilton plant, and insisted that by the preference shown by the Company for the G.B.B.A. in face of the contrary expression of opinion by the employees' vote on December 10, the G.B.B.A. could not be considered as the free choice of the employees as their bargaining agency, the Board did not feel that the production of membership cards of both unions would be a satisfactory solution of the question of union recognition, and it became evident that a vote to indicate the preference of the employees would be extremely helpful to the Board in making its ultimate recommendation. Whether such a vote would have been decisive of the issue need not here be considered. There is undoubtedly in existence at the Hamilton plant a fairly large proportion of employees who have been on the pay roll less than a year and whose employment may be of a fluctuating or temporary nature. The Board would, naturally, before making any final recommendation, bear this in mind after hearing full argument and evidence of all parties.

At the outset of the hearing Mr. Robson, on behalf of the applicant union, had requested that a vote of the employees be taken under the supervision of the Department of Labour. The Company and the G.B.B.A. had taken the position that such a vote was unnecessary. In the course of the proceedings, however, the G.B.B.A. had indicated their intention of applying to the Labour Court of Ontario for certification as the collective bargaining agency for the Hamilton plant. In the light of all these facts as to which there was little or no dispute, and in view of the fact that the Board felt that the validity of any collective bargaining agreement depended on proof of the authority of the bargaining agency to bind the persons on whose behalf such agreement was made—in this case all the employees of the Hamilton plant—and with a view to obviating the possibility of two votes of the employees being taken at the Hamilton plant, one for the purpose of procuring evidence for this Board and possibly another for the purpose of some future application before the Labour Court of Ontario, the Board, on July 7, adjourned for a short time, to consider ways and means by which duplication of ascertaining the authority of a collective bargaining agency might be avoided

and how the present dispute might, in light of the admitted facts, be conciliated. After such adjournment it was indicated to the parties to the dispute that the Board felt, on the evidence before it, which was admittedly incomplete, that a vote of the employees would, at some stage of the proceedings before the Board, become necessary. In view of the fact that any final recommendation which the Board might make, would not, of necessity, have any binding effect, the Board felt that it was desirable either to obtain the consent of the parties to the dispute to abide by the result of a vote or, in the event that such consent was not forthcoming, to avoid, if possible, a duplication of obtaining evidence of authority by this Board and the Labour Court of Ontario. This attitude of the Board was explained to the parties as well as the desire of the Board to obtain by a vote evidence as to the employees' preference for the competing unions, but before the Board adjourned for the purpose of having such a vote taken, it placed the following two questions before the two parties to the dispute as well as the G.B.B.A.

(1) Will the Company, the Applicant Union, and the G.B.B.A. agree in writing to abide by the result of the vote of the employees of the Hamilton plant, regarding union recognition and the authority of such union to make a collective bargaining agreement?

(2) Will the Company, the applicant union, and the G.B.B.A. agree to an adjournment of the proceedings before this Board on the undertaking in writing of both unions proceeding within seven days to the Labour Court of Ontario for certification as a collective bargaining agency for the Hamilton plant; the question of which union is to apply and which to intervene, to be a matter of agreement between the unions?

To the first question, the applicant union answered in the affirmative; the G.B.B.A. in the negative, and the Company in the negative, with the qualification that it did not believe a vote necessary as there was a collective bargaining agreement in existence.

The Company, the Applicant Union and the G.B.B.A. all answered the second question in the affirmative, and as a result an agreement was signed by representatives of the Company, of the applicant union and of the G.B.B.A. agreeing to an adjournment of the proceedings before this Board on the undertaking given by the two unions to proceed within seven days to the Labour Court of Ontario for certification. It was further provided in the Agreement, which is annexed to this report, that the applicant union would

forward to the Chairman of this Board a copy of an application for certification by Local 3 Canadian Brotherhood of Glass Workers within seven days, and that failing the production of such application, Local 140, Glass Bottle Blowers Association, might, within another five days, make application for certification before such Court.

It was indicated at the meeting of July 7, and understood by all parties, that on an application being made by either union, proceedings before this Board would be adjourned *sine die*, pending the determination of the certification proceedings in the Labour Court of Ontario, and that after the determination of the proceedings before such Court, this Board might reconvene on notice to all parties, or that further proceedings before this Board might, with the consent of all parties at that time, become unnecessary.

As a copy of an application for certification made to the Labour Court of Ontario by Local No. 3 Canadian Brotherhood of Glass Workers was received by the Chairman of this Board on July 13, which copy is annexed to this report, in accordance with the agreement of all parties and the intention of the Board stated to the parties on July 7, all further proceedings before the present Board are adjourned *sine die* pending the determination of the certification proceedings in the Labour Court of Ontario.

All of which is respectfully submitted.

Dated in Toronto, this 15th day of July, 1943.

(Sgd.) CECIL A. WRIGHT,
Chairman

(Sgd.) BORA LASKIN,
Member

(Sgd.) B. R. EVANS,
Member

Conciliation Work of the Department of Labour During July, 1943

DURING July, 41 new industrial disputes came to the attention of the Industrial Relations Branch, while 39 others which were already known to the Department received further attention. These disputes were dealt with under the Conciliation and Labour Act and were distinct from those handled under the Industrial Disputes Investigation Act, which are described elsewhere in this issue.

The disputes of chief interest or importance which were dealt with by Industrial Relations Officers or, in Ontario, by the additional services of the Provincial Conciliation Officers, are summarized in the statement below. It will be noted that a settlement was secured by the investigating officer in almost every instance.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of Quebec and one officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

FOUNDRY WORKERS, NEW GLASGOW, N.S.—On July 7, the Department was advised that 15 foundry workers of Maritime Sheet and Foundry Company, New Glasgow, N.S., had gone on strike for an increase in wages of five cents per hour in connection with which an application had been made to the Nova Scotia Regional War Labour Board. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was requested to intervene and on July 9 he advised that work had been resumed pending the decision of the Regional War Labour Board. On July 12 another strike occurred and after further conferences with Mr. Pettigrove, the strikers agreed to return to work on July 15. Again on July 19 another strike took place, the employees refusing to accept the Finding and Direction of the Regional War Labour Board on the request for increased wages. Mr. H. R. Pettigrove was successful in having the employees return to work on July 22, the Regional War Labour Board having agreed to reconsider its decision on the application for increased wages.

COAL MINERS, SYDNEY, N.S.—On July 6, ten employees of the Florence Colliery of Old Sydney Collieries Limited went on strike because of the Company's refusal to grant them wage increases. Their action was supported by 590 fellow employees who ceased work on the same day. Mr. Allan Macdonald, Industrial Relations Officer, interviewed representatives of the United Mine Workers of

America and on July 19 he advised that the employees had returned to work, agreeing to refer their demand for wage increases to the National War Labour Board.

STEELWORKERS, SYDNEY, N.S.—On June 30 the Department was notified of a stoppage of work by five battery men employed at the coke ovens of the Dominion Steel and Coal Corporation, Sydney, N.S. The stoppage was said to have occurred in protest against the employment of one member of the crew. Mr. H. R. Pettigrove, Industrial Relations Officer of the Department at Fredericton, notified the president of the union concerned that the action of the employees was in contravention of a signed agreement with the corporation and suggested that the matter should be dealt with in accordance with the established grievance procedure upon which the employees resumed work on June 30.

GAS AND OIL FIELD WORKERS, HILLSBORO, N.B.—The assistance of the Industrial Relations Branch of the Department was requested on July 16 to investigate a dispute between the New Brunswick Gas and Oil Fields Ltd., and its employees who were said to be unable to reach an agreement with the company concerning wages, working hours, etc. The discharge of a member of the Committee was also the subject of dispute. Mr. H. R. Pettigrove of the Fredericton office of the Department conferred with both parties on July 19 as a result of which arrangements were made for a further conference, the employees agreeing in the meantime to continue at work without interruption.

LOCOMOTIVE WORKS EMPLOYEES, MONTREAL, P.Q.—The Department was notified of a stoppage of work on July 16 by approximately 400 employees of the Montreal Locomotive Works, Ltd., Montreal, P.Q. The strike was said to be based on the desires of the employees for payment of the full cost-of-living bonus. They returned to work on July 17 on the understanding that application would be made by the company to the R.W.L.B. for permission to pay the bonus as requested.

PAPER MILL WORKERS, TEMISKAMING, QUE.—The employees of the Canadian International Paper Company, Temiskaming, Que., threatened on July 19 to stay away from work on Tuesday, July 20, unless a better understanding was reached between the management and the union, Local 233, International Brotherhood of Pulp, Sulphite and Paper Mill Workers and until the National War Labour Board gave a favourable date for the hearing of the union's request for wage adjustments. Officials of the union were advised that the

National War Labour Board had already given the union leave to appeal against a decision of the Regional War Labour Board and that steps should be taken to follow up this appeal without stoppage of work. The union later advised that they had agreed to maintain productive operations to permit the hearing of the appeal by the National War Labour Board.

NEEDLEWORKERS, BEDFORD, P.Q.—The Department was advised on July 16 of situation affecting the employees of the Torrington Co., Bedford, P.Q., said to be due to the failure of these employees to secure adjustments in the cost-of-living bonus and the refusal of the company to discuss the terms of a proposed collective agreement. The union, being the National Union of Needle Trades, was advised of the proper procedure to be followed regarding demands for wage, cost-of-living bonus adjustments, and the obtaining of a collective agreement.

SHIPYARD WORKERS, LAUZON, P.Q.—A stoppage of work occurred in the plant of the Davie Shipbuilding & Repairing Company, Lauzon, P.Q., on July 24 over the action of the company in dismissing an employee allegedly without justification. After conferences with the company and officials of the union, Local No. 3, Boilermakers & Iron Shipbuilders of Canada (C.C.L.), both parties agreed to accept the decision of an arbitrator to be appointed by the Minister of Labour. Accordingly Mr. Bernard Devlin, K.C., of the city of Quebec, was appointed arbitrator and at the close of the month his report had not been received.

RAILWAY SHOP EMPLOYEES, MONTREAL, P.Q.—The Department was notified on July 20 of a strike of some 800 shop labourers employed at the C.P.R. Angus Shops, Montreal. The strike was said to be because of dissatisfaction with the existing rates of pay and working conditions of this classification of employees. Although there was some doubt as to whether or not the employees were organized, the International Brotherhood of Firemen and Oilers was said to be acting on their behalf. The following day some 700 helpers and an additional number of shop labourers joined the strike which then involved approximately 1,600 employees. Although the strike was unauthorized by the union, the officers of the union and of Division No. 4 Railway Employees Department, A.F.L., held discussions with the Company, but as there appeared to be some danger of the strike spreading, the Company decided to close the plant for one week, an arrangement which had formerly been made for a later period.

After the week's closure and as the result of discussions held in the meantime, work was resumed and it was understood that an application would be made to the National War Labour Board for wage adjustments. Normal operations were resumed on July 30.

COAL MINERS, MINTO, N.B.—Approximately 15 men employed by the Minto Coal Company, Minto, N.B., declined to work on the longwall in this company's mine, alleging dangerous conditions. The matter was investigated by Mr. H. R. Pettigrove, Industrial Relations Officer of the Department at Fredericton, N.B., who held a joint conference on July 23. A report from the Deputy Mines Inspector of the province indicated that the longwall conditions did not warrant stoppage in the operations and one shift of miners resumed work on July 30, the balance resuming the following day.

FOUNDRY WORKERS, SHERBROOKE, P.Q.—A strike of the employees of the Canadian Brake Shoe Company, Sherbrooke, P.Q., occurred on July 26 in consequence of the demands of the employees for a cost-of-living bonus adjustment from 60 cents per week to \$4.25 per week. The conciliation service of the Provincial Department of Labour was requested to intervene in this dispute and as a result of its efforts, work was resumed on July 29.

FERTILIZER WORKERS, QUEBEC, P.Q.—The employees of the International Fertilizer Ltd., Quebec, P.Q., ceased work on July 28 for an increase in basic wage rates. The employees are members of the Federal Workers Local 21869 (A.F.L.), and the strike was said to be in protest of the refusal of the Quebec Regional War Labour Board to increase wages. The Provincial Department of Labour was requested to assign an officer to this dispute and as a result of his efforts, work was resumed on August 4, the company having agreed to make a joint application to the Regional War Labour Board for incentive wage adjustments.

STEEL PLANT WORKERS, SAULT STE. MARIE, ONT.—All labour in two mills of the Algoma Steel Corporation, Sault Ste. Marie, Ont., ceased work on July 18 to enforce demands for wage adjustments for the purpose of maintaining differentials following the institution of a higher minimum earnings rate. The employees concerned were members of a local union of the United Steelworkers of America. The union advised the employees to resume work pending the preparation of a submission to the National War Labour Board and normal operations were resumed on the night of July 20. On July 23, 102 bricklayers' helpers employed by this company, also

ceased work demanding adjustments in their rates of pay. Some of these employees returned to work on July 27 pending negotiations. On July 26, however, 21 cranemen employed in the Merchant Mills, ceased work, resulting in all operations in the mill having to close down. These cranemen returned to work on July 27 at which time the Department was advised that all bricklayers' helpers were back at work and that further negotiations would be conducted on wage matters.

SHIPYARD WORKERS, SOREL, P.Q.—Six thousand employees of Marine Industries Ltd., Sorel, P.Q., ceased work on July 17 for adjustments of wages and cost-of-living bonus. Mr. F. LaFortune, Industrial Relations Officer, Ottawa, was at Sorel at the time and he was able to induce the employees to return to work on Monday morning, July 19, but only partial operations were resumed at that time and later in the morning those who had reported for work again ceased operations. After conferences between the Departmental representative and representatives of the company and the employees, work was resumed at 1 p.m. on July 20. Some adjustments in classifications were effected and in addition, shortly afterwards, the National War Labour Board approved an increase of 5 cents per hour for improvers, a classification which had been omitted from a previous application to the National War Labour Board.

SHIPYARD WORKERS, MONTREAL, P.Q.—On July 14 the Department was advised that the employees of Vickers Boiler Shop had ceased work in protest against not having received the full cost-of-living bonus which was then the subject of a joint application by the company and the unions to the National War Labour Board. Some 300 boilermakers were said to be involved. Later word was received that the welders employed in the shipyard had ceased work in sympathy and an investigation was made by Mr. Raoul Trepanier, Senior Industrial Relations Officer of the Department at Montreal, but by July 17 the strike had spread to all sections of the yard and operations ceased entirely. The employees were said to be organized in a number of craft unions affiliated with the American Federation of Labour and one large group was affiliated with an organization chartered by the Canadian Congress of Labour. On the morning of July 20 a delegation representing the former groups visited the Department and conferred with the Director of Industrial Relations and the Chief Executive Officer of the National War Labour Board at which time it was made clear that the National War Labour Board was giving active consideration to the request for cost-of-living bonus adjust-

ments but that the Board would not render a decision while the men were on strike. During the same afternoon, a delegation representing the Canadian Congress of Labour Union also discussed the matter with the Director of Industrial Relations and other officers of the Department, to which delegation the same reply was made. Both delegations requested the services of an Industrial Relations Officer to proceed to Montreal to endeavour to bring about a resumption of work and Mr. Bernard Wilson of Ottawa left for Montreal the same night.

As the unions affiliated with the A.F. of L. had already indicated the willingness of their members to return to work and await the decision of the National War Labour Board, Mr. Wilson undertook to arrange a conference in Montreal between representatives of the company and of the Canadian Congress of Labour union with respect to getting a similar commitment. Work was resumed in all Departments on July 23. Subsequently, the National War Labour Board issued a directive authorizing payment in all shipyards in Eastern Canada of the full cost-of-living bonus and of a plan to inaugurate vacations with pay in all shipyards in Canada.

Representation Votes

By joint consent of the three parties concerned, and under the supervision of Mr. H. S. Johnstone, Industrial Relations Officer,

Dominion Department of Labour, Winnipeg, Man., a representation vote was conducted on July 7 among the employees of Burns and Company, Ltd., Regina, Sask., to determine the bargaining agency through which they wished to be represented in negotiations with the Company. The result of the ballot was as follows: number of eligible voters, 265; number of votes cast, 224; number of votes in favour of the Employees' Relations Committee, 34; number in favour of Local 226, United Packinghouse Workers of America, 187; spoiled ballots, 2. Previous to the taking of the vote, the Company had agreed to recognize the agency favoured by a majority of the employees.

On July 14, Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Winnipeg, Man., supervised the taking of a representation vote at the plant of Burns & Company, Ltd., Winnipeg, to determine the employees' bargaining agency. The result of the ballot was as follows: number of eligible voters, 518; number of votes cast, 380; number of votes cast in favour of the Plant Employees' Relations Committee, 41; number in favour of Local 224, United Packinghouse Workers of America, 334; spoiled ballots, 5. In a circular issued by the Company prior to the taking of the vote, employees were advised that the Company was prepared to recognize the agency desired by the majority of the employees.

Strikes and Lockouts in Canada During July, 1943

THE number of strikes and lockouts reported for the month was thirteen less than for the previous month, and showed a decrease of 28 per cent in the number of workers involved and 50 per cent in the time loss in man working days. During July, 42 strikes, involving 15,984 workers with a time loss of 66,971 days, were recorded as in progress, while in June there were 55 strikes, with 22,331 workers involved and a time loss of 140,885 days. The figures recorded for July, 1942, show that there were 68 strikes, involving 21,736 workers, with a time loss of 53,498 days.

Two strikes, one involving metal factory workers at Galt, which has been in progress since May, and one involving shipyard workers at Montreal, accounted for 45 per cent of the time loss. These two strikes, along with three others, namely, coal miners at Florence,

N.S., metal factory workers at Montreal, and shipyard workers at Sorel, caused about 75 per cent of the time loss.

Nine strikes, involving 1,693 workers, were carried over from June and 33 commenced during July. Of these 42 disputes, 36 were terminated during the month. Four resulted in favour of the workers, ten in favour of the employers, four were compromise settlements, and seventeen were indefinite in result, work being resumed pending final settlement of each dispute. At the end of the month seven strikes were recorded as unterminated: disputes involving fur factory workers at Toronto, at Quebec, and at Pointe-aux-Trembles, P.Q., metal factory workers at Galt, clothing factory workers at Farnham, P.Q., chemical plant workers at Quebec, and glass factory workers at Montreal.

In addition to the strikes listed in the table below, there were three strikes commencing in July with respect to which few details have as yet been received. These three disputes involved coal miners at Alexo, Alta., packinghouse workers at Moose Jaw, Sask., and waitresses at Moncton, N.B.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

The following table gives information for July and June, 1943, and July, 1942:—

Date	Number of strikes	Number of workers involved	Time loss in man working days
*July, 1943.....	42	15,984	66,971
*June, 1943.....	55	22,331	140,885
July, 1942.....	68	21,736	53,498

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to July, 1943				
MANUFACTURING—				
<i>Fur and Leather Products—</i>				
Fur factory workers, Toronto, Ont.	1	20	300	Commenced April 19, 1943; against agreement signed with another union; un-terminated.
Fur factory workers, Quebec, P.Q.	1	33	450	Commenced May 12, 1943; for union recog- nition and agreement with increased wages and against dismissal of two workers; un- terminated.
Fur factory workers, Pointe-aux-Trembles, P.Q.	1	20	300	Commenced May 13, 1943; against an agree- ment signed with another union; untermi- nated.
<i>Metal Products—</i>				
Motor vehicles factory workers, Hamilton, Ont.	1	225	5,200	Commenced May 10, 1943; for union recog- nition; terminated July 29; conciliation (fed- eral); return of workers pending decision of Ontario Labour Court re certification of union as bargaining agency; indefinite.
Metal factory workers, Galt, Ont.	8	625	12,000	Commenced May 21, 1943; for union recog- nition; un-terminated.
Foundry workers, Hull, P.Q.	1	(a) 409	1,200	Commenced June 29, 1943; for greater increase in cost of living bonus than approved by Regional War Labour Board; terminated July 3; conciliation (federal); return of workers pending appeal to National War Labour Board; indefinite.
<i>Miscellaneous—</i>				
Upholsterers, Montreal, P.Q.	4	(b) 344	1,410	Commenced June 4, 1943; for two weeks' vacation with pay; terminated July 13; ne- gotiations; return of workers; in favour of employers.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1943*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1943—Concluded				
SERVICE—				
Public Administration— Township employees, McKim Township, Sudbury District, Ont.	1	5	5	Commenced June 21, 1943; for increased wages; terminated July 1; negotiations; in favour of workers.
Business and Personal— Waitresses, Glace Bay, N.S.	1	12	80	Commenced June 6, 1943; against dismissal of a worker; terminated July 8; conciliation (federal and provincial) and arbitration; compromise.
Strikes and Lockouts Commencing During July, 1943				
MINING—				
Coal miners, Florence, N.S.	1	600	6,600	Commenced July 6; for increased wages for shooters and loaders; terminated July 17; conciliation (federal); return of workers pending reference to National War Labour Board; indefinite.
Coal miners, Coalburn, N.S.	1	100	300	Commenced July 15; against suspension of one miner; terminated July 17; conciliation (federal); return of workers pending ruling of National Selective Service; indefinite.
Coal miners, Minto, N.B.	1	(c) 15	105	Commenced July 21; <i>re</i> working conditions; terminated July 29; conciliation (federal); in favour of employer.
MANUFACTURING—				
Rubber Products— Tire factory workers, Kitchener, Ont.	1	963	1,925	Commenced July 14; for vacation pay for a certain worker; terminated July 15; negotiations; in favour of workers.
Textiles, Clothing, etc.— Clothing factory workers, Farnham, P.Q.	1	18	175	Commenced July 21; against dismissal of two union workers; untermiated.
Pulp and Paper— Paper mill workers, Dol- beau, P.Q.	1	200	300	Commenced July 6; against suspension of certain workers <i>re</i> union dues; terminated July 8; reference to Royal Commission (provincial); indefinite.
Pulp mill workers, Break- eyville, P.Q.	1	(d) 200	400	Commenced July 8; for increased wages; terminated July 10; conciliation (provincial); return of workers pending reference to Regional War Labour Board; indefinite.
Printing and Publishing— Linotype operators, Que- bec, P.Q.	1	30	15	Commenced July 20; for new agreement providing for reduced hours and one week's vacation with pay; terminated July 20; negotiations; (agreement secured subject to approval of Regional War Labour Board) indefinite.
Metal Products— Foundry workers, helpers, New Glasgow, N.S.	1	(e) 15	22	Commenced July 7; for increased wages; terminated July 8; return of workers pending decision of Regional War Labour Board; indefinite.
Cable and paper products factory workers, St. Johns, P.Q.	2	190	600	Commenced July 8; for one week's vacation with pay; terminated July 14; conciliation (federal); return of workers; in favour of employers.
Foundry workers, helpers, New Glasgow, N.S.	1	(f) 15	34	Commenced July 12; for increased wages; terminated July 14; conciliation (federal); return of workers pending decision of Regional War Labour Board; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1943*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts Commencing During July, 1943—Continued				
MANUFACTURING—Con.				
Metal Products—Con.				
Rolling mill workers, machinists, and piece workers, Montreal, P.Q.	1	(g) 87	87	Commenced July 12; to maintain differential in wage rates; terminated July 12; conciliation (federal); return of workers pending approval by Regional War Labour Board of new agreement providing for wage increases; indefinite.
Locomotive factory workers, Montreal, P.Q.	1	(h) 383	475	Commenced July 16; for full cost of living bonus; terminated July 17; negotiations; return of workers pending decision of Regional War Labour Board; indefinite.
Steel mill labourers, Sault Ste. Marie, Ont.	1	(i) 42	84	Commenced July 18; for increased wages; terminated July 20; return of workers; in favour of employer.
Foundry workers, helpers, New Glasgow, N.S.	1	(j) 15	45	Commenced July 19; against Finding and Direction of Regional War Labour Board re increased wages; terminated July 21; conciliation (federal); return of workers pending further reference to Regional War Labour Board; indefinite.
Metal factory labourers and craftsmen's helpers, Montreal, P.Q.	1	1,600	6,700	Commenced July 20; for increased wages and a week's vacation with pay; terminated July 26; negotiations; return of workers pending application to Regional War Labour Board; indefinite.
Bricklayers' helpers, Sault Ste. Marie, Ont.	1	102	400	Commenced July 23; for increased wages; terminated July 27; return of workers; in favour of employer.
Metal factory workers, Sherbrooke, P.Q.	1	118	118	Commenced July 26; for increased cost of living bonus; terminated July 26; return of workers pending further negotiations; indefinite.
Metal factory workers, Oshawa, Ont.	1	175	260	Commenced July 26; for revision of wage rates and against working with non-union workers; terminated July 27; negotiations; (workers joined union) compromise.
Cranemen, Sault Ste. Marie, Ont.	1	(m) 21	21	Commenced July 26; for increased wages; terminated July 27; return of workers; in favour of employer.
Foundry workers, Sherbrooke, P.Q.	1	135	335	Commenced July 26; for increased cost of living bonus; terminated July 28; conciliation (provincial); return of workers pending decision of Regional War Labour Board; in favour of workers.
Shipbuilding—				
Welders, Collingwood, Ont.	1	50	75	Commenced July 9; against dismissal of a worker; terminated July 10; return of workers; in favour of employer.
Shipyards workers, Montreal, P.Q.	1	4,000	18,800	Commenced July 14; for full cost of living bonus, holidays with pay, reclassification of workers, etc.; terminated July 22; conciliation (federal); return of workers pending decision of National War Labour Board; full cost of living bonus granted; compromise.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1943*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During July, 1943—Concluded				
Shipyard workers, Sorel, P.Q.	1	(k) 3,500	6,100	Commenced July 17; for full cost of living bonus, increased wages for improvers, and approved increases for others to be retro-active; terminated July 20; conciliation (federal); return of workers pending decision of National War Labour Board; in favour of workers.
Shipyard workers, Lauzon, P.Q.	1	900	170	Commenced July 24; against dismissal of a worker; terminated July 24; conciliation (federal); return of workers pending reference to arbitration; in favour of employer.
Shipyard testers, Sorel, P.Q.	1	100	12	Commenced July 27; to maintain differential in wage rates; terminated July 27; return of workers; in favour of employer.
Non-metallic Minerals, Chemicals, etc.— Glass factory workers, Montreal, P.Q.	4	100	50	Commenced July 16; for a union agreement; terminated July 16; conciliation (provincial); return of workers pending further negotiations; indefinite.
Stone cutters and finishers, St. Marc des Carrieres, P.Q.	2	194	485	Commenced July 22; for increased wages; terminated July 24; conciliation (provincial); return of workers pending further reference to Regional War Labour Board; indefinite.
Chemical plant workers, Quebec, P.Q.	1	35	140	Commenced July 28; against decision of Regional War Labour Board <i>re</i> increased wages; un-terminated.
Glass factory workers, Montreal, P.Q.	5	150	450	Commenced July 29; for union agreement with increased wages, reduced hours, etc.; un-terminated.
Miscellaneous— Building products (paper) factory workers, Joliette, P.Q.	1	64	600	Commenced July 14; for increased wages and union agreement; terminated July 26; negotiations; return of workers pending reference to Regional War Labour Board; indefinite.
TRANSPORTATION— Local and Highway— Bus drivers, Halifax and Dartmouth, N.S.	3	39	78	Commenced July 11; for union recognition and agreement and against dismissal of a union worker; terminated July 12; conciliation (federal); return of workers pending negotiations <i>re</i> collective agreement; (worker re-employed in another position); compromise.
SERVICE— Public Administration— Office workers, Ottawa, Ont.	1	135	65	Commenced July 28; against transfer of a senior employee; terminated July 28; negotiations; in favour of employer.

* Preliminary data, based where possible on reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement in that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 207 indirectly. (b) 162 indirectly. (c) 112 indirectly. (d) 150 indirectly. (e) 30 indirectly. (f) 30 indirectly. (g) 280 indirectly. (h) 600 indirectly. (i) 265 indirectly. (j) 30 indirectly. (k) 2,250 indirectly. (m) 502 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the July issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1942". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in May was 139 and 10 were still in progress from the previous month, making a total of 149

disputes in progress during the month; 63,500 workers were involved in the disputes in progress during the month and the time loss was 178,000 working days.

Of the 139 disputes beginning in May, 24 arose out of demands for increased wages and 54 over other wage questions; 10 on questions as to hours; 19 over questions as to employment of particular classes or persons; 31 over other questions as to working arrangements; one on a question of trade union principle. Final settlements were reached in 115 disputes, of which 27 were settled in favour of the workers, 71 in favour of employers and 17 resulted in compromises; in 25 other disputes, work was resumed pending negotiations.

United States

The number of strikes beginning in June was 400, involving 950,000 workers in these new strikes. The time loss for all disputes in progress during the month was 4,750,000 man working days. About 85 per cent of the workers involved and about 90 per cent of the time loss in June was due to the two general coal mining strikes.

Disciplinary Action of Union Against Strikers

Action taken by a union in fining some of its members for participating in an unauthorized strike was commended by the United States War Labour Board in a recent decision. The assumption of responsibility by American labour in enforcing its no-strike pledge deserves support, the Board asserted, in denying the request of the employer that the Board withdraw the maintenance of membership clause from the union's contract with the company.

The Board had directed, in December, 1942, that the union and company should include in their contract a standard maintenance of membership clause (which provides that no union members may terminate their employment for the duration of the contract). However, because of the fact that a number of strikes had taken place at the plant in the year 1942 which the local union had taken no effective steps to prevent, the Board had made the award conditional.

In March, 1943, another brief work stoppage occurred, affecting 179 employees. A hearing took place before the Regional War Labour Board, which ordered the company to reinstate two discharged employees "after a 4-weeks' disciplinary lay-off without pay" and directed

the union, which had not authorized the stoppage, to discipline the strikers. The union complied by fining the 179 workers concerned \$5 each, the fines to be turned over to a war relief agency or other charity.

The company appealed the Regional Board's decision to the National Board, and also asked that the maintenance of membership clause be withdrawn because of the strike.

The National Board unanimously upheld the Regional Board's decision and refused to rescind the union security clause. The Board found that "the company was partially responsible for provoking the strike" but declared that this "does not alter the fact that a strike took place."

"Two wrongs do not make a right", the Board continued "... It is precisely when provocation exists that the pledge to refrain from work stoppages is tested. It is only then that the pledge not to strike has any real significance."

Commenting on the difficult position in which the union found itself in fining its members, the Board commended the action, and stated that it was indication of the union's responsibility and of its right to have the maintenance of membership clause continued.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining: Non-Ferrous Smelting and Quarrying

KILMAR, QUEBEC.—CANADIAN REFRACTORIES LIMITED AND MAGNESITE WORKERS FEDERAL UNION, LOCAL 145.

See below under "Manufacturing: Non-Metallic Minerals, Chemicals, etc."

Manufacturing: Metal Products

SAINT JOHN, NEW BRUNSWICK.—JAMES PENDER & Co. LTD. AND UNITED STEELWORKERS OF AMERICA (LOCAL 2957).

Agreement reached following an application for a board under the Industrial Disputes Investigation Act, which application was withdrawn when this agreement was reached with the assistance of an Industrial Disputes Inquiry Commissioner (see p. 1092).

Agreement to be in effect from July 10, 1943, to July 10, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the collective bargaining agency for the employees who are members of the union; the company agrees to bargain with no other organization as long as this union represents a majority of employees covered by this agreement. No discrimination against any employee by the company or the union on account of his union membership or the lack of it.

Hours: 8 per day, 48 per week. Overtime is payable at time and one-half; double time for work on Sundays and holidays. Provision is made for seniority rights and for the settlement of grievances.

BEAUHARNOIS, QUEBEC.—ST. LAWRENCE ALLOYS AND METALS LTD. AND EMPLOYEES, REPRESENTED BY ALLOYS AND METAL WORKERS' UNION.

Agreement made May 8, 1943, with provisions retroactive to April 18, 1943, is to be in effect

for one year and also for the following year if no notice given. The company recognizes the union as the bargaining agency for all hourly paid employees. No discrimination against any employee because of his union membership.

Hours: 8 per day, 48 per week. Overtime is payable at time and one-half. Work on nine specified holidays is payable at time and one-half, subject to the approval of the Regional War Labour Board. Vacation: for employees with 16 months' service at May 1, of any year, one week's vacation with pay for 56 hours; for employees with one year but less than 16 months at May 1, one week's vacation with pay for 48 hours. Hourly wage rates for some classes: firemen and tappers 70 cents, assistant tappers 60 cents, mix car operators 70 cents, mixmen 55 cents, mixmen on charcoal 65 cents, cranemen 70 cents, furnace repairmen 65 to 75 cents, slippermen 65 to 70 cents, pipefitters 75 cents, welders 65 to 75 cents, electricians 70 to 90 cents, electrician's helper 60 to 65 cents, machinists 75 to 80 cents, machinists' helpers 50 to 55 cents, locomotive crane operator 85 cents, locomotive crane fireman 55 to 65 cents, gas shovel operator 75 cents, blacksmiths 70 to 75 cents, oilerman 70 cents, brakeman 65 cents, truck driver 60 cents, scrap crusher men 55 cents, yard labour 50 to 55 cents, carpenters 70 and 75 cents, clerks 50 to 65 cents, labourers (ball mill) 60 to 65 cents. The cost of living bonus to be paid as provided by law. Provision is made for seniority rights and the settlement of grievances.

BELLEVEILLE, ONTARIO.—RELiance AIRCRAFT AND TOOL Co. LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS.

Agreement reached with the assistance of an officer of the Department of Labour. Agreement to be in effect from June 29, 1943, to June 28, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agency for all employees except the classes excluded. The company agrees to deduct monthly dues from pay cheques of union members so authorizing them. No coercion to be used by the company or by the union against any employee on account of union membership or non-membership. Schedules of hours, wage rates and vacations with pay are to form part of this agreement as soon as the decision of the Regional War Labour Board is reached. Provisions for seniority rights and for the settlement of grievances are included.

TORONTO, ONTARIO.—METALLIC ROOFING Co. LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA.

Agreement reached following an application for a board under the Industrial Disputes Investigation Act, after which an Industrial

Disputes Inquiry Commissioner assisted in bringing about this agreement (see p. 1092). Agreement to be in effect from July 15, 1943, to July 14, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the exclusive collective bargaining agency for all employees. No discrimination against employees by the company or the union by reason of their membership or non-membership in the union. The company to give preference in employment to dependents of enlisted employees, if suitable. Hours and wages are not stipulated, but it is provided that there be a 10-minute rest period in each shift. Provision is made for a joint plant safety committee, for seniority rights and for the settlement of grievances.

HAMILTON, ONTARIO.—INTERNATIONAL HARVESTER Co. OF CANADA LTD., HAMILTON HARVESTER WORKS, AND UNITED STEEL WORKERS OF AMERICA, LOCAL 2868.

Agreement to be in effect from June 28, 1943, to June 28, 1944, and thereafter subject to 30 days' notice. The company recognizes the union as the sole representative of the employees. No discrimination or coercion by the company or the union against employees for being or not being union members.

Hours: 9 per day, a 45-hour week; employees will not regularly be scheduled to work more than 10 hours in any day or 60 in any week. Overtime is payable at time and one-half; work on Sundays and holidays also at time and one-half.

Wage rates prevailing when agreement made to remain in effect until either party proposes an increase or decrease. The company to continue to pay a cost of living bonus in accordance with federal government orders in council. Vacation: one week's vacation with pay for employees of one year and less than five years' service and regular attendance during the preceding year; two weeks to employees of five or more years' service. Apprentices limited to 10 per cent of the total number of employees in any one of the skilled trades. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

KILMAR, QUEBEC.—CANADIAN REFRACTORIES LIMITED AND MAGNESITE WORKERS FEDERAL UNION, LOCAL 145 OF THE TRADES AND LABOUR CONGRESS OF CANADA.

Agreement reached with the assistance of an Industrial Relations Officer of the Department of Labour. Agreement to be in effect from July 1, 1943, to June 30, 1944, and thereafter subject to notice. The Company recognizes the union as the collective bargaining agency for employees of the Company who are members of the union. The Company will not recognize any other bargaining agency during the life of this agreement. Neither the Company nor the union will discriminate against any employee on account of his union membership or non-membership or union activity.

Hours: for day workers, 10 per day, 5 on Saturdays, a 55-hour week; for shift workers at the plant, 8 per day, 48 per week; for shift workers at the mine, 8 per day (collar to collar), 48 per week, except cage tenders and hoistmen who work 8½ hours per shift and 51 per week. Overtime is payable at time and one half; work on an employee's regular day of rest, double time; work on legal holidays at time and one half. Wages: the union will apply to the War Labour Board for wage increases, and both parties will abide by the findings. Vacation: subject to the approval of the National War Labour Board, one week's vacation with pay to employees with at least one year's continuous service. The Company has the right to deduct one day from this vacation for each day the employee is absent from work during the previous year without written leave or medical certificate, provided that there will be no such penalty for absenteeism occurring before the signing of this agreement.

A joint production committee to be formed. The Company agrees to maintain safety and health measures, and undertakes to make certain improvements in the working premises and living quarters of the workers. Provision is also made for seniority rights and for the settlement of grievances.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the applica-

tion, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of two new agreements, the amendment of five agreements and the extension of the period of three agreements, all of which are noted below. A request for the extension of a new agreement for retail stores

at Chicoutimi was published in the *Quebec Official Gazette*, July 10. Requests for the amendment of the agreements for barbers and hairdressers at St. Hyacinthe, the sheet metal industry at Montreal, barbers and hairdressers at Quebec were published in the issue of July 3; for the amendment of the agreement for the cloak and suit industry throughout the Province, in the issue of July 10; for the amendment of the agreement for dairy employees at Quebec, the paper box (corrugated paper) manufacturing industry throughout the Province, and garages and service stations at Montreal, in the issue of July 17; for the amendment of the agreement for the passenger car and bus industry, Montreal, municipal employees (permanent) at Sherbrooke, and bakers at Montreal, in the issue of July 31.

In addition, Orders in Council were published in the *Quebec Official Gazette* during July, approving or amending the constitution and by-laws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection by certain other joint committees.

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC CITY AND DISTRICT.—An Order in Council, dated July 22, and gazetted July 31 extends the term of this agreement (L.G., April, 1940, p. 388; Oct., 1941, p. 183; April, 1943, p. 490, July, p. 989) to September 1, 1943.

PRINTING TRADES, MONTREAL.—An Order in Council, dated June 23, and gazetted July 3, extends the term of this agreement (L.G., Jan., 1943, p. 88, and previous issues as noted therein; and April, 1943, p. 490) to September 30, 1943.

Construction: Buildings and Structures

BUILDING TRADES, SHERBROOKE.—An Order in Council, dated July 10, and gazetted July 17, amends the previous Orders in Council for these trades (L.G., Oct., 1942, p. 1209, and Feb., 1943, p. 220) by providing that the cost of living bonus of 5 cents per hour be continued without change to January 16, 1944.

BUILDING TRADES, MONTREAL.—An order in Council, dated July 22, and gazetted July 31, extends the term of this agreement (L.G., Nov., 1942, p. 1348, Dec., p. 1490; April, 1943, p. 490; May, p. 639) to March 31, 1944.

Trade

RETAIL STORES, BAKERIES, HOTELS, ETC., MAGOG.—An Order in Council, dated July 22, and gazetted July 24, amends the agreement for these establishments (L.G., Nov., 1940, p. 1203; March, 1941, p. 335; Aug., 1942, p. 978) by providing for the closing of clothing stores, novelty shops, shoe, furniture, jewellery and department stores at noon on Wednesday except in those weeks in which a holiday occurs. In commercial establishments, other than grocery and butcher shops, weekly hours are reduced from 65 to 59½ hours. In department stores, the weekly hours for female employees is reduced from 54 to 48½ hours.

Service: Public Administration

POLICE DEPARTMENT EMPLOYEES, QUEBEC CITY.—An Order in Council, dated June 23, and gazetted July 3, amends the previous Orders in Council for these employees (L.G., Aug., 1940, p. 869; July, 1941, p. 854; July, 1942, p. 857). The class of cadet at \$18 per week is struck off; constables to receive \$23 per week the 1st of May following the date of their employment. Detectives at \$1,800 to \$2,100 per year and sergeant detectives at \$2,100 to \$2,500 are added to the wage scale.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, THREE RIVERS.—An Order in Council, dated June 23, and gazetted July 3, amends the previous Orders in Council for these trades (L.G., March, 1942, p. 353, Sept., p. 1098, and April, 1943, p. 490). Closing hours in Shawinigan Falls are made one hour earlier on four days and one hour later on Friday.

FUNERAL UNDERTAKERS, MONTREAL.—An Order in Council, dated July 10, and gazetted July 17, extends the term of the 1942 agreement (L.G., March, 1942, p. 354; March, 1943, p. 353, May, p. 639, and July, p. 990) to July 24, 1943.

Another Order in Council, also dated July 10, and gazetted July 17, makes obligatory the terms of a new agreement between La Section des Directeurs de Funérailles du district de Montréal de l'Association des Marchands détaillants du Canada (The Montreal District Funeral Directors' Section of the Retail Merchants Association) and Le Syndicat des Employés des Pompes funèbres de Montréal, inc. (The Union of Funeral Undertakers' Employees of Montreal, Inc.). Agreement to be in effect from July 17, 1943, to July 16, 1944, and thereafter from year to year subject to notice.

This agreement is similar to the one previously in effect (L.G., March, 1942, p. 354) with the exception of the cost of living bonus which is fixed at \$1.50 per week or 6 per cent of basic wages as the case may be, this bonus to be variable with changes in the cost of living index number, as provided by the National War Labour Board. Apprenticeship is for two years.

BARBERS AND HAIRDRESSERS, VALLEYFIELD AND BEAUHARNOIS.—An Order in Council, dated July 10, and gazetted July 17, makes obligatory the terms of a new agreement between Le Syndicat des Maîtres-Barbiers et Coiffeurs de Salaberry de Valleyfield (The Union of Master Barbers and Hairdressers of Salaberry de Valleyfield) and Le Syndicat des Employés Barbiers et Coiffeurs de Salaberry de Valleyfield (The Union of Employed Barbers and Hairdressers of Salaberry de Valleyfield). Agreement to be in effect from July 17, 1943, to July 16, 1944, and thereafter from year to year subject to notice.

Hours for both barbers and hairdressers: 57 per week. Weekly wage rates: at Valleyfield, for journeymen barbers and hairdressers, \$15 per week plus 50 per cent commission on all gross receipts in excess of \$25 made by them during a week; at Beauharnois, \$17 per week plus 50 per cent commission on all gross receipts in excess of \$27 made by them during a week. A cost of living bonus is provided for. Apprenticeship is for three years, and apprentices to be paid from \$6 per week during second six months to \$12 after third six months. A scale of minimum prices to be charged customers is also included.

Wages

Incentive Wage Plans in the United States

Study Indicates Higher Earnings Received by Workers Under Incentive Plans—Guiding Principles Established by U.S. War Production Board

HIGHER earnings were found to be received by workers paid under an incentive plan than by workers in identical occupations paid straight-time, according to a survey of three important industries conducted by the United States Bureau of Labour Statistics, described in the *Monthly Labour Review* for May. The survey covered several hundred plants in the machinery manufacture, cotton-textile manufacture, and primary fabrication of non-ferrous metals industries. The data on median earnings showed an advantage to incentive workers ranging from 12.1 per cent in non-ferrous metals to 18.2 per cent in machinery manufacture. In roughly half of the occupations in which comparisons were made, incentive workers were earning, per hour, between 10 and 20 per cent more than the time workers. Differences of less than 5 per cent or more than 30 per cent were rarely encountered. The incentive-wage advantage occurred in both union and non-union establishments.

"These findings..." the report states, "imply the maintenance of substantially higher levels of production under incentive systems than under systems of time payment. The higher earnings may result from more intensive effort by the workers themselves, or from greater efficiency on the part of management, or from both of these influences."

Many kinds of incentive plans were found to be in effect, ranging from simple piece-rate systems to complicated base-rate and bonus systems. The object of the plans generally was to increase the productivity of workers by establishing a relationship between output and earnings, so that the application of greater energy, dexterity or skill would be rewarded by an increase in pay.

Principles Recommended by War Production Board

A new interest in the possibilities of wage incentive plans, both on the part of unions and management has been enhanced in the United States by President Roosevelt's "hold-the-line" order of April 8, aimed at stabilizing wages and prices, which specifically mentioned the payment of incentive wages as one of the circumstances under which wage adjustments might be authorized.

On April 30 a statement was issued by the U.S. War Production Board under the heading "Essential Features of an Effective Wage Incentive Plan." The statement stressed the following principles:

1. Production Standards

For the purpose of this presentation the term "Production Standard" means the amount of work which should be produced in one hour by a qualified operator working at a normal rate of speed under normal operating conditions. It should represent the amount of work which could reasonably be expected from a qualified operator who is paid for his services on a straight-time basis without any financial incentive for attaining maximum production. . . .

Before undertaking the installation of an incentive plan, the authorized representatives of the workers to which it will apply should be fully informed regarding the methods, procedures and objectives involved, and their aid and counsel should be continuously solicited in carrying the plan through to a successful completion.

2. Guaranteed Standards

To ensure full and unrestricted production and complete confidence in the plan, the management should formally guarantee the workers that the standards as originally established will not be increased unless technological developments in the materials or methods employed justify such action, and even in those instances the concurrence of the workers or their representatives should be secured before the change is made effective.

3. Equitable Base Rates

The term "base rate" has reference to the worker's hourly rate of pay, which is ordinarily the going-market or prevailing-rate for the type of work in which engaged. It is the rate that would ordinarily be paid to the worker regardless of whether or not he is given an opportunity to earn an additional amount under an incentive plan.

4. Guaranteed Earnings

Management should guarantee each worker that he will be paid at his base rate for all authorized time spent on the company premises regardless of whether or not he attains the production standards established for a particular job.

5. Lost Time

A careful and accurate record should be kept of all time lost by the worker due to no fault of his own. Not only should the worker be paid for this time at his regular base rate, but also this time should be eliminated in determining whether or not the worker met or exceeded the production standards for the jobs on which engaged.

6. Full Value of Time Saved

If the worker produces in excess of the established standards, he should receive the full value of the time represented by this excess production. For example, if the production standard is one piece per hour and the worker in an eight-hour day produced ten good pieces, he has in effect saved two hours for which he should be paid at his regular base rate.

7. Maximum Coverage

It is to the best interest of all parties concerned to cover as much of the work with standards as is practical or possible in order that the maximum amount of the worker's time is spent on rated jobs.

8. Substantial Bonuses for Exceeding Standards

Assuming the worker receives the full value of all time saved, the production standard should be set so that a qualified worker working at his best skill and effort could produce

an average up to 25 per cent of his base rate for each hour on rated jobs. Experience has demonstrated that the worker will put forth his best efforts if in so doing he is given an opportunity to increase his earnings by 25 per cent.

9. Readily Understandable

It is conceded that the most readily understood and the most simple wage-incentive plan from all standpoints is the straight piecework system under which money values are established for each unit of production and that any deviation from that plan inevitably adds complications. It is desirable to maintain the utmost simplicity in connection with any procedure or technique that involves an individual's earnings.

10. Flexibility

The basic principles of the plan should be applicable to either group or individual standards.

Wages and Hours of Seamen in Four Countries

AN article appearing in the July issue of the *International Labour Review* deals with the "Rates of Pay and Working Hours of Seafarers" in the merchant navies of Belgium, Great Britain, the Netherlands and Norway. It was prepared as a preliminary answer to a request by the Joint Maritime Commission for "a statement on the present position, specifying the wartime changes, concerning the conditions of service of seafarers of the principal maritime countries, with special reference to hours of work at sea and ashore, manning, holidays with pay, security of employment, accommodation, pensions, training and recruitment". It is pointed out that "the preparation of so comprehensive a statement is obviously an undertaking of considerable magnitude, but a modest survey of part of the field may have an interim value". Other countries, and conditions of service other than wages and hours in the four countries here dealt with, will be covered in later articles.

It is impossible to make an entirely satisfactory comparison of rates of pay on an international basis because rates vary greatly according to the size and type of ship, etc., and the special factors in an individual country. The authors of the article have made a selection of data in the interests of simplicity but they point out that no selection can be regarded as really typical. They go on to state, however, that

while it is necessary to emphasize the difficulties in the way of making international comparisons, it would seem possible to recognize also a definite tendency towards uniformity in conditions of service. This is a natural consequence of the conditions created by the war. But since shipping is at all times the most international of all industries, the wartime experience may suggest consid-

eration of the possibility of establishing after the war at any rate a greater degree of uniformity than prevailed before it.

Wages

Representative rates are as follows. Chief engineers are paid £27 monthly on Belgian ships, £32-17-6 on ships of Great Britain, £41-11-7 or £45-18-5 depending on their certificate on Dutch ships and £38-0-5 on Norwegian ships (of 3,000 to 4,000 I.H.P.). In all cases increments are paid on the completion of specified periods of service. Boatswains on Belgian ships receive £13-15-0 per month, on ships of Great Britain £16 to £18-5-0 depending on the tonnage of the vessel, on Dutch ships a minimum of £16-14-3 and on Norwegian ships £15-9-7. The monthly rate for able seamen is £12-10-0 on Belgian ships, £14 on British ships, £15-11-11 on Dutch ships and £14-9-3 on Norwegian ships. All Belgian officers and ratings are eligible for continuous service premiums which are deposited to their account at the end of each year and may be withdrawn after the liberation of the country, and the Netherlands Government has set up a committee to study a system of deferred pay. Certain other supplements, notably war risk bonuses, are paid in all four countries, and deductions are made for various purposes, chiefly pension schemes.

Hours

The standard hours for ratings in the deck department and the stokehold or engine room are 56 per week on the ships of Belgium and Great Britain and 8 hours per day on vessels of the Netherlands and Norway. Longer hours

are permitted on sailing and arrival days and under certain other circumstances. In the catering department, the standard hours are 10 per day in Belgian, Dutch and Norwegian ships and 70 per week and 10 per day on ships of Great Britain, and they must fall within a

specified period of the day. In port the standard hours in the catering department are shorter than these. Hours in excess of the standard hours must be paid at special rates which vary from country to country and according to the rank of the seaman.

Fair Wage Schedule for Public and Private Construction in Manitoba

THE 1943-44 schedule of minimum hourly rates and maximum hours prescribed each year for public and certain private construction works in Manitoba under the Fair Wage Act was gazetted July 17 and is to be in effect from July 15, 1943, to April 30, 1944. The Fair Wage Act applies to "any public work or public works authorized by the Minister of Public Works for the execution of which a contract has or contracts have been entered into between the Minister of Public Works and an employer." Private works to which the Act applies include the building, construction, remodelling, demolition or repairing of any building or construction work within the Greater Winnipeg Water District; or any such work in a city or town over 2,000 in population or in any portion of the province to which the Lieutenant-Governor in Council may extend the provisions of the Act, provided that the total cost of such work, irrespective of the number of contracts made, exceeds \$100. Not covered is repair or maintenance work done by a regular maintenance staff on any property by or under the immediate direction or control of the owner, occupant or tenant of the property as long as such work is not

undertaken with a view to the sale or rental of the property.

In the 1942-43 schedule most of the hourly rates were increased by five cents. This was to be regarded as a cost-of-living bonus. In the present schedule the five-cent bonus has been extended to all the classifications which did not receive the increase or received one of less than 5 cents, except that no bonus has been added to the 55-cent basic rate fixed for the hire of trucks used on construction work. A bonus of 60 cents a week has been prescribed for watchmen for whom weekly rates are fixed in the schedule. The cost-of-living bonus is now listed separately and overtime is, in future, to be paid for at one and one-half times or twice the basic rate exclusive of bonus. One or two other changes have been made in the new schedule. The minimum rate for unskilled labourers is to be the maximum of the range of rates prescribed for them last year. After November 1, 1943, the basic rates for painters, decorators, paper-hangers and glaziers are to be raised by five cents in addition to the five-cent cost-of-living bonus. The schedule which appears below was approved by the Manitoba Regional War Labour Board on July 8.

FAIR WAGE SCHEDULE

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't. Work, Winnipeg and Radius of 30 Miles.		B—Other Than Area Described in "A" (applies to private work when pop. exceeds 2,000).		Cost of Living Bonus Per Hour
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	
	Minimum Per Hour	Maximum Per Week	Minimum Per Hour	Maximum Per Week	
1. Asbestos workers—					
(a) Journeymen.....	\$.80	44	\$.80	50	\$.05
(b) Improvers.....	.65	44	.65	50	.05
2. Asphalters—					
(a) Finishers.....	.63	44	.58	50	.05
(b) Rakers.....	.58½	44	.54	50	.05
(c) Tampers.....	.50	44	.45	50	.05
3. Blacksmiths.....	.70	44	.65	50	.05
4. Boiler-makers on construction or erection work.....	.85	44	.85	50	.05
(a) Helpers.....	.55	44	.55	50	.05

FAIR WAGE SCHEDULE—Continued

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't. Work, Winnipeg and Radius of 30 Miles.		B—Other Than Area Described in "A" (applies to private work when pop. exceeds 2,000).		Cost of Living Bonus Per Hour
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	
	Minimum Per Hour	Maximum Per Week	Minimum Per Hour	Maximum Per Week	
5. Bricklayers.....	1.15	44	1.00	50	.05
(a) Helpers (continuously employed at mixing and tempering mortar).....	.52½	48	.45	54	.05
6. Bridge and structural steel and iron workers.....	.90	44	.90	50	.05
7. Carpenters and millwrights¹,².....	.95	44	.80	50	.05
8. Cement finishers (in warehouses or large floor area jobs).....	.65	48	.60	54	.05
9. Electrical workers³ (inside wiremen, licensed journeymen).....	.95	44	.80	50	.05
10. Elevator constructors.....	1.00	44	1.00	50	.05
(a) Helpers.....	.70	44	.70	50	.05
11. Labourers—					
(a) Skilled—comprising the following: placing or assisting mechanics in the placing of cut stone, architectural terra cotta, marble (real or imitation), roofing slate and shingles, plaster castings, ornamental bronze and iron, interior joinery, laying drain tiles, attending concrete mixer, bending and placing reinforcing material, movable scaffolding and runways.....	.50	48	.45	54	.05
(b) Labourers.....	.45	48	.40	54	.05
12. Lathers (metal, wood)—					
(a) Metal lathers.....	.80	44	.75	50	.05
(b) Wood lathers.....	.70	44	.65	50	.05
13. Linoleum floor layers.....	.60	48	.55	50	.05
14. Marble setters.....	1.10	44	.95	50	.05
(a) Helpers³.....	.52½	48	.45	50	.05
15. Mastic floor kettlemen.....	.45	48	.45	50	.05
16. Mastic floor rubbers and finishers.....	.55	48	.55	50	.05
17. Mastic floor spreaders and layers.....	.85	48	.85	50	.05
18. Operating engineers and firemen on construction—					
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating trenching machines, clamshells or orange peels, regardless of capacity; or operating steam shovels or draglines of one yard capacity or over; or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.00	48	.80	50	.05
Class B: Engineers in charge of hoisting engines having only two drums or of single drum, used in handling building material; or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	.95	48	.75	50	.05
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provision of "The Steam Boiler Act"; or air compressor delivering air for the operation of rivetting guns on steel erection work, or pumps in caissons, or concrete mixers of over ½ yard capacity; irrespective of motive power.....	.85	48	.70	50	.05
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting engineers in charge of same.....	.60	48	.50	50	.05
Class E: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers.....	.50	48	.40	50	.05
19. Painters, decorators, paperhangers and glaziers.....	.75	44	.70	50	.05
NOTE.—On and after November 1st, 1943, the basic wage rates for painters, decorators, paperhangers and glaziers will be 80c. per hour for "A" area and 75c. per hour for "B" area, plus 5c. per hour cost of living bonus.					
20. Plasterers.....	1.15	44	1.00	50	.05
(a) Helpers (continuously employed at mixing and tempering material, including the making of putty and operation of machinery).....	.52½	48	.45	54	.05
21. Plumbers.....	1.05	44	.95	50	.05
(a) Helpers³.....	.52½	48	.45	54	.05
22. Roofers (felt and gravel).....	.60	48	.55	50	.05
(a) Mop handlers.....	.45	48	.40	50	.05
23. Sheet metal workers.....	.75	44	.70	50	.05
24. Shinglers.....	.80	44	.70	50	.05
25. Steamfitters.....	1.05	44	.95	50	.05
(a) Helpers³.....	.52½	48	.45	54	.05
26. Stonecutters.....	.95	44	.85	50	.05

FAIR WAGE SCHEDULE—*Concluded*

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't. Work, Winnipeg and Radius of 30 Miles.		B—Other Than Area Described in "A" (applies to private work when pop. exceeds 2,000).		Cost of Living Bonus Per Hour
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	
	Minimum Per Hour	Maximum Per Week	Minimum Per Hour	Maximum Per Week	
27. Stonemasons.....	1.15	44	1.00	50	.05
(a) Helpers (continuously employed at mixing and tempering mortar).....	.52½	48	.45	54	.05
28. (a) Teamsters.....	.45	48	.40	54	.05
(b) Teamsters with teams (if employed on construction or demolition of the building by the owner, contractor or sub-contractor).....	.90	48	.85	.....	.05
29. Terrazo Workers—					
(a) Layers.....	.75	44	.72½	50	.05
(b) Machine rubbers (dry).....	.60	48	.52½	50	.05
(c) Machine rubbers (wet) and helpers.....	.55	48	.50	50	.05
30. Tile setters (including all clay product tile and vitrolite glass).....	1.10	44	.95	50	.05
(a) Helpers.....	.52½	48	.45	54	.05
31. Tile setters (asphalt and other composition tile).....	.85	44	.70	50	.05
32. Timber and crib men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	.65	48	.55	54	.05
33. Truck drivers (while in charge of trucks).....	.50	48	.45	54	.05
34. Trucks only (when used on construction work and paid at an hourly rate) when truck is hauling not more than 1 cubic yard.....	.55				
For each additional 1/10 cubic yard.....	.04½				
35. Watchmen.....	22.50				.60
	per week				per week
36. Welders and burners (acetylene or electric).....	.75				.05
37. Welders and burners on steel erection.....	.85				.05

Overtime:

Time worked in excess of the maximum hours as stipulated in the schedule shall be paid at the rate of time and one-half, including Saturday afternoon. All hours worked on Sunday to be paid at the rate of double time, except in cases of emergency when time and one-half shall be paid.

All overtime to be paid for in accordance with the basic wage rates only.

Rule:

All men hired in Winnipeg to go into the country to work on buildings shall be paid the City schedule rate, except where other definite agreements are made.

This Schedule was approved by the Regional War Labour Board for Manitoba on the 8th day of July, A.D. 1943.

¹ Subject to existing agreements between Builders' Exchange and Bricklayers' Union or Carpenters' Union, Local 343.

² Carpenters' and electrical apprentices between ages of 17 and 24 indentured for 4-year period: 35 and 30 cents per hour respectively for first 6 months with 5-cent increase every 6 months up to and including seventh period, totalling 3½ years, and 10-cent increase for last 6 months, making the rate 70 cents per hour.

³ All men assigned to help tradesmen.

PUBLIC ROAD AND BRIDGE WORKS

The following schedule shall apply from and after July 15th, A.D. 1943, on "public works" outside of the Greater Winnipeg Water District Area in all parts of Manitoba for highway, road, bridge or drainage construction work where a contract has been entered into by the Honourable Minister of Public Works:

Occupation	Basic Wage Rate	Hours	Cost of Living Bonus Per Hour
	Minimum Per Hour	Maximum Per Week	
Teamsters.....	\$.35	54	\$.05
Labourers.....	.35	54	.05
Teamsters and two horse team.....	.60	54	.05
Teamsters and four horse team.....	.85	54	.05
Grader and tractor operators (excepting permanent municipal employees).....	.60	54	.05
Truck drivers (regardless of basis for payment of truck).....	.45	54	.05
Truck only—			
When truck is hauling not more than 1 cubic yard.....	.55		
For each additional 1/10 cubic yard load.....	.04½		
Timber men (timber work where use of hammers, saws, axes and augers only are required).....	.55	48	.05

National War Labour Board Announces Bonus in Shipyards and Vacations with Pay

The National War Labour Board announced on July 30 that effective on that date the cost-of-living bonus being paid in all shipyards under its jurisdiction which were paying less than the full cost-of-living bonus of \$4.25 weekly was increased to \$4.25 per week.

The Board also announced that the general wage structure in all of the eastern shipyards was under survey and careful consideration and that it was expected that in a reasonable time the question of wage adjustments would be worked out.

The National War Labour Board announced on August 6 that in all shipyards under its

jurisdiction where conditions of work do not include vacation with pay the same was hereby instituted effective as of that date.

Formal directives would be issued when vacation with pay schemes had been worked out by the various shipyards in consultation with the unions and approved by the Board, the Board announced. It was stated that vacation with pay schemes should be planned with a reasonable degree of uniformity and submitted to the Board for its approval, it being imperative that all such plans should be devised with a view to the least possible interference with production.

War Emergency Training

Statistical Summary for the Month of June, 1943—Training in Industry— Rehabilitation Training

THE gross enrolment in all types of classes in War Emergency Training showed a slight drop from 17,491 enrolled on the 1st of June, to 17,378 enrolled on June 30. The biggest decline was in the full-time pre-employment classes which reached a new low. During the month of June, the enrolment in all types of industrial classes declined from 7,165 at the beginning of the month to 5,868 at the end of the month. The enrolment in classes for the armed forces showed an increase of approximately 1,200. Decreases in the Army and Navy classes were more than made up by a substantial increase in the classes for pre-aircrew personnel for the R.C.A.F. Several more pre-employment training centres were closed through inability to recruit classes of trainees.

Training in Industry

There was a slight increase in the enrolment of plant schools. Approval was given to three new ones during the month. Quite a number of others suspended operations as they had trained the required number of workers in their respective industries. The number of employed persons attending part-time classes showed a further decline as quite a number of these classes have been suspended for the summer months. The training of foremen and supervisors still continues to progress satisfactorily, and Job Instruction, Job Relations

and Job Methods. Reports received from many companies testify to the benefits they have received from this type of training.

A special class for Women's Welfare Supervisors in industry was held in the City of Montreal early in June for one week. Many of the industries co-operated in this class and selected women from their supervisory staff to attend. The instructional staff was drawn from persons already engaged in industry and in the Government Service. Each session was devoted to a specific topic and the preliminary lecture was followed by discussion.

Rehabilitation Training

There was a slight increase in the number of discharged persons from the forces seeking rehabilitation training. Increased facilities are being provided as the demand for this type of training is expected to show a very substantial increase in the near future. Arrangements have been completed to provide training not only in vocational schools, but in private business colleges and in industrial establishments. Representatives of War Emergency Training are making enquiries to ascertain what training opportunities are available in industrial and commercial establishments in the different provinces. Steps have also been taken looking forward to the acquisition of additional training facilities outside the regular vocational schools after the end of the war.

WAR EMERGENCY TRAINING PROGRAM
TABLE 1.—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE MONTH OF JUNE, 1943 (WITH TOTALS FROM APRIL 1, 1943 TO JUNE 30, 1943)
(Subject to Revision)

PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND REHABILITATION CLASSES													
NUMBERS IN TRAINING					Placed in Employment		Enlisted		Completed Training but not reported placed		Left before Training Completed		
From April 1/43 to June 30/43	At first of June	Enrolled in June	At End of June	From (2) April 1/43 to June 30/43	In June	From April 1/43 to June 30/43	In June	From April 1/43 to June 30/43	In June	From April 1/43 to June 30/43	In June		
DOMINION SUMMARY													
Pre-employment Classes.....	5,230	1,904	1,738	2,575	807	32	2	174	78	580	177		
(Men	2,891	798	1,670	1,988	677	8	1	27		289	71		
Part-time Classes (1).....	5,355	2,139	1,364										
(Men	1,016	440	137										
Rehabilitation Classes.....	1,495	182	201	214	62			27	13	52	15		
Total.....	14,987	5,463	4,110	4,777	1,546	40	3	228	91	921	263		
NOVA SCOTIA													
Pre-employment Classes.....	161	75	49	74	39					5	3		
(Men	8	15	18	27	14					3	1		
Rehabilitation Classes.....	12	5	7	5	4								
Total.....	221	95	107	106	57					8	4		
NEW BRUNSWICK													
Pre-employment Classes.....	142	67	62	59	9					21	3		
(Men	62	35	15	46	33					1			
Rehabilitation Classes.....	12	8	5	3	1					2			
Total.....	216	110	82	108	43					24	5		
QUEBEC													
Pre-employment Classes.....	2,507	922	822	900	241	7	1	126	61	374	126		
(Men	279	67	76	145	55	1		1		47	23		
Part-time Classes (1).....	594	255	33										
(Men	22	8	8										
Rehabilitation Classes.....	1-6	43	44	63	8			12	12	25	7		
Total.....	3,558	1,295	983	1,168	304	8	1	(3) 139	73	446	156		

ALBERTA

ALBERTA													
Pre-Employment Classes.....	82	24	25	41	36	13	3	.....	2	.....	7	.....	3
Part-time Classes ⁽¹⁾	143	43	20	23	102	36	4	1	.....	.....	14	.....	.....
Rehabilitation Classes.....	69	16	6	11	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	368	119	73	124	165	57	7	1	3	1	22	.....	3
BRITISH COLUMBIA													
Pre-Employment Classes.....	346	110	86	112	201	77	.....	.....	.....	.....	27	6	8
Part-time Classes ⁽¹⁾	1,706	804	74	648	232	108	.....	.....	.....	.....	26	.....	.....
Rehabilitation Classes.....	84	32	27	44	28	9	.....	.....	1	.....	7	3	.....
Total.....	2,808	1,230	284	979	461	194	.....	.....	1	.....	60	17	.....

(1) Trainees in the Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees.
(2) Includes those graduates who, though actually placed prior to June 1, 1943, were not so reported until after June 1, 1943.
(3) The numbers shown as completed but not reported placed in the Province of Quebec (139) includes all unplaced trainees who have completed their courses since the commencement of the War Emergency Training Program in that Province.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF JUNE, 1943, WITH TOTALS FROM APRIL 1, 1943, TO JUNE 30, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/43 to June 30/43	At First of June	Enrolled in June	At End of June	From April 1/43 to June 30/43	In June
DOMINION SUMMARY						
R.C.A.F. Classes.....	14,883	6,815	4,141	8,453	5,950	2,368
Army Classes.....	5,463	2,528	819	2,173	3,109	1,109
Navy Classes.....	1,693	983	167	884	718	261
Total.....	22,039	10,326	5,127	11,510	9,777	3,738
NOVA SCOTIA						
R. C. A. F. Classes.....	196	71	75	78	112	66
Army Classes.....	347	168	55	175	161	39
Navy Classes.....	12	8	4	11		
Total.....	555	247	134	264	273	105
NEW BRUNSWICK						
R.C.A.F. Classes.....	512	298	25	281	179	29
Army Classes.....	411	215	70	135	274	149
Navy Classes.....	1				1	
Total.....	924	513	95	416	454	178
QUEBEC						
R.C.A.F. Classes.....	1,531	637	381	666	722	312
Army Classes.....	882	396	128	398	454	122
Navy Classes.....	140	33	18	47	12	
Total.....	2,553	1,066	527	1,111	1,188	434
ONTARIO						
R.C.A.F. Classes.....	6,240	2,624	2,141	3,823	2,271	901
Army Classes.....	1,696	724	234	304	1,088	403
Navy Classes.....	1,275	714	112	581	686	245
Total.....	9,211	4,062	2,487	4,908	4,045	1,549
MANITOBA						
R.C.A.F. Classes.....	1,329	735	202	670	603	242
Army Classes.....	375	173	78	142	228	109
Total.....	1,704	908	280	812	831	351
SASKATCHEWAN						
R.C.A.F. Classes.....	1,478	829	207	819	645	217
Army Classes.....	322	211	38	211	111	38
Total.....	1,800	1,040	245	1,030	756	255
ALBERTA						
R.C.A.F. Classes.....	2,057	818	847	1,345	699	317
Army Classes.....	480	227	54	180	298	101
Navy Classes.....	177	148	28	162	14	14
Total.....	2,714	1,193	929	1,687	1,011	432
BRITISH COLUMBIA						
R.C.A.F. Classes.....	1,540	803	263	771	719	284
Army Classes.....	950	414	162	428	495	148
Navy Classes.....	88	80	5	83	5	2
Total.....	2,578	1,297	430	1,282	1,219	434

WAR EMERGENCY TRAINING PROGRAM
TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF JUNE, 1943, WITH TOTALS FROM APRIL 1, 1943, TO JUNE 30, 1943 (Subject to Revision)

NUMBERS WHOSE TRAINING COMPLETED, INTERRUPTED OR DISCONTINUED													
NUMBERS IN TRAINING						Completed Training		Transferred to Production before Training finished		Enlisted		Quit or Released from Company before Training finished	
From April 1/43 to June 30/43	At first of June	Enrolled in June	At End of June	From April 1/43 to June 30/43	In June	From April 1/43 to June 30/43	In June	From April 1/43 to June 30/43	In June	From April 1/43 to June 30/43	In June	From April 1/43 to June 30/43	In June
DOMINION SUMMARY													
Plant Schools.....	3,057	688	724	1,518	414	539	137	7	2	269	80		
	2,567	674	748	1,326	453	287	90	2	6	213	80		
Part-time Classes.....	886	276	46	638	99	16	16	7	6	8			
	397	64	69	324	14	4							
Total.....	6,907	1,702	1,422	1,758	980	846	227	16	8	490	160		
NOVA SCOTIA													
Plant Schools.....	90	30	51	38	6					1			
	13	9	3	10	15								
Part-time Classes.....	15	15		15									
Total.....	118	54	54	63	21					1			
NEW BRUNSWICK													
Plant Schools.....	35	10	7	22						6	3		
Total.....	35	10	7	22						6	3		
QUEBEC													
Plant Schools.....	900	105	121	115	25	504	115				160	34	
	133	2	1	71	20	52	1			9	2		
Part-time Classes.....	16					16	16						
	4					4							
Total.....	1,053	107	122	186	45	576	116			169	63		

Activities of Unemployment Insurance Commission

Coverage of the Act Raised to Include Persons Earning \$2,400 a Year— Civilian Equivalents of Trades in the Armed Forces—Reciprocal Arrangements with the United States—Contributions When Sunday is a Work Day

THE Unemployment Insurance Act, 1940, was amended* in several particulars at the 1943 session of the Parliament of Canada. Many of the amendments are designed to improve administrative features of the Act. Aside from these, however, there were important changes of more general interest.

As explained by the Minister of Labour in the House of Commons on July 16, "... this bill contains only one fundamental change in the operation of the Act, namely to increase from \$2,000 to \$2,400 per annum the earnings of those persons who may come within its orbit. . . . The figure \$2,400 was decided upon after representations had been made by employers and employees who appeared before the Committee."

Another of the amendments provides for the coverage of employees of public utilities, such as gas, electric, heat, light or power works, telephone lines, transportation systems. This latter amendment determines questions which had been variously interpreted by authorities administering the Act.

Civilian Equivalents of Trades in the Armed Services

In to-day's highly mechanized Army, Navy and Air Force, many of the men and women in uniform are acquiring technical skills of a high order as part of their regular training. In May of this year a committee was formed to prepare Manuals of Army, Navy and Air Force trades with their civilian equivalents, primarily for the use of those responsible for furnishing training to discharged men and women, and for the use of the Employment and Selective Service Offices in placing discharged members of the Forces in employment. It is proposed that the department responsible for post discharge training will use the Manuals as a guide in determining what additional trade training may be necessary upon discharge, and employment service placement officers can, by reference to the Manuals, determine where veterans may best be fitted into civilian jobs on the basis of their rating in the Armed Forces.

* A more detailed analysis of the amendments to the Act will appear in the September issue of the **LABOUR GAZETTE**.

Ministers of National Defence, National Defence for Naval Services, National Defence for Air, and Pensions and National Health, responded to an appeal made by the Minister of Labour to nominate qualified persons to represent each of the Departments concerned on the Committee. Dean Vincent MacDonald, Assistant Deputy Minister of Labour, acted as Chairman of the first meeting, which was held at the Head Office of the Unemployment Insurance Commission on May 10, 1943. At this meeting Mr. H. C. Hudson, Supervisor of Special Placements, became permanent Chairman of the Committee.

The Committee's report will be issued in the form of loose leaf Manuals, the first of which—that covering trades in the Royal Canadian Air Force—has now been completed. Volumes of the Manual, covering the Army and the Navy, are in the final stages of preparation, and it is anticipated that the series will prove most helpful in connection with the re-establishment of discharged persons.

Reciprocal Arrangement re Unemployment Insurance Benefit

Recently the States of New York and Washington enacted legislation to implement the agreement entered into between the Federal Governments of Canada and the United States in April, 1942, for reciprocal arrangements with respect to unemployment insurance claims and benefit.

As unemployment compensation is a state prerogative in the United States, the Federal agreement was subject to the legislative ratification of the various states and territories. So far some 26 States have passed the necessary legislation, with New York and Washington the latest to participate. The reciprocal arrangement was similar to that already in effect between the several States of the United States.

Under the arrangement insurance offices in the participating states will accept claims for benefit from insured Canadian workers resident in those states who become unemployed; similarly Canadian offices will accept claims from insured American workers who come from any of the states that have ratified the arrangement. Offices in both

countries will see that claimants for benefit observe all eligibility requirements, such as reporting regularly to prove their availability for work and certifying that they have not found employment. All payments of benefit will be made by the system originally liable for them.

Up to the end of July, 1943, only 20 claims for benefit had been adjusted between Canada and the states that have accepted the reciprocal arrangement.

Insurance Registration

Reports from Local Offices of the Unemployment Insurance Commission showed that at August 1, 1943, 133,008 employers with insured employees were registered, and 2,488,364 persons had been issued with Unemployment Insurance books (See Table 1). Persons previously registered in respect of whom insurance books were not renewed in the fiscal year commencing April 1, 1943, are not included in the latter total.

TABLE 1—PROGRESS OF REGISTRATION AT AUGUST 1, 1943

Region	Employers' Establishments Registered	Persons issued Insurance Books
Maritimes.....	10,591	171,702
Quebec.....	34,916	817,798
Ontario.....	49,639	964,684
Prairies.....	24,547	316,422
Pacific.....	13,315	217,758
Total.....	133,008	2,488,364

Progress in Staff Training

Staff training activities of the Unemployment Insurance Commission, which are expected to secure increased efficiency of operation in the local offices through scientific methods of instruction (L.G., June, 1943, p. 820) have included two training conferences held recently at the Head Office of the Commission in Ottawa.

The first training conference was for the purpose of training field staff to handle the payment of certain accounts which were formerly paid from Head Office. This is in accordance with arrangements recently completed which provide for a decentralization of the accounting work of the Unemployment Insurance Commission. The following people who have been appointed to do this work in the respective regions attended the conference, which lasted from August 10 to 16, inclusive: Mr. A. J. Bowles from the Pacific Region; Mr. J. E. Woods from the Prairie Region; Mr. J. E. Langevin from the Quebec Region and Miss G. W. Anderson from the

Maritime Region. Mr. C. L. Hall, Head Office Accountant, was Chairman of this conference.

The other conference was for the purpose of giving an induction course on management to the managers of the following 10 local offices: Arnprior, Brockville, Carleton Place, Gananoque, Hawkesbury, Pembroke, Perth, Prescott, Renfrew and Smiths Falls. Mr. C. S. Raper, Staff Training Advisor for the Ontario Region, was chairman of this conference which lasted from August 12 to 14, inclusive. Mr. B. G. Sullivan, Ontario Regional Superintendent, at Toronto, opened the conference. Head Office officials who assisted were: Mr. T. R. Walsh, Chief of Instructions and Enforcement of National Selective Service; Mr. E. Stangroom, Chief Insurance Officer; and Mr. F. R. Rene de Cotret, in charge of Planning, as well as Mr. H. C. Hudson, Supervisor of Special Placements.

Similar conferences are planned for the managers of the other local offices in the Ontario Region at points conveniently situated.

Mr. T. Parkinson, Head Office Staff Training Adviser supervised programs and arrangements for both conferences.

In the field, the newly instituted program of plant visiting as a means of staff training, is showing markedly good results. By this plan various local office Interviewing and Placement officers visit firms in their respective districts for the purpose of familiarizing themselves with industrial occupations and operations. These visits are planned well in advance by local office officials and an evaluation is made following the visits, with a view to establishing the results obtained.

Placement officers have benefited immeasurably from these contacts with a consequent improvement in placements.

Claims for Benefit

The amount paid for unemployment insurance benefits for the month of June, 1943, was \$64,999.84, bringing the total for the first quarter of the fiscal year to \$335,110.68. (See Table 4). In this period 8,953 claims were received for adjudication at the nine offices of the Commission, of which 6,764 were allowed, 1,755 not allowed and 434 claims pending. (See Table 2).

An analysis of the claims not allowed by insurance officers reveals the following reasons for non-allowance: 526 claims under Section 28 (i) in which claimants had insufficient contributions; 97 claims under Section 28 (ii) in which 62 were not made in

the prescribed manner and 35 not unemployed; 35 claims under Section 28 (iii) of which 29 were not capable of work and five were not available for work; seven claims under Section 43 (a) for loss of work due to labour dispute; 17 claims under Section 43 (b) (i) for refusal of an offer of work; six claims under Section 43 (b) (ii) for

neglect of opportunity to work; 1,049 claims under Section 43 (c), of which 111 were discharged because of misconduct and 938 for voluntarily leaving without cause; one claim under Section 43 (d) the applicant being under 16 years of age; 17 claims under Section 43 (f) of which 11 were in class "O" contributions and 6 for other reasons.

TABLE 2—REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD APRIL 1, 1943, TO APRIL 30, 1943¹
(Inclusive of claims pending on March 31, 1943)

Insurance Offices	Claims Received at Local Offices	Claims Received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton.....	1,205	1,222	999	167	56
Montreal.....	3,988	4,015	2,994	793	228
Toronto.....	1,231	1,177	794	334	49
London.....	138	131	100	27	4
North Bay.....	83	77	56	16	5
Winnipeg.....	917	925	673	216	36
Saskatoon.....	326	341	273	54	14
Edmonton.....	370	371	304	59	8
Vancouver.....	672	694	571	89	34
TOTAL.....	8,930	8,953	6,764	1,755	434

¹ Cumulative figures of claims received for adjudication for the period February 1, 1942, to March 31, 1943, were published on page 653 of the May issue of the Labour Gazette. In this and succeeding issues the figures will be cumulative for the current fiscal year only.

Appeals and References

During the quarter ending June 30, there were 258 references and 37 appeals made by claimants to Courts of Referees. There were also nine references by Insurance Officers to Courts of Referees. In addition to the

quarterly total there were 110 claims made prior to March 31, which had not been heard before the close of the fiscal year. Of the total of 414 claims, 339 had been heard, 25 had been withdrawn and 50 had not been heard. The Courts of Referees allowed 86 claims and disallowed 253. (See Table 3).

TABLE 3—REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD APRIL 1, 1943, TO JUNE 30, 1943

Districts	Not Heard Mar. 31/43	REQUESTS FROM CLAIMANTS		Refer- ences by Insurance Officers	Total Refer- ences and Appeals	Not Yet Heard	With- drawn	Heard	COURT'S DECISION	
		Refer- ences	Appeals						Allowed	Dis- allowed
Moncton.....	1	6	4	.....	11	1	2	8	1	7
Montreal.....	64	115	10	1	190	21	6	163	42	121
Toronto.....	20	72	13	1	106	14	12	80	19	61
London.....	.....	6	.....	3	9	3	2	4	2	2
North Bay.....	1	1	.....	.....	2	.....	.....	2	.....	2
Winnipeg.....	9	40	2	4	55	6	2	47	14	33
Saskatoon.....	3	2	3	.....	8	.....	1	7	2	5
Edmonton.....	7	13	5	.....	25	4	.....	21	6	15
Vancouver.....	5	3	.....	.....	8	1	.....	7	.....	7
Total.....	110	258	37	9	414	50	25	339	86	253

Appeals to Umpire

Five claimants sought permission from the chairman of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii); two by claimant of association under Section 58 (b) and one by an insurance officer under Section 58 (a).

Contributions When Sunday is a Work Day

Mr. Louis J. Trottier, Chairman of the Unemployment Insurance Commission, has announced a decision of the Commission clarifying the question of contributions by employers and employees to be made under the Unemployment Insurance Act, when Sunday is a day of work.

TABLE 4—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY-FOUR MONTHS ENDED JUNE 30, 1943

REVENUE										EXPENDITURE		
Month	CONTRIBUTIONS (Gross, less refunds)						Interest	Monthly Total Revenue	BENEFITS		Balance	
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government			Monthly Total	Cumulative Total		
Total from July to December 31, 1941.....	14,958,205 22	4,240,361 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	177,720 00	28,481,885 85	Nil	Nil	28,481,885 85	
Total for the year ended December 31, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65	11,019,421 74	1,409,797 39	67,526,327 78	349,655 94	349,655 94	95,658,557 69	
1943												
January.....	2,470,473 51	1,174,517 53	1,237,776 61	544 05	4,883,311 70	976,082 34	28,778 38	5,882,752 42	69,851 82	419,507 76	101,471,458 29	
February.....	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66	913,189 53	12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37	
March.....	3,202,971 58	1,286,165 19	1,246,228 75	2,428 33	5,737,793 85	1,147,558 77	238,960 00	7,124,312 62	195,190 49	743,810 68	113,702,974 50	
April.....	2,431,365 31	1,103,912 33	1,056,407 64	103 94	4,791,789 22	958,357 84	315,887 50	6,066,034 56	141,990 92	885,801 60	119,687,018 14	
May.....	2,252,602 06	1,053,514 83	1,304,413 23	824 08	4,611,354 20	922,270 84	708,057 95	6,241,682 99	128,162 33	1,013,963 93	125,800,538 80	
June.....	2,421,430 52	1,078,241 28	1,396,325 58	995 15	4,836,992 73	967,998 55	299,976 92	6,101,368 20	64,999 84	1,078,963 77	131,836,907 16	
Total.....	15,122,042 30	6,783,754 74	7,515,498 01	5,893 71	29,427,189 36	5,885,437 57	1,595,030 07	36,907,657 30	729,307 83	1,078,963 77	131,836,907 16	
GRAND TOTAL.....	59,950,050 61	24,089,557 61	24,068,314 16	8,180 51	108,111,102 89	21,622,220 58	3,182,547 46	132,915,870 93	1,078,963 77	1,078,963 77	131,836,907 16	

The Interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to June 30. The Miscellaneous column includes the following:

Penalties.....	\$ 722 04
Contributions in respect of service in the Armed Forces.....	5,858 61
Miscellaneous.....	1,599 86
	<u>\$ 8,180 51</u>

In future contributions will be required on the following basis:—

- (a) Where an employee works 7 days in a week, a full weekly stamp will be required to be based upon the 7 days' earnings.
- (b) Where an employee works 6 days in a week, whether Sunday is one of the working days or not, a full weekly stamp will be required.
- (c) Where an employee works 5 days in a week, and where the full week's work is considered to be 5 days, a full weekly stamp will be required whether Sunday is one of the working days or not.
- (d) Where 5 days are worked in the week, but where the established working week is really 6 days, 5 daily stamps will be required, regardless of whether Sunday is one of the days worked.

- (e) Wherever fewer than 5 days are worked in a week, one daily stamp will be required for each day, with Sunday to be treated the same as any other day of work if Sunday is actually a working day.

Contributions for Sundays are to be recorded in the first space provided in the Unemployment Insurance books for the week in question. This is usually the space marked for Monday. When Sunday has been worked, therefore, stamps for other days in the week will have to be fitted into the next available space, which may often be the space following that for the day in respect of which the stamp is paid. However, in all cases the maximum for a week will be 6 daily stamps, or one weekly stamp.

Farm Wages and Hours in United States

“VICTORY BULLETIN”, official weekly publication of the Office of the War Information at Washington, in its issue of June 30, stated that—“Farm employment rose seasonally to 11,659,000 workers on June 1, a decrease of about two per cent from June 1, 1942, and about five per cent less than the June average of 12,204,000 workers for the period 1937-1941.”

Farm wage rates had reached the highest level on record on June 1, 1943, the index being 251 (based on the period 1910-1914). On the first of June, 1942, the rate index was 183.

The decrease in total employment came primarily from a decline of about six per cent in the number of hired workers. Employment of members of farm families remained practically the same as in June, 1942. It was estimated that there were 2,697,000 hired farm workers on June 1, this year as compared with 2,880,000 for the same date last year and 2,975,000 for the June average 1937-1941. Total farm employment was lower in all geographic areas than in June, 1942, except in the East South Central States, where an increase in family workers more than offset a decline in hired help.

Wages in the New England, Middle Atlantic and East North Central States rose 25 per

cent during the year and 35 per cent in the Southern States. Monthly wage rates without board have recently shown the sharpest gain, accounting for most of the overall wage increase in the middle Atlantic and southern states.

Farm operators were working an average of 12·8 hours per day, about three quarters of an hour longer than in June, 1942. On June 1, about 13 per cent of the farm workers of the United States were under 14 years of age as compared with about four per cent in April, 1942. This trend served to indicate the stringency in the farm labour situation.

Farm operations in New England were about a week later than usual and in the middle Atlantic states they were reported to be “far behind schedule”. To help relieve the situation large numbers of boys, women and old men were being employed, as well as workers imported from the West Indies and the Bahamas. In Georgia, Italian prisoners of war were being employed on fruit farms.

In addition to the shortage of labour, weather conditions were unfavourable during May, but had improved toward the end of the month and farm work was being rushed as much as possible. It was claimed that it would be necessary for Government agencies to aid in providing adequate labour for the harvest season.

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of June, as reported by employers.

—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

This month's article showed a general advance in industrial employment, according to reports submitted by 13,689 establishments employing a total of 1,818,240 persons at the beginning of June—29,057 more than at the beginning of May. The increase took place largely in the non-manufacturing industries—logging, services, transportation, communications and construction and maintenance, while further curtailment was indicated in mining and a falling-off in employment in retail trade.

The index number of employment (based on the average for the calendar year as 100) was 181.1, as compared with 178.2 in the preceding month, and was $5\frac{1}{2}$ per cent higher than at June 1, 1942.

Each month the same employers furnish information concerning payrolls which is incorporated in this article. The per capita average weekly wage in the industries submitting returns rose from \$30.59 at May 1, to \$30.91 at the beginning of June, as compared with \$28.20 at June 1, 1942.

Employment conditions at the end of July as reported by Employment and Selective Service Offices.—Reports from the

Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situation in various industries at the end of June. These reports describe employment conditions in the Maritimes, Quebec, Ontario, the Prairie Provinces, and British Columbia.

Applications for employment; vacancies, and placements; June.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

During the five-week period May 28 to July 1, 1943, Employment and Selective Service Offices reported an increase in the daily average of placements in employment, both when compared with the preceding four weeks and with the month of June, 1942. During the period under review there were 336,388 vacancies reported, 293,597 applications for employment and 208,032 placements effected in regular and casual employment.

The marked increase over last year was due to National Selective Service Regulations under which employers seeking workers, and persons desiring employment, must notify Employment and Selective Service Offices.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of July, 1943, the percentage of unemployment among trade union members was .6, as compared with percentages of .7 in June and 2.5 in July, 1942. The July percentage was based on returns compiled from 2,288 labour organizations, with a total membership of 452,309 persons.

The Employment Situation at the Beginning of June, 1943 as Reported by Employers

INDUSTRIAL employment at the beginning of June showed a general advance; although this exceeded the contra-seasonal decline which had been indicated at the first of May, it was substantially less than the expansion normally recorded at June 1 in the experience of other years since 1920. The 13,689 firms co-operating in the latest survey reported a combined working force of 1,818,240 men and women. As compared with 1,789,183 in their last return, there was a gain of 29,057 workers, or 1.6 per cent, accompanied by a rise of 2.7 per cent in the weekly payrolls disbursed.

The increase in the number in recorded employment raised the index from 178.2 at May 1, to 181.1 at the beginning of June; these two, with that at April 1, were slightly lower than in earlier months of 1943; the level of employment at June 1 was approximately that of February 1. From the opening of the present year to the latest date, there was a decline of 1.4 per cent, which, though slight, is interesting because it is contrary to the usual trend from January 1 to June 1; thus, employment between those two dates in the period 1921-1939, showed an average advance of 6.8 per cent, while in the first three years of the war, the general increase at June 1 as compared with January 1 was 7.1 per cent. This slowing-down in industrial activity results to some extent from the transfer of men from industry to the armed forces, attended by increasing difficulty in securing replacements; it also reflects the effect of changes in the volume and kind of production brought about by the present stage of the war, and likewise arises in part from growing shortages of materials and labour in the field of civilian production and services.

The spread between June 1, 1942, and June 1, 1943, was the smallest in the 12 months' comparison since the outbreak of war, the latter index being only 5½ per cent higher than the former. The June 1, 1942, index had been higher by 12.3 per cent than that at June 1, 1941, which in turn, had exceeded by 26.5 per cent the June 1, 1940, index.

The trend of employment in manufacturing was favourable at the date under review, but the increase of 6,558 in the reported staffs was somewhat less than the contra-seasonal decline of 7,600 workers which had been noted at May 1. The gain was decidedly below-average, according to the experience of earlier years; it was the smallest indicated at June 1 in any year since 1936. The advance at the

date under review took place largely in plants producing durable goods, the improvement recorded in the light manufacturing industries as a whole being relatively slight. In a few cases, employment in manufacturing establishments was reduced as a result of industrial disputes.

The non-manufacturing industries as a whole accounted for most of the expansion at the beginning of June. Logging afforded considerably more employment, partly as a result of river-driving operations. Services, transportation, communications and construction and maintenance reported heightened activity of a seasonal character. The increases in the last two divisions were largest, but were of less-than-normal proportions; those in services and transportation approximated the average. On the other hand, further curtailment was indicated in mining, and there was a falling-off in employment in retail trade.

Payrolls

The firms furnishing statistics at the beginning of June disbursed the sum of \$56,203,507 in salaries and wages for services rendered in the week preceding. This sum was 2.7 per cent higher than that of \$54,722,413 reported in the eight leading industries at the beginning of May, when the total had been lowered by the loss of working time over the Easter holidays. The per capita average rose from \$30.59 at May 1, to \$30.91 at the beginning of June, as compared with \$28.20 at June 1, 1942; the figure had then been affected by the Dominion-wide observance of the Victoria Day holiday. This factor also had some effect upon the latest average, since the holiday was celebrated in some areas. The per capita was also lowered by industrial disputes in certain industries in various parts of the Dominion. The June 1 average was smaller than that of \$31.14 at April 1, but was otherwise the highest in the record of 25 months. Between June 1, 1942, and June 1, 1943, the index number of payrolls has risen by 14.6 per cent, while that of employment has gained by 5.5 per cent.

When the figures of employment and payrolls in financial institutions are included, the survey shows that the total number in recorded employment in the nine leading industries at June 1, was 1,881,565, as compared with 1,852,365 at the beginning of May. The weekly payroll rose from \$56,682,343 at that date, to \$58,171,023 at the beginning of June. The per capita average in the nine industries stood at \$30.92, as compared with \$30.60 at May 1, and \$28.27 at June 1, 1942.

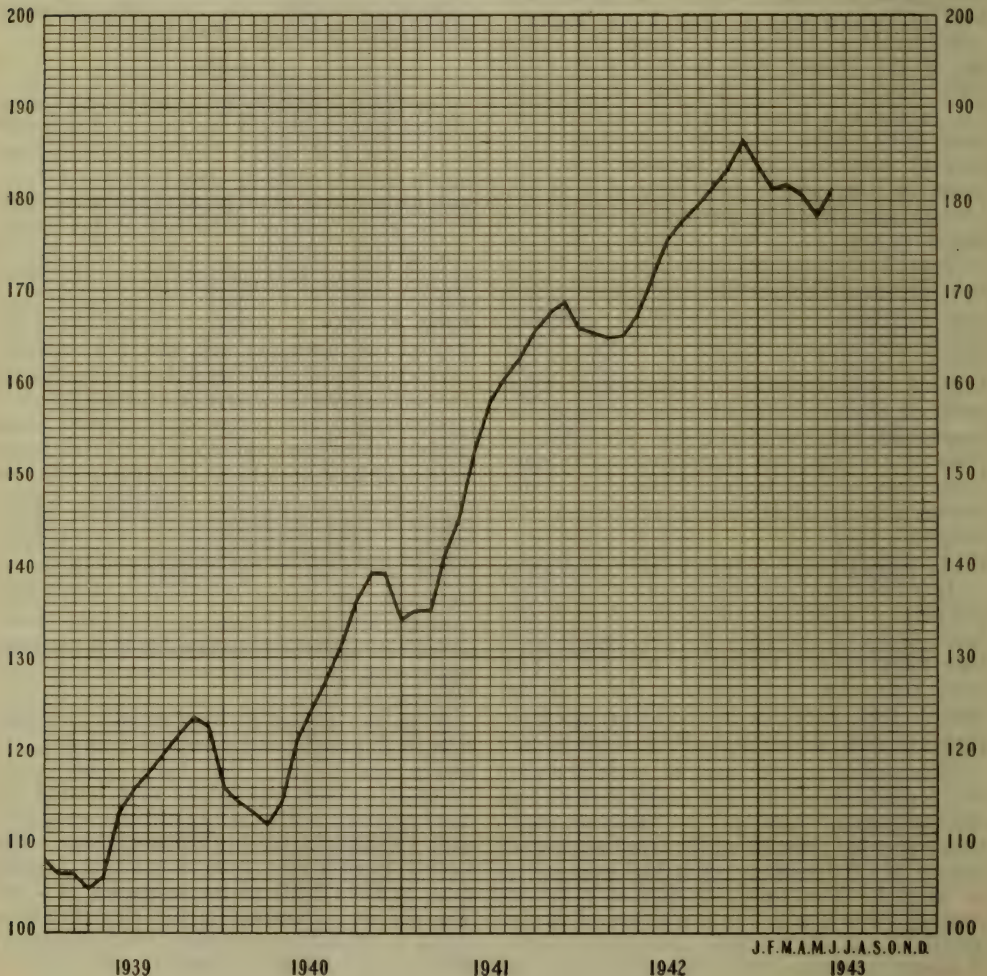
Table 1 summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at May 1, 1943, and June 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of

18.4 per cent, while the aggregate weekly earnings of those workers are higher by 43.6 per cent. Including finance, the gain in employment from June 1, 1941, to June 1, 1943, amounted to 17.9 per cent, and that in payrolls, to 42.3 per cent. The explanation previously given for the much greater rise in the salaries and wages than in the numbers employed may again be stated—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the payment of a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been increased on more than one occasion since

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been granted. In spite of these main factors reacting favourably upon the earnings of the typical wage-earner, the average weekly pay envelope, as a result of the continued dilution of labour and other factors, has not shown advances commensurate with those in the index of aggregate payrolls. Thus, the latter has risen by 43.6 per cent from June 1, 1941, while the index of per capita earnings has increased by 22.4 per cent in the 25 months.

The influence of the war has resulted in particularly marked expansion in employment and payrolls in factories, in which the rate of acceleration in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 33.4 per cent from June 1, 1941, and that of payrolls has advanced by 63.5 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater influence in the case of manufacturing.

The growth in employment and payrolls in the production of durable goods has been outstandingly large in the months for which data are available; in this class, the index of employment shows a gain of 53.7 per cent, accompanied by an increase of 91.4 per cent

in the salaries and wages distributed between June 1, 1941, and June 1, 1943. Although there has more recently been a slackening in some of the non-durable goods, the index number of employment in this group at the date under review was higher by 15.4 per cent than that indicated at June 1, 1941, since when there has been an increase of 34.5 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Employment and Payrolls by Industries

Manufacturing.—Partial recovery from the contra-seasonal loss indicated in the beginning of May was noted in manufacturing at June 1. The gain was seasonal, but was below-average in extent, being the smallest recorded at that

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941.....	100.0	100.0	\$ 25.25	100.0	100.0	\$ 25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
Jan. 1, 1942.....	108.4	112.1	26.13	111.4	114.3	26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.0	144.3	30.06	132.0	160.1	31.17
Jan. 1, 1943.....	120.1	131.9	27.92	130.7	142.9	28.11
Feb. 1.....	118.5	139.5	29.96	132.2	157.4	30.65
Mar. 1.....	118.7	143.2	30.72	133.0	162.5	31.49
April 1.....	118.1	144.3	31.14 ¹	133.4	164.7	31.81
May 1.....	116.5	139.8	30.59	132.7	159.9	31.09
June 1.....	118.4	143.6	30.91	133.4	163.5	31.61

¹ Revised.

date in any year since 1936; it was not sufficiently large to restore employment to its level at April 1. With that exception, however, activity was at its maximum in the record of over 23 years. The 7,661 co-operating manufacturers reported a personnel of 1,170,295 at June 1, as compared with 1,163,737 at the beginning of May. The increase of 6,558 men and women, or 0.6 per cent, raised the index from 222.9 in the preceding report, to 224.1 at the first of June, as compared with 205.9 at the same date in 1942. Since the advance was not equal to that usually indi-

cated from May 1 to June 1, the seasonally-adjusted index declined, falling from 221.2 at May 1, to 219.8 at June 1; this is the fifth successive reduction in the seasonally-corrected index.

From the opening of the present year, the expansion reported by the firms furnishing data has provided employment for some 23,700 additional workers, a number which constituted rather less than a quarter of those taken on by the co-operating manufacturers in the same period of 1942. The general increase from January 1 to June 1, 1943, was also of less-

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at June 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at June 1 and May 1, 1943 and June 1, 1942, based on June 1, 1941 as 100 p.c.

Geographical and Industrial Unit	Number of Employees Reported at June 1, 1943	Aggregate Weekly Payrolls at June 1, 1943	Per Capita Weekly Earnings at			INDEX NUMBERS OF					
						Employment			Aggregate Weekly Payrolls		
			June 1, 1943 ¹	May 1, 1943	June 1, 1942	June 1, 1943	May 1, 1943	June 1, 1942	June 1, 1943 ²	May 1, 1943	June 1, 1942
(a) PROVINCES											
Maritime Provinces.....	132,717	\$ 3,809,854	\$ 28.71	\$ 28.65	\$ 25.29	115.0	111.9	109.0	152.3	148.0	130.6
Prince Edward Isl.....	2,104	48,825	23.21	23.87	22.46	101.1	95.5	99.9	110.5	107.3	105.7
Nova Scotia.....	80,491	2,407,351	29.91	29.66	26.33	116.4	115.4	110.3	155.8	153.3	133.8
New Brunswick.....	50,122	1,353,678	27.01	27.16	23.79	113.9	107.5	108.2	148.4	140.9	126.6
Quebec.....	580,007	16,740,359	28.86	28.56	26.44	125.7	122.1	116.2	153.9	147.9	131.7
Ontario.....	743,257	23,761,058	31.97	31.63	29.42	113.0	112.3	110.3	134.0	131.8	121.1
Prairie Provinces.....	187,617	5,712,442	30.45	29.78	28.49	103.0	105.9	107.1	126.1	121.1	117.5
Manitoba.....	89,372	2,684,611	30.04	29.55	28.57	109.2	108.3	106.7	124.1	121.0	115.7
Saskatchewan.....	36,607	1,067,265	29.15	28.55	27.35	103.7	98.6	103.6	121.0	113.0	114.0
Alberta.....	61,638	1,960,566	31.81	30.82	29.04	108.8	107.2	110.0	131.9	125.9	122.1
British Columbia.....	174,642	6,179,794	35.39	35.03	30.68	139.1	138.5	120.0	176.6	174.2	135.8
CANADA.....	1,818,240	56,203,507	30.91	30.59	28.20	118.4	116.5	112.3	143.6	139.8	125.5
(b) CITIES											
Montreal.....	284,720	8,662,057	30.42	29.71	27.56	132.2	131.9	118.2	160.7	156.4*	132.2
Quebec City.....	39,560	1,035,361	26.17	25.37	23.63	168.6	164.6	134.3	214.8	203.3	154.6
Toronto.....	248,756	7,838,155	31.51	31.38	28.64	126.1	125.6	117.2	149.1	147.8	127.0
Ottawa.....	21,754	578,724	26.60	26.45	24.65	109.4	109.2	104.7	126.5	125.5	113.2
Hamilton.....	60,179	1,911,857	31.77	32.41	30.30	113.8	116.0	114.8	131.5	136.8	126.9
Windsor.....	41,388	1,748,233	42.24	40.71	39.98	132.4	133.1	121.4	147.3	142.6	128.2
Winnipeg.....	57,063	1,605,575	28.14	27.79	26.75	111.8	112.4	108.7	124.4	123.5	115.5
Vancouver.....	85,894	2,955,021	34.40	33.73	30.08	169.3	169.2	139.3	225.3	220.7	163.8
(c) INDUSTRIES											
Manufacturing.....	1,170,295	36,997,965	31.61	31.09	28.73	133.4	132.7	122.6	163.5	159.9	137.6
Durable Goods ¹	653,235	22,712,888	34.77	34.25	31.77	153.7	152.4	133.2	191.4	187.0	153.1
Non-durable Goods.....	499,204	13,647,753	27.34	26.83	25.15	115.4	115.2	113.1	134.5	131.8	121.4
Electric Light and Power.....	17,856	637,319	35.69	35.53	34.31	93.6	91.5	96.9	103.6	100.8	103.4
Logging.....	43,970	1,077,697	24.51	25.51	20.65	92.8	83.3	106.8	117.2	109.4	118.0
Mining.....	73,056	2,643,395	36.18	35.48	34.47	88.1	89.1	97.7	101.8	100.8*	108.7
Communications.....	27,677	812,821	29.37	29.09	28.01	106.6	105.5	106.9	115.5	113.2	10.4
Transportation.....	145,005	5,228,716	36.05	35.70	34.64	115.7	112.6	107.3	131.6	126.7	117.4
Construction and Maintenance.....	159,472	4,711,380	29.54	30.08	25.33	90.6	82.9	88.4	117.5	109.6	101.5
Services.....	42,875	794,675	18.53	18.46	17.17	112.4	106.9	105.7	130.1	123.2	113.6
Trade.....	155,890	3,936,858	25.25	25.10	24.05	96.0	96.8	98.0	106.4	106.4	104.1
Eight Leading Industries.....	1,818,240	56,203,507	30.91	30.59	28.20	118.4	116.5	112.3	143.6	139.8	125.5
Finance.....	63,325	1,967,516	31.07	31.02	30.19	105.6	105.4	105.8	114.0	113.5	110.9
Total—Nine Leading Industries.....	1,881,565	58,171,023	30.92	30.60	28.27	117.9	116.1	112.0	142.3	138.7	124.9

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

² Preliminary.

* Revised.

than-normal proportions, according to the experience of pre-war years. The slowing down in the rate of acceleration recently indicated is no doubt largely due to the following main factors: (1) the further absorption of the younger men in the armed forces; (2) changes in production requirements which have developed as the war progresses, and (3) increasing shortages of materials and labour for civilian production. In the latest period of observation, industrial disputes in certain centres had an adverse effect upon employment in manufacturing.

The moderate gain indicated at the date under review took place very largely in the durable goods division, in which the reporting establishments added some 5,400 employees. Most of this increase was in the lumber group. There were smaller advances in the manufacture of electrical apparatus and iron and steel products. The index in the durable goods division reached a new all-time high, standing at 279.7 per cent of the 1926 average. This was 17½ per cent higher than the June 1, 1942, index.

In the non-durable group, the trends were mixed, resulting in a relatively small increase on the whole as compared with May 1. Food and pulp and paper plants reported fairly marked expansion; in the food groups, this

was generally below-average for June 1. On the other hand, leather, rubber, textile, tobacco and chemical plants released employees. The decline in chemicals was substantial. The curtailment in textiles was seasonal in character, approximating the average at the beginning of June in earlier years of the record. In the remaining manufacturing industries, the changes in employment were relatively small. The index in the non-durable goods division as a whole stood at 181.0, as compared with 180.7 at May 1, 1943, and 181.6 at June 1, 1942. This is the second successive month in which the index in the light manufacturing industries has been slightly below its level at the same date a year earlier. As at May 1, the small falling-off in the 12 months' comparison took place mainly in the textile, beverage, footwear and pulp and paper industries. Activity in these industries, however, was generally at a higher level than in earlier years of the record.

The firms furnishing information at the beginning of June reported the disbursement of \$36,997,965 in weekly payrolls; this was higher by \$817,286, or 2.3 per cent, than the salaries and wages they had paid at May 1. The per capita average rose from \$31.09 at May 1, to \$31.61 at the beginning of June. The gain was partly due to the resumption of

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
June 1, 1927.....	107.2	103.5				107.5	108.1	106.5				105.5
June 1, 1928.....	113.8	107.2				110.7	115.5	121.5				109.9
June 1, 1929.....	122.2	112.5				115.9	126.2	132.4				117.5
June 1, 1930.....	116.5	122.4				114.5	117.8	115.8				113.3
June 1, 1931.....	103.6	105.2				104.3	104.2	103.3				97.9
June 1, 1932.....	89.1	96.4				87.8	89.9	89.3				83.7
June 1, 1933.....	80.7	82.8				79.3	81.6	82.7				76.2
June 1, 1934.....	96.6	98.4				90.9	104.4	89.5				89.1
June 1, 1935.....	97.6	101.6				93.8	101.6	92.2				96.6
June 1, 1936.....	102.0	103.4				99.8	104.7	97.7				102.2
June 1, 1937.....	114.3	122.0	82.0	124.4	121.4	113.6	118.8	99.3	97.4	103.9	99.4	112.2
June 1, 1938.....	111.9	110.9	82.0	122.5	98.6	120.4	112.5	97.0	93.7	100.2	100.1	105.1
June 1, 1939.....	113.2	108.4	94.4	120.6	94.4	121.0	113.6	101.0	95.6	105.1	106.4	106.6
June 1, 1940.....	120.9	117.0	90.7	128.8	104.2	123.0	126.6	107.4	102.9	113.0	110.8	112.0
June 1, 1941.....	152.9	152.4	107.1	167.9	134.9	157.3	161.9	128.3	124.7	127.4	134.5	134.9
June 1, 1942.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.9
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1.....	181.2	167.4	108.3	184.2	150.1	198.7	180.6	134.7	132.7	121.8	146.5	181.4
Mar. 1.....	181.5	168.4	110.9	184.8	151.5	198.9	186.4	135.4	133.1	122.8	147.5	182.4
April 1.....	180.6	171.3	108.0	190.6	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
May 1.....	178.2	170.5	102.3	193.8	145.0	192.1	181.8	135.9	135.0	125.6	144.2	186.8
June 1.....	181.1	175.3	108.3	195.3	153.7	197.7	182.9	138.5	136.2	132.1	146.4	187.6
Relative weight of Employment by Provinces and Economic Areas as at June 1, 1943.	100.0	7.3	0.1	4.4	2.8	31.9	40.9	10.3	4.9	2.0	3.4	9.6

NOTE.—The "Relative Weight" as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

a more normal scale of operations following the loss of time over the Easter holidays, which had lowered the averages in the preceding period of observation to \$31.09 from \$31.81 at April 1. The latest figure was affected by strikes in some industries, and also by the observance of the Victoria Day holiday in certain centres, although its celebration as a

Dominion statutory holiday has been discontinued for the duration of the war. In 1942, the June 1 average had stood at \$28.73, and that in 1941, at \$25.57; these figures had been affected to a much greater extent by the suspension of work over Victoria Day, then generally observed throughout the Dominion.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	Relative Weight	May 1 1943	April 1 1943	May 1 1942
Manufacturing	64.4	224.1	222.9	205.9
Animal products—edible.....	2.0	184.9	177.3	174.9
Fur and products.....	0.2	127.1	127.9	123.2
Leather and products.....	1.6	140.6	141.4	138.7
Boots and shoes.....	1.0	126.4	127.2	128.6
Lumber and products.....	3.5	117.1	109.2	120.2
Rough and dressed lumber.....	1.9	98.5	88.1	109.9
Furniture.....	0.5	105.6	107.6	111.6
Other lumber products.....	1.1	197.4	189.6	166.9
Musical instruments.....	0.1	51.2	49.6	38.7
Plant products—edible.....	2.4	138.1	135.8	137.2
Pulp and paper products.....	4.4	129.2	126.6	133.4
Pulp and paper.....	2.0	120.2	115.3	125.6
Paper products.....	0.8	189.2	188.0	189.0
Printing and publishing.....	1.6	120.5	120.2	124.5
Rubber products.....	0.9	128.7	128.0	126.1
Textile products.....	7.3	161.6	162.5	168.9
Thread, yarn and cloth.....	2.8	162.7	166.6	176.8
Cotton yarn and cloth.....	1.3	119.8	121.4	128.9
Woolen yarn and cloth.....	0.7	177.6	193.5	203.3
Artificial silk and silk goods.....	0.6	552.5	547.5	581.0
Hosiery and knit goods.....	1.2	141.4	137.5	144.4
Garments and personal furnishings.....	2.8	167.9	167.8	172.7
Other textile products.....	1.0	169.9	174.2	172.8
Tobacco.....	0.6	131.6	133.1	128.2
Beverages.....	0.6	211.8	211.8	235.5
Chemicals and allied products.....	5.1	734.5	750.2	722.0
Clay, glass and stone products.....	0.8	131.5	132.0	133.6
Electric light and power.....	1.0	140.3	137.1	145.3
Electrical apparatus.....	2.3	296.2	292.3	254.4
Iron and steel products.....	25.8	343.6	343.0	283.3
Crude, rolled and forged products.....	1.9	261.1	249.2	245.4
Machinery (other than vehicles).....	1.4	248.6	251.7	253.4
Agricultural implements.....	0.6	134.2	132.8	138.5
Land vehicles.....	9.9	284.8	281.6	236.2
Automobiles and parts.....	2.5	306.7	311.1	284.3
Steel shipbuilding and repairing.....	4.4	1,517.9	1,479.6	973.8
Heating appliances.....	0.3	167.4	158.8	155.6
Iron and steel fabrication (n.e.s.).....	1.2	318.2	332.6	291.4
Foundry and machine shop products.....	0.8	255.6	290.2	281.3
Other iron and steel products.....	5.3	471.4	481.7	388.6
Non-ferrous metal products.....	3.4	410.8	411.6	343.4
Non-metallic mineral products.....	0.9	205.1	203.2	196.9
Miscellaneous.....	1.0	405.0	405.3	341.4
Logging	2.4	146.9	131.9	169.0
Mining	4.0	156.2	157.8	173.1
Coal.....	1.3	89.0	89.9	92.2
Metallic ores.....	2.1	303.2	308.8	357.3
Non-metallic minerals (except coal).....	0.6	158.0	154.6	161.6
Communications	1.5	103.6	102.5	103.9
Telegraphs.....	0.4	131.5	131.5	120.4
Telephones.....	1.1	96.0	94.6	99.3
Transportation	8.0	114.8	111.7	106.4
Street railways and cartage.....	2.2	166.5	163.7	152.9
Steam railways.....	4.5	102.3	101.2	94.7
Shipping and stevedoring.....	1.3	102.8	92.4	98.3
Construction and Maintenance	8.8	126.4	115.6	123.3
Building.....	3.8	157.0	159.2	138.9
Highway.....	2.9	131.3	101.7	135.3
Railway.....	2.1	90.7	84.3	96.7
Services	2.3	192.1	182.7	180.6
Hotels and restaurants.....	1.4	188.4	174.9	173.2
Personal (chiefly laundries).....	0.9	198.4	196.2	193.6
Trade	8.6	250.6	151.8	153.7
Retail.....	6.5	157.8	159.9	160.9
Wholesale.....	2.1	131.9	130.2	134.3
All Industries	100.0	151.1	178.2	171.7

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

The index of payrolls, based on the disbursements at June 1, 1941, as 100, was 163·5, as compared with 159·9 at May 1; the maximum in the two-year record was that of 164·7 at April 1, 1943. The latest figure was 19·2 per cent higher than that of 137·2 at June 1, 1942. In the twelve months, the index of employment has risen by 8·8 per cent. The reasons for the disparity in the rates of gain have already been given. In the manufacturing industries, the upgrading of employees as they acquire experience is of especial and increasing importance, tending to offset the effect of the large scale dilution of labour resulting from the shortage of workers which has become acute with the development of the war effort. Another factor of particularly great influence in manufacturing is the changing industrial distribution of the wage-earners in recorded employment, with the increase in the proportion of workers in the more highly-paid heavy industries. Thus, at June 1, 1943, this group provided employment for 56·7 per cent of all those engaged in manufacturing, exclusive of electric light and power, while at the same date in 1942, the proportion was 52·5 per cent. In view of the fact that the June 1 per capita average in the durable goods was \$34·77, and that in the non-durable was \$27·34, the effect of the change in distribution upon the current payrolls is very evident.

From the institution of the payroll statistics early in 1941, there have been extremely marked advances in the payrolls distributed to persons employed in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and tobacco industries. The advances in those industries have been accompanied by noteworthy though relatively smaller gains in employment. In practically every case, and notably in the industries just mentioned, the per capita averages in the various branches of manufacturing were considerably higher at the date under review than at June 1, 1942.

Many factors contribute to the differences found in the average weekly earnings in the various industries. Prominent among these is the sex distribution of workers in the various industries, a factor which is associated with that of age, the women workers, in general, tending to belong in the younger age groups, where earnings normally are less than among more experienced employees. The presence or absence of overtime work also substantially affects the per capita average earnings.

Logging.—This industry afforded more employment, partly as a result of river-driving operations. A combined working force of

43,970 persons was reported by the 502 firms whose returns were tabulated; at May 1, they had 39,456 employees. This increase of 4,514 workers, or 11·4 per cent, which approximated the average at June 1 in the period, 1921-1942, was accompanied by a rise of 7·1 per cent in the weekly payrolls disbursed at the date under review. The per capita average stood at \$24·51, as compared with \$25·51 at May 1, and \$20·65 at June 1, 1942. As stated in previous press letters, the figures of aggregate and per capita earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings.

The June 1 index of employment stood at 146·9; as compared with 169·0 at June 1, 1942, there was a falling-off of 13·1 per cent, accompanied by a decline of only 0·7 per cent in the index of payrolls in the same comparison.

Mining.—For the third consecutive month, there was a contraction in employment in mining. The shrinkage, unlike that at April 1 and May 1, was contra-seasonal; curtailment, but on a smaller scale, had also been indicated at June 1 of last year. Quarrying and the mining of other non-metallic minerals continued to show improvement, but coal-mining, and metallic ores mining again employed fewer workers. Data were tabulated from 449 operators with a staff of 73,056, a reduction of 721 from their last return. The index in the mining group stood at 156·2, as compared with 157·8 at May 1, 1943, and 173·1 at June 1, 1942. The reduction of 9·8 per cent in the latter comparison was accompanied by that of 6·3 per cent in the reported payrolls. These aggregated \$2,643,395 at the beginning of June, when they were affected by industrial disputes in some areas. The May 1, 1943, total of \$2,617,471 had represented earnings which were lowered by loss of working time over the Easter holidays. The latest per capita average was \$36·18, as compared with \$35·48 in the preceding period of observation, and \$34·47 at June 1, 1942.

Communications.—Heightened activity of a seasonal character was indicated in communications at the first of June, but the gain was rather below-average. Information was furnished by 59 employers with a personnel of 27,677, as compared with 27,387 at May 1. The salaries and wages disbursed at June 1 totalled \$812,821, as compared with \$796,575 in the preceding report. The per capita average advanced from \$29·09 at May 1, to \$29·37 at the first of June, while at the same date of

last year, the figure was \$28.01. The latest index of employment, at 103.6, was fractionally lower than that of 103.9 at June 1, 1942, while the index of aggregate payrolls showed a gain of 4.6 per cent in the year.

Transportation.—There was a further advance in employment in transportation at June 1, when moderate gains were noted in all three branches—steam railway, local transportation and shipping and stevedoring. The employees of the 593 companies and branches furnishing data numbered 145,005, as compared with 141,039 at the beginning of May. The index rose from 111.7 in the preceding report, to 114.8 at June 1, as compared with 106.4 at the same date in 1942. There was thus a gain of 7.9 per cent in the latter comparison; this was accompanied by that of 12.1 per cent in the index of payrolls in the 12 months. The weekly payrolls reported at June 1, 1943, amounted to \$5,228,716, as compared with \$5,034,879 at the beginning of May. The latest per capita average was \$36.06, as against \$35.70 at May 1, and \$34.64 at June 1, 1942.

Construction and Maintenance.—Seasonal improvement was recorded in this group as a whole at the date under review, but the expansion was considerably smaller than usual in the late spring, and was also less than at June 1 in any other year since 1936. Further curtailment was indicated in building, the generally upward movement being confined to highway and railway construction and maintenance work. Returns were received from 1,533 employers whose staffs included 159,472 persons, 13,408 more than at May 1. The reported payrolls aggregated \$4,711,380, as compared with \$4,393,906 in the preceding period of observation. The rise in the salaries and wages was relatively less than that in the number of employees, partly because most of those added to the working forces were taken on at the lower rates of pay, many being more or less casual workers, while differences in the amount of overtime also had an effect. As a result, the per capita average declined from \$30.08 at May 1, to \$29.54 at the date under review. The June 1, 1942, figure was \$25.33. The latest index of employment stood at 126.4; this was 2.5 per cent higher than at the same date of last year, since when the index of payrolls has risen by 15.8 per cent.

Services.—There was a considerable, seasonal advance in employment in services at June 1, according to 634 firms with a working force of 42,875 men and women, as compared with

40,770 at May 1. Most of the increase took place in hotels and restaurants, but laundries and dry cleaning plants were also busier; to some extent, the gain in the former represented extension of cafeteria services in large industrial establishments. The weekly payrolls disbursed at June 1 totalled \$794,675, as compared with \$752,601 at May 1. The index of employment was 192.1; this exceeded that of 180.6 at the beginning of June, 1942, by 6.4 per cent. The index of payrolls shows a gain of 14.5 per cent over the year. The latest per capita average was \$18.53, a few cents higher than the May 1 figure of \$18.46. The average at June 1, 1942, had been \$17.17. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted over 62 per cent of the total personnel reported in the service division as a whole at the date under review.

Trade.—Employment in trade showed a contra-seasonal reduction at the beginning of June; this took place largely in the retail division, and was no doubt partly due to the application of Selective Service regulations to the younger men in the industry. The curtailment of the tourist trade due to wartime conditions may also have prevented the increases in the staffs ordinarily indicated at the beginning of June. The 2,258 retail and wholesale establishments whose data were compiled had a personnel of 155,890, as compared with 156,953 at May 1. The weekly payrolls reported at the date under review aggregated \$3,936,858; this was slightly lower than the total of \$3,939,817 reported at May 1. The per capita average, however, advanced from \$25.10 in the preceding survey, to \$25.25 at June 1, as compared with \$24.05 at the same date in 1942. In the 12 months, the index of employment has fallen by two per cent, while that of payrolls has risen by 2.2 per cent.

Financial Institutions.—Statistics furnished by 753 financial institutions indicated an increase of 143 in their staffs, which included 63,325 persons at June 1. The salaries and wages received by these workers aggregated \$1,967,516, as compared with \$1,959,930 disbursed on or about May 1. The per capita average was \$31.07 at June 1, compared with \$31.02 at May 1, 1943, and \$30.19 at June 1, 1942. The index of employment in financial institutions, at 122.6, was fractionally below that of 122.8 at June 1, 1942, while the index number of payrolls was higher by 2.8 per cent.

Employment Conditions at the End of July as Reported by Employment and Selective Service Offices

THE following abstract of regional summaries of reports from Employment and Selective Service Offices of the Unemployment Insurance Commission indicates that employment conditions across Canada at the end of July were as follows:

Maritime Region

The weather and shortage of farm help had delayed haying to some extent. The assistance given by service men on leave, boy scouts and students had, however, been of great help to the farmers. At Moncton the early vegetables were being brought to market. Grain and feed crops were promising.

Fishing gave good returns; the catches were fine and the prices satisfactory. Salmon, mackerel, cod and sardines were the main takes. Fishermen who own small farms switched to agricultural pursuits. The peak of the fishing season had passed. Processing plants were very busy and some plants were short of help.

The marked shortage of men to cut fuelwood and pulpwood continued. Nearly all bush work was curtailed to some extent. Some sawmills operated at capacity and others were forced to curtail output owing to shortage of labour. Generally the industry was very short of men.

At Bathurst, N.B., the iron mines needed a few labourers. There was little prospect of securing them until farmers were through harvesting. The return of ex-miners to the coal mines was encouraging. All coal mines were working full time and the output steadily increased. More skilled miners and labourers were required to bring the coal mines up to capacity output.

There were few large construction programs in progress, but at the Maitland and Charlottetown airports the contractors required both skilled and unskilled men. Where minor projects were under way or being completed local labour was generally able to meet the demand.

The steel plant at Sydney was operating at top capacity. Steel fabricating plants and foundries were very busy, but in almost all cases required both skilled mechanics and labourers. Aircraft building plants had many vacancies for skilled mechanics, but were fairly well supplied with unskilled labour.

All transportation facilities were utilized to capacity. Much lumber and pulpwood was transported by trucks.

Wholesale and retail trades were somewhat short of help, but men taken from them on compulsory orders were replaced by women.

The demands from hotels, restaurants and private homes for help did not abate.

Quebec Region

Haying was either well along or nearly finished. The demands for farm help fell steadily except in a few districts. In the Montreal area farm help was still in heavy demand. Students were transferred-in to Montreal and St. Hyacinthe, and to the tobacco farms at Joliette. At some points farmers and applicants had failed to agree on wages.

Small groups of men were required in several districts for logging. The main shortages of men were at Campbell's Bay, Quebec and in the Lake St. John area; Chicoutimi listed 900 vacancies. One hundred men left Levis for Maine to cut wood needed for processing in Canada.

Mining operations were steady in the central and southern districts; requirements were largely met locally, except at Asbestos. In northwestern Quebec, base metal mines were pretty well supplied, but the gold mines were much curtailed through lack of men.

Fruit and vegetable canning had begun. Crop results were disappointing at St. Hyacinthe. Pulpmills, wood products mills and sawmills were operating smoothly, although at Campbell's Bay and Megantic more men were required. Montreal's packing houses and flour warehouses were short of husky labourers. Arvida required more potmen. Montreal had many vacancies for women in war plants, and for machinists, toolmakers, and lathe operators. To the north of Montreal three war plants were unable to secure the women required to complete large orders. One hundred and fifty trainees were referred to War Emergency Training schools at Montreal. Sherbrooke reported the successful introduction of the short evening work shift for married women.

Specialists were required at Quebec, and riveters and welders at Montreal for shipbuilding. This industry was making steady progress. The large construction projects at Beauharnois, Quebec, Drummondville, Montreal and Arvida all sought labour.

Locomotive firemen and railway maintenance men were required at several points; farmers were being recruited for the latter work. Shipping was very active.

Almost everywhere women were leaving employment in hotels and restaurants, and as domestics, for more attractive work.

In Montreal, many vacancies were listed for draughtsmen and stenographers. There were marked shortages of washmen and extractors in laundries, and of labourers and delivery men for ice companies. Bakers and cooks were urgently needed.

Ontario Region

Wheat cutting was fairly general and, at some points, oats cutting had started. Where wheat was threshed it was of good quality. In Oxford, soldiers and commando labour have been of great assistance in harvesting work. In Norfolk, tobacco harvesters arrived two weeks ahead of time and turned to ordinary harvesting.

The shortage of sawmill hands at Arnprior increased, and at Kapuskasing 2,000 pulpwood cutters were required. With cooler weather men returned to the bush, but not in sufficient numbers to meet the needs of lumbermen for logging. Belleville and Timmins had difficulty in getting enough men to cut fuelwood, although good wages were paid.

The gypsum mines and limestone quarries needed machine men; a few men were supplied from Kirkland Lake and Timmins. A small group of miners was sent from Kirkland Lake to International Nickel, Sudbury. The Kirkland Lake gold mines required both beginners and experienced miners.

Large orders for the armed forces came to the rubber industry; as a result, men, women and girls were required. Tanneries sought strong men for the beam houses. Men and women were required by the textiles for weaving, carding, and dyeing. Aircraft plants required women to make wing spars. Kingston Locomotive Company sought labourers and boilermakers' helpers, and Victory Aircraft and Small Arms, New Toronto, placed orders for tool and die makers. The sugar refinery at Wallaceburg required 40 labourers, and the order was given prompt attention. Border Cities Industries, Windsor, laid off 175 girls, but they were placed almost immediately.

At Brockville training centre, the contractor obtained the services of 25 soldiers; they gave splendid assistance on construction work. There was a fairly general shortage of bricklayers, painters and labourers. A demand for carpenters and labourers at Chatham training centre was indicated.

Transportation facilities were used to capacity. Good mechanics were in demand throughout the region to service transports

and buses. Railways required labourers for maintenance and extra gangs.

Toronto reported that employers had become interested in taking handicapped men and women. Bakeries were in urgent need of help, and hospitals, restaurants and offices continued their demands for workers.

Prairie Region

The crops in Northwestern Ontario had improved wonderfully and haying was about over. Manitoba was in the midst of haying and wheat cutting was to begin August 4. Day labourers for harvesting were in demand, but scarce. It was thought that men who usually help at harvesting and threshing would return to this work if possible, since good wages were being offered. Many farmers were unwilling to take boys or inexperienced men. Moose Jaw reported an active committee at work on farm labour distribution following the plans of the provincial Farm Labour Board.

In some districts grain was maturing too rapidly owing to dry weather. Alberta's grain cutting was to commence around August 7.

Kenora required over 500 men for logging; an acute shortage of bushmen was general and few men were placed. Pulpwood cutting was greatly restricted owing to the scarcity of men. Some sawmills were operating only one shift, and orders for lumber increased.

The few miners who applied for work were directed to base metal mines. Some northern Ontario mines had placed Indians underground, and there were vacancies for machinists and electricians. Skilled mechanics and husky labourers were wanted at Steep Rock. Edson, Alberta, reported over 200 vacancies in local coal mines; 47 miners had returned from the armed forces through compulsory orders. A fair number of students had entered coal mining for the vacation period.

An urgent request for labourers came from Turner Valley's new refinery; there were few applicants. Authority to commence drilling for 10 new wells brought inquiries for drillers and derrick men. Carpenters were required at Steep Rock. At Saskatoon finishing carpenters and plasterers were on order. The Coast Construction Co. sublet contracts for the buildings on the new U.S. Airport, and on the Edmonton airport, to the Poole Construction and orders for carpenters and labourers totalling 1,000 men were placed in clearance. Three new contracts were awarded for army and air force buildings in Calgary. There was a shortage of skilled and common labour at Dawson Creek.

Flour mills were running three shifts; their orders for strong labourers for the shipping

gangs were not being met. Pulp and paper mills placed high school boys, and in that way released men for higher priority work. Although special attention was given to grain elevator manpower needs, grain cars still arrived in numbers which could not be unloaded, without delay. It had been thought that Prairie War Emergency Training classes would furnish Fort William several hundred trainees for aircraft work; the supply may not be available. It was indicated that 1,300 workers would be required by September 30. Requests for power sewing machine operators in Winnipeg exceeded the supply, but War Emergency Training increased the enrollment of trainees for this work, and the demand will be met. Packing houses required more men. Canning factories were in the middle of the season's run. Women and students were placed where possible.

Movement of railway passengers and freight was very heavy. Women were placed with railway extra gangs as labourers. A few women were accepted to train for street car conductors. Railways faced a further loss of labour through farm hands being recalled.

Hotel and restaurant help was very short, and there was a heavy demand for male clerks and bookkeepers. Experienced stenographers were required. Hospitals and laundries needed women helpers. Regina reported a number of school districts had, up to date, failed to secure teachers.

Pacific Region

Seasonal requirements for agricultural workers were met satisfactorily, except in the Prince George area where haying had just commenced. It was thought the shortage of casual labour there would be overcome by assistance from local army units. Earlier fruit crops had been harvested except in Kootenay district. An increase in wages offered for permanent farm help, resulted in several placements, but generally there was little response to the demands for this class of labour.

The acute shortage of men for logging remained except in Vernon area, where a number of Japanese were given employment. One logging company ceased operating temporarily owing to lack of labour in its sawmill. The demand for workers in sawmills, shingle mills and pulp and paper mills continued to far exceed the available supply; this with the shortage of logs caused a continued loss of

production of lumber at the mills. New Westminster office reported that the freezing order as applied to the lumbering industry scared men, who were not previously employed in the industry, away from it.

A slight numerical gain was reported in mining placements and some benefit accrued from the referral to the military medical board of persons seeking to leave the coal mining industry on medical grounds. Princeton reported increased man-power in the coal mines of that area resulted in increased production and a steady flow of coal from Granby Collieries to the domestic market in Vancouver. In other areas, however, production at both coal and base metal mines was still impeded by acute man-power shortage.

Although men were still being received from the Prairies on clearance, there was no overall reduction in the heavy demand for all types of mechanics and helpers in the shipyards and engineering plants. A number of men who came from the prairies through clearance demanded a return to the prairies. Owing to the extreme shortage of labour in the Vancouver shipyards it was necessary to arrange for an inter-yard transfer of workers to cope with the urgency of a special naval construction program. An urgent demand for electricians had arisen, and orders were at once placed in clearance. Transfers of mechanics from non-essential industries were made to industries of high priority.

New construction projects at Vancouver were expected to absorb all available carpenters. Heavier demands came for painters and bricklayers, and there was a definite shortage of millwrights. Woodworking plants engaged on detail for shipyards were desperately in need of help, with low wages acting as a deterrent.

At Prince Rupert the urgent need of labourers for building, ditching and road construction continued. At Prince George all defence projects required ordinary labour.

Practically no progress was made in supplying extra gang labour for essential maintenance on railways. There was a shortage of deckhands.

The usual shortage of hotel and restaurant help, also of cooks, bakers, laundry workers and domestics, was again reported throughout the region. Some areas reported a shortage of competent office help. Butchers and packing-house workers were required in Vancouver.

Report of Employment and Selective Service Offices for the Period April to June, 1943

EMPLOYMENT conditions, as indicated by the reports from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the quarter, April to June, 1943, showed gains of 432.4 per cent in vacancies and 386 per cent in placements, when compared with those reported by the Offices in the corresponding quarter of 1942.

From the chart which accompanies the article on the work of the Employment and Selective Service Offices for the five-week period ending July 1, it will be seen that the curve of vacancies showed a pronounced upward trend during April and May, but during June the course followed was downward, while the curve of placements remained about the same. During the period April to June, 1943, there was a ratio of 118.9 vacancies and 140.7 placements for each 100 applications for employment, as compared with 66.9 vacancies and 43.8 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 11,312; of applicants registered 9,513; and of

placements effected 6,759 in contrast with a daily average of 2,153 vacancies, 3,220 applications and 1,410 placements in regular and casual employment during the same quarter of 1942.

During the three months April to June, 1943, the offices reported that they had referred 708,136 persons to positions and had effected a total of 513,650 placements, of which 499,993 were in regular employment and 13,657 in casual work. Of the placements in regular employment, 334,182 were of men and 165,811 of women. A comparison with the corresponding period of 1942 shows that 105,710 placements were then made, of which 78,366 were in regular employment and 27,344 in casual work. Applications for employment during the period under review were received from 464,722 men and 258,909 women, a total of 722,931, in contrast with the registration of 241,461 during the same period of 1942. Employers notified the Commission during the quarter April to June, 1943, of 859,660 vacancies, of which 583,812 were for men and 275,848 for women, as compared with 161,459 opportunities for work offered during the corresponding period a year ago.

Applications for Employment; Vacancies and Placements; June, 1943

RECORDS of the Employment and Selective Service Offices of the Unemployment Insurance Commission for the five-week period, May 28 to July 1, 1943, showed a gain of nearly 7 per cent in the average daily placements when compared with those of the preceding four weeks and of 348 per cent in comparison with the month of June last year.

The accompanying chart shows the trend of employment since January, 1941, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trends of the curves of vacancies and placements in relation to applications took downward courses. The ratio of vacancies to each 100 applications was 114.6 during the five weeks ending July 1,

in contrast with 126.8 during the previous four weeks, and 49.9 during the month of June, 1942. The ratio of placements to each 100 applications during the period under review was 70.9 compared with 72.2 during the four weeks April 30 to May 27, and 30.6 during June last year.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the five weeks May 28 to July 1, 1943, was 11,600 in comparison with 11,801 in the preceding four weeks and with 2,607 during the month of June, 1942. The average number of applications for employment received daily during the period under review was 10,124 compared with 9,304 in the previous period and with 5,228 during June a year ago. The average number of placements made daily by the offices during

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS MAY 28 TO
JULY 1, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island.....	813	364	1,167	862	725	2	301
Charlottetown.....	565	255	864	572	496	2	230
Summerside.....	248	109	303	290	229		71
Nova Scotia.....	14,169	11,976	11,870	11,033	8,169	147	3,639
Amherst.....	317	276	460	410	311		114
Bridgewater.....	129	200	174	170	153		33
Dartmouth.....	431	0	399	396	367		0
Digby.....	1,930	320	398	400	379		56
Glace Bay.....	701	0	317	200	164		0
Halifax.....	4,912	6,141	3,370	3,663	2,653	1	1,069
Inverness.....	29	11	91	67	39		40
Kentville.....	905	969	346	287	239	7	175
Liverpool.....	197	503	202	167	138	5	43
New Glasgow.....	1,452	1,321	1,585	1,506	1,081	61	599
New Waterford.....	112	0	404	83	49		0
Pictou.....	301	0	435	467	294	1	0
Shelburne.....	75	0	86	81	81		0
Springhill.....	226	237	83	73	75		1
Sydney.....	1,461	1,074	2,314	1,985	1,410	45	1,242
Sydney Mines.....	176	0	364	237	188		0
Truro.....	384	564	466	466	265	27	123
Yarmouth.....	431	360	380	375	283		144
New Brunswick.....	8,389	7,547	8,985	8,168	6,364	202	2,293
Bathurst.....	78	306	621	576	414		207
Campbellton.....	988	469	1,025	743	654	85	349
Edmundston.....	272	1,857	499	1,032	335		220
Fredericton.....	366	176	471	487	378		81
Minto.....	324	360	197	183	217		2
Moncton.....	2,061	807	2,773	2,243	1,861	98	751
Newcastle.....	474	155	459	416	439		110
Saint John.....	2,991	2,308	2,533	2,205	1,883	18	449
St. Stephen.....	442	632	231	99	88		69
Woodstock.....	393	477	176	94	95	1	55
Quebec.....	111,898	88,698	84,617	79,621	58,122	345	25,536
Acton Vale.....	94	56	130	131	93	6	34
Asbestos.....	99	70	204	79	18	55	112
Baie St. Paul.....	762	743	635	469	433	2	118
Beauharnois.....	357	193	480	237	191	1	73
Buckingham.....	231	105	422	198	167		104
Campbell's Bay.....	246	221	86	81	56		33
Causapscal.....	1,328	959	773	758	638		252
Chandler.....	1,237	1,546	1,404	1,257	895		532
Chicoutimi.....	2,838	2,853	1,924	2,064	1,245		605
Coaticook.....	925	532	443	434	415		42
Cowansville.....	186	117	133	130	115		20
Dolbeau.....	752	704	260	162	71		157
Drummondville.....	611	145	764	709	624		419
East Angus.....	60	4	74	55	54		9
Farnham.....	272	255	167	204	172		41
Granby.....	454	231	587	559	433		143
Hull.....	1,552	970	1,378	1,229	983		349
Joliette.....	352	173	284	263	205	8	64
Jonquiere.....	918	76	1,603	1,244	1,196		261
Lachine.....	2,087	1,662	1,616	1,525	1,132	31	523
Lachute.....	442	362	610	601	439		357
La Tuque.....	374	59	491	489	392		69
Levis.....	768	340	1,258	822	755		403
Longueuil.....	863	1,240	812	767	547		233
Louiseville.....	200	53	367	306	290		105
Magog.....	201	56	302	285	168		136
Matane.....	732	472	1,102	1,090	1,103		18
Megantic.....	1,386	464	552	500	470		60
Mont Laurier.....	193	528	309	302	552	2	39
Montmagny.....	140	76	309	148	180		115
Montmorency.....	131	22	214	99	113		90
Montreal.....	61,426	49,222	36,358	37,246	24,788	140	12,178
Nicolet.....	33	15	107	41	97		6
Plessisville.....	144	99	189	257	118		41
Pointe aux Trembles.....	925	584	883	917	681		186
Port Alfred.....	439	316	561	550	364	3	151
Quebec.....	10,555	7,563	7,004	5,892	4,127		1,938
Richmond.....	119	85	136	95	95		6
Rimouski.....	414	481	1,016	1,196	1,001		55
Riviere du Loup.....	1,683	805	1,400	1,357	1,320		260
Roberval.....	425	174	422	393	374		177
Rouyn.....	832	1,580	1,207	1,117	764	1	270
Ste. Agathe.....	132	252	116	57	45		44

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS MAY 23 TO
JULY 1, 1943—Cont.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Cont.)							
Ste. Anne de Bellevue.....	307	8	304	304	304		0
St. Hyacinthe.....	628	414	688	697	552	23	162
St. Jean.....	464	198	987	732	461		210
St. Jerome.....	448	286	550	292	229		143
St. Joseph d'Alma.....	840	249	1,071	1,006	782		196
Ste. Therese.....	340	640	429	362	284		101
Shawinigan Falls.....	1,593	268	1,716	1,668	1,306		402
Sherbrooke.....	1,250	198	1,706	1,362	1,007	74	279
Sorel.....	1,220	799	1,562	1,327	1,017		463
Thetford Mines.....	373	140	628	434	354		116
Three Rivers.....	1,659	1,259	2,490	1,499	1,334		931
Val d'Or.....	236	1,140	298	278	249		46
Valleyfield.....	793	778	990	829	621		316
Verdun.....	3,461	5,488	1,704	2,157	1,743		1,116
Victoriaville.....	378	475	502	359	221		228
Ontario	128,509	90,658	111,947	113,527	83,530	1,478	26,852
Arnprior.....	333	132	371	389	327		107
Barrie.....	715	573	668	677	422	6	72
Belleville.....	949	497	810	953	696		191
Bracebridge.....	1,373	798	587	531	509		158
Brampton.....	589	955	463	486	390		137
Brantford.....	1,956	2,125	1,777	1,750	1,379	24	278
Brookville.....	434	191	669	633	434		237
Carleton Place.....	180	76	221	151	143		55
Chatham.....	798	521	882	985	625	15	638
Cobourg.....	226	93	234	207	154		48
Collingwood.....	191	453	129	200	153		28
Cornwall.....	1,317	329	1,451	1,159	1,076	26	228
Dunnville.....	175	145	113	104	70		2
Fergus.....	60	57	150	129	82	2	29
Fort Erie.....	1,026	953	481	478	334		83
Fort Frances.....	561	363	463	316	265		128
Fort William.....	1,993	3,400	1,551	1,571	1,315	19	336
Galt.....	1,031	1,217	906	1,026	711	1	212
Gananoque.....	206	54	230	189	179		45
Goderich.....	194	144	308	195	189	2	58
Guelph.....	1,559	1,015	1,241	1,089	909		246
Hamilton.....	8,819	4,316	7,481	8,902	6,899	120	701
Hawkesbury.....	236	166	284	266	228		72
Ingersoll.....	146	191	240	212	177		50
Kapuskasing.....	597	1,038	619	618	566		123
Kenora.....	341	600	316	266	245		73
Kingston.....	1,581	1,308	1,624	1,053	1,229	29	501
Kirkland Lake.....	980	588	1,526	948	937	4	333
Kitchener-Waterloo.....	1,521	1,125	1,296	1,698	1,198	11	187
Leamington.....	182	110	237	188	138		74
Lindsay.....	251	107	297	265	206		120
Listowel.....	163	93	186	185	141		4
London.....	3,566	2,569	3,691	4,190	2,562	274	831
Midland.....	620	478	705	627	479		180
Napanea.....	178	190	213	335	194	1	42
Newmarket.....	103	105	159	109	93		26
New Toronto.....	2,803	2,398	1,616	1,746	1,192		463
Niagara Falls.....	1,322	768	1,502	1,347	851	16	451
North Bay.....	1,310	703	1,700	1,493	1,447	46	602
Orangeville.....	87	66	145	109	87		31
Orillia.....	715	567	624	687	486	11	203
Oshawa.....	2,228	1,370	2,142	1,752	1,364	26	1,093
Ottawa.....	7,381	3,058	8,646	6,691	4,956	108	923
Owen Sound.....	641	284	789	819	586		155
Paris.....	40	59	91	67	43		53
Parry Sound.....	330	126	622	378	281		170
Pembroke.....	577	325	702	651	438	4	212
Perth.....	233	156	281	275	212	7	66
Peterborough.....	1,187	1,242	1,313	1,495	982		367
Pictou.....	201	70	224	205	172		66
Port Arthur.....	2,844	3,601	1,733	1,526	1,384	3	733
Port Colborne.....	382	215	602	435	344		125
Port Hope.....	185	122	188	163	113	2	23
Prescott.....	335	270	285	274	206		70
Renfrew.....	419	281	361	384	257		294
St. Catharines.....	2,562	1,372	2,561	3,174	1,847	2	686
St. Thomas.....	941	554	910	1,121	735	34	226
Sarnia.....	3,399	1,553	2,053	2,115	1,663		688
Sault Ste. Marie.....	1,662	2,032	1,905	1,766	1,620	6	169
Simcoe.....	399	257	452	431	357	5	109
Smiths Falls.....	180	81	211	218	176		41
Stratford.....	592	440	990	877	477	43	410

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS MAY 28 TO
JULY 1, 1943—*Cont.*

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario (Con.)							
Sturgeon Falls.....	100	91	217	181	151		55
Sudbury.....	2,067	1,994	2,421	1,833	1,748	42	778
Timmins.....	1,772	1,493	2,352	1,707	1,442	35	1,065
Toronto.....	46,021	28,582	31,154	35,785	25,485	350	7,141
Trenton.....	604	422	518	547	412		102
Walkerton.....	269	213	372	241	197	3	113
Wallaceburg.....	542	580	352	300	242		166
Welland.....	784	1,441	1,694	1,246	694		429
Weston.....	2,103	2,261	878	928	639		224
Windsor.....	5,444	4,024	6,176	5,996	4,325	159	1,658
Woodstock.....	698	512	506	579	415		59
Manitoba	13,062	8,942	16,642	15,593	9,676	1,123	5,082
Brandon.....	825	681	680	680	463		215
Dauphin.....	214	198	416	214	191		111
Flin Flon.....	174	300	234	224	187	14	38
Portage la Prairie.....	421	305	505	353	323		228
Selkirk.....	257	96	332	254	300	1	16
The Pas.....	282	212	248	220	187	1	78
Winnipeg.....	10,889	7,200	14,227	13,558	8,025	1,107	4,396
Saskatchewan	7,319	4,454	9,896	8,371	5,229	397	3,004
Estevan.....	351	320	152	116	97		56
Moose Jaw.....	855	543	1,163	1,077	718	22	447
North Battleford.....	291	114	329	229	185		53
Prince Albert.....	718	457	867	850	545	21	260
Regina.....	2,630	1,398	3,505	2,759	1,757	130	665
Saskatoon.....	2,013	1,280	2,948	2,678	1,439	130	1,135
Swift Current.....	157	47	141	133	125		26
Weyburn.....	130	136	128	106	80	2	26
Yorkton.....	274	159	663	423	283	1	336
Alberta	14,912	8,728	15,365	13,932	9,414	578	5,519
Blairmore.....	302	403	128	122	111		21
Calgary.....	4,839	2,543	5,344	4,846	3,053	209	2,217
Drumheller.....	478	432	305	299	187		97
Edmonton.....	7,182	3,758	7,865	7,095	4,970	363	2,611
Edson.....	363	293	80	80	81		8
Lethbridge.....	912	671	912	836	492	6	350
Medicine Hat.....	491	341	534	474	359		145
Red Deer.....	345	287	197	180	162		40
British Columbia	37,317	27,080	33,108	31,863	21,902	719	12,337
Courtney.....	521	418	233	183	140		120
Cranbrook.....	243	310	355	313	271		123
Dawson Creek.....	1,058	784	502	1,142	452		126
Duncan.....	403	NON	330	290	213	4	108
Kamloops.....	576	352	478	386	364		85
Kelowna.....	316	235	365	360	239	3	101
Nanaimo.....	298	150	421	256	190	4	246
Nelson.....	658	519	904	546	596		281
New Westminster.....	1,681	854	2,448	1,952	1,391	31	1,178
Penticton.....	376	230	220	185	167		73
Port Alberni.....	529	343	362	398	316		68
Prince George.....	973	1,188	827	845	779		51
Prince Rupert.....	1,381	1,137	1,122	1,031	NON		176
Princeton.....	168	260	133	118	114		19
Trail.....	253	354	463	397	321	3	618
Vancouver.....	22,729	16,197	19,209	19,198	12,465	518	7,202
Vancouver North.....	464	217	567	447	382		304
Vernon.....	484	366	654	703	328	75	176
Victoria.....	4,081	2,817	3,389	2,918	2,225	81	1,231
White Horse.....	125	51	106	165	66		51
Canada	336,388	248,447	293,597	282,820	203,131	4,901	84,563
Men.....	227,085	180,796	184,641	182,316	136,846	1,525	46,304
Women.....	109,303	67,651	108,956	100,504	66,285	3,376	38,259

Unemployment in Trade Unions at the close of June, 1943

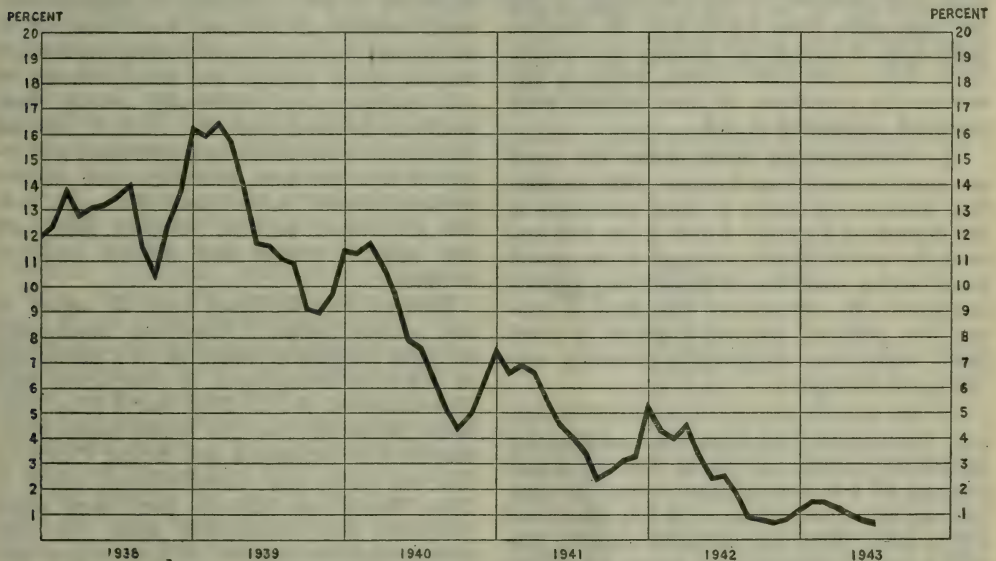
UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are sick or engaged at work outside their own trades are not counted as unemployed, while reports from unions making returns vary from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

Reports were tabulated at the end of June from 2,288 labour organizations in which the aggregate membership was 452,309 persons. Of these 2,696, or a percentage of 0.6, were unemployed, to a large extent temporarily, in

gains were more than sufficient to offset minor declines in work available for building and construction workers and coal miners, although the employment levels remained very high, also, for union members in both of these occupations.

In table I the unemployment percentages are shown by provinces. At the close of June these figures ranged from 0.1 per cent in British Columbia to 1.1 per cent in both New Brunswick and Alberta. In comparison with the previous month, a slightly higher employment level was observed in Quebec, where the percentage declined from 1.3 to 1.0. Minor improvements were noted, likewise, in provinces having smaller memberships, such

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



comparison with percentages of 0.7 in May and 2.5 in June, a year ago. The Dominion unemployment percentage of 0.6 was the lowest attained for any month in the trade union records since the report was prepared for the first time on a monthly basis for January, 1919; from December, 1915, to December, 1918, it was compiled for every quarter. The very slight employment increase indicated over the preceding month was due principally to the slightly better conditions which prevailed for union members in both the manufacturing and transportation industries; in these groups the percentages of those without work were 0.3 and 0.6, respectively, as compared with percentages of 0.4 and 0.7 in May. These slight

as New Brunswick, Manitoba and British Columbia, while in Ontario and Saskatchewan the unemployment percentages remained unchanged at 0.4 and 0.6, respectively; in Nova Scotia and Alberta, there were minor declines in available work. As compared with conditions in June a year ago, pronounced expansion was reflected in Quebec reports, while with the exceptions of Manitoba and Saskatchewan, in which there were small increases only, in work available, each of the other provinces, likewise, manifested rather marked employment expansion.

A separate compilation is made each month of unemployment among trade unions in the largest city in each province, with the excep-

tion of Prince Edward Island. At the close of June these percentages ranged from 0.1 in Halifax, Regina and Vancouver to 1.3 in Edmonton. With the exception of the latter, every city during this period registered less than one per cent of unemployment. In comparison with May conditions a fair expansion took place in Montreal, where the percentage of those without work declined from 1.2 to 0.9. A slightly higher employment level prevailed in Winnipeg, while in Toronto the percentage remained unchanged at 0.3. In each of the other cities, Halifax, Saint John, Regina, Edmonton and Vancouver, very slight employment increases were in evidence. In comparison with the situation in June, a year ago, very much better conditions were apparent in Montreal where the percentage declined from 5.7 to 0.9, while in Toronto there was a noteworthy increase, likewise, although it was not quite so pronounced, as the percentage in this case was down from 1.8 to 0.3. In Halifax, Saint John, Winnipeg and Regina, employment levels were appreciably higher, while in Edmonton the percentage of those without work remained unchanged at 1.3.

The accompanying chart shows the trend of unemployment from January, 1939, to date. The level of the curve in June continued in the downward direction, which it has followed since the end of March, although in the month under review conditions were but very slightly improved. In comparison with June, a year ago, the point of the curve was at a much lower level, thus indicating noteworthy employment expansion.

For the manufacturing industries 817 returns were tabulated having a combined membership of 255,357 persons, of whom 775, or a percentage of 0.3 were without work, in comparison with percentages of 0.4 in May and 2.8 in June, 1942. As compared with the preceding month employment levels for paper-makers and woodworkers were much higher, as the unemployment percentages for these members were reduced from 1.8 to 0.2 and from 1.3 to 0.4, respectively. Minor employment increases were in evidence also among soft drink workers, bakers and confectioners, electric current employees, etc., fur and clay, glass and stone workers. Among the organizations, in which the members were reported as fully employed at both dates were cigar and tobacco, textile and carpet workers, butchers, meat and fish packers, rubber, jewellery and mineral products workers. The percentage of unemployed members among garment workers, which group includes both men's and women's clothing workers, remained unchanged at 0.3, while among hat, cap and glove workers, mem-

bers in the iron and steel trades and metal polishers, etc., the percentage of those without work in each case was 0.1, which was identical with May conditions. Among union members in the printing and publishing organizations, the percentage of those without work was up slightly from 0.5 to 0.6, while among leather, aluminum and chemical products workers there were minor recessions also. A noteworthy decline in activity was reflected in reports received from unions in the unclassified manufacturing group, as the unemployment percentage for these workers advanced from 3.2 to 6.1. As compared with conditions in June, a year ago, garment workers manifested a marked increase in available work, while the employment level for union members in the iron and steel trades was substantially higher, also, as the percentage of those without work in that group declined from 1.1 to 0.1. Although a comparatively small number of members were involved in the change, unemployment among unclassified manufacturing workers was much reduced, as the unemployment percentage among these members declined from 23.1 to 6.1. Among the trades in which no unemployment was reported at either date, were cigar and tobacco workers, electric current employees, etc., textile and carpet workers, butchers, meat and fish packers, rubber and mineral products workers.

Returns were tabulated from 57 unions of coal miners having a combined membership of 19,498 persons, of whom 64, or a percentage of 0.3 were unemployed, in comparison with percentages of 0.1 in May and 1.8 in June, 1942. As in the previous month union members in New Brunswick and British Columbia did not report any unemployment, while in Nova Scotia and Alberta there were slight recessions only in available work. In comparison with the situation in June, a year ago, decided employment expansion was noted in Alberta, where the percentage of members without work was down from 4.0 to 1.0. Moderate betterment was manifested in Nova Scotia, while in British Columbia the percentage declined slightly from 0.1 to full employment. New Brunswick union members were reported as fully employed at both dates.

For the metallic ores group reports from 4 unions were received. These had a total membership of 10,229 persons, of whom 28, or a percentage of 0.3 were without work, as compared with a percentage of 0.1 in May; no unemployment was reported in June, a year ago.

Returns were tabulated from 8 unions of non-metallic mineral workers, having a com-

bined membership of 3,585 persons, of whom 100, or a percentage of 2.8 were unemployed. This percentage was identical with that recorded in May; in June, 1942, the percentage of idle members was 5.2.

Unions in the building and construction trades returned 201 reports showing an aggregate membership of 34,490 persons. Of these, 960, or a percentage of 2.8 were without work, in comparison with percentages of 2.6 in May and 5.8 in June, 1942. As compared with conditions in the previous month, employment for bricklayers, masons and plasterers was substantially improved, as the unemployment percentage in these trades was down from 8.9 to 3.7. Although not many were involved, the percentage of unemployed members among steam shovel men was reduced from 4.0 to 1.9 and for painters, decorators and paper-hangers from 0.3 to 0.1. The percentage of those without work among plumbers and steamfitters remained unchanged at 1.8, while among wood, wire and metal lathers no unemployment was recorded at either date. Carpenters and joiners indicated an unemployment percentage of 2.8, which was slightly higher, thus reflecting a minor contraction in work. Among smaller memberships, such as bridge and structural iron workers and electrical workers there were very slight employment recessions, while for unclassified building workers the unemployment percentage of 5.1 was substantially higher, thus reflecting a rather marked decline in activity. Although comparatively few workers were involved, as the membership is small, the percentage of unemployment among granite and stonecutters showed a pronounced increase, as it advanced from 4.8 to 18.7. In comparison with the situation in June, a year ago, employment levels were much higher for bricklayers, masons and plasterers and carpenters and joiners. The percentages of members without work among smaller groups such as steam shovelmen and wood, wire and metal lathers were 1.9 and 0, or full employment, which were compared with percentages of 10.8 and 12.6, respectively, in June, 1942. On the other hand as noted in the previous comparison, employment among the small group of granite and stonecutters declined substantially, as the percentage of those without work in June, 1942, was 5.7.

In the transportation industries 876 reports were tabulated having a total membership of 85,256 persons, of whom 503, or a percentage of 0.6 were without work, in comparison with percentages of 0.7 in May and 1.4 in June, a year ago. Steam railway employees, whose

returns constituted over 79 per cent of the entire group membership were slightly better employed than in the previous month; among navigation workers a minor employment increase was recorded also. The percentages of unemployment were 1.1 and under 0.1 for teamsters and chauffeurs and street and electric railway employees, respectively; these were identical with those shown in May. In comparison with the situation in June, 1942, navigation workers indicated pronounced expansion in available work, while the employment level for steam railway employees was considerably higher, also. Street and electric railway members reflected a very slight increase in activity, while among teamsters and chauffeurs the percentage of those without work remained unchanged.

For the retail and wholesale trades, returns were received from 12 unions having a total membership of 2,423. As in the preceding month no unemployment was reported; in June a year ago, the percentage of those without work was 0.1.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
June 1932.....	9.6	12.0	27.1	23.4	18.1	14.4	23.4	22.3	21.9
June 1933.....	13.8	13.0	26.2	23.3	19.4	14.9	24.5	18.6	21.8
June 1934.....	11.4	7.3	22.9	15.9	17.0	12.1	24.8	17.2	18.0
June 1935.....	12.2	8.1	21.9	12.0	13.7	9.4	20.1	13.2	15.4
June 1936.....	6.7	7.8	19.0	13.3	8.4	6.4	17.2	10.5	13.9
June 1937.....	5.9	4.7	15.3	7.6	5.7	7.2	16.6	8.0	10.4
June 1938.....	3.6	14.8	17.1	12.4	12.5	9.7	17.8	14.3	13.5
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	18.2	9.7	11.6
June 1940.....	2.4	3.7	12.2	4.9	3.9	3.4	14.6	7.7	7.6
June 1941.....	2.0	1.9	6.2	2.0	4.3	1.8	11.5	3.8	4.1
June 1942.....	1.3	4.7	4.6	1.6	1.1	0.1	9.2	6.6	9.5
July 1942.....	0.8	1.0	3.8	0.9	2.2	0.8	1.3	0.3	1.8
Aug. 1942.....	0.4	2.3	1.4	0.7	1.6	0.8	0.9	0.2	0.9
Sept. 1942.....	0.8	1.1	1.3	0.5	0.9	0.9	0.9	0.3	0.8
Oct. 1942.....	0.7	1.2	1.2	0.5	0.4	0.5	0.9	0.2	0.7
Nov. 1942.....	0.7	1.5	1.1	0.5	1.0	0.6	1.3	0.4	1.2
Dec. 1942.....	0.3	2.4	1.6	1.0	2.6	1.1	1.7	0.6	1.8
Jan. 1943.....	0.4	2.3	2.1	0.8	2.7	0.9	1.4	1.6	1.5
Feb. 1943.....	0.5	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
March 1943.....	0.6	8.2	2.2	1.1	1.1	1.0	1.1	0.4	1.3
April 1943.....	0.3	1.3	1.6	0.9	1.3	0.9	0.8	0.4	1.0
May 1943.....	0.2	1.2	1.3	0.4	0.8	0.6	0.9	0.2	0.7
June 1943.....	0.3	1.1	1.0	0.4	0.6	0.6	1.1	0.1	0.6

For unions of civic employees 107 returns were tabulated, with a total membership of 11,314 persons of whom 6, or a percentage of 0.1 were without work, in comparison with less than 0.1 per cent in May and 0.1 in June, 1942.

In the miscellaneous group of occupations returns were received from 143 unions, in which the combined membership was 12,950 persons, of whom 100, or a percentage of 0.8 were without work, as compared with percentages of 1.2 in May and 0.7 in June, a year ago. The employment level was somewhat higher than that of the previous month for hotel and restaurant, theatre and stage employees and unclassified workers. Among barbers the percentage of unemployment was 0.3 which was a very slight decrease, thus reflecting a very minor improvement. The percentage of those without work among stationary engineers and firemen remained unchanged at 0.5. In comparison with conditions in June, 1942, theatre and stage employees and stationary engineers and firemen registered slightly more employment. The percentages of those without work among barbers and unclassified workers

were 0.3 and 0, or full employment; these were identical with the percentages recorded for these members in June, a year ago. Employment among hotel and restaurant employees was moderately contracted, as the percentage advanced from 0.6 to 2.2.

Returns were tabulated from 2 unions of fishermen, in which the combined membership was 2,775 persons, all of whom were employed, in comparison with unemployment percentages of 0.1 in May and 6.2 in June, 1942.

Reports were received from 5 unions of lumber workers and loggers. The total membership was 4,518 all of whom were employed. The unemployment percentages for these workers in May was 0.9 and in June a year ago, it was 3.7.

Table I shows by provinces the average percentage of union members who were unemployed each year from 1932 to 1942, inclusive, and also the percentage of unemployment for June of each year from 1932 to 1941, inclusive, and from June, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

Shortage of Teachers in the United States

IT is pointed out by *Education for Victory*, official biweekly of the United States Office of Education, that "among the serious threats to the present 'school generation' is that involved in the growing shortage of personally qualified and professionally prepared teachers. The schools most affected are, by and large, those in greatest need of highgrade services, such as rural and village schools, where for all too many years less prepared and inexperienced teachers have frequently been employed. But included also are teachers in many special-subject fields in which war and defence demands for service have been heavy."

State and local school officials, members of legislatures, boards of education, teacher-education associations and interested citizens are seeking means of mitigating the seriousness of the present situation and of the immediate future.

The Superintendent of Schools for North Carolina is quoted as saying: "If the war should last two or three years during which time only a few people attended college to prepare to teach, there would be a period of some ten years before we could again expect an adequate supply of teachers."

The genesis of the difficulty appears to be the attraction of the armed forces for women teachers as well as men and the high wage scales in wartime industries. The latter are held to be "quite beyond the possibilities of most school budgets." Nevertheless, the educational authorities in more than half of the States have taken definite action to increase teachers' salaries, through outright grants to local districts. These State appropriations are usually definitely earmarked for the payment of bonuses to teachers, although in some instances other school employees and certain administrative costs may receive percentages of the benefit.

In addition to the raising of salaries, other factors are also being given attention, in efforts to increase public appreciation of the importance and value of the teaching profession, not only in wartime, but in times of peace as well. This implies the need for maintaining high standards of instruction and in disabusing the public mind of the conception that certain occupations in wartime industries contribute more to the war effort than teaching.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation Seamen—Public Service—Manpower—Minimum Wages in British Columbia, Quebec and Nova Scotia—Saskatchewan Hospital Employees

BECAUSE of a wartime shortage of certificated officers, boats occupied in gill-net collecting on the British Columbia coast have been exempted from the obligation under the Canada Shipping Act to carry certificated Masters. The authority of the Minister of Transport to dispose of the wages of deceased seamen has been extended to cases involving amounts up to \$500. A consolidation and revision of the Orders in Council regarding leave of absence for employees of the Public Service who become members of the Armed Forces has been issued. Recent Orders in Council relating to labour supply, which are

listed below, are summarized elsewhere in the *LABOUR GAZETTE*.

In the provincial field, British Columbia has made provision for the payment of overtime in the minimum wage orders relating to the logging, sawmill, wood-working and box-manufacturing industries. Nova Scotia has revised four minimum wage orders governing the textile and needle trades, factories, shops and stores and beauty parlours. Superintendents of Mental Hospitals in Saskatchewan have been authorized to curtail the holidays of the attendant staff because of difficulties in obtaining substitutes. Quebec has renewed four minimum wage orders.

Dominion

Masters on Fishing Boats.—Due to the shortage of certificated Masters, gill-net collecting boats of over 10 tons gross tonnage operating in the vicinity of canneries on the British Columbia coast have been exempted for the duration of the war from the obligation under the Canada Shipping Act to carry a certificated Master. The Order in Council (P.C. 5494), which was passed July 9 under the War Measures Act, stipulates that operators of such boats may only take advantage of the exemption if a properly certificated Master is not available and if they see that a competent person is employed as Master.

Seamen's Wages.—The Order in Council authorizing the Minister of Transport to dispose of the wages owing to a deceased seaman by paying them to the seaman's next of kin without court proceedings in cases where the wages are the seaman's only assets and the amount involved is less than \$100 (*LABOUR GAZETTE*, June, 1943, p. 860) has been amended by Order in Council P.C. 5495 passed July 9 under the War Measures Act. The amendment extends this provision to cases involving amounts up to \$500.

Public Service of Canada.—The Orders in Council relating to employees of the Public Service of Canada who become members of the Armed Forces or of certain other forces of a similar nature have been consolidated

and revised by P.C. 18/5610 passed July 15 under the War Measures Act. Provision is made for protecting the positions, seniority and superannuation rights of such employees. Different arrangements apply to permanent and temporary employees.

Manpower.—The following Orders in Council relating to labour supply are summarized in the Manpower section of this month's *LABOUR GAZETTE*, p. 1074. Compulsory Employment Order No. 5, July 31, withdrawing designated age-groups of men from further non-essential occupations; National Selective Service Order No. 6, June 30, governing the temporary seasonal employment of women in canneries and replacing an earlier Order on this subject (*LABOUR GAZETTE*, April, 1943, p. 526); National Selective Service Order No. 7, July 29, allowing certain exemptions from the restrictions on advertising; P.C. 6077, July 29, amending the National Selective Service Civilian Regulations (*LABOUR GAZETTE*, January, 1943, p. 19) in regard to labour for coal mining; P.C. 5864, July 24, permitting the use of prisoners of war as resident labourers on farms or in other suitable employment; P.C. 5931, July 24, authorizing the use of members of the Military Forces in farming operations; and P.C. 5550, July 29, fixing wage scales for prisoners of war employed on labour projects outside internment camps.

Provincial

British Columbia Male Minimum Wage Act

Revisions of minimum wage Orders applying to the logging, wood-working, sawmill and box-manufacturing industries were gazetted July 2 and 15. New provisions relating to the payment of overtime have been added with the approval of the Regional War Labour Board, but the rates and most of the other provisions have not been altered. Order 1 (1943) relating to the logging industry supersedes a 1940 Order (LABOUR GAZETTE, 1940, p. 1147). Order 49 (1943) governing the wood-working industry replaces a 1937 Order (LABOUR GAZETTE, 1937, p. 984). Order 50 (1943) applying to sawmills and planing-mills also supersedes a 1937 Order and an amendment (LABOUR GAZETTE, 1937, p. 984; 1939, p. 908). Order 55 (1943) for the box-manufacturing industry rescinds a 1938 Order (LABOUR GAZETTE, 1938, p. 406).

The provisions relating to overtime pay are similar in most respects in the four new Orders. They apply to all workers in the wood-working industry and to workers in the logging, sawmill and box-manufacturing industries west of the Cascade Mountains; and include workers in these four industries covered by other minimum wage Orders. They stipulate that one and one-half times the regular wage rate must be paid for all hours in excess of eight a day and 48 a week. These are the maximum hours permitted in industrial undertakings under the British Columbia Hours of Work Act and they may only be exceeded in cases of emergency or in establishments receiving special permission from the Board of Industrial Relations.

Special arrangements in regard to overtime pay for three groups of workers are made under the revised Orders. (1) In the sawmill, wood-working and box-manufacturing industries, stationary engineers, pumpmen, operating millwrights, firemen, turbine operators and oilers are to be paid time and a half only after nine hours a day and 50 hours a week. (2) The Hours of Work Act permits workers and employers to arrange special systems of hours under which daily hours up to nine are permitted on certain days if less than eight hours are worked on other days, provided that weekly hours do not exceed 48. In addition a regulation under the Hours of Work Act authorizes night-shift workers in sawmills, planing-mills and shingle mills to work a 48-hour week in five nights instead of six, provided that no turn lasts more than 10 hours (LABOUR GAZETTE, 1934, p. 641). Workers in the four industries to which the revised

Orders apply who are covered by arrangements under these provisions are not to be paid at overtime rates until they have completed the daily hours fixed by arrangement or agreement for the establishment. (3) The following occupations in the industries are exempt from the provisions relating to the payment of overtime: watchmen, caretakers, storekeepers, cook- and bunk-house employees, persons holding positions of management or supervision, first-aid attendants covered by Order 39 (LABOUR GAZETTE, 1940, p. 1147) and workers in the transport industry governed by Orders 26 and 26A (LABOUR GAZETTE, 1940, pp. 1147, 1258). In the logging industry, time-keepers, office workers employed on a monthly basis and all workers engaged exclusively in the transport of men or supplies are also exempt.

No overtime rates have been set for workers in the logging, sawmill and wood-working industries east of the Cascade Mountains. A regulation under the Hours of Work Act permits workers in sawmills, planing-mills and shingle-mills east of the Cascade Mountains to work a nine-hour day and a 54-hour week or a 10-hour day for five days to permit a half-holiday on the sixth day provided that their total hours do not exceed 54 (LABOUR GAZETTE, 1934, p. 641).

There has been no change in the other provisions of the Orders governing logging, sawmills and the wood-working industry except that the manufacture of plywood has been added to the list of operations covered by the wood-working Order and operations incidental to hauling by truck or rail are now covered by the logging Order. A number of provisions in the earlier Order applying to the box-manufacturing industry are not included in the revised Order but they relate chiefly to such matters as the semi-monthly payment of wages, the keeping of records and the posting of the minimum wage Order which are all provided for in other legislation of the Province. Employers in the industry are no longer required to post a schedule setting out the daily shifts and intervals free from duty arranged for each employee.

Nova Scotia Minimum Wage for Women Act

Revisions of Orders 4, 6, 7 and 8 as amended by Order 10 were gazetted June 30 and July 14. Order 10 (LABOUR GAZETTE, 1941, p. 1110) raised by \$1 the rates fixed by all orders in effect at the time it was passed, and in certain orders, including Orders 4 and 6, it reduced from 50 to 48 the maximum hours for which

the minimum weekly rates were to be paid. These changes have been incorporated in the revised Orders and certain additional changes have been made. The revisions are to be effective from July 1, 1943, and are subject to annual revision. They apply only to cities and incorporated towns in the Province.

Order 4 (LABOUR GAZETTE, 1939, p. 1111) governs women workers in the textile and needle trades including weaving, knitting, spinning, the making of wearing apparel, and the working in and on leather goods, boots, shoes and furs. In the revised Order the regular hourly rates and the overtime rates fixed by the 1939 revision of the Order have been eliminated. Part-time work and hours in excess of 48 a week are now to be paid on a pro rata basis. The starting rate for girls under 18 in towns with a population of less than 17,000 has been increased from \$7 to \$7.50 a week for the first six months. A clause has been added providing that the weekly minimum rates are to apply to a work-week of less than 44 hours if the normal working hours of the establishment are less than 44. All other provisions and rates are unchanged. Experienced workers must receive at least \$12 a week in cities and \$11 in towns. Inexperienced workers over 18 must be paid \$10 in cities and \$9 in towns for the first six months, \$11 and \$10 for the second six months, and thereafter at full rates. Girls under 18 are to be paid \$8, \$9.50 and \$11 in cities and \$7.50, \$8.50 and \$10 in towns during successive six months' periods. At least 80 per cent of the workers on piece-rates in any establishment must be paid the full minimum rates; the remainder may consist of handicapped and inexperienced workers.

Order 6 (LABOUR GAZETTE, 1931, page 1192) applies to women working in all factories not covered by other Orders and in the paper trades which include printing, bookbinding, paper-box and paper-bag making, stationery manufacture and other trades making paper or paper products. The only new provision in the revised Order additional to the changes made by Order 10 is one stipulating that the weekly minimum rates are to apply to a work-week of less than 44 hours if the normal working hours of the establishment are less than 44. Otherwise they apply to a week of from 44 to 48 hours. All other provisions and rates are unchanged. Experienced workers must receive \$12 a week in cities and \$11 in towns. Inexperienced women over 18 years of age are to be paid \$10 in cities and \$9 in towns for the first six months, \$11 and \$10 respectively for the second six months and thereafter they receive the full rates. Inex-

perienced girls under 18 must be paid \$8, \$9.50 and \$11 in cities and \$7, \$8.50 and \$10 in towns for successive six months' periods.

Order 7 (LABOUR GAZETTE, 1940, page 691) governs women workers in shops and stores and includes those engaged in millinery, dress-making, tailoring or fur sewing in connection with any shop or store. The changes made by Order 10 have been incorporated in the revised Order and in addition the learning period has been reduced and the hours provisions have been altered. For inexperienced adults over 18 years of age the learning period has been reduced from 18 to 6 months and for girls under 18 it was cut from 18 to 9 months. The rates may now apply to a work-week of from 44 to 48 hours or to the usual number of hours worked in the establishment if less than 44. Formerly they applied to a 48-hour week or to the usual working hours if less than 48. Hours in excess of 48 are still regarded as overtime and are to be paid on a pro rata basis. A work-week of less than 44 hours, instead of 48 as before, is to be considered part-time work and paid at a proportionate rate. The weekly rates in effect under the revised Order are as follows: experienced workers in cities, \$12; in towns, \$11; inexperienced workers over 18, two three-month periods at \$10 and \$11 in cities and \$9 and \$10 in towns; girls under 18, three periods of three months each at \$8, \$9.50 and \$11 in cities and \$7, \$8.50 and \$10 in towns. Under the former Order these rates applied to periods of six months each.

Order 8 (LABOUR GAZETTE, 1936, page 38) covers women working in beauty parlours or any establishment where hairdressing, manicuring, permanent waving and similar occupations connected with beauty culture are carried on. The revised Order contains the changes made by Order 10 and in addition the hours provisions have been altered in the same way as was done in Order 7. The minimum rates may now apply to a work-week of from 44 to 48 or to the usual number of hours worked in the establishment if less than 44. Overtime is to be paid on a pro rata basis after 48 hours and hours of less than 44 a week are to be regarded as part-time work and paid at proportionate rates. A new provision requires employers to allow one hour for supper if workers are called on to work in the evening. The other provisions are the same as in the former version as amended. Rates are as follows: experienced workers in cities, \$12; in towns \$11; inexperienced workers, three periods of six months each at \$8, \$9 and \$11 in cities and \$7, \$8 and \$10 in towns.

Quebec Minimum Wage Act

Four minimum wage Orders were renewed by notices gazetted July 24. Order 23 applying to tavern employees in the district of Montreal (LABOUR GAZETTE, 1941, page 959) is to remain in effect until August 1, 1944. The others were renewed to September 1, 1944. They are: Order 14 governing maintenance men working in office buildings, apartment houses and other public buildings in the District of Montreal (LABOUR GAZETTE, 1938, pages 1099, 1236; 1940, page 124) Order 28 relating to dyeworks and laundries in the city of Quebec and town of Quebec-West (LABOUR GAZETTE, 1939, page 1003; 1940, page 447) and Order 29 concerning taxicabs and automobiles for hire in the cities of Quebec and Levis (LABOUR GAZETTE, 1939, page 1002).

Public Service of Saskatchewan

Superintendents of Mental Hospitals have been authorized by an Order in Council gazetted July 15 to reduce from three weeks to one the annual holiday with pay granted to members of the Public Service of Saskatchewan. An earlier Order (LABOUR GAZETTE, July, 1943, page 1034) authorized a one-week reduction for Public Service employees in departments or hospitals where acute shortages of staff existed. The latest Order only applies to "attendant staff." Compensatory pay is to be granted to the employees concerned at the end of the fiscal year, computed on the basis of the employee's salary at the time he would ordinarily have received his three weeks' holiday. Recommendations for curtailment must be approved by the Minister of Public Health and due consideration given to the health of the workers in making such recommendations.

Recent Legal Decisions Affecting Labour

Alberta Appeal Court Affirms Judgment Holding Owner of Railway Car Responsible for Injury to Railway Employee

An appeal against a judgment of the Alberta Supreme Court awarding damages to a railway worker who had been injured as a result of a defective handhold on a railway car (LABOUR GAZETTE, April, 1943, p. 528) was dismissed with costs by the Appellate Division of the same Court on July 17. The midway-show company owning the railway car brought the appeal on the ground that it was not responsible for the accident because it was the duty of the railway company on whose lines the car was being operated to inspect it for defects. Two cases were cited in which the principle had been stated that when A passes a chattel to the control of B and B has an opportunity to inspect the chattel, A is not responsible for accidents caused by defects in the chattel.

The Court pointed out, however, that in both these cases it was held that A is not responsible for accidents caused by a defect "*which is not secret*", but in the present case the evidence showed that the defect was not evident to the worker and was therefore a "trap". In such a case A was responsible and ought to have known of the hidden danger in a handhold which had been in use for 12 years and was subject to considerable vibration and exposure which would rot the wood and rust the screws. The Court held, moreover, that even if the worker was merely considered as an "invitee" on the appellant

company's property it was that company's duty to take reasonable care by proper inspection to prevent injury to him from hidden dangers, and its "careless reliance upon the railway companies may well be likened to the lack of care in the choice of a servant or agent". *Smith v. Conklin and Garret Limited* (No. 2) (1943) 2 Western Weekly Reports 622.

Ontario Appeal Court Upholds Validity of Industrial Standards Act and Schedule

The Ontario Court of Appeal on June 30 dismissed with costs the appeal of a number of manufacturers of men's and boys' clothing against the decision of a lower court which had found that the Ontario Industrial Standards Act was *intra vires* and that a schedule of wages and hours established by Order in Council under the Act for the appellants' industry was valid (LABOUR GAZETTE, 1942, p. 1504).

The appellants had attacked the constitutional validity of the Act on three grounds: (1) that the assessment of employers and workers provided for in certain schedules to cover administrative costs was a form of indirect taxation; (2) that the provision of penalties for non-compliance with the Act invaded the Dominion's power over criminal law; and (3) that the Act conflicted with the Dominion Combines Investigation Act and the latter occupied the field. The lower court had held: (1) that the assessment was not a tax but a payment for services rendered; (2) that the Act, while affecting criminal law, was

not legislation relating to criminal law, but was legislation within the province's power over property and civil rights; and (3) that since the Combines Investigation Act dealt with commodities and the Industrial Standards Act dealt with wages and hours of workpeople, they could not be said to conflict or occupy the same field of legislation.

The Appeal Court agreed with the reasoning of the lower court on the question of constitutional validity. Mr. Justice Kellock pointed out that the formulation of legislation by persons familiar with the conditions of an industry, as was done under the Act by representatives of employees and employers in an industry, was not the act of a "combine" within the meaning of the Combines Investigation Act, which stipulates that a "combine" must be detrimental to the public. He held further that the provincial legislature had full power to enact everything provided for in the schedule. Chief Justice Robertson, while not accepting the contentions of the appellants in regard to the question of constitutionality, questioned the validity of one clause in the schedule which stipulated that the minimum rates for all parts of the province other than five named counties might be 12½ per cent lower than the rates set in the schedule. Since the whole province had been created a zone he doubted whether, under the Act, different rates could be set for different areas within the zone. He considered that the clause in question did not establish any minimum rate, and the Act specifies that a schedule may only "establish the minimum rates of wages".

The appellants attacked the validity of the schedule on the ground that certain of the statutory requirements for the promulgation of a schedule were not complied with. In particular, they objected to the procedure adopted in calling the conference of representatives of employers and workers to draw up a schedule.

In the lower court it was found that the procedure was proper and, moreover, that since the methods of convening and conducting a conference were not prescribed in the statute, they were matters of administrative discretion with which a Court should not interfere. It was held, too, that before the Order in Council was passed making the schedule binding, the appellants might have asked the Court to interfere on grounds of irregularity of procedure, but that after the schedule was law, the Court had no power to interfere if the Lieutenant-Governor in Council, in promulgating the schedule, had acted on the recommendation of the Minister and so in conformity with the Act.

Chief Justice Robertson in the Appeal Court, disagreed with this latter view. He considered that the power of the Minister to recommend a schedule and of the Lieutenant-Governor in Council to declare it binding could only be exercised validly in regard to a schedule the origin of which was in accordance with the statute. If any of the statutory requirements had not been fulfilled, the Court could declare a schedule invalid. In the present case the burden of proof that the statutory requirements had not been complied with rested with the appellants who had attacked its validity. In the Court's opinion the appellants had failed to prove their allegations and the fact that the respondents might not have proved the validity of the schedule was immaterial.

Chief Justice Robertson agreed with the trial judge that the Court should not, in general, interfere with matters left to the discretion of the Minister such as determining whether the schedule was agreed to by a sufficient representation of employers and workers. However, if the Minister used his discretion in a way which would constitute a fraud on the statutory provisions, the Court should interfere. For example, the Minister might give insufficient notice of a conference or declare any gathering of persons a conference of employers and workers. In the present case, however, the evidence had not shown that the method of convening the conference was insufficient nor that the Minister's discretion was improperly used, so the Court should not interfere.

The other members of the Court concurred in this opinion. Mr. Justice Gillanders was of the opinion that the Court could decide if there had been a conference and if a schedule had been submitted by the conference, but it should not interfere with the administrative procedure for calling and conducting the conference, provided that no one was deprived of a right or suffered injury as a result of the procedure adopted. While he considered that the procedure in the present case was open to technical criticism, he believed that it was adopted in good faith and that the results would not have been materially different if the most proper procedure had been used. Mr. Justice Kellock declared that the fact that the notice convening the conference did not come to the attention of all employers and workers was not sufficient ground for declaring that no conference had been held. Moreover, the evidence had not shown that the statutory requirements were not fulfilled. Therefore in his opinion the schedule was valid. *Tolton Manufacturing Co. Limited et al v. Advisory Committee for the Men's and Boys' Clothing Industry for the Province of Ontario* (1943) Ontario Weekly Notes 443.

*Company Official Convicted of Violating
Quebec Collective Agreement Act by
Submitting False Return*

An accountant employed by a printing firm was found guilty by the Montreal Superior Court on April 12 of submitting a false return to the Joint Committee of the Printing Trades for Montreal and district in violation of the Quebec Collective Agreement Act. Section 43 of the Act makes it an offence to transmit knowingly any false or inexact information or report required in connection with the administration of a decree established by Order in Council under the Act. In interpreting this section Chief Justice Perrault held that such an offence could be committed by anyone—employer, worker or other person.

The printing trades on the island of Montreal and within a 100-mile radius are governed by a decree which was passed in April, 1941, and is administered by a Joint Committee of employers and workers. The firm concerned in the case was situated in Zone 1 (Island of Montreal and 10-mile radius) where regular working hours are fixed by the decree at nine a day and 44 a week. Time and one-half must be paid for the first three hours' overtime and double time thereafter. A premium of 15 per cent on all rates must be paid to night-shift workers.

It was established by the evidence that an employee named Bolduc had worked three and four hours' overtime on several evenings in August, 1942, after completing his nine-hour day-shift. He had been paid the day rate plus 15 per cent for the overtime instead of time and one-half or double time. The report submitted to the printing trades' Joint Committee for the month of August by the accountant, Lescarbeau, who kept the books and time-sheets of the firm, stated that Bolduc had worked not more than 44 hours in any of the four weeks. Lescarbeau admitted that this was a false statement but said that mention of the overtime had been omitted because the firm was to be reimbursed by a third party for the cost of Bolduc's overtime. Chief Justice Perrault refused to accept this as justification for the submission of a false return and found Lescarbeau guilty of violating Section 43. He referred to a recent decision of Mr. Justice Archambault, who in a similar case, had upheld the acquittal of a company official charged with submitting a false return on the ground that the official had merely prepared the false return and the company had submitted it (LABOUR GAZETTE, June, 1943, page 865). In the present case, however, the Court held that Lescarbeau had both prepared and sub-

mitted the return himself and knew it was false. Lescarbeau was ordered to pay the minimum fine of \$200 and cost or in default of payment to spend one month in jail. *Comité Paritaire de l'Industrie de l'Imprimerie de Montreal v. Lescarbeau* (1943) *Rapports Judiciaires de Quebec*, Cour Supérieure 160.

Quebec Court Holds that Improperly Discharged Seaman had Claim for Wages until Contract Legally Terminated

Holding that a seaman had a claim for wages until properly discharged in accordance with the requirements of the Canada Shipping Act, Chief Justice Bond in the Montreal Superior Court on May 1 quashed with costs two writs of certiorari granted by Mr. Justice Tyndale on March 8 to a shipping company. The company had been ordered by the Recorder of the City of Montreal to pay two discharged seamen amounts representing wages from the date of their discharge to the time of their return to the port at which they had been articulated. On the ground that the seamen's claims were for damages for breach of contract rather than for wages, and therefore outside the jurisdiction of the Recorder's Court, the company had obtained writs of certiorari to halt execution of the judgments of the Recorder's Court. The Superior Court in quashing the writs delivered two identical judgments.

In the case of Thomas Young, a ship's cook, the evidence established that he had been articulated at Montreal and was to be paid off in a Canadian port. The Canada Shipping Act stipulates that a discharged seaman must be given a certificate of discharge, and that his passage home and maintenance while en route must be paid by his former employer.

Young was put ashore at a port in England and paid all but \$44.70 of the wages earned by him. His passage and maintenance back to Montreal were also paid by the shipping company, but he was not given a certificate of discharge. He sued for the unpaid wages and for wages from the time he was put ashore in England until his return to Montreal on the ground that he was articulated to be paid off in a Canadian port. The case was heard by the Recorder of the City of Montreal under sec. 206 of the Canada Shipping Act which permits seamen's actions for wages amounting to not more than \$250 to be dealt with in a summary manner. The Recorder awarded the seaman his claim in full.

The shipping company, in applying for a writ of certiorari, to halt execution of the judgment contended that the action was not

for wages and therefore outside the jurisdiction of the Recorder's Court. It claimed that the Shipping Master at the English port had undersigned the seaman's discharge and thus terminated the contract, so that the seaman could not claim wages but might sue for damages resulting from the company's failure to give him a certificate of discharge. Such an action, however, would have to be dealt with in the common law courts.

Chief Justice Bond agreed that most definitions of seamen's wages limited them to compensation for services on board ship, but cited various authorities and related cases in which the opinion was expressed that a seaman's lien for wages was not limited to the wages earned by him whilst actually on board the ship but extended to wages due after a wrongful termination of the contract. He also referred to an English case in which it was stated that "where there has been merely a breach of contract by the employer the contract subsists and can be made the subject of a simple claim for wages unless the seaman has accepted the repudiation of the contract, in which case, his claim becomes one for damages." On this principle, the present case was a simple claim for wages since "it is common ground between the parties that the agreement was not terminated by mutual consent." Therefore, "the contract continued to subsist until it was established that Young had been properly discharged or until his return to Canada," and the dispute was within the jurisdiction of the Recorder as a claim for wages up to a definite date. *Furness Withy & Company Limited v. Recorder E. J. McManamy*, Montreal Superior Court, May 1, 1943.

English Court Interprets "Trade Dispute" in Conditions of Employment and National Arbitration Order

A Divisional Court in England was recently called upon to decide if a dispute between a trade union and a printing company over the reinstatement of certain employees of the company was a "trade dispute" within the meaning of the definition in the Conditions of Employment and National Arbitration Order of July 18, 1940 (LABOUR GAZETTE, 1940, p. 760). The Order provides for the settling of disputes which cannot otherwise be resolved by a National Arbitration Tribunal appointed from panels representing employers, workers and the general public. Either party to a dispute may report it to the Minister of Labour and National Service. The Minister then directs that the matter be dealt with by any existing machinery

for settling disputes established by a collective agreement in the industry, or in the absence of such machinery, he takes other steps to promote a settlement. If a settlement is not reached within a reasonable time the Minister refers the matter to the National Arbitration Tribunal.

The case, which was reported in the *British Ministry of Labour Gazette* for May, 1943, arose when the ban on the publication of the *Daily Worker* was lifted in the summer of 1942. The National Society of Operative Printers and Assistants applied to the Keable Press Ltd., which publishes the newspaper, for the reinstatement of the members of the Society who had been employed by the Company when publication ceased in January, 1941. The Company agreed to reinstate all the workers who were available except one named Howard, but when some of the others refused to commence work on the day before the first issue was due to appear (September 7) the Company reinstated Howard on a provisional basis pending further negotiations. Subsequent negotiations failed to settle the issue and on October 26, the Company dismissed Howard. The Union then reported to the Minister of Labour and National Service that a dispute existed between the Company and those of its employees who were members of the Union, and the Minister referred the question to the National Arbitration Tribunal for settlement.

Before the Tribunal, the Company contended that the dispute was not between the Company and its employees but between the Company and the Union, and that this did not constitute a "trade dispute" within the meaning of the definition in the Conditions of Employment and National Arbitration Order. The definition stated that "trade dispute means any dispute or difference between employers and workmen, or between workmen and workmen connected with the employment or non-employment or the terms of the employment or with the conditions of labour of any person."

The Tribunal declared that it had no power to decide if a "trade dispute" existed and adjourned the proceedings so that the Company might apply to the Court for an Order of Prohibition restraining the Tribunal from acting in the matter. The Court heard the case on April 16 and 19 and ruled that there was the most ample evidence that a trade dispute within the meaning of the definition existed between the Company and workmen in its employ. The Minister had, therefore, correctly referred the matter to the National Arbitration Tribunal which had jur-

isdiction to deal with the issue. *The King v. the National Arbitration Tribunal ex parte the Keable Press Ltd.*, Divisional Court, April 16 and 19, 1943.

A second legal case, reported in the *Ministry of Labour Gazette* for June, arose out of the matter when six members of the London Machine Branch of the National Society of Operative Printers and Assistants applied in the High Court for an injunction restraining the Society from expelling them or for a declaration that they were still entitled to be regarded as members. They charged that the Society had attempted to expel them for "conduct detrimental to the interests of the Society" because they had refused to take part in a strike called by the secretary to protest at the failure of the Keable Press Ltd., to reinstate Howard. The Society in its defence claimed that the instructions given by the secretary to the plaintiffs did not amount to the calling of a strike. The High Court considered, however, that the instructions were definitely intended to bring about a cessation of work which would constitute a breach of the workers' contract with the Keable Press Ltd. Moreover, as the dispute had not been reported to the Ministry of Labour in accordance with the conditions of Employment and National Arbitration Order, it was illegal for the workers to strike in connection with such a dispute. Mr. Justice Hallett held that the workers could not be validly expelled for failure to obey instructions to do something illegal. The Court granted the injunction and a declaration that each of the six workers was entitled to be regarded as a member of the Society. *Ward and Others v. Isaacs and Others*, High Court of Justice, May 20, 1943.

English Court Upholds Right of National Arbitration Tribunal to deal with Dispute in Industry where Trade Board in Existence

The King's Bench of the High Court of Justice in Great Britain recently dismissed four applications for an Order of Prohibition preventing the National Arbitration Tribunal from hearing certain trade disputes which had been referred to it by the Minister of Labour and National Service. The applicants were the Imperial Tobacco Company Ltd. and others. The dispute in which the Imperial

Tobacco Company was involved was a claim by youths doing work formerly done by adults to be paid adult rates, and the other companies were concerned with claims for an increase in rates up to those paid by Imperial.

The National Arbitration Tribunal was established in July, 1940, under the Conditions of Employment and National Arbitration Order (LABOUR GAZETTE, 1940, p. 760). This Order provided that the Tribunal was set up "for the purpose of settling trade disputes which cannot otherwise be determined." A dispute may be reported to the Minister by either party and the Minister may either refer it to any existing machinery which he considers suitable, or, if no suitable machinery exists, he may refer it to the Tribunal.

It was argued that the National Arbitration Tribunal had no jurisdiction in the matter as a Trade Board had been established for the industry under the provisions of the Trade Board Acts, 1909-18, and that this Board should deal with the disputes. In the argument emphasis was laid on the phrase, "which cannot otherwise be determined," in the Conditions of Employment and National Arbitration Order.

The Court held that the only duty of a Trade Board was to fix minimum wages and that its jurisdiction differed from that of the National Arbitration Tribunal which was authorized to deal with such disputes as those in which the applicants were involved. In any case, even if the Trade Board did have the right to deal with the disputes in question that would not justify the issue of the prohibition asked for. The Court could not prevent one body from functioning merely because there might be some alternative method of dealing with the question and there appeared to be no threat by the National Arbitration Tribunal to usurp powers which it did not legally possess. In regard to the words "which cannot otherwise be determined", the Court was of the opinion that the Order had to be construed as a whole to see what its purpose really was. *Rex v. National Arbitration Tribunal, ex parte Imperial Tobacco Company Ltd., British Tobacco Company Ltd., Godfrey Phillips Ltd., and Andrath Tobacco Company Ltd.*, High Court of Justice, King's Bench Division, May 21, 1943.

Labour and Industry in Manitoba, Nova Scotia and Saskatchewan

Review of Annual Reports of Provincial Departments of Labour

RECENTLY the annual reports of the Manitoba and Nova Scotia Departments of Labour, and the Bureau of Labour and

Public Welfare of Saskatchewan, were received in the Department. A summary of each report appears below.

Manitoba

The annual report of the Manitoba Department of Labour for the period, May 1, 1941, to April 30, 1942, reviews the administration of the various Acts coming within the purview of that department:

Inspections—During the fiscal period 1941-42, a total of 26,563 inspections were made and 12,624 orders were issued under the Acts administered by the department. In Winnipeg and district 3,379 inspections were made under the Factories Act resulting in 1,973 orders for improvement of safety conditions and 123 for the amelioration of health and sanitary facilities. In the remainder of the province, Factories Act inspections during the fiscal year numbered 341 and resulted in 272 safety orders and 13 orders dealt with conditions of health and sanitation.

Accidents and Accident Prevention—The total number of fatal accidents reported during the fiscal year was 396, classified as follows: industrial, 33; traffic, 65; home fatalities, 107; general fatalities, 191. Of the home fatalities 54 were caused by falls and 27 by asphyxiation. Under the heading of general fatalities, 53 were due to drowning and 35 resulted from aeroplane accidents.

The report states that a very extensive safety campaign was conducted at the end of May, 1941. All organizations interested in safety, such as insurance companies, safety committees, motor league, police departments, etc., had their safety work co-ordinated through the Accident-Prevention Branch of the Department of Labour, which became the recognized clearing-house for safety information.

Building Trades—During the fiscal year there were approximately 940 residences erected in Greater Winnipeg, the cost of which amounted to \$3,655,050. Under contracts let by the Department of Munitions and Supply additions were made to ten air stations within the province. Several large industrial and commercial projects were also carried to completion. In all 645 inspections were made and 189 orders issued under the Building Trades Protection Act during the fiscal year.

Fair Wages—During the fiscal year, the Fair Wage Board held 13 meetings and one Public Hearing in connection with the Revision of the Fair Wage Schedule. The provincial Department of Labour was authorized by the federal government to administer the fair wages as specified in all contracts issued by the Department of Munitions and Supply.

There were 137 wage claims adjusted and the amount of \$6,727.41 collected and paid out to claimants. There were 16 informations laid against two contractors for non-payment of wages. Thirteen convictions were obtained and in three instances the contractor pleaded guilty and was ordered to pay all the costs of the court and the wages due. Inspections to the number of 1,397 were made and 301 orders issued during the fiscal year.

Strikes and Lockouts—At the 1941-42 session of the legislature the Strikes and Lockouts Prevention Act was amended to provide that if the majority of the employees who are members of the union affected grant the necessary authority at a duly called meeting, a Board may be requested. Previously, the Act required that before union members could request a Board, there must be authorization signed by a majority of the union members affected. Following the introduction of the Dominion Government's wage control policy late in 1941, conciliation boards under the Strikes and Lockouts Prevention Act could not arbitrate on questions regarding wages, all such being referred to the Regional War Labour Board..

During the fiscal year ten applications for boards of conciliation were filed with the registrar, as compared with six the previous year.

Fire Losses—Fires to the number of 1,923 occurred in Manitoba during the year causing an insured property loss of \$1,102,561.97. The uninsured loss was estimated at \$110,256.20, making a total loss of \$1,212,818.17 (per capita loss \$1.67 as compared with \$1.42 for the previous year). Seventy-seven per cent of the fires occurred in dwellings with an insured property loss of \$360,623. Eleven persons lost their lives by fire, seven of whom were children, two women and two men.

Nova Scotia

The annual report of the Department of Labour of Nova Scotia for the fiscal year ended November 30, 1942, states that there was an over all increase in industrial employment in that province of 32.5 per cent over 1941. The most notable expansion was in the Halifax zone. Employment of members of trade unions at the end of October, 1942, however—with reference only to organizations reporting—showed a very slight employment contraction as compared with October, 1941. For coal miners in Nova Scotia, the unemployment percentage of 0.7 per cent remained unchanged.

The report discusses in some detail the war emergency training methods being applied in the province, in co-operation with the Federal Government. These include apprenticeship projects, youth training, training for women in industry and courses for men and women enlisted in the armed forces. Details are given of the work of the factory inspector, the Minimum Wage Board and the Fishermen's Loan Board.

Youth Training.—Youth training projects were continued throughout the year with assistance from the Federal Treasury. "There were three distinct projects of a single nature maintained by the Provincial Department of Labour and administered by the Technical Education Branch of the Department of Education. There were the apprenticeship training centres in North Sydney, Sydney and Glace Bay. These were supported jointly by the Dominion, Province and Municipalities and the expense divided among them in the proportions of forty, forty and twenty per cent respectively. They had been established in the depression period before the war to help solve the problems of unemployed youth. A modified form of apprenticeship had been established in these communities whereby young men were taken into business and industrial establishments and attached as assistants to skilled workers to learn trades. . . ."

Training for Women.—By the spring of 1942 the shortage of manpower was becoming evident and attention was directed to the employment of women in industry. The training centres were thrown open to women, and considerable progress was made. To meet the rapidly increasing demand for clerical workers two of the training centres devoted their attention almost entirely to training students in commercial work. Courses extending over periods of from seven to eight

months were provided. Several hundred girls were transferred to Ontario for employment in wartime industries.

War Emergency Training.—Trade training to meet various needs arising from the war emergency, however, constituted the main effort in vocational education. In the main it was given to two distinct types of students: (1) Those who are prepared for employment in war industries and (2) members who have already enlisted in the armed services. Practically all of the instruction consists of specialized intensive trade, technical, and clerical courses of two to six months' duration. The aim is to give enough knowledge and skill to the student, so that he may function usefully in a definite occupation.

Both personal interviews and psychological tests were used in selecting trainees. In all, 648 men and 51 women were given the war emergency training courses during the year and of these 471 men and 16 women were placed in employment. In the army trade training courses, 589 men and 43 women completed the prescribed work.

Labour Disputes.—During 1942 there was a drop of 40.43 per cent in the number of workers involved in strikes as compared with 1941. There was a corresponding drop in the loss of man-days of 41.33 per cent. The Joint Adjustment Board gave decision in 32 industrial disputes, an increase of fourteen over 1941.

Accident Prevention.—Owing to the rapid development of industry to meet wartime requirements and the consequent employment of many untrained or partly trained workers—both men and women—much attention was given to accident prevention and the maintenance of as suitable working conditions as the use of many old and improvised buildings would permit.

Minimum Wage Board.—The Minimum Wage Board worked in close co-operation with the Dominion Government through the National War Labour Board, the Regional War Labour Board and the Selective Service. It is noteworthy that coincident with the great increase in the employment of women there were increases in the average weekly wages paid them in every industry, the most notable being in small factories and in the paper trades. The 1941 average weekly wage in these lines was \$13.29. In 1942 it was \$17.77.

Saskatchewan

Covering the year ending December 31, 1942, the eighth report since the present Bureau of Labour and Public Welfare of Saskatchewan was formed in 1934 also constitutes the twenty-second report since the Bureau of Labour and Industries was organized in 1920.

Strikes and Lockouts—There were two strikes in Saskatchewan during the calendar year 1942. The first was in a Moose Jaw steam laundry and was caused by a demand for union recognition and also to decide which specific union should act as bargaining agent. The strike lasted three days and the union requested by the workers was recognized by the management. The second strike occurred in a steam laundry at Saskatoon. It too, was due to a demand for union recognition. Although the strike began in mid-September, it was not terminated when the annual report was issued, the management of the laundry being able to obtain a sufficient number of workers to carry on the work of the plant.

One Day's Rest in Seven Act—This Act was amended in 1942, so that, when the mayor of a city to which this act applies proclaims any day to be a Civic holiday, the provisions of this act should not apply to the shops in that city in respect to the week which includes such holiday. During the year 1942 it was found necessary to give numerous warnings and order back wages to the amount of \$23 affecting two firms and three employees; but no action was taken in the courts to enforce compliance with the provisions of the Act.

Freedom of Trade Union Association Act. As required under the Freedom of Trade Union Association Act, 127 associations filed a copy of their constitution and by-laws with the Minister of Labour as well as lists of the names and addresses of their officers and the number of their members for 1941. The 127 Associations filing returns reported a membership of 10,138 as compared with 128 organizations with a total of 8,873 members in 1940.

Minimum Wages—During the period January 1, 1942 to December 31, 1942, a total of 2,799 inspections were made. Of these, 2,773 were general inspections and 26 were special inspections. As formerly, a wage sheet return form was sent to each firm for completion. In 1942, for the first time, wage sheet returns were required also from logging and lumbering mills. The total number of employees reported on wage sheet returns was 25,597 of whom 17,871 were males and 7,726 were females. These workers received \$41,817.01 in overtime pay for time worked in excess of 48 hours in any week, during the four-week or one month pay period

in 1942, as compared with \$54,894.27 paid for similar overtime work in 1941. Of the total number of employees, 23,052 were employed full time, while, 2,545 were employed on a part time basis.

During the calendar year 1942, arrears of wages to the amount of \$7,532.81 were collected from 243 firms and were apportioned amongst 153 males and 189 females, or a total of 342 employees. The amount collected for cost-of-living bonus by the Bureau's inspectors was \$1,129.15. Court proceedings were taken to enforce the Minimum Wage Act and orders of the Board. Three charges were laid against two Regina firms and fines were imposed. Recovery of \$18.80 in wages constituted part of the penalties.

Apprenticeship Agreements—At December 1942, there were 46 apprentices indentured to 34 firms covering 16 trades or industries. As in 1941, pharmacy was the trade of the largest number of apprentices, 18 being indentured in that group. This was followed by "pressman" with five.

Industrial Standards Act—According to the report, during the calendar year, 1942, a total of 579 employers and 1,243 employees were governed by agreements drawn up under the terms of the Industrial Standards Act. At the end of the year there were 40 schedules in 15 industries in effect under the legislation, 13 being in barbering and seven in beauty culture. The number in each of the 15 industries was the same as in 1941. The amount of back wages collected during the calendar year, 1942, was \$1,165.24 for 17 employees, as compared with \$2,830.55 for 103 employees in 1941.

Co-operation with E. and S.S. Offices.—During the autumn of 1942 the Bureau of Labour and Public Welfare co-operated with the Employment and Selective Service offices in trying to interest farmers in coal mining during the winter months. A number of miners were obtained, with the result that the threatened shortage of Saskatchewan coal was alleviated to an appreciable extent.

Factories Act—By authority of the federal government, the inspectors of the Bureau of Labour made a number of inspections and investigations in connection with federal contracts, chiefly airports, during 1942. Back wages were collected for employees totalling \$3,336.94. These collections were forwarded to the Receiver General of Canada at Ottawa from which source the individuals received the additional wages to which they were entitled.

Eight accidents were investigated by inspectors of the Bureau during 1942. Three of these were fatal.

Prices and Price Control

Price Control in Canada During July, 1943

Orders of Wartime Prices and Trade Board Affecting Foods, Agricultural Machinery, Wood Products, Textile Products and Consumer Rationing

IN July the Wartime Prices and Trade Board issued orders placing ceiling prices on the sale of spring lamb, revising the price structure with respect to eggs, and setting standard prices for certain foods packed in standard glass containers. On July 30 the Board announced that it was taking steps to place ceilings on some fresh fruits (peaches, pears, plums) and on storable root crops later in the year. In the field of wood products, orders were passed establishing a new price schedule for pulpwood sold in New Brunswick (other Provinces being covered in orders issued in May and June), and for various types of lumber sold in the Maritimes. During the month the Board announced a further increase in newsprint prices.

Foods

Fruits and Vegetables.—Faced with an acute shortage of fresh fruits, which might result in prices getting completely out of hand, the Board announced on July 30 that it proposed to place peaches, plums and pears, and possibly apples, under ceiling prices when they come on the market. In the statement the Board made it clear that prices would be considerably higher than last year in view of the greatly reduced crops. Although controlling the prices of peaches, plums and pears is considered a major administrative problem, "it is more manageable", the statement added, "than putting effective maximum prices on the berry crop".

In order to prevent unduly high prices of vegetables during periods of less adequate supplies, the Board is also planning to put ceilings on storable root crops at an appropriate time (carrots, beets, turnips, parsnips, cabbage). The supply of fresh vegetables is expected to be more ample this summer and fall and prices have been dropping fairly rapidly with Canadian grown vegetables coming on the market and Victory Gardens being harvested.

Canned Fruits and Vegetables.—To conserve stocks of canned fruits and vegetables during

the period when supplies of fresh products are more readily available, the Board issued an order withholding from the retail market the current pack and also the remainder of the 1942 pack. The order affected all canned fruits and vegetables except canned soups, baby foods, jams, jellies and marmalades (B-301, July 26, effective July 27). In announcing its plan to place ceilings on certain fresh fruits, the Board also stated that steps would be taken to ensure that a portion of the crop is canned.

Eggs.—The price structure for eggs has been changed as a result of an order establishing maximum wholesale prices for 25 cities and a number of rural areas covering most of Canada. Under previous orders maximum prices were established in key cities with prices in other places being based on prices in those cities plus transportation charges. Price differentials have been adjusted so as to facilitate the movement of eggs from areas of production to areas of heavy consumption. Seasonal variations in prices are to take place below the established ceiling. (B-299, July 21.)

The Board also announced that no permits for the storage of eggs will be granted until the current supply situation has improved. In taking this action it was pointed out that the present consumer demand is heavy and existing prices, while still under the maximum price established by the Board, are already considerably higher than the seasonal price current at this time last year, and "in such circumstances, some storers and handlers of eggs could take advantage of the situation to reap speculative profits through egg storage operations".

Lamb.—Because prices for spring lamb have not followed last year's pattern, under which the seasonal decline commenced about the middle of July, the Board considered it advisable to place carcass prices under specific ceilings for each of the zones in Canada during the balance of the season for sales of spring lamb (July 27 to August 31). Prices were reduced as a result of the order, but

were sufficiently high under the new ceiling to enable buyers to pay a price for live lambs at least as high as that obtaining last year (B-300 July 26).

Food Containers.—Glass containers for certain foods and alcoholic beverages are to be made in standard sizes, and prices for food products packed in the new glass containers are to be determined on the basis of changes in food content. Under the simplification program, arranged by the glass, metal containers and foods administrations, specifications were fixed for 28 standard containers (A-815, July 17), and some of the specified containers were assigned for packaging particular foods (A-816, July 17). Similar regulations were issued with respect to bottling alcoholic beverages for domestic use (A-817, July 17). It is expected that these orders will result in reduced inventories carried by wholesalers and retailers and also enable consumers to identify standard prices with standard sizes.

Simplification measures were also applied to the manufacture of pottery ware used in restaurants, hotels, hospitals, etc. (A-826, July 26), to stoneware, commonly used for the preparation and storage of foods (A-827), and to semi-porcelain potteryware, commonly sold for household use (A-829). In the case of pottery ware, the new types, sizes and designs are to be sold by manufacturers at specified maximum prices, and by wholesalers and retailers at basic period markups provided that these markups do not exceed a certain percentage.

Agricultural Machinery

To help farmers to meet the increased food production goals, increased quotas were arranged for manufacturers and importers of farm machinery for the new production season, July 1, 1943 to June 30, 1944. The new order permits the production of farm equipment equal in tonnage to approximately 77 per cent of the average of 1940-41 output, an increase of roughly 130 per cent over the quota set for 1942-43. Provisions for attachments and repair parts are established on the basis of 156 per cent of 1940 and 1941 average output. Production and imports under the previous quota (A-749) will be continued until October 31, 1943, but farmers will not feel the benefit of the new quotas until the crop year of 1944, since a substantial quantity of the new machines will not be available until next year (A-810, July 12).

Rationing of new farm machinery, which was introduced last October, will be continued as a means of ensuring fair distribution and the maximum use of new equipment. Under

the simplification program adopted, only the most essential units will be produced or imported.

Wood Products

Pulpwood.—New price schedules were established in May and June for pulpwood sold in the Provinces of Ontario, Quebec, Nova Scotia, Manitoba and Saskatchewan, and in July, for pulpwood sold in New Brunswick. Prices under the new schedule are similar, and in some cases actually lower, than those prevailing during the 1942-43 production season, but the basis for determining the new prices has been changed with a view to making prices more uniform in each area.

Under previous orders there were several sets of prices, one to producers (farmers or settlers who produce pulpwood from a woodlot), another to operators (persons who carry on pulpwood operations under a timber license, lease, etc.), while brokers or dealers were allowed to add to these prices "the usual brokerage or fees established by trade practice in the various districts". Under this arrangement it proved difficult to determine in some cases what the lawful maximum price should be, particularly with respect to determining the source of supply or, in the case of brokers, the customary trade practice. The new regulations eliminated the different sets of prices by establishing a schedule of maximum buying prices for consumers in each area, including brokerage or fees (a consumer being a manufacturer of pulp and paper or other wood products using pulpwood) (A-733, May 13; A-747, A-748, May 28; A-762, A-763, June 11; A-789, A-790, June 28; and A-824, July 26).

Newsprint.—The Board announced on July 21 that the ceiling on newsprint in Canada will be raised by a further \$4 per ton, beginning September 1, 1943; this conforms with an increase of the same amount announced concurrently in the United States, and brings the price to \$58 per ton, delivered in New York. The first increase of \$4 per ton was announced on February 28, 1943 in a joint statement released in Washington by the Office of Price Administration and in Ottawa by the Wartime Prices and Trade Board. At that time it was stated by the Board that the increase was too small to cover increased costs so as to allow the Canadian newsprint industry to continue production at present levels, and that negotiations between the two price control authorities were continuing. In the intervening months further available cost figures were examined which led the Board to conclude that an additional price increase was inescapable if the industry was to continue in production. On the basis of available figures the Board is of the opinion that

the latest increase is not adequate to meet the situation and has declared that "the whole field of pulp and paper production in Canada is now under active consideration by the Board".

Print Paper.—Conservation measures which have already been applied to newspapers, magazines and periodicals have been extended to all other publications. Under the new order, every publication having the style or format of a newspaper, magazine or other periodical is subject to a quota for its supply of print paper, and a permit is required covering the use of any print paper by publications affected by the provisions of the order. The order applies regardless of the number of issues printed or the frequency or regularity of issue.

Exemptions identical with those applying to certain types of newspapers or other periodicals were provided for in the new order. Hence, it does not apply to government publications or those of any agency of government, any publications which in the opinion of the administrator are published by any religious, charitable, philanthropic, educational, scientific, professional, political, labour or other non-profit organization, or any publication not being or containing advertising of goods or services and not published for profit (B-295, July 20).

Lumber.—In July the Board issued an order regulating the manufacturers' and wholesalers' prices for certain types of lumber (Spruce, Jack Pine, etc.) sold in the Maritime Provinces (A-804, July 9). The order was issued to ensure more effective control of selling prices in these areas. In the previous month an order was issued covering prices of lumber produced in the Prairie Provinces and the interior regions of B.C.

Textile Products

Cotton Fabric Imports.—In line with the policy adopted by the United Kingdom, the United States and Canada to use the resources of all three countries to the best advantage of the war effort, arrangements have been made to import into Canada from the United Kingdom only those types of fabrics which cannot be supplied on this continent. Under this arrangement it was announced early in July that imports of cotton textile fabrics from Great Britain into Canada would be restricted, beginning with the quarter, July to September, to those necessary for war requirements and special industrial uses. The import of cotton yarns from the United Kingdom will be maintained as in past months.

Wool Clips.—In July the Board issued an order lifting the restrictions on the civilian use of wool clips (new wool clips from the cutting of garments from military fabrics). The restrictions which had been imposed in

May, 1942, were considered no longer necessary in view of the improved supply situation and the need to meet essential civilian demands.

Consumer Rationing

Meats.—The Board issued a new order outlining the conditions under which all carcasses of beef, pork, veal, lamb and mutton slaughtered on and after July 12 are to be stamped in accordance with instructions issued by the Board. In addition, during June, July and August, holders of slaughtering permits are not allowed to kill lambs weighing less than 75 pounds live weight, or at any time to slaughter hogs weighing less than 100 pounds live weight. This provision is designed to increase Canada's meat supplies later in the season by having young animals kept longer on pasturage. The Board also passed regulations prohibiting the sale of any carcass of veal obtained from a calf less than three weeks old.

Butter.—Following an order issued in June regulating the purchase of whey butter by a customer who supplies whole milk or cream to a manufacturer of cheese (B-287, June 18), an order was passed setting maximum prices for the sale of whey butter by manufacturers, wholesalers and retailers (A-806, July 10). The order also establishes trading regulations designed to eliminate irregularities and uncertainties which have developed in the buying and selling of whey butter.

Early in July the Board repeated the statement made several times during the past few months that increases in storage stocks of creamery butter, as shown by the figures released by the Dominion Bureau of Statistics, does not mean that there will be any increase in the butter ration allowance. Even under rationing, the total consumption has been running at a higher rate than in pre-war years. By maintaining the present ration level, and by building up storage stocks during the full production season (May, June, July and August) it may be feasible to carry us through the year without any change in the ration.

Sugar.—Because of changes in shipping schedules resulting in a greater proportion of the supply of sugar being delivered in the early part of the year, the Board allowed the canning sugar coupons for both August and September to become valid on July 26. It was pointed out that "there is no present prospect of the canning sugar allowance being increased", but that "the move is made for the convenience of women who want to can the fruit that is available now, instead of spreading their canning activities throughout the whole summer".

NOTE:—Price and simplification orders not reviewed in detail are listed below.

Price Orders

Maximum Prices of Canned Pacific Coast Salmon. (A-807, July 12) Cancels schedule of prices to fishermen established in the previous order, A-723. Retains the same schedule of prices to canners. Makes certain minor changes. *Maximum Prices of Shelled and Unshelled Peanuts.* Sets maximum prices and markups in order to eliminate wide variations in prices of peanuts imported from Mexico. (A-825, July 26). *Maximum Prices for Ice in the Ottawa-Hull District.* Amplifies A-709, and sets lower prices for deliveries to doorstep than for deliveries to refrigerators. (A-793, June 30). *Price of Dehydrated Alfalfa Meal.* Extends A-221, which set maximum prices for 1942 crop, for an indefinite period. (A-802, July 6). *Dogfish Liver Oil and Mudshark Liver Oil.* Sets maximum prices in order to simplify and standardize the price structure for these oils (A-803, July 9). *Sphagnum Peat Moss in B.C.* Amplifies A-418 with respect to prices and permits use of peat moss for horticultural purposes, as well as for poultry litter as provided in A-418. (A-830, July 26). *Prices of Footwear Leather.* Provides for 4 per cent discount on maximum price of leather sold to manufacturers or dealers for manufacture of civilian footwear as part of a squeeze adjustment designed to eliminate subsidy to manufacturers. (B-292, July 15). *Taxi-cab Fares in Lake St. John Area, Quebec.* Amends A-391, by providing new schedule of increased fares. (A-813, July 15).

Diamonds and Diamond-Mounted Jewellery. Amplifies provisions relating to diamonds in A-210. (A-811, July 12).

Simplification and Conservation Orders

No. 1933B—Gabardine Cloth for Army Officers' Uniforms. Prohibits use of this cloth for purposes other than manufacture of army officers' uniforms and fixes prices of uniforms. (A-805, July 9). *Cartons for Packing Beer Bottles.* States dimensions and designs for the manufacture of cartons; regulates the number of bottles per carton and other details. (A-799, July 2). *Cake Cartons.* Limits cartons to sizes specified, except for orders of 25,000 or more. (A-801, July 3). *Septic Tanks.* Prohibits use of metal in manufacture of septic tanks. (A-831, July 26). *Electric Fans.* Replaces Controller of Supplies Orders CS-32A and CS-32A1 with respect to electric fans and prohibits their manufacture except by permit. (A-808, July 10). *Electric Generators, Motors, and Control Equipment.* Replaces A-569 and changes its provisions in view of changes in priorities. (A-832, July 26). *Transformers.* Replaces A-434 and changes its provisions in view of changes in priorities. (A-833, July 26). *Generators, Switchgear, etc.* Replaces A-568 and changes its provisions in view of changes in priorities. (A-834, July 26). *Shot Guns.* Revokes A-603 which had prohibited sale, except by permit, of certain types of new shot guns. (A-814, July 17). *Wholesale Deliveries and Use of Automotive Vehicles.* Amends A-292, by exempting Department of Transport, and National Research Council from restrictions on wholesale deliveries. (A-821, July 26).

Prices, Retail and Wholesale, in Canada, July, 1943

Cost of Living, Prices of Staple Articles and Index Numbers

COMMENCING with the current issue the two tables on retail prices of certain staple foods, fuel and rent which have appeared hitherto in each issue of the LABOUR GAZETTE are being presented in a different way.

These tables formerly included certain data collected by the Dominion Bureau of Statistics and certain other data collected by correspondents of the LABOUR GAZETTE. The latter have been discontinued, so that the prices included in the current issue are entirely those collected by the Dominion Bureau of Statistics.

The prices of the staple food items included in Tables II and III are all used in the calculation of the index of the food group in the official index of the cost of living and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of delivered goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain

store prices is almost identical with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

Rental figures currently published in Table III are typical of rents being paid by tenant households in each city. In some cities flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these

reports, and the printed figures show a \$4 spread centred around each city average.

These rental figures are not comparable with the figures published hitherto because they show the usual or most common rates actually being paid in each of the various cities regardless of the size of the dwellings or of the number of rooms or the type of conveniences whereas the previous figures were for six-roomed workingmen's dwellings with modern conveniences. In many of the cities dwellings of four and five rooms are much more numerous than those of six rooms and the rent for the smaller dwellings would, other things being equal, be lower than for the larger.

A description of the cost-of-living index, how it is calculated and the list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was given in the *LABOUR GAZETTE* for July, 1943, page 1057.

Cost of Living Index

The Dominion Bureau of Statistics cost-of-living index number advanced further from 118.5 to 118.8 between June 1 and July 2

(1935-1939=100). There has been an unbroken rise in the index from its February, 1943 level of 116.9. The July index of 118.8 was exactly the same as for December, 1942, and 0.9 points above the figure for July, 1942.

The rise shown by the July, 1943, cost-of-living index was due almost entirely to higher food prices. The food index mounted from 130.9 to 131.8 as increases occurred in prices for eggs, lamb and potatoes. Butter and oranges recorded the only appreciable declines. Two other group indexes gained fractionally, fuel and light from 113.0 to 113.4 and clothing from 120.4 to 120.5. Other group indexes remained the same, rents at 111.5, home furnishings and services at 117.8, and miscellaneous items at 108.2.

The wartime rise in the cost-of-living index from August, 1939, to July, 1943, was 17.9 per cent. Corresponding increases in constituent group indexes during this period have been as follows: food 32.7 p.c., clothing 20.4 p.c., home furnishings and services 16.7 p.c., fuel and light 14.5 p.c., rent 7.4 p.c., and miscellaneous items 6.8 p.c. The two last mentioned groups have kept the wartime rise in

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

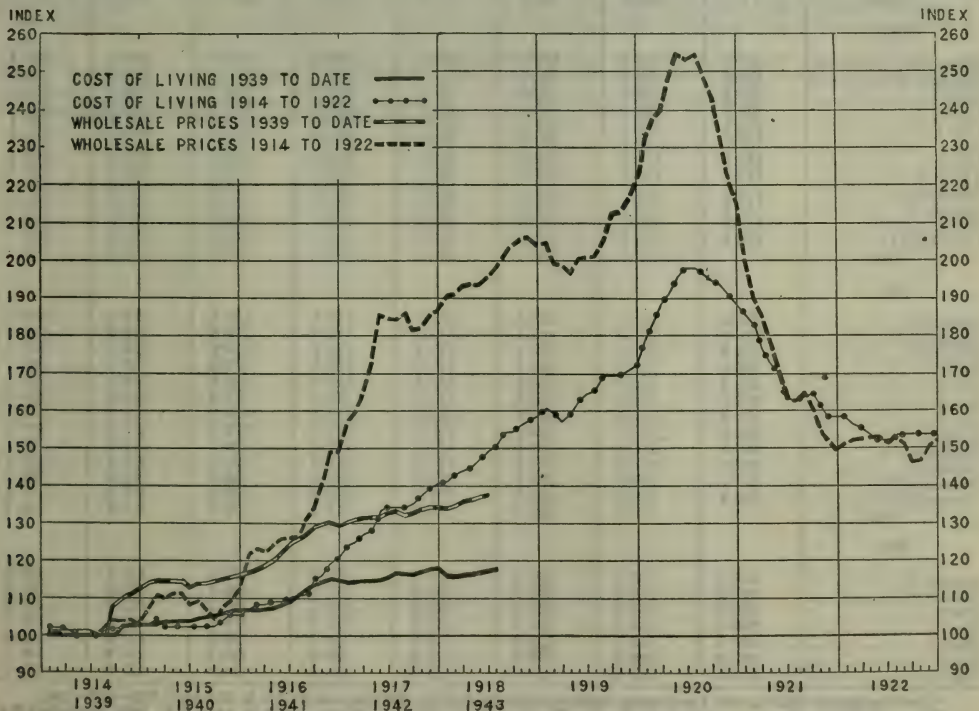


TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100.0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous
1913.....		79.7	88.3	74.3	76.9	88.0		70.3
1914.....		80.0	91.9	72.1	75.4	88.9		70.3
1915.....		81.6	92.7	69.9	73.8	96.8		70.9
1916.....		88.3	103.3	70.6	75.4	110.8		74.5
1917.....		104.5	133.3	75.8	83.8	130.3		81.5
1918.....		118.3	152.8	80.2	92.2	152.3		91.4
1919.....		130.0	163.3	87.6	100.7	175.1		101.2
1920.....		150.5	188.1	100.2	119.9	213.1		110.3
1921.....		132.5	143.9	109.2	127.6	123.4		112.5
1922.....		121.3	121.9	113.7	122.2	147.0		112.5
1926.....		121.8	133.3	115.9	116.8	139.1		106.1
1927.....		119.9	130.8	114.5	114.4	135.6		105.1
1928.....		120.5	131.5	117.3	113.2	135.5		104.8
1929.....		121.7	134.7	119.7	112.6	134.8		105.0
1934.....		95.6	92.7	93.2	102.1	97.1		97.8
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
October 1.....	106.2	107.0	106.1	107.7	108.0	113.6	109.7	102.8
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1.....	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1.....	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May 1.....	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2.....	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1.....	112.8	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2.....	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1.....	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1
1942								
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1
August 1.....	116.8	117.7	129.0	111.3	112.5	120.1	117.8	107.1
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1
1943								
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5
February 1.....	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5
March 1.....	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7
May 1.....	117.2	118.1	129.9	111.5	112.7	120.2	117.8	108.0
June 1.....	117.6	118.5	130.9	111.5	113.0	120.4	117.8	108.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

TABLE II—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-JULY, 1943, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR STAPLE FOODS, JULY, 1943

Commodities*	Per	Aug. 1939	Dec. 1940	Mar. 1941	June 1941	Sept. 1941	Dec. 1941	Mar. 1942	June 1942	Sept. 1942	Dec. 1942	Mar. 1943	May 1943	June 1943	July 1943	July 1943
																price cents
Beef, sirloin steak.....	lb.	100-0	106-1	112-5	118-2	123-6	120-7	121-8	131-4	133-6	135-7	140-0	142-9	144-6	145-0	40-6
Beef, round steak.....	lb.	100-0	108-4	114-8	121-9	127-4	125-7	127-8	139-2	142-2	145-1	150-6	154-9	157-0	157-8	37-4
Beef, rib roast.....	lb.	100-0	108-2	116-0	120-8	126-8	125-5	127-7	136-8	139-8	142-9	148-5	155-4	160-2	163-2	37-7
Beef, shoulder.....	lb.	100-0	110-7	118-9	126-4	131-4	132-7	135-2	149-7	153-5	157-2	165-4	172-3	176-7	178-0	28-3
Beef, stewing.....	lb.	100-0	111-7	121-1	128-1	135-2	136-7	139-8	153-9	159-4	165-6	174-2	179-7	182-8	183-6	23-5
Veal, forequarter.....	lb.	100-0	114-9	122-6	122-6	135-1	139-3	144-0	150-0	155-4	158-9	168-5	176-8	181-5	178-6	30-0
Lamb, leg roast.....	lb.	100-0	96-5	104-9	112-0	118-0	109-9	114-5	121-9	124-4	122-6	135-0	137-8	141-3	156-5	44-3
Pork, fresh loins.....	lb.	100-0	93-9	94-6	106-1	126-1	125-3	126-4	128-7	129-9	131-4	132-9	135-6	137-9	138-3	36-1
Pork, fresh, shoulder.....	lb.	100-0	93-9	95-4	108-2	129-1	127-0	129-1	131-6	134-2	135-7	139-8	144-4	145-9	145-9	28-6
Bacon, breakfast, sliced.....	lb.	100-0	96-7	97-9	106-0	129-4	129-4	129-4	130-0	131-8	134-2	136-0	136-0	136-0	136-6	45-5
Lard, pure.....	lb.	100-0	92-9	92-0	92-0	143-4	151-3	141-6	143-4	139-8	148-7	161-1	162-8	162-8	162-8	18-4
Shortening, vegetable.....	lb.	100-0	93-1	94-4	98-6	125-7	134-7	134-7	134-7	134-0	134-7	136-8	137-5	137-5	137-5	19-8
Eggs, grade "A" fresh.....	doz.	100-0	152-5	90-4	90-4	139-3	156-4	126-1	116-5	146-5	185-8	142-2	134-0	135-3	143-9	43-6
Milk.....	qt.	100-0	105-5	108-3	109-2	110-1	111-0	111-0	111-0	111-9	112-8	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints.....	lb.	100-0	127-4	139-4	127-4	151-5	140-5	142-0	143-4	142-7	149-6	146-0	145-6	142-7	142-0	38-9
Cheese, Canadian, mild.....	lb.	100-0	112-0	114-8	118-7	137-8	174-6	174-6	168-9	164-6	163-2	162-7	164-6	165-1	165-5	34-6
Bread, white.....	lb.	100-0	103-2	106-5	106-5	106-5	106-5	106-5	106-5	106-5	106-5	106-5	106-5	106-5	106-5	6-6
Flour, first grade.....	lb.	100-0	124-2	127-3	130-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	4-2
Rolled oats, bulk.....	lb.	100-0	102-0	104-0	104-0	106-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.....	pkg	100-0	97-8	98-9	100-0	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	9-3
Tomatoes, canned, 2½'s.....	tin	100-0	125-2	127-1	129-9	129-9	129-9	129-9	129-9	129-9	129-9	130-8	131-8	131-8	131-8	14-1
Peas, canned, 2's.....	tin	100-0	110-0	111-7	114-2	115-8	117-5	117-5	118-3	119-2	120-0	120-0	120-0	120-8	120-8	14-5
Corn, canned, 2's.....	tin	100-0	111-5	116-8	125-7	133-6	128-3	129-2	130-1	131-0	131-9	131-9	131-9	132-7	132-7	15-0
Beans, dry.....	lb.	100-0	137-3	125-5	125-5	125-5	129-4	127-5	129-4	127-5	127-5	127-5	127-5	127-5	129-4	6-6
Onions.....	lb.	100-0	77-6	91-8	195-9	106-1	108-2	136-7	157-1	108-2	98-0	116-3	132-7	144-9	144-9	7-1
Potatoes.....	15 lb.	100-0	78-5	79-4	77-0	95-4	89-9	121-8	131-6	134-0	122-4	135-3	154-0	160-1	166-3	54-2
Prunes, medium.....	lb.	100-0	105-3	106-1	108-8	112-3	115-8	117-5	117-5	119-3	122-8	122-8	122-8	123-7	126-3	14-4
Raisins, seedless.....	lb.	100-0	100-0	100-0	100-7	103-3	104-0	104-0	104-0	103-3	98-7	99-3	102-6	104-6	106-6	16-1
Oranges, medium size.....	doz.	100-0	110-8	103-1	106-4	123-7	132-5	108-5	113-2	131-5	153-9	131-5	141-4	144-7	143-4	42-3
Lemons, medium size.....	doz.	100-0	105-5	102-4	100-6	118-0	111-3	111-0	110-7	113-8	127-5	131-8	133-9	134-3	137-0	44-8
Jam, strawberry, 16 oz.....	jar	100-0	98-1	96-9	98-7	107-5	111-3	111-9	111-9	112-6	113-8	115-1	115-1	115-1	115-1	18-3
Peaches, 20 oz.....	tin	100-0	99-5	98-5	99-0	99-5	101-5	101-5	102-0	102-0	103-6	105-1	105-6	109-6	109-6	21-6
Marmalade, orange, 16 oz.....	jar	100-0	104-6	105-3	106-9	113-7	118-3	119-1	119-1	120-6	122-1	127-5	129-8	129-8	130-5	17-1
Corn syrup, 3½ lbs.....	jar	100-0	105-3	105-7	120-0	132-0	138-0	138-7	139-0	139-7	139-7	140-7	154-7	154-7	155-0	46-5
Sugar, granulated.....	lb.	100-0	115-4	115-4	132-3	132-3	132-3	130-8	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	114-1	115-6	131-3	131-3	131-3	131-3	131-3	131-3	131-3	132-8	132-8	132-8	132-8	8-5
Coffee, lb.....	lb.	100-0	133-9	134-8	137-8	140-7	141-6	141-3	141-6	141-9	142-2	130-4	130-4	130-7	130-7	44-3
Tea, black, ½ lb.....	pkg	100-0	118-4	120-4	126-5	134-7	145-2	146-3	147-6	148-3	148-3	131-3	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to July 1943 prices.

TABLE III—RETAIL PRICES OF STAPLE FOODS.

LOCALITY	Beef					Pork										Milk, per quart	Butter, creamery prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb. in 7 lb. bags	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, per lb.	Blade Roast, per lb.	Steeking, per lb.	Veal, bonedless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen									
1—P.F.I.—Charlottetown....	41-7	37-2	36-8	29-0	25-6	.....	35-7	.....	44-6	18-9	19-7	39-4	9-0	39-8	33-8	7-3	4-5	6-0	9	
Nova Scotia—																						
2—Halifax.....	41-1	38-4	36-1	30-0	23-8	.....	35-1	28-7	44-0	19-3	19-7	48-9	10-5	43-7	34-7	8-0	4-4	6-0	9-0		
3—New Glasgow.....	43-5	38-5	35-5	29-9	24-3	.....	53-3	38-3	30-4	46-9	20-0	20-0	47-2	10-0	42-9	.....	7-3	4-8	6-1	10-7
4—Sydney.....	46-8	40-3	38-8	31-7	24-0	.....	44-7	18-8	19-9	49-3	3-1	5-2	11-5	42-7	.....	7-3	4-3	5-7	9-9	
5—Truro.....	46-8	35-9	36-2	28-2	21-9	.....	48-7	36-0	29-1	44-6	19-9	50-5	10-0	42-7	.....	6-7	4-8	5-9	10-1	
New Brunswick—																						
6—Fredericton.....	46-3	38-2	35-5	26-8	22-2	28-3	48-3	34-8	28-5	46-2	19-6	19-7	43-3	10-0	41-9	33-0	7-3	4-8	6-3	9-5		
7—Moncton.....	41-8	36-1	36-6	28-8	21-0	31-7	43-8	35-6	30-1	47-1	19-2	20-2	46-0	10-0	43-1	34-1	8-0	4-6	5-8	10-0		
8—Saint John.....	42-3	38-3	36-6	29-3	22-6	31-3	51-0	38-9	30-7	43-4	19-3	19-6	47-1	11-0	41-5	34-5	7-3	4-2	5-9	9-7		
Quebec—																						
9—Chicoutimi.....	40-0	40-0	38-3	30-3	22-9	.....	31-7	30-3	48-7	10-7	21-0	47-0	9-0	38-4	31-5	6-7	4-6	.....	10-0	
10—Huill.....	38-6	36-2	35-1	26-7	21-3	31-0	.....	33-5	28-4	46-2	18-0	19-0	43-8	10-0	37-6	32-8	5-3	3-8	5-5	9-5	
11—Montreal.....	40-8	38-2	42-7	27-2	21-4	26-8	41-9	33-0	26-5	45-6	18-8	19-5	41-3	10-5	38-2	33-6	6-0	3-8	5-4	9-5		
12—Quebec.....	38-5	35-3	35-7	26-1	18-4	32-2	37-6	32-6	28-7	42-0	18-0	19-5	43-7	10-0	37-8	33-6	5-5	3-7	5-8	9-7		
13—St. Hyacinthe.....	38-3	35-0	32-4	25-5	20-9	29-7	35-0	32-8	25-0	46-9	18-0	19-4	43-7	8-0	37-3	31-6	5-3	4-1	6-0	9-9		
14—St. Johns.....	41-2	37-3	36-3	27-3	19-2	.....	36-0	27-4	45-1	18-9	19-6	44-9	9-0	36-6	33-0	5-3	4-1	5-5	9-7		
15—Sherbrooke.....	41-9	39-3	33-6	29-3	20-8	33-0	41-3	33-1	26-0	38-1	18-7	19-5	47-0	9-0	36-8	33-8	5-3	4-2	6-0	9-8		
16—Sorel.....	38-7	38-7	31-5	24-8	18-3	25-8	.....	31-4	24-6	44-5	18-7	19-6	42-6	9-0	37-1	31-0	5-3	4-0	5-3	10-0	
17—Thetford Mines.....	34-1	36-0	27-7	25-4	18-4	.....	25-4	24-1	37-6	18-8	19-5	42-2	8-0	37-5	31-0	4-7	4-1	5-1	9-7		
18—Three Rivers.....	44-1	36-5	33-3	25-4	20-6	.....	28-6	25-5	46-8	18-4	19-6	44-1	9-0	36-5	32-8	6-0	4-0	5-1	9-7		
Ontario—																						
19—Belleville.....	38-7	37-0	39-3	29-0	25-0	30-0	56-3	35-8	29-7	46-0	18-6	19-1	41-8	10-0	38-0	33-3	6-7	4-3	5-2	8-9		
20—Brantford.....	41-2	37-6	41-4	30-1	21-3	53-3	.....	36-9	28-3	46-3	18-3	19-3	42-3	10-0	38-6	33-5	6-7	4-1	5-3	9-1	
21—Brookville.....	41-6	38-2	37-3	30-6	23-5	.....	.....	25-8	46-8	18-8	19-5	41-9	10-0	37-6	33-2	6-3	4-1	5-6	9-0	
22—Chatham.....	40-5	37-9	41-4	29-6	21-9	.....	.....	37-6	30-0	46-0	18-3	19-3	38-6	10-0	37-3	34-5	5-3	4-0	5-0	8-9
23—Cornwall.....	40-6	38-6	36-7	27-4	21-7	.....	.....	36-3	26-9	45-1	19-2	19-5	42-4	10-0	38-5	31-1	6-0	4-2	5-8	9-0
24—Fort William.....	41-9	38-4	35-6	27-2	22-2	29-0	42-0	36-4	29-3	45-4	18-2	19-1	43-2	11-0	38-8	33-8	6-0	4-0	5-1	8-8		
25—Galt.....	40-4	38-2	33-6	29-2	25-2	.....	.....	37-5	28-7	46-1	18-6	19-4	40-9	10-0	38-3	37-8	6-7	4-1	5-6	8-8
26—Guelph.....	38-4	37-6	34-6	29-0	26-3	28-3	49-0	38-0	29-9	45-9	18-0	19-3	39-5	10-0	38-8	35-9	6-0	4-1	5-7	9-0		
27—Hamilton.....	41-2	38-4	41-8	29-6	24-7	31-4	51-7	39-1	31-4	46-8	18-4	19-1	44-7	11-0	39-3	35-4	6-0	4-2	5-3	8-8		
28—Kingston.....	40-5	36-9	36-6	28-8	21-9	47-0	36-9	36-8	28-7	45-1	19-0	19-3	45-3	10-0	38-4	34-1	6-0	4-3	5-3	9-1		
29—Kitchener.....	40-1	38-7	36-6	29-8	25-0	29-5	44-7	37-9	28-2	45-7	18-4	19-6	39-9	10-0	38-8	35-3	6-3	3-9	6-0	8-9		
30—London.....	40-9	37-9	41-1	29-9	22-9	29-5	46-7	37-5	28-8	45-1	18-6	19-2	40-8	10-0	38-2	31-6	6-0	4-1	5-5	8-9		
31—Niagara Falls.....	40-0	37-0	42-2	28-9	21-7	.....	.....	37-7	28-5	44-1	18-8	19-7	45-1	10-5	39-9	34-3	6-0	4-3	5-5	9-1
32—North Bay.....	41-9	38-3	42-8	30-6	26-4	.....	.....	40-3	37-4	46-3	18-5	19-5	46-9	11-0	39-0	35-8	6-7	4-3	6-3	9-9
33—Oshawa.....	40-0	38-0	42-6	29-2	23-7	.....	.....	38-3	30-0	46-6	19-2	19-5	43-9	10-0	38-9	.....	6-0	3-9	6-5	8-9
34—Ottawa.....	41-4	38-8	42-9	29-8	23-2	32-8	.....	35-4	29-8	48-2	18-4	19-1	45-9	10-0	38-4	33-2	6-7	3-9	5-7	8-9	
35—Owen Sound.....	39-5	36-6	37-8	28-8	22-2	.....	.....	36-9	27-7	45-4	17-9	19-1	39-7	10-0	39-9	32-0	6-0	3-9	5-4	8-4
36—Peterborough.....	40-7	37-9	40-9	29-9	22-4	32-7	37-3	37-2	29-7	46-5	19-0	19-1	39-3	10-0	38-8	33-7	6-0	4-1	5-4	8-7		
37—Port Arthur.....	42-3	39-9	24-4	27-7	24-5	29-5	41-3	36-2	29-0	48-7	18-5	19-0	46-1	11-0	38-7	35-2	6-3	4-1	5-6	9-5		
38—St. Catharines.....	40-4	38-0	43-8	30-1	22-3	10-0	49-3	39-6	29-7	46-2	18-6	19-1	44-8	10-0	39-9	32-6	6-0	4-2	5-5	9-1		
39—St. Thomas.....	40-6	37-8	42-6	29-4	24-0	30-3	.....	38-7	30-4	46-8	19-9	19-5	41-3	10-0	39-0	33-2	6-0	4-2	5-8	9-6	
40—Sarnia.....	40-0	37-9	40-8	29-3	22-7	33-3	49-5	37-0	30-7	46-8	18-5	19-5	44-1	10-0	38-8	33-7	6-0	3-9	6-0	9-0		
41—Sault Ste. Marie.....	40-0	38-3	34-3	28-8	23-3	.....	40-7	.....	43-9	18-2	19-3	46-1	11-0	38-8	35-2	6-7	4-0	6-0	9-3	
42—Stratford.....	40-0	36-8	38-4	29-2	22-8	.....	.....	37-0	29-5	46-5	18-7	20-4	39-1	10-0	38-8	33-6	5-3	3-9	6-1	9-2
43—Sudbury.....	41-3	38-0	38-3	28-3	23-0	29-0	39-0	36-7	29-4	44-3	18-8	19-5	46-4	11-0	38-8	34-5	6-7	4-2	6-1	9-2		
44—Timmins.....	39-1	36-6	37-4	28-6	23-4	29-0	40-0	38-9	30-3	44-5	19-4	19-5	46-9	12-0	37-7	33-0	6-7	4-4	5-9	9-6		
45—Toronto.....	40-4	37-9	43-4	29-6	23-7	32-3	52-5	38-2	26-2	47-9	18-2	19-1	45-1	11-0	38-9	37-0	6-7	4-3	5-3	8-8		
46—Welland.....	39-8	37-6	41-7	29-2	23-0	.....	.....	37-2	28-3	42-7	18-0	19-2	41-5	11-0	38-8	34-7	6-7	4-2	5-3	9-1
47—Windsor.....	39-9	33-7	41-5	29-3	25-2	.....	.....	37-4	30-7	44-2	18-5	19-0	43-1	11-0	38-5	35-6	6-0	4-2	5-4	8-9
48—Woodstock.....	40-7	38-0	36-6	29-3	22-3	.....	.....	37-7	26-7	44-0	18-5	18-9	38-4	10-0	37-8	33-0	6-0	3-7	5-8	9-0
Manitoba—																						
49—Brandon.....	38-8	33-7	37-5	26-5	22-0	.....	38-3	35-2	27-3	44-6	17-3	21-1	37-5	10-0	36-8	34-2	7-1	3-9	5-8	9-2	
50—Winnipeg.....	39-0	36-0	35-1	27-4	24-5	29-5	40-3	36-2	29-7	46-3	17-6	19-6	42-0	9-0	35-5	34-2	8-0	3-7	5-5	8-9		
Saskatchewan—																						
51—Moose Jaw.....	38-6	35-5	35-4	26-5	22-2	.....	39-3	38-3	26-2	44-5	16-4	20-4	.....	11-0	35-9	.....	7-2	3-8	5-7	8-8
52—Prince Albert.....	31-5	29-0	30-3	22-5	19-9	30-0	.....	33-3	25-3	35-9	17-1	20-2	38-5	10-0	37-1	33-6	6-0	4-4	5-8	8-8	
53—Regina.....	38-7	34-8	33-3	25-1	22-5	25-2	36-0	32-4	24-1	42-4	16-5	21-6	37-7	10-0	35-6	36-3	6-8	4-0	6-1	8-8		
54—Saskatoon.....	38-3	35-3	37-0	26-7	20-1	28-0	40-7	34-5	26-9	44-5	16-6	20-1	38-5	10-0	35-7	.....	7-2	3-7	5-2	8-9	
Alberta—																						
55—Calgary.....	41-1	36-7	38-6	26-9	25-4	27-7	41-6	.....	47-7	17-0	20-2	43-0	10-0	37-2	37-3	7-2	4-0	5-4	8-9		
56—Drumheller.....	37-3	34-3	31-7	26-0	21-5	26-3	.....	36-3	26-3	45-4	17-7	21-3	39-6	10-0	38-3	36-6	8-0	4-3	5-7	9-1	
57—Edmonton.....	32-3	33-0	35-3	24-3	20-8	28-0	41-7	37-5	28-2	44-5	17-3	20-1	41-5	10-0	37-2	33-5	7-2	3-8	5-7	8-7		
58—Lethbridge.....	40-5	37-7	34-0	29-7	21-5	.....	39-3	33-3	24-6	44-6	16-8	21-3	42-7	10-0	37-1	.....	8-0	4-2	.....	8-9
British Columbia—																						
59—Nanaimo.....	48-0	43-0	41-7	31-6	30-9	35-7	46-7	39-1	32-7	51-9	19-2	20-4	44-1	12-0	42-1	39-1	9-0	4-7	6-0	9-4		
60—New Westminster.....	42-7	39-4	40-6	28-6	28-3	.....	42-6	37-9	32-2	46-7	18-9	20-0	47-8	10-0	40-4	34-8	8-0	4-3	6-0	9-4	
61—Prince Rupert.....	42-3	36-7	38-8	27-7	25-0	.....	43-3	.....	50-4	19-4	21-3	53-1	15-0	44-1	37-5	10-0	5-1	.....	10-0	
62—Trail.....	43-0	38-3	38-4	30-2	27-8	32-0	48-6	39-7	31-0	48-5	18-3	22-5	45-3	.....	39-5	34-0	9-0	4-2	6-0	9-3	
63—Vancouver.....	44-2	38-9	39-2	27-3	28-6	30-4	44-7	36-6	29-9	54-9	17-8	19-1	48-7	10-0	40-2	35-7	9-6	4-2	5-8	9-1		
64—Victoria.....	46-1	40-3	41-9	28-4	30-5	33-4	45-9	37-5	2													

(a) Ontario and East, 32 ounce jar; Manitoba and West, 4 pound tin.

(b) Inclusive of all sales taxes.

TABLE IV—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	July 1926	July 1929	July 1933	July 1939	July 1940	July 1941	July 1942	June 1943	July 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	100.1	97.2	70.5	72.6	82.6	91.1	96.1	99.5	100.1
Classified according to chief component material—														
I. Vegetable products.....	135	58.1	127.9	167.0	86.2	100.8	96.9	69.7	59.8	71.3	78.5	86.0	91.3	92.5
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	99.1	108.5	59.4	71.2	77.2	93.4	101.1	106.7	107.6
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	100.1	91.5	70.6	66.4	84.0	92.5	91.9	91.9	91.9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.6	93.9	62.6	77.0	89.9	96.5	101.5	107.6	107.8
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	99.5	93.8	85.5	97.1	103.2	111.6	115.3	115.7	115.7
VI. Non-ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	100.0	98.5	69.9	68.6	76.9	78.2	78.4	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	99.1	93.4	82.9	84.4	90.3	96.3	99.2	99.8	100.5
VIII. Chemicals and Allied Products.....	77	63.4	113.7	141.5	105.4	100.4	95.8	81.1	77.8	89.4	100.0	102.2	100.4	100.5
Classified according to purpose—														
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	99.3	94.7	72.2	73.4	83.7	92.0	96.6	97.3	97.5
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	98.9	99.7	67.7	71.4	79.3	91.6	100.2	103.1	103.6
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	99.5	91.3	75.2	74.8	86.7	92.3	94.2	93.3	93.4
II. Producers' Goods.....	402	67.7	133.3	164.3	98.8	101.3	100.0	69.2	66.6	77.7	84.5	88.0	95.9	95.2
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	96.8	94.9	84.8	94.9	102.3	106.7	110.4	112.4	114.2
Producers' Materials.....	378	69.1	139.0	171.0	98.2	101.8	101.3	67.5	63.4	75.0	82.0	85.5	92.1	93.1
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	100.0	98.9	80.8	88.5	95.3	109.0	113.8	119.1	119.3
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	102.2	101.8	65.2	59.2	71.6	77.4	80.7	87.4	.....
Classified according to origin—														
I. Farm—														
A. Field.....	186	59.2	134.7	176.4	91.2	100.2	94.8	68.7	58.0	69.3	77.5	82.2	87.0	88.1
B. Animal.....	105	70.1	129.0	146.0	95.9	98.3	104.4	61.0	71.5	79.1	92.5	97.2	101.4	101.4
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	100.8	107.6	60.1	62.6	64.4	71.7	81.1	94.4	96.4
II. Marine.....	16	65.9	111.7	114.1	91.7	100.5	103.3	61.7	66.4	77.2	92.1	111.4	128.3	130.3
III. Forest.....	57	60.1	89.7	151.3	106.8	100.5	93.8	62.8	76.7	89.7	96.1	101.0	107.1	107.3
IV. Mineral.....	203	67.9	115.2	134.6	106.4	99.8	93.3	80.5	84.0	91.2	96.2	98.7	98.9	99.3
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	99.8	101.6	62.9	63.1	74.9	82.4	90.4	98.7	100.0
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	99.7	93.1	72.4	72.8	80.7	90.2	91.9	92.8	94.8

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—Monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

the general cost-of-living index to a much lower percentage than it otherwise would have been. Rents and miscellaneous items accounted for 42 per cent of the total pre-war family living budget. The miscellaneous group is more important than the name implies, since it represents health costs, items for personal care, transportation, recreation, and life insurance.

In compliance with Order in Council P.C. 6219, as amended, the prices of cigarettes and tobacco used in calculating the index do not include the tax imposed on June 24, 1942, under the special War Revenue Act.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G. 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the LABOUR GAZETTE

the activities of the Board in the operation of the price control policy are summarized.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at

certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May, 110·9; June, 112·7; July, 114·9; August, 117·7; September, 119·4; October, 120·1; November, 121·4; December, 120·6; January, 1942, 119·9; February, 120·3; March, 120·6; April, 120·6; May, 120·9; June, 121·8; July, 123·9; August, 132·5; September, 123·0; October, 123·7; November, 125·0; December, 125·2; January, 1943, 122·5; February, 122·2; March, 122·7; April, 123·2; May, 124·0; June, 124·5; July, 125·1.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Wholesale Prices

The July wholesale price index of the Dominion Bureau of Statistics passed the 1926 level of 100·0 for the first time since 1926. The July index of 100·1 was 0·6 points above the June level, continuing a gradual rise which has received no substantial check since the summer of 1940 when the defence of France collapsed. The principal price increases between June and July were in the animal and vegetable product groups. Grains, livestock, and eggs recorded advances which outweighed declines for potatoes, hay, hides and skins (See Table IV).

Only three of the eight component groups in the wholesale index in July remained below corresponding 1926 averages. They were vegetable products at 92·5, textile products at 91·9, and non-ferrous metals at 79·7. Those about 1926 levels were animal products 107·6 wood products 107·8, iron and its products 115·7, non-metallic minerals 100·5, and chemical products also 100·5.

Price Movements in Canada and Other Countries

ALTHOUGH wholesale price levels have continued to rise by approximately the same amounts in Canada and the United States during the first six months of 1943, United States indexes of living costs have shown considerably larger gains than have been recorded for Canada. From December, 1942 to June, 1943, the Dominion Bureau of Statistics wholesale price index advanced 2·5 points to 99·5, while the United States Bureau of Labor Statistics index rose 2·8 points to 103·8 (1926=100 for both series). In the same interval the United States Bureau of Labor cost-of-living index mounted 4·4 points to 124·8, while the Canadian cost-of-living index was 0·3 points lower at 118·5 for June than for the preceding December (1935-39=100 for

both series). Consumer subsidies on milk, tea, coffee, oranges, and butter account for most of the drop in the Canadian index; this came in January and February. From February to June the Canadian index advanced 1·6 points as compared with 3·9 points for the United States index.

The new wartime cost-of-living index for New Zealand was 1011 for March, 1943 (December 1942=1000).

During the first five months of 1943 the Ministry of Labour cost-of-living index for the United Kingdom dropped 2 points to 198 (July 1914=100), while the Board of Trade wholesale index advanced 1·8 points to 163·1 (1930=100).

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country: Description of Index	Canada				United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth and Statistics-tician	Cost of Living, Commonwealth and Statistics-tician	Whole-sale, Government Statistician	Cost of Living, Government Statistician		
Number of Commodities:		526	1935-1939	889	1926	200	July 1914	78	July 1914	188	1910 = 1000	1928-1929 = 1000	1926-1930 = 1000	(b)		
Base Period:		1926	(a)				(g)	100	(h)	100	1125		748			
1913		64.0	79.1	69.8	70.7				(g)	100	1125				628	
1914		65.5	79.7	68.1	71.8					100	1090				676	
1915		70.4	80.7	69.5	72.5					123	1204				724	
1916		84.3	87.0	85.5	77.9					146	1379				786	
1917		114.3	102.4	117.5	91.6					176	1583				850	
1918		127.4	115.6	131.3	107.5					204	1723				912	
1919		134.0	126.5	138.6	123.8					222	1854				1019	
1920		155.9	145.4	154.4	143.0					224	2512				1034	
1921		110.0	129.9	97.6	127.7					200	1805				952	
1922		97.3	120.4	98.7	119.7					164	1445				1010	
1923		100.0	121.8	100.0	126.4					162	1387				1006	
1924		96.4	120.5	96.7	123.6					161	1358	(f)			983	
1925		95.6	121.7	95.3	122.5					161	1305	1000			965	
1926		86.6	120.8	86.4	119.4	100.0				158	1155	1004			981	
1927		67.1	94.4	65.9	92.4	100.0				131	1047	997			904	
1928		84.6	101.2	86.3	100.8	105.8				137	1136	892			785	
1929		73.6	102.2	78.6	101.4	101.4				137	1174	911			823	
1930		75.4	101.5	77.1	99.4	111.2				138	1146	916			990	
1931		82.9	106.6	78.6	100.2	136.6				151	1273	949			1035	
1932		90.0	111.7	87.3	105.2	152.6				174	1398	1082			1073	
1933		95.7	117.0	98.8	116.5	159.4				193	1569	1173			1109	
1934		95.7	115.4	96.0	112.0	209.6				186	1483	1125			1095	
1935		94.1	115.4	96.0	112.0	201.8				136	1483	1108			1080	
1936		94.6	115.7	96.7	112.9	204.8				138	1494	1143			1090	
1937		95.0	115.9	97.6	114.3	206.6				139	1496	1150			1078	
1938		95.0	115.9	98.7	115.1	207.8				151	1503	1150			1084	
1939		95.2	116.1	98.8	116.0	209.2				152	1529	1203			1097	
1940		95.8	116.7	98.6	116.4	209.5				153	1560	1231			1099	
1941		95.8	116.7	98.7	116.4	212.2				156	1570	1241			1101	
1942		95.8	117.9	98.7	117.0	211.4				155	1592	1241			1113	
1942-January		94.1	115.4	96.0	112.0	201.8				136	1483	1108			1095	
1942-February		94.6	115.7	96.7	112.9	204.8				138	1494	1143			1090	
1942-March		95.0	115.9	97.6	114.3	206.6				139	1496	1150			1078	
1942-April		95.0	115.9	98.7	115.1	207.8				151	1503	1150			1084	
1942-May		95.2	116.1	98.8	116.0	209.2				152	1529	1203			1097	
1942-June		95.8	116.7	98.6	116.4	209.5				153	1560	1231			1099	
1942-July		96.1	117.9	98.7	117.0	212.2				156	1570	1241			1101	
1942-August		95.5	117.7	98.2	117.5	211.4				155	1592	1241			1113	
1942-September		95.8	117.4	99.6	117.8	211.4				155	1611	1250			1124	
1942-October		96.6	117.8	100.0	119.0	212.1				157	1648	1250			1129	
1942-November		97.0	118.6	100.3	119.8	213.7				167	1671	1237			1137	
1942-December		97.0	118.8	101.0	120.4	214.8				200	1669	1243			1128	
1943-January		97.1	117.1	101.9	120.6	215.2				201	1668	1221			1462	
1943-February		97.5	116.9	102.5	120.5	216.8				201	1675	1237			1472	
1943-March		98.9	117.2	103.4	122.8	217.2				201	1679	1250			1475	
1943-April		98.9	117.6	103.7	124.1	217.9				203	1675	1252			1508	
1943-May		99.2	118.1	104.1	125.1	218.1				1688	1688	1256			1522	
1943-June		99.5	118.5	103.8	124.8	218.1				198					(e) 1011	

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New War-time price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at June 30, 1943

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act (Revised Statutes of Canada, 1927, Chapter 156; as amended by Statutes of 1931, Chapter 42), and under the various provincial concurrent acts, as at June 30, 1943. (The text of the Old Age Pensions Act was given in the *LABOUR GAZETTE* for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$365 a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$240 yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125 a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization

of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (*LABOUR GAZETTE*, May, 1937, page 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$240 per annum. If however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$120. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200 a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT JUNE 30, 1943

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia
	Act effective Mar. 7, 1938	Act effective Dec. 1, 1937	Act effective Sept. 1, 1937	Act effective Sept. 1, 1937	Act effective Oct. 1, 1937
Number of pensioners.....	235	330	342	715	630
Average monthly pension.....	19.76	19.58	19.63	19.66	19.19
*Percentage of pensioners to total population.....	.029	.04	.046	.154	.107
Dominion Government's contributions for quarter ended June 30, 1943.....	\$10,494 54	\$14,638 08	\$15,206 47	\$31,739 08	\$27,183 35
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$171,205 49	\$265,705 41	\$264,611 23	\$614,998 16	\$520,590 01

	Ontario	P.E.I.	Quebec	Saskatchewan	Totals
	Act effective Sept. 1, 1937	Act effective Dec. 1, 1937	Act effective Oct. 1, 1937	Act effective Nov. 15, 1937	
Number of pensioners.....	1,488	114	2,194	322	6,370
Average monthly pension.....	19.67	16.17	19.59	19.81	
*Percentage of pensioners to total population.....	.039	.119	.065	.036	
Dominion Government's contributions for quarter ended June 30, 1943.....	\$63,556 31	\$4,149 55	\$97,062 18	\$14,391 98	\$278,421 54
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$1,306,036 68	\$72,194 15	\$1,793,347 44	\$259,912 59	\$5,268,601 16

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD-AGE PENSIONS IN CANADA AS AT JUNE 30, 1943

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia	Ontario
	Act effective Aug. 1, 1929	Act effective Sept. 1, 1927	Act effective Sept. 1, 1928	Act effective July 1, 1936	Act effective Mar. 1, 1934	Act effective Nov. 1, 1929
Number of pensioners.....	11,702	14,320	12,432	11,816	14,085	56,656
Average monthly pension.....	18.72	19.36	18.80	15.41	16.07	18.91
*Percentage of pensioners to total population.....	1.38	1.74	1.68	2.54	2.40	1.48
*Percentage of persons over 70 years of age to total population.....	2.98	4.85	3.79	4.52	5.11	4.89
*Percentage of pensioners to population over 70 years of age.....	46.13	35.80	44.40	56.27	46.95	30.30
Dominion Government's contributions for quarter ended June 30, 1943.....	\$460,467 68	\$610,172 19	\$503,949 50	\$406,412 07	\$503,386 80	\$2,343,397 18
Dominion Government's contributions from inception of Act.....	\$17,318,859 42	\$23,992,128 87	\$23,547,875 59	\$10,296,994 48	\$16,021,261 01	\$109,799,517 06

	P.E.I.	Quebec	Saskatchewan	N.W.T.	Totals
	Act effective July 1, 1933	Act effective Aug. 1, 1936	Act effective May 1, 1928	Order-in-Council effective Jan. 25, 1929	
Number of pensioners.....	1,889	46,894	13,048	9	182,221
Average monthly pension.....	13.50	17.38	18.22	20.00	
*Percentage of pensioners to total population.....	1.97	1.38	1.44	0.07	
*Percentage of persons over 70 years of age to total population.....	6.25	3.13	2.98	1.65	
*Percentage of pensioners to population over 70 years of age.....	31.48	44.24	48.33	4.50	
Dominion Government's contributions for quarter ended June 30, 1943.....	\$56,467 80	\$1,799,702 12	\$522,016 73	\$493 79	\$7,206,465 95
Dominion Government's contributions from inception of Act.....	\$1,721,299 49	\$48,937,072 25	\$21,705,448 94	\$22,834 04	\$274,268,291 15

* Percentages based on the estimated population as at June 1, 1942—Dominion Bureau of Statistics.

Fatal Industrial Accidents in Canada during the Second Quarter of 1943

DURING the second quarter of 1943 there were 344 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc. This compares with 322 fatal accidents in the second quarter of 1942. Of the 344 fatalities in the period under review, 108 occurred in April, 113 in May and 123 in June. Fatal accidents during each year are recorded by quarterly periods in the issues of the *LABOUR GAZETTE* for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contains 69 fatalities for the first quarter of 1943 and 16 fatalities for 1942.

In this series of reports, it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the *LABOUR GAZETTE* and newspaper reports.

Classified by groups of industries, the fatalities occurring during the second quarter of 1943 were as follows: Agriculture, 29; logging, 42; Fishing and Trapping, 28; Mining, Non-ferrous Smelting and Quarrying, 49; Manufacturing, 78; Construction, 32; Electricity, Gas, and Water Production and Supply, 3; Transportation and Public Utilities, 55; Trade, 11; Service, 17.

Of the mining accidents, 24 were in "metalliferous mining," 20 in "coal mining," four in "non-metallic mineral mining and quarrying, n.e.s." and one in "structural materials."

Of the accidents in manufacturing, four were in "vegetable foods, drink and tobacco," two in "animal foods," two in "textiles and clothing," 12 in "saw and planing mill products," two in "wood products," five in "pulp, paper and paper products," 13 in "iron, steel and products," five in "non-ferrous metal products," four in "non-metallic mineral products," 12 in "chemical and allied products," 15 in "shipbuilding," and two in "miscellaneous products."

In construction there were 16 fatalities in "buildings and structures," one in "railway," eight in "highway and bridge," and seven in "miscellaneous."

In transportation and public utilities, there were 32 fatalities in "steam railways," one in "street and electric railways," 13 in "water transportation," three in "air transportation," and six in "local and highway transportation."

In trade there was one fatality in "wholesale" and 10 in "retail" trade.

Of the fatalities in service, five were in "public administration," three in "recreational," two in "laundering, dyeing and cleaning," three in "custom and repair," and four in "personal, domestic and business."

There was one serious disaster during the period under review which occurred off Halifax, N.S., on April 21, when a fishing schooner sank following a collision with a freighter in darkness, and 21 members of the schooner's crew were drowned. Seven other members of the crew escaped in dories and survived.

On June 23, nine loggers were drowned in La Lievre river, near Chambord, Quebec, after a motorboat overturned when the occupants became panicky after the craft caught fire.

Other accidents involving the loss of two or more lives were as follows:

Five explosives plant workers lost their lives when burned in an explosion on a cordite range in the kneader section of the plant, at Nobel, Ontario, on June 29.

In a collision of two trains, near Campbellton, N.B., on May 29, an engineer, two firemen and a brakeman were killed.

Three fishermen lost their lives in an explosion on a tug, on April 30, near Port Burwell, Ontario.

Two farmers died when overcome by gas in a well, in Legal district, Alberta, on May 30. When struck by a sapling, at Comox, B.C., two loggers were killed on May 4.

Two coal miners were drowned in a colliery, at Gardiner Mines, N.S., on May 22, when water from an abandoned slope broke through a safety barrier. Another two coal miners died when gas fumes seeped into a pit from a fire in adjacent workings on May 26, at New Waterford, N.S.

On June 4, two shipyard workers were killed, near Levis, Quebec, when a mechanical crane overturned. Two labourers engaged on repairing a dock at Sault Ste. Marie, Ontario, were killed when struck by a falling wooden pile when a chain broke, on May 14.

An engineer and a fireman died from steam scalds when a boiler pipe burst, at Kingston, Ontario, on June 1. When a train struck a truck, near Beaverton, Ontario, on May 13, a trucker and his helper were killed.

Two stenographers were killed when a train struck an auto in which they were riding to work, at Parry Sound, Ontario, on April 9. When a can of distillate exploded at Sundown, Manitoba, on June 1, a blacksmith and his helper died of burns. A dry cleaning plant manager and his partner lost their lives following an explosion of cleaning liquid and fire in the plant, at Dauphin, Man., on April 7.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first quarter of 1943 has been compiled which contains 69 fatalities of which 12 were in logging, five in mining, non-ferrous

smelting and quarrying, nine in manufacturing, 10 in construction, 24 in transportation and public utilities, three in trade, and six in service. Five of these accidents occurred in January, 20 in February and 44 in March.

A further supplementary list of accidents occurring in 1942 has been made. This includes 16 fatalities of which one was in agriculture, two in logging, one in mining, non-ferrous smelting and quarrying, five in manufacturing, five in transportation and public utilities, one in trade, and one in service. Two of these accidents occurred in June, four in July, two in October, six in November and two in December.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1943 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)					5				1				6
B.—Working machines					1						1		2
C.—Hoisting apparatus (elevators, conveyors, etc.)					4	3		3					10
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	7	1	3	4	16	5	2	3	1		5		48
E.—Striking against or being struck by objects				1	7	1							10
F.—Falling objects		15		21	11	2	1	2					52
G.—Handling of objects	1	3			1	1		1					7
H.—Tools													
I.—Moving trains, vehicles, watercraft, etc.	13	12	24	10	5	4		41	6		6		121
J.—Animals	4										1		5
K.—Falls of persons	1	10		2	20	14		5	1		2		55
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	3		1	11	8	2			2		1		28
Totals	29	42	28	49	78	32	3	55	11		17		344

Workmen's Compensation in Nova Scotia, New Brunswick, Manitoba and Saskatchewan

THE Annual Reports for the year 1942 of the Workmen's Compensation Boards of Nova Scotia, New Brunswick, Manitoba

and Saskatchewan have recently been issued. A brief summary of each of these Reports appears below.

Nova Scotia

Rising industrial activity during the war years was paralleled by a steady increase in the number of industrial accidents in Nova Scotia, according to the report of the Workmen's Compensation Board of that province for the calendar year 1942.

The total number of accidents for each of the past four years was as follows: 1939,

12,500; 1940, 14,699; 1941, 16,819; 1942, 19,714. The number of accidents in 1942 was approximately 58 per cent more than in 1939. The total expenditure actually incurred and estimated for 1942 amounted to \$2,895,058.27, an amount which exceeded the actual and estimated income for the year by \$436,357.48. This reduced the gross provisional surplus

brought forward from former years to \$968,870.23.

The report shows that in 26 years, the period during which the Workmen's Compensation Act has been in force, \$24,371,097.52 has been paid by way of compensation and medical aid. A further sum of \$11,909,113.35 has been set aside to provide continued payments or pensions for permanent disabilities, for the support of widows, children and other dependents and for future payments on continuing cases not yet transferred to pension.

Of the 19,714 accident cases in 1942, compensation was paid to 18,554 which included 53 fatal accidents for which dependency had been established and 21 fatal accidents where no dependents were involved and burial expenses only were paid. The number of widows drawing pensions under the Act at the end of 1942 was 740, an increase of 29 over the previous year and the number of disabled workmen had risen from 1,820 in 1941 to 2,005 in 1942.

Assessment rates for the various groups in all classes of industries vary as the accumulated experience for each of the seven industrial classes assessed changes. The average rate for all years since the Act was passed stood at \$2.13 per hundred dollars of payroll. The average rate for 1941 was \$2.60 and for 1942 it was \$2.

The seven classes of industries from which assessments were derived, together with the amounts contributed by each in 1942, were as follows:—

Mining	\$1,130,123 76
Transportation	556,644 14
Building and construction....	475,459 50
Lumbering and woodworking.	334,023 02
Iron and steel.....	330,034 44
Public utilities.....	165,564 52
Manufacturing and operating not otherwise specified....	142,440 19

Total \$3,134,289 57

New Brunswick

Covering the calendar year 1942 the twenty-fourth annual report of the Workmen's Compensation Board of New Brunswick shows that the total estimated income for 1942 was \$1,425,218.47 and the estimated expenditure \$1,114,698.28, leaving an estimated credit balance of \$310,520.19. When this credit balance is added to the cumulative credit balance of \$1,037,541.67 carried forward from 1941 an estimated surplus of \$1,348,061.86 is shown.

Complete statistics for 1941 are given in the report. The cost of compensation in 1941 was \$868,107.05, when a total of 11,295 accidents were reported to the Board. Of these accidents 37 were fatal, one resulted in permanent total disability, 274 in permanent partial disability, 7,257 temporary total disability, while 3,386 required medical aid only. (Accident statistics for 1942 were not given.)

Causes of accidents in 1941 which were reported to the Board were classified as follows: Prime movers, 217; working machines, 610; hoisting apparatus, 334; dangerous substances, 337; stepping on or striking objects, 1,365; falling objects, 2,038; handling objects, 1,379; tools, 1,806; runaways and animals, 75.

Factory Inspection: As in former years, the report of the New Brunswick Factory Inspector for the year ending December 31, 1942 is also included in the report of the Board. During 1942, the Inspector issued 1,165 renewal licences and 187 new licences to engineers and boilermen.

Commenting on his work during the year, the Inspector states: "All plants in the province have had a busy year; all machine shops, woodworking factories, woollen and cotton mills have been running to capacity. The saw mills had a busy year, though the scarcity of labour was felt by all employers."

Manitoba

A total of 16,228 accidents including 45 fatalities were reported during 1942 to the Manitoba Workmen's Compensation Board, according to its report covering the operations of the Board during the last calendar year. Accidents in 1941 numbered 15,812 including 42 fatalities. Details of the accidents as reported by the various groups for the last two years are as follows:—

GROUP	1941	1942
Steam railways	1,772	1,888
Province of Manitoba	341	254
City of Winnipeg	357	346
General body of employers.	11,799	12,673
Winnipeg Electric Co.	181	192
Dominion Government	1,362	875
Total	15,812	16,228

The report also shows, that on December 31, 1942, the Board had on its books as in receipt of pension 540 dependents of workmen killed in industry during the period March 1, 1917, to December 31, 1942.

The total actual payroll for all classes for 1941 was \$90,088,841.52. The largest group was that of the general body of employers with a total of \$53,338,098, while the Canadian Pacific and the Canadian National railways had payrolls of \$9,543,112.69 and \$9,813,182.38 respectively.

During 1942 the actual cash disbursed by the Board (less investments) amounted to

\$1,205,278.81 as compared with \$1,163,876.04 disbursed in 1941.

The report also contains a detailed analysis of compensable accident claims for 1941. The accident claims were classified by causes as follows: Prime movers, 131; working machines, 467; hoisting apparatus, 86; dangerous substances, 296; stepping on or striking against objects, 627; falling objects, 788; handling objects, 1,417; tools, 384; runaways and animals, 80; moving trains, vehicles, etc., 225, falls of persons, 1,111; all other causes, 472.

Saskatchewan

The thirteenth annual report of the Saskatchewan Workmen's Compensation Board covers the financial statement for the calendar year 1941 and the provisional financial statement for the calendar year 1942.

During 1942, a total of 7,637 claims were reported to the Board compared with 7,700 in 1941. On account of the 1941 claims, a total of \$639,211.92 was paid in compensation, made up of \$271,414.99 on account of compensation, \$288,833.70 in pension awards and \$138,953.23 in hospital and medical aid.

Total receipts of the Board during 1942 were \$601,134.93 while the total expenditure, including an estimate for outstanding claims was \$598,080.64 leaving an estimated surplus of \$3,054.29.

The average assessment rate of the Board in 1942 was \$1.36 per \$100 of payroll as compared with the rate of \$1.25 established in 1941.

The number of accidents reported during 1942 on which some payment had been made was 6,253, of which 24 were fatal, compared with 6,823 in 1941 of which 21 were fatal.

The amount of payroll reported during 1942, exclusive of Dominion and Saskatchewan Governments, which are not required to estimate their payrolls totalled \$45,592,585, an increase of \$5,388,428 over 1941.

The report gives detailed statistics concerning accidents for which compensation was awarded in 1941, classified by causes as fol-

lows: Prime movers, 141; working machines, 246; hoisting apparatus, 11; dangerous substances, 346; stepping on or striking against objects, 875; falling objects, 946; handling objects, 971; tools, 361; runaway animals, 46; moving trains and vehicles, 166; falls of persons, 1,012; and all other causes, 1,702.

Commenting on the year's operations the Board's report states:

"The year 1942 witnessed but little change in the volume and character of the business of the Board; the number of employers who reported to the Board in 1942 was 4,898 as compared with 5,238 in 1941, this being a decrease of 340. The investments of the Board amount to \$2,272,605.52, book value; an increase of \$130,577.18 as compared with the previous year. The amount standing to the credit of the Pension Reserve Fund was \$1,555,119.75. During the year 1942, the Board awarded pensions amounting to \$229,643.58, this being the sum set aside to meet future payments for permanent disability and death claims and was capitalized on the basis of four per cent annually, interest rate compounded half yearly. The number of pensions established as of December 31, 1942, was 466 as compared with 415 a year earlier. There were 66 pensions awarded during the year and 15 expired or were commuted. The administration expenses of the Board in 1942 amounted to \$62,272.88, which represents 9.01 per cent of the benefits paid."

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

Labour Day message of Minister of Labour

The following statement was issued by the Honourable Humphrey Mitchell, Minister of Labour, on Labour Day, 1943:—

As we near the end of the fourth year of this great world war, we Canadians can reflect with pride on the part which our country is taking to win victory and a peace that will mean the preservation of everything we hold dear.

The vast industrial contribution to our war effort has deeply impressed our Allies and has been a striking demonstration of the zeal and ingenuity of our working people.

It has been, and continues to be, their task to produce the munitions for our fighting men and for the armed forces of our Allies. The vital importance of the role of the workers in our war effort cannot be over-emphasized. It is magnificent and I am glad of the opportunity of re-stating what I have said many times in the past, that the men and women who toil at home are doing a grand job. Theirs will be a stirring page in the history of Canada in this great war.

But now our major consideration is the same as it was four years ago—to do everything in our power to speed up the end of the war and the smashing of dictatorship. One stone in the edifice of evil which has brought desolation to a large part of the world has crumbled. We must tear down the whole edifice before we can relax.

We may be buoyed up by what has happened in the last few months—but we cannot afford to let down our guards. We must count on further sacrifices, including further months and perhaps years of long hard work, in order that Victory which is the necessary

precedent to a realization of our other aims and ambitions, may be ours.

Canadian workers have earned the right to celebrate on Labour Day, to review the accomplishments of the past and to remember those no longer with us who, in their day, worked so faithfully for the advancement of the interests of labour.

When, because of the stress of war, the Dominion Government found it necessary to reduce the number of public holidays throughout the year, Labour Day remained undisturbed. Even in war the determining considerations weighed in favour of not interrupting this well-established practice of giving over one day to labour itself.

I am confident that Labour Day this year will be marked also by a wholehearted re-dedication of our workers to our common cause. They know how much is at stake.

We must be ready for further sacrifices on the home front. Income taxes and rationing have meant much to the worker—but, generally speaking, he has taken them well. We must endeavour to reduce absenteeism. We must keep up production, for all our sakes, and particularly for the sake of our fine young men and women serving with our forces in many quarters of the globe. Labour must continue to try to secure recognition of the individual's rights by conference, by conciliation, by collective bargaining, by using the machinery established by the Government. Work interruptions should be avoided.

Naturally the thoughts of workers frequently turn to post-war planning. We all hope for a better world after the war. We hope that the problems of the workers may meet with a larger degree of sympathy, of solution, than in the old world. But to accomplish these

things we must now win this fight. I know the determination of the Canadian worker. I know his sterling qualities. I know that the sentiment I have just expressed will find an echo in the hearts of each Canadian man and woman in industrial employment. They will go on to win.

**Labour Day
messages of
Canadian
labour leaders**

Taking note of improvement in the war situation, Canadian labour leaders in their annual Labour Day messages looked ahead to the post-war period and stressed the need of a progressive reconstruction program.

Warning that "there is still a long and bitter fight ahead with resourceful and bitter enemies who are a long way from beaten," and that "the paramount need is still a one hundred per cent war effort in every direction", Mr. Percy Bengough, President of the Trades and Labour Congress of Canada declared that if after the war "democracy is not made to work for the good of all people, stupendous sacrifices will have been made in vain.

"There is no need for fear and misery in our world," he continued. "Scientific research and technical progress has made it possible, yes, easy, to grow and produce every human need in abundance for a larger and fuller life than one could possibly dream of a few years ago. We have an abundance of materials and plenty of help that can, with the aid of scientific processes and machinery, change them quickly into the required form and shape. Surrounded by plenty, we think in terms of scarcity—full of the dread of unemployment. . ."

Stating the need for public works such as the building of schools, hospitals, roads and decent homes, Mr. Bengough declared: "Money is needed and must be found for creative purposes.

"Everyone knows there is plenty of money for destructive purposes in war time, and rightly so," he said. "They must know also that the money does not get off the earth when peace is declared. . . The artificial bottleneck of money was not allowed to hinder our war effort and money bottlenecks must be removed to make our democracy work in the post-war period, a democracy that guarantees to all able and willing to work, useful employment with a high standard of wages that will assure all people a full and complete life from the cradle to the grave. . ."

"In the best interests of the vast majority of the people our money system needs to be overhauled and brought up to date."

Mr. A. R. Mosher, President of the Canadian Congress of Labour, indicated in his message that he considered that drastic changes would be necessary to bring about a "real re-

construction and an equitable social order", and that he favoured for the post-war period "the maintenance of whatever controls are necessary for the public welfare." He warned of propaganda emanating from "the forces of reaction" and said that every effort to "make the resources of the nation available to the people" would be labelled "communistic".

"If," he declared, "the workers realize the unparalleled opportunity to lay the foundations of economic prosperity which now faces Canada, and can spread that idea among the people to the point where they will insist upon applying it to their every-day lives, there is a chance of success. One would imagine that the financing of the war-effort not only in Canada but in all the other belligerent countries would have proved one thing beyond any question—the one most important thing we all must learn—that 'what is physically possible is financially possible', and that wealth is not money, but manpower.

"The details of post-war reconstruction programs are not a source of difficulty," Mr. Mosher continued. "Canada needs hundreds of thousands of new homes; slums in every city must be torn down and replaced by apartments; almost every farm in the country needs improvements; there are great areas of farm and timber and mining land to be developed, highways to be built, and food and clothing provided for a larger population at a higher standard of living than ever before. Any observant person can point out in any community a dozen ways of employing large numbers of workers in constructive and desirable projects. . ."

"We have fought a war, spending billions of dollars, and if we can do that in wartime, and still maintain a comparatively high standard of living, we can do even better in peacetime."

Mr. Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour, spoke in part as follows:—

"Manual labour in the age of slavery was considered ignoble, the slave himself a beast of burden. Christianity has suppressed slavery, it has re-established the slave in his worthy place as man created in the image of God.

"The labour of the modern worker is honoured. The modern worker no longer has an owner, he is not sold from one master to another; he is an ordinary citizen with all the rights of free and intelligent man.

"But what profit does the modern worker draw from his liberty? None if he is left to himself. His liberty is only a word, his dignity becomes a mockery.

"Labour Day has meaning only for the union worker who by organization gains the use of all his rights in the industrial world. . ."

**Employment
and industrial
statistics**

The table below shows the latest statistics available reflecting industrial conditions in Canada.

The index of employment at the beginning of July was 183.7, an increase of 1.4 per cent having been recorded as compared with the previous month and 4.6 per cent as compared with July, 1942. The advance at July 1 was in conformity with the

movement indicated in 21 of the last 22 years, but it was less, however, than in any other year since the outbreak of war and was below the general average in the period since 1920. Aggregate weekly payrolls were 1.5 per cent greater at July 1 than at June 1 and about 13 per cent greater than at July 1, 1942. Per capita weekly earnings average \$30.95 at July 1, \$30.93 at June 1, \$28.49 at July 1, 1942, and \$25.49 at July 1, 1941.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	August	July	June	August	July	June
Employment Index ⁽¹⁾		183.7	181.2	177.8	175.7	171.7
Unemployment percentage (trade union members)..... ⁽²⁾	0.4	0.6	0.7	1.8	2.5	2.4
Index numbers, aggregate weekly payrolls..... ⁽³⁾		145.7	143.6	131.6	129.5	125.3
Per capita weekly earnings..... \$		30.95	30.93	28.62	28.49	28.20
Prices, wholesale Index ⁽¹⁾	100.4	100.1	99.5	95.5	96.0	95.8
Cost of living Index ⁽⁴⁾	119.2	118.8	118.5	117.7	117.9	116.7
Retail sales unadjusted index..... ⁽⁴⁾		148.1	158.9	147.5	137.3	154.5
Retail sales adjusted index..... ⁽⁴⁾		155.8	155.5	162.4	150.4	151.1
Wholesale sales..... ⁽⁴⁾		174.8	174.3	157.4	154.3	167.6
Common stocks index..... ⁽⁴⁾	188.7	91.0	86.3	61.6	62.4	62.8
Preferred stocks index..... ⁽⁴⁾	117.3	113.3	113.3	95.8	95.7	96.5
Bond yields, Dominion index..... ⁽⁴⁾	197.3	97.3	97.3	99.0	98.7	98.8
Physical Volume of Business Index ⁽⁴⁾		236.3	232.4	205.7	203.7	200.6
INDUSTRIAL PRODUCTION ⁽⁴⁾		270.3	267.2	232.5	229.4	221.7
Mineral Production..... ⁽⁴⁾		327.7	295.5	216.6	213.3	196.3
Manufacturing..... ⁽⁴⁾		284.8	285.6	248.8	246.2	235.7
Construction..... ⁽⁴⁾		69.5	73.6	114.3	118.7	157.1
Electric power..... ⁽⁴⁾		167.3	161.6	142.8	145.8	146.6
DISTRIBUTION ⁽⁴⁾		166.1	160.5	150.4	150.5	153.9
Carloadings..... ⁽⁴⁾		147.6	147.6	129.6	148.1	141.4
Tons carried, freight..... ⁽⁴⁾			214.5	163.0	176.2	188.1
Bank debits to individual accounts \$		4,405,946,075	4,349,608,534	3,479,744,886	3,704,132,691	3,767,042,291
Bank notes in circulation ⁽⁴⁾ \$		693,600,000	674,800,000	546,300,000	514,200,000	507,066,232
Bank deposits in savings \$			1,782,136,495	1,699,553,037	1,653,596,566	1,598,136,326
Bank loans, commercial, etc. \$			1,147,522,832	978,147,745	1,016,658,023	1,049,170,065
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	278,706	268,477	271,493	259,924	264,564	266,384
Canadian National Railways, revenues \$			34,339,400	30,563,100	29,287,800	28,181,800
Operating expenses..... \$			26,693,334	23,595,427	22,776,953	21,255,962
Canadian Pacific Railway, traffic earnings \$		26,642,582	24,698,217	22,053,767	21,926,008	21,244,666
Canadian Pacific Railway, operating expenses, all lines \$		22,712,535	20,276,780	18,833,737	18,657,557	17,070,301
Steam railways, freight in ton-miles			5,610,761,000	4,593,277,000	4,705,005,000	4,806,795,000
Building permits \$		9,697,625	8,070,927	8,159,508	10,677,733	12,934,835
Contracts awarded ⁽⁸⁾ \$	23,865,300	16,166,900	20,478,700	31,771,200	32,093,400	46,756,200
Mineral production—						
Pig iron..... tons		151,369	147,889	162,578	172,153	167,961
Steel ingots and castings..... tons		250,508	239,501	248,868	256,560	254,163
Ferro-alloys..... tons		21,408	18,151	15,961	15,961	14,664
Gold..... ounces			326,611	406,315	428,323	427,982
Coal..... tons		1,365,648	1,346,851	1,457,712	1,497,196	1,386,452
Timber scaled in British Columbia bd. ft.		296,333,274	268,535,286	228,144,123	245,869,370	298,037,401
Flour production bbls.		1,945,123	1,855,461	1,820,199	1,590,219	1,335,177
Footwear production pairs		2,848,408	2,830,719	2,773,334	2,597,862	2,891,123
Output of central electric stations k.w.h.		3,404,077,000	3,355,032,000	2,989,690,000	2,965,671,000	3,043,200,000
Sales of insurance \$			51,727,000	39,347,000	44,259,000	43,357,000
Newsprint production tons			257,850	253,240	241,180	242,760

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended August 26, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public.

(7) Figures for four weeks ended August 28, 1943, and corresponding previous periods.

(8) MacLean's Building Review.

The index of the physical volume of business which reflects activity in mining, manufacturing, construction, electric power output and in the distribution of goods was 1.6 per cent higher for July than for June and 16 per cent higher than for June, 1942. The July figure was the highest recorded by the index. Increases in July as compared with the previous month were indicated in mineral production, the output of electric power and in the distribution of goods while somewhat decreased activity was indicated for manufacturing and construction.

For the first seven months of 1943, the index of the physical volume of business averaged 17.6 per cent higher than for the corresponding period in the previous year. The index of mineral production averaged 19.6 per cent higher in the same comparison and manufacturing 24.5 per cent higher. In the latter group flour production recorded an increase of 25 per cent, the number of cigarettes released 16.1 per cent while production of steel was 3.8 per cent lower.

Annual conventions of Canadian labour organizations

During the current month Canadian labour organizations have been holding their annual conventions. Reports of these meetings, including those of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour, will be presented in the October issue of the **LABOUR GAZETTE**.

Cost of living index advances

The Dominion Bureau of Statistics cost of living index advanced from 118.8 on July 2 to 119.2 on August 2, 1943. This was the sixth consecutive month in which the index has recorded an increase. The total rise for the period has been 2.3 points, with monthly advances ranging from 0.3 to 0.5 points. The decline of 1.9 points occurring in January and February 1943 has been offset by this advance, with a small margin to spare, and the August 1943 index is 1.3 points above the index for July 1942 upon which the last cost of living bonus was authorized.

Foods accounted for most of the August increase. The food index mounted from 131.8 for July to 133.2 for August. Eggs were sharply higher, and there were small scattered increases for beef, veal, lamb, onions, raisins, and lemons. Clothing and homefurnishings gained fractionally from 120.5 to 120.6 and 117.8 to 117.9 respectively. Other group indexes remained unchanged, fuel and lighting at 113.4, rentals at 111.5, and miscellaneous items at 108.2.

Industrial Disputes Investigation Act

Six applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of August. Six boards submitted their reports; three boards were established and the constitution of two boards was completed during the month. Six disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from Commissioners in four cases. Settlements were reported in six disputes and six applications were withdrawn.

Appointments relating to labour-management committees

Two appointments recently announced by the Department of Labour relate to the policy of encouraging and sponsoring the formation of labour-management production committees in Canadian industry.

On August 11 Mr. Allan MacDonald of Glace Bay, N.S., was appointed Industrial Relations Officer with specific responsibility for the promotion of labour-management committees in the Maritime Provinces. Mr. MacDonald resigned as General Chairman for the Brotherhood of Locomotive Firemen and Enginemen on the Sydney and Louisburg Railway in order to accept the position with the Department of Labour.

Appointment of Lt.-Col. J. A. W. Labelle of Montreal, as an employers' representative from the Province of Quebec, to the Advisory Committee to the Inter-departmental Committee on Labour-Management Committees, was announced on August 28.

The Advisory Committee, to which Lt.-Col. Labelle is now added, consists of employer and employee representatives, and officers of the Department of Labour.

The main committee consists of H. Carl Goldenberg, of Munitions and Supply, as Chairman; M. M. Maclean, Director of Industrial Relations, Department of Labour; and H. J. Carmichael, Co-ordinator of Production, Munitions and Supply (L.G., March 1942, p. 304).

Ontario Labour Court decisions

The Labour Court of Ontario, which was set up under an amendment to the Judicature Act and which administers the Collective Bargaining Act, 1943 (L.G., May, 1943, p. 701), commenced its hearings in July. It is proposed to summarize significant decisions of this Court periodically in the **LABOUR GAZETTE** in the article "Recent Legal Decisions Affecting Labour" under the section "Labour Law".

The first group of decisions is dealt with in this issue.

In one of these decisions, the Court held that a grievance committee should consist exclusively of representatives of the certified union, since such a committee is really an agency for carrying on collective bargaining. In a number of cases in which representation votes were ordered, the Court refused to permit workers illegally on strike to vote. In two other cases, in each of which a company recognized one of two rival associations without first taking adequate steps to determine if the association in question actually represented the majority of the workers, the Court held that such recognition did not preclude certification of the other association. In another case, workers who violated the terms of their employment while engaged in union activity were held not to be eligible for reinstatement under the Act.

Formation of Labour Relations Committee in Ontario The Ontario Minister of Labour, the Honourable Charles Daley, announced recently the formation of a Labour Relations Committee to study existing labour

legislation. He said that invitations were being sent out to employers' and employees' organizations to name representatives to the committee, and that the two interests would be equally represented.

"The committee will be asked to report and make recommendations, if it desires to do so, for enactment of new legislation to do with labour relations in industry and commerce," the Minister stated.

New Brunswick Factories Act proclaimed in force The New Brunswick Factories Act which was passed in 1937 (L.G., 1937, p. 1331) to replace an Act of 1920 has been proclaimed in

force from September 15, together with an amendment to the Act which was passed in 1943. The Factories Act of 1920 contained provisions regarding the inspection of steam boilers and the licensing of stationary engineers. These provisions were omitted from the 1937 Act but a special Act respecting Stationary Engineers, Steam Boilers and Pressure Vessels was passed in that year (L.G., 1937, p. 1331). This Act, together with an amendment of 1943, has also been proclaimed in force from September 15.

The new Factories Act as amended establishes for the first time since 1920 a minimum age for the employment of children in factories. As from 1905 to 1920, no child under 14 may now be employed without special

authorization of the Minister of Health and Labour. In addition, the new Act empowers the Minister to prohibit the employment of boys and girls under 18 in dangerous and unwholesome occupations. In the old Act, a similar power was given to the Workmen's Compensation Board with regard to boys under 14 and girls under 18.

The maximum hours permitted for women and boys under 18 has been reduced from 60 to 54 per week and from 10 to 9 per day. The old Act provided that in cases of emergency women and young persons could, with the authorization of the Minister, be employed for 13½ hours per day and 81 per week during 36 days in any 12 months, but it prohibited work before 6 a.m. and after 10.30 p.m. The new Act limits hours in such cases to 12 per day and 68 per week and prohibits work before 7 a.m. or after 9 p.m. Sections of the former Act relating to safety, sanitation, posting of notices and inspection have been incorporated in the new law without material change, but the section of the 1920 Act which forbade women and girls working between the fixed and traversing part of any self-acting machine while the machine was in motion, now applies also to boys under 18.

The Act respecting Stationary Engineers, etc., provides for the appointment of a Board of Examiners of three members, each with at least ten years' experience as stationary engineers, which is to be under the supervision of the Director of Labour. No person without a certificate of competency issued under the Act may operate a steam plant or steam boiler, except under special circumstances with the authority of the Minister. Certificates may be granted to holders of certificates from any other province, state or country which accepts certificates issued under the Act, if so authorized by the Lieutenant-Governor in Council.

Treatment of injured workers in British Columbia The Workmen's Compensation Board of British Columbia has furnished the following statement concerning the work undertaken by the Board to re-store injured workmen to industry.

Manpower shortages have focussed attention on the problem of re-establishing injured workmen in industry with the least possible delay. The necessity of establishing a physiotherapy clinic became more urgent during the past three or four years as a result of the increased number of workmen employed and injured in hazardous industries. Heretofore, all remedial treatment along physiotherapy lines carried on in the Vancouver district was

given by about thirty-five individuals, groups, institutions, and hospitals. While some useful services were rendered, there were disadvantages due to out-of-date methods and the use of inadequate equipment.

The Board took a lease on St. Mark's Hall in Vancouver, which provided floor-space of 11,570 feet. The building was fitted up with special apparatus and equipment to use the forces of nature such as heat, light, electricity, exercise, air and water to effect a cure or relieve the effects of injuries sustained in industry. A competent staff of highly qualified technicians was secured and the Department was opened on October 1, 1942. The Department is equipped with the latest devices and is now believed to rank with the best institutions of its kind on this continent.

After a study of the subject it was decided that injured workmen should receive physiotherapy from technicians only after a thorough review of the workmen's case was completed by a physician trained in this specialty. The importance of having the medical history of the case before the specialist when prescribing treatment was found to be a prime necessity. In establishing the physiotherapy department in Vancouver this thought was carried out and its merits have been amply proven.

An average of more than 400 patients is treated daily at the Department. The numbers availing themselves of its facilities are steadily increasing. Many types of treatments are used depending on the nature of the injury. Hydrotherapy, diathermy, massage, gymnastic exercises have achieved much for stiff joints, disturbed functions and other physical injuries.

Occupational therapy teaches the value of proper mental and physical occupations during convalescence, encourages and supervises diversional activity and administers prescribed occupational activities. This increases function of joints and muscles, stimulates circulation and assists injured workmen in rehabilitation. Injured workmen go daily to the curative workshop where the tools and equipment are similar to those used in industry. The results from occupational therapy have been most encouraging, particularly in cases of injury to the shoulders, elbows and wrists. With a wholesome interest in the workshop, worry and discontent are mitigated and more speedy recovery is made possible.

The benefits derived from these various treatments have made this fast growing branch of the art of healing popular with injured workmen. The results have been little short of spectacular in many instances and workmen on the whole have welcomed the opportunity to secure scientifically prescribed treat-

ment which hastens their return to full employment. The psychological effect of knowing he is making daily progress towards recovery is not the least of the benefits from the workmen's point of view.

The physicians of the district, now so overworked due to depletion in their ranks, have co-operated in turning over to the Physiotherapy Department their patients at an earlier date than heretofore was the practice. Systematic and centralized treatment under trained supervision now occupies a large place in the industrial life of this Province.

Workmen's compensation in Canada

A new revision of the mimeographed pamphlet, "Workmen's Compensation in Canada" which compares provincial legislation on this subject has been made by the Department of Labour and is available on request. The publication was last revised in July, 1941, and was brought up to date by a supplement in July, 1942. In 1943 several provinces amended their Workmen's Compensation Acts in important respects and Alberta passed a new statute. These changes in provincial law are incorporated in the revised pamphlet. The material is arranged under the same headings as in earlier editions and tables are included showing the scales of compensation and the occupational diseases compensated in the different provinces. The publication deals with such topics as the scope of the laws, the risks covered, medical aid, rehabilitation, accident prevention, workmen's compensation boards, cost of administration and security for payment of compensation.

Minimum wage fixing machinery in British catering industry

The Catering Wages Act, which provides for the regulation of wages and other conditions of work in hotels, restaurants, clubs, boarding houses, canteens and snack bars, became law in Great Britain on June 10, 1943. The bill, which was sponsored by the Minister of Labour and National Service, met with determined opposition from certain members of the House of Commons, but it was finally passed without significant amendment. Unsuccessful attempts had been made both in 1924 and in 1930 to put through similar Bills.

Under the new Act a Catering Wages Commission has been set up. It is empowered to review the existing arrangements for regulating wages and other conditions of work in the industry and to make enquiries into other matters affecting the remuneration, conditions of work, health and welfare of the workers. Its duties are not confined to these matters,

however. It is also to consider means of developing the industry to meet the needs of the public, in particular the needs of visitors from overseas, and of developing the tourist traffic. This point was emphasized during the debates in the House of Commons and the Minister of Labour has already directed the Commission to consider the general problem of the rehabilitation of the industry after the war, having regard to the effect of war conditions.

With regard to the narrower purpose of regulating working conditions, the Act permits employers and workers to do this themselves whenever machinery has been set up by agreement between their respective associations which in the opinion of the Commission is adequate or can be made adequate for the purpose. Where no such machinery exists the Commission may recommend to the Minister that a wages board be set up.

Any wages board may submit to the Minister proposals for fixing remuneration and intervals for meals or rest or for requiring employers to grant holidays to their workers. On receiving a proposal the Minister will, if he does not refer it back to the board, pass an order putting it into effect. An order so made must be submitted to Parliament and either House may, within forty days, require its annulment. The Minister may appoint officers to enforce the orders.

In addition to its power to submit proposals to the Minister, a wages board may consider any matter affecting the remuneration, conditions of work, health or welfare of the workers under its jurisdiction. It may submit a report to the Commission, which will forward the report with its own comments to the government department concerned.

Both the Commission and the wages boards must consist of not more than three independent persons (of whom one must be the chairman) and not more than two representatives each of employers and workers. The members of the Commission have already been appointed and the first meeting was held on July 19. At this meeting, the Commission considered a provisional grouping of the various branches of the industry for the purpose of their enquiry into the existing methods of regulating conditions.

Reconstruction of education services in England

as likely to be introduced this fall. The Government's proposals are set out in a White Paper published on July 16. They include the

A Bill to recast the education service of England and Wales was announced recently in the House of Commons by the President of the Board of Education

organization of the system of public education in three progressive stages: (1) primary, for children up to 11 years of age; (2) secondary, for children over 11, to include grammar schools, modern schools giving a general education, both literary and practical, and technical schools; and (3) further education. At the age of 13 or later children will be permitted to transfer from one kind of school to another if the first choice is not suitable.

Other reforms may be briefly summarized as follows: The immediate raising of the school-leaving age to 15 without exemptions and provision for raising it later to 16; the introduction of a system of compulsory part-time education during working hours for young persons up to the age of 18; the provision of adequate and properly co-ordinated facilities for technical adult education; the improvement of facilities for the training of children below compulsory school age by the provision of nursery schools wherever needed; increased emphasis on religious instruction as an essential element of education; the extension of the existing facilities for securing the health and physical well-being of children and young persons; and inspection and registration of all independent schools which cater for children of compulsory school age.

As regards the raising of the school-leaving age to 15 with provision for further extension to 16 at a later date, it is proposed to require the local education authorities to provide such variety of instruction as may be desirable in view of the different ages and aptitudes of the pupils and of the probable length of their school life.

Persons from 15 to 18 years of age will, under the proposed legislation, be required to attend an appropriate centre part-time unless they are in full-time attendance at school or otherwise under suitable instruction. At first it is proposed to limit attendance to one day a week as a minimum. Children of 15 will likely be required to attend in the first year after the Act goes into effect and others up to 18 years in the third year. Thus, part-time school attendance will be brought into effect gradually.

Miners given suspended prison sentences for inciting strikes in United States

conspiring to interfere by strikes and by other interruptions with the operation of certain coal mines in the possession of the United States Government. The indictments followed an investigation by the grand jury of a series

In the first such action to be taken under the recently enacted War Labour Disputes Act, a federal grand jury at Pittsburgh indicted 30 union officials and members of locals on charges of

of "wildcat" strikes in southwestern Pennsylvania.

Under the law, the maximum penalty for instigating or encouraging strikes or other interruptions in plants or mines taken over by the government is a fine of \$5,000 or imprisonment for one year, or both (L.G., July, 1943, p. 1037).

Judgment was given on August 30, when 27 of the miners were given six-month suspended prison sentences and put on probation for three years after they had pleaded no defence. The other three miners were unable to appear in court because of injuries sustained in a recent mine accident, but were expected to enter similar pleas later.

In suspending sentence the judge warned the men to refrain from any further acts "impeding or retarding the production of coal during the war."

Enforcement of War Labour Board orders in United States During the month of August, President Roosevelt set up procedures that might be used to force unions and individual employees, as well as employers to comply with orders issued by the War Labour Board of the United States. In the first instance, the President issued a directive letter to the Chairman of the Board detailing "a program for bringing about compliance in the relatively few cases in which executive action may become necessary". Supplementing the letter was an executive order to the Director of Economic Stabilization authorizing him "to take certain action in connection with the enforcement of" the Board's directives.

The chief features of the program outlined in the letter were: (1) Should an employer fail to comply with the instructions of the Board two courses of action were provided—either the Government might seize his plant and operate it in accordance with the Board's terms and conditions, or Government "sanctions" might be applied in the way of withholding or withdrawing Government contracts and priorities on essential materials or services. (2) In the case of non-compliance by a union the affected plant might be seized and operated by the Government if that proved to be necessary to prevent interference with production. Thereafter, the Board might modify its order so as to withhold from the union by escrow any benefits, privileges or rights accruing under agreements or proposed agreements, until such time as the union demonstrated its willingness and capacity to

abide by the obligations provided in such agreements. (3) In the case of non-complying individuals the Board was empowered not only to call upon the Attorney General to enforce penalties prescribed for interference with production, but also to have sanctions applied by the Selective Service and War Manpower Commission.

The Presidential letter and executive order are the fulfillment of requests made previously by individual members of the Board and make possible immediate action against certain important industries which had failed to comply with the orders of the Board.

U.S. Government urges young workers to return to school A campaign to encourage as many as possible of the four million young persons employed in the United States during the summer of 1943 to return to school this fall is being jointly sponsored by the Children's Bureau of the United States Department of Labour and the Office of Education. In a leaflet they call on the community, parents and the boys and girls themselves to realize the importance of continued education in wartime. The statement of the War Manpower Commission on the subject is quoted:

The first responsibility and obligation of youth under 18, even in wartime, is to take full advantage of their educational opportunities in order to prepare themselves for war and post-war services and for the duties of citizenship.

A warning is issued regarding the decline in high school attendance, the increase in the illegal employment of children and the relaxing of child labour standards. Community agencies are urged to examine sources of labour supply not fully utilized in order to provide substitutes for young persons filling war jobs and to curtail the demand for child labour. In areas of acute labour shortage, properly supervised schemes for part-time work and part-time schooling should be developed.

In an appeal to high school students to complete their education, the Regional Director of the War Manpower Commission for New York stated that there is no reason for students in New York City to work while so many housewives and men and women in non-essential industry are available:

It is of the greatest importance to these young people and to the whole nation that they keep their perspective in this matter of education. Those who do not continue some form of schooling will be trading immediate satisfaction for later discontent.

Illegal strikers in Australia lose military service exemption

Where a lockout, strike or work-stoppage occurs in an essential industry in Australia, workers or employers who thereby violate any law, industrial award, agreement, order, determination, code or custom relating to the industry may lose their exemption from military service or be directed into employment, under new National Security (Supplementary) Regulations passed in May. The Manpower Regulations stipulate that persons employed in "protected undertakings" may not enter the Australian Defence Force without the written permission of the Director-General of Manpower. A "protected undertaking" is any establishment or industry which, in the opinion of the Minister of Labour and National Service, is essential to the defence of the Commonwealth and has been so designated by him.

Under the new regulations, workers in protected undertakings where strikes, lockouts or work-stoppages occur who fail to fulfil their obligations under any law, award, agreement or other order regulating the industry or who act contrary to such orders may cease to be regarded as persons employed in a protected undertaking. Those who are liable for military service may then be called up and those not liable may be directed by the Director-General of Manpower into essential industry as provided in the Manpower Regulations. Similarly, employers in protected undertakings who do not fulfil their legal obligations may lose any exemption from military service which they have obtained by virtue of their occupation and may then be called up or directed into employment.

Suggestion systems in Australia

The introduction of suggestion-box schemes into Australia's war factories has brought forth thousands of suggestions from employees of which hundreds have been adopted, according to the *Melbourne Argus*.

The plan has been adopted in Government factories in most of the Australian states. Rewards for suggestions range from a minimum of £1 to a maximum of £50. In one war factory near Melbourne 1,080 suggestions were made by workers during the first six months of the scheme. Of these, 175 were adopted, and awards totalling £622 were paid. The awards were based on 10 per cent of the net annual savings produced as a result of the suggestions.

New Zealand labour endorses wages stabilization policy

At its sixth annual conference held in April, 1943, the New Zealand Federation of Labour, after a day's discussion, unanimously endorsed the Government's policy for the stabilization of wages, salaries, prices and rent. The policy was put into effect on December 15, 1942, by the Economic Stabilization Emergency Regulations (L.G., May, 1943, p. 592). Under it, all wage rates including overtime rates, salaries, commissions, travelling expenses and directors' fees are stabilized at the level of November 15, 1942. Rents and most prices are also frozen.

The Regulations provide for the adjustment of wages according to movements in the price level in a manner which is essentially the same as that in effect in Canada. Rates of pay are to be increased or decreased proportionately if at the end of any quarter the "wartime prices index" has risen or fallen by 5 per cent or more, but the variation in rates applies only to the first £6 earned each week by the worker.

At the annual conference of the Federation, both the president, who is also a member of the Stabilization Commission, and the Minister of Finance urged the adoption of the policy as the safe course for the workers during wartime. Some of the delegates felt that the policy deprived the trade unions of the right of collective bargaining and that there should be more adequate guarantees of a minimum wage. There was general agreement, however, that, in the words of one delegate, "although a policy of wage increases might be more popular, the workers would be worse off without stabilization".

New Zealand to raise school-leaving age to 15

The intention of the New Zealand Government to raise the school-leaving age to 15 by the beginning of 1944 was announced by the Minister of Education in his latest annual report. The Government has had power to do this by Order in Council since the Education Amendment Act was passed in 1920 but has hesitated to take the step due to constant shortages of teachers and accommodation. It was the Minister's opinion, however, that "if we waited till every building and teacher were ready, we should wait forever." He regarded the measure as one of great importance for child welfare, particularly in view of a rising juvenile delinquency rate.

A scheme providing for "visiting teachers" was also announced. They would have no teaching responsibilities but would devote their time to maintaining contact between the school and the home and dealing with cases of children who find it difficult to adjust to

normal school life. Special training courses for "visiting teachers" would be established.

Other measures promised in the report included the establishment of a committee on health education and a detailed review of the whole primary curriculum.

Apprenticeship commission to be appointed in Tasmania

A five-man Apprenticeship Commission equally representing employers and workers with a president appointed by the Government is to be set up under the Apprentices Act passed by Tasmania last October. The Commission will have jurisdiction over apprenticeship in all trades designated by the Governor on the recommendation of the Commission. Prospective apprentices in these trades must secure a certificate of qualification from the Commission and become indentured in accordance with the provisions of the Act. The Commission has power to determine the maximum number of apprentices to be admitted to each trade, exercise supervision over practical and theoretical training and issue final certificates of efficiency. It may also recommend the remission of any apprentice's school fees and will co-operate with the Department of Education on apprenticeship problems.

Wherever practicable, the Commission is to appoint trade committees for each trade or group of trades and may delegate any of its powers to these committees which will also be equally representative of employers and employees. The President of the Commission will act as chairman of each trade committee. Advisory committees may be appointed for any trade covered by the Act.

Other important provisions in the Apprentices Act guarantee sick pay and holiday benefits to apprentices and secure their rights when an employer sells his business.

Merchant seamen and the war

A bulletin entitled *Merchant Seamen and the War* has recently been issued by the International Labour Office (Studies and Reports, Series P (Seamen) No. 5). It is a record of the twelfth session of the Joint Maritime Commission held at London on June 26-30, 1942. Attention was given to the work of this conference in the LABOUR GAZETTE of June and August, 1942 (pp. 659, 882), the resolutions adopted having been summarized in the latter of these issues. The present bulletin is the authentic record of the proceedings of the conference, and it includes in addition the report of the Director of the I.L.O. on the

work of the Organization in regard to seamen since the previous conference, the full text of the resolutions and a list of the members present.

Employment of prisoners of war in Germany

An article in the September issue of the *International Labour Review* stated that Germany is unquestionably the country in which prisoners of war are employed on the largest scale. The number of prisoners employed has varied considerably from time to time; at the beginning of 1943 the total number was about 1,750,000. Early in the war, by far the greater number were employed in agriculture, but efforts were made subsequently to sort out specialized workers for employment in building construction, the metal industries, forestry, mining and other industries.

According to official data, gross wages payable to prisoners are 60 per cent of those of German workers performing an equal amount of work in the same occupation. However, deductions are made for maintenance, including board and lodging. There is no contract of employment between the employer and the prisoner, but only a contract between the employer and the military camp authorities. Wages are paid by the employer to the camp authorities. Discipline is controlled entirely by the camp authorities and prisoners must, wherever possible, be segregated from all other workers, particularly civilian workers from their own country.

The military authorities retain the ultimate authority over prisoner labour; but the allocation, output and pay of prisoners and in particular their incorporation into the German war economy is settled under the authority of the General Controller of Labour.

Wartime Orders in Council Affecting Labour—June, 1943

The following corrections should be made in the pamphlet issued by the Department of Labour under the above title. On p. 15, five lines from the top "or decreased" should be inserted after "increased". On p. 22, second column, five lines from the top, "manner" should be substituted for "matter". On p. 29, first column, five lines from the bottom, "Morton" should be substituted for "Martin". On p. 76, under *Polymer Corporation*, second last line, "weekly" should be substituted for "daily". On p. 93, the heading "Merchant Seamen" should be numbered VIII instead of VII. On the last page of the Appendix "P.C. 34/4453" should be P.C. 36/4453".

Manpower

Scope of Compulsory Transfer Orders Broadened

All Men Aged 16 to 40 Made Subject to Program—Sixth Transfer Order Consolidates Previous Orders—Other Manpower Regulations

COMPULSORY Employment Transfer Orders have been made to apply to all men between the ages of 16 and 40. Previously the application of these orders was restricted to two classes of men, those designated for the military call-up and those aged 16, 17 and 18. Existing and future orders will now apply to all men in the newly authorized age group who are employed in industries and occupations named in the various orders.

This broadening of the scope of the compulsory employment transfer program was authorized by an order in council (P.C. 6433, August 13), which revokes Subsection (1) of Section 210 of National Selective Service Civilian Regulations, and substitutes the following:

"210 (1) The Minister may, by order, forbid any employer or group or class of employers to retain in employment after a specified date any male person (or group or class of male persons) who has attained or who later attains his sixteenth birthday and who has not attained his forty-first birthday, unless such person has presented to the employer a permit in prescribed form issued by a Selective Service Officer; or may require any employer, or group or class of employers to terminate, at such time and in such manner as he may specify, the employment of any such person or group or class of such persons."

The sixth compulsory transfer order which was announced on August 25, includes men in the new age 16 to 40 grouping but designates no new occupations. It serves as a consolidation of all occupations listed in the previous orders.

In commenting upon the amendment to the regulations, the Minister of Labour, Honourable Humphrey Mitchell, stated: "It is the intention to go carefully into the circumstances surrounding the employment of all men from 16 to 40, both ages inclusive, in a large number of occupations and industries...The process of moving men up to occupations of high priority involves a very great deal of careful and painstaking administration, so that the job must be done progressively. However, the project will be

moved along as rapidly as is possible, as a substantial number of men are still required to fill vacancies in high priority jobs."

The Minister also stated that, for the time being at least, while ex-servicemen and men with domestic responsibilities will be required to register under compulsory employment transfer orders, in the case of ex-servicemen persuasion will be used rather than compulsion, in order to have them transfer to more essential occupations; while in the case of men with domestic responsibilities, changes of residence will not be required which will involve domestic hardship, although these men will be available for transfer within industry in areas in which they reside.

Mr. Arthur MacNamara, Director of National Selective Service, declared, "Progressively, Selective Service will examine the present employment of practically all of the men in the age groups mentioned now working in industry, with a view to increasing the usefulness of the individual by moving him to higher priority work wherever that is practical."

Under the sixth order it was made illegal for any employer to continue to employ any man covered by the new compulsory order after September 8 except under special National Selective Service permit. Employees affected were required to register with the nearest Employment and Selective Service Office not later than September 8, and be available for transfer to higher priority work.

Occupations Covered by Order

The list of occupations in which male employees from 16 to 40 years of age (both ages inclusive) are now covered by the sixth transfer order, consolidating previous orders, is as follows:—

A. Any occupation in or associated with the manufacturing of:

- (1) Candy; confectionery; soft drinks; flavouring extracts and syrups; fruit juices for soda fountain use or for the manufacture of soft drinks; colours for bakers' and confectioners' use;

- (2) Cigars; cigarettes; chewing and smoking tobacco; snuff; tobacco pipes; cigarette holders; cigar holders;
 - (3) Curtains; draperies (from fabric not produced in the same establishment);
 - (4) Fur garments; fur accessories; fur trimmings (excluding the manufacture of sheep-lined clothing);
 - (5) Handbags (women's); women's purses; small leather articles such as billfolds; card, cigarette and key cases, coin purses and cheque book covers;
 - (6) Hats; hat bodies; hatter's fur for use as material in the production of fur felt hat bodies; caps; cap findings such as cap visors, sweat bands and trimmings; tip printing and stamping of hats and caps; artificial leather; padding; upholstery filling;
 - (7) Household furniture (except mattresses and bedsprings); metal office furniture; metal restaurant furniture;
 - (8) Frames for mirrors, pictures, photographs or medallions; picture frame mouldings;
 - (9) Monuments; tombstones; cut-stone; stone products; slate products; ornamental metal work such as ornamental metal doors and sash, window and door frames, store fronts, moulding and trim; signs, advertising displays; advertising novelties;
 - (10) Neckties; scarfs; neckwear (other than knitted); bath robes; lounging robes; dressing gowns;
 - (11) Pens; mechanical pencils; pen points; penholders; parts of mechanical pens and pencils; artist's materials; drafting materials;
 - (12) Jewellery; jewellery cases; fancy boxes and trays for jewellery, instruments, cutlery, eyeglasses, combs, cigarettes, pipes, toilet sets; cigar boxes (wood); fancy boxes (wood);
 - (13) Perfumes; cosmetics; toilet preparations; beauty shop equipment; barber shop equipment;
 - (14) Pianos; organs, accessories, attachments or materials for organs or pianos; musical instruments; parts and materials for musical instruments; phonograph records; games; toys; dolls; doll parts; doll clothing; children's vehicles;
 - (15) Furniture for public buildings such as schools (including wooden blackboards), theatres, assembly halls, churches and libraries; seats for public conveyances; office fixtures; store fixtures; prefabricated partitions; shelving; cabinets, show and display cases; fabricated wood-work such as bar fixtures, telephone booths, butchers' fixtures, lockers, statutory wooden pedestals, display racks and stands and store or lunchroom window backs; prefabricated wooden store fronts; window shades; window shade rollers and fittings; curtain rods, poles and fixtures; Venetian blinds; porch shades; wallpaper; rubber tile and sheet flooring; wainscoting; lamp shades;
 - (16) Rattan wares; willow wares (except fruit and vegetable baskets);
 - (17) Soda fountains; ice cream parlour equipment; beer dispensing equipment; tanks; siphons, parts and accessories for soda fountains, ice cream parlour and beer-dispensing equipment; vending, amusement or other coin-operated machines; store machines and devices; household machines; service industry machines; electric vacuum cleaners;
 - (18) Feathers; plumes; artificial flowers; chewing gum; wine; lace goods; greeting cards; factory production of statuary and art goods; wigs; toupees; braids, switches, transformations and related articles made largely from human hair.
- B. Any occupation in wholesale activities, except that occupations in the following branches of wholesaling are not included:—
- (1) Books; papers; magazines; sheet music;
 - (2) Electrical equipment for industrial use;
 - (3) Farm products (excluding tobacco); farm supplies;
 - (4) Food products;
 - (5) Fuel; ice;
 - (6) Gasoline; oil; grease;
 - (7) Hardware; lumber; building materials;
 - (8) Leather; leather goods;
 - (9) Machinery; machinery equipment;
 - (10) Metals; minerals; chemicals;
 - (11) Paper; paper products;
 - (12) Plumbing supplies; heating supplies; ventilating supplies;
 - (13) Scrap metal; junk; waste;
 - (14) Watches; clocks; timing instruments.
- C. Any of the following occupations in any industry:—
- Bus boy; charman; cleaner; custom furrier; dancing teacher; dish washer; domestic servant; doorman; starter, elevator operator; greens keeper; grounds keeper; hotel bell boy; porter and waiter (other than in railway train service); private chauffeur; taxi driver.
- D. Any occupation in or associated with the following activities:—
- (1) Art; authors; art galleries; museums; commercial art services; library operations; framing pictures; portrait photography; photography for advertising agencies, publishers and other industrial users; film developing and print processing of films; lapidary work (except for diamond dies and industrial diamonds);
 - (2) Dyeing, cleaning and pressing; baths, guide service; shoe shining; operation of ice cream parlours and soda fountains; barber shops; beauty parlours; gasoline-filling service stations;
 - (3) Distilling alcohol for beverage; brewing; breweries;
 - (4) Entertainment including but not restricted to theatres, film agencies, motion

picture companies, amusement parks, bands, orchestras; billiard and pool rooms, bowling alleys, recreational clubs and recreational services (excepting radio broadcasting stations);

- (5) Florists; flower growing; horticultural services (except tree surgery);
- (6) Raising of special livestock, such as race horses, dogs, cats and other pets;
- (7) Leather currying, finishing, embossing and japanning;
- (8) Costume renting; fur dressing and dyeing; fur storage;
- (9) Distilling and refining natural essential oils and witch hazel extract.

E. Any occupation in or associated with the following retail activities:—

- (1) All retail stores; restaurants, lunch rooms; taverns; retail liquor, wine and beer stores;
- (2) Retail sale of candy, confectionery, tobacco, tobacco products, books, stationery, magazines, or newspapers; magazine subscription agencies; office and school supplies; retail news agents;
- (3) Retail sale of motor vehicles; motor vehicle accessories; sporting goods; musical instruments.

Other Manpower Orders

Soldiers on Farm Duty.—The plan for the assignment of soldiers to farm duty was described in the August LABOUR GAZETTE (p. 1075). An order in council of August 13 (P.C. 6434) makes provision for the carrying out of the arrangements planned. The order deals with transportation and other expenses under the program, Dominion-provincial arrangements, conditions under which soldiers are to be assigned to any particular farm including specifications as to payment and welfare, and other matters.

Movement of Harvesting Equipment.—In order to encourage the efficient movement of harvesting equipment from one district to another within the Prairie Provinces to ensure harvesting of the 1943 crop, arrangements have been made for the payment of one-way transportation costs of equipment moved under the direction of provincial authorities. An order in council (P.C. 6549, August 17) authorizes the sharing of costs so incurred between the Dominion and the provinces concerned.

Employment on Flue-Cured Tobacco Farms.—National Selective Service Civilian Regulations have been amended in respect of the employment of persons on flue-cured tobacco farms. Under Order in Council P.C. 5819, August 6, a new section, 205A, is added to the Regulations, which provides that no male person between the ages of 16 and 65 may (a) apply for, accept, or enter employment on a flue-cured tobacco farm, or (b) remain in

employment on such a farm, between July 15 and October 15 of any year, without a permit from a Selective Service Officer. Similarly no employer may hire or retain in employment such a person unless the person presents to him a permit in prescribed form.

Camps for Fuel Workers.—To help meet the wood fuel shortage an Order in Council (P.C. 6180, August 3) has been passed authorizing the establishment of camps for the housing of prisoners of war and other labour available for producing wood fuel. Such arrangements are definitely planned in the Riding Mountains in Manitoba, and camps will be established elsewhere if it is found expedient. The Wood Fuel Controller of the Department of Munitions and Supply is in charge of the plan and is authorized to supply and maintain for the camps the necessary facilities and equipment for the production of wood fuel and for its transportation to railway and other marketing outlets; and dispose of the wood fuel produced in such manner as he may deem expedient.

Employment of Members of Armed Forces on Leave.—Order No. 8, issued August 20 under National Selective Service Civilian Regulations, revokes a certain order of December 24, 1942. This earlier order excluded employment of any member of the Naval, Military or Air Forces on leave, from the section of Selective Service Regulations (1942) dealing with notices of separation and permits to seek employment.

Employment of Longshoremen.—Action was taken in June to ensure prompt loading and unloading of ships at Eastern Canadian ports by stabilizing the employment of longshoremen (L.G., July, 1943, p. 901). An order in council passed at that time (P.C. 5160) applied to the port of Halifax and "such other ports in Nova Scotia or New Brunswick as the Minister of Labour may prescribe" as ports in which longshoremen are frozen in their jobs and to which persons subject to Mobilization Regulations, but unfit for training or conscientious objectors, might be directed for employment on the docks.

The port of Saint John, New Brunswick is now also specifically prescribed, by Order No. 9, dated August 26, under Selective Service Regulations. Furthermore the Order designates Mr. Alexander Gray, Port Manager, National Harbour Board, Saint John, as the

person who, for the purposes of the National Selective Service Civilian Regulations shall be deemed to be the employer of any person employed or engaged in the occupation of longshoring in the Port of Saint John since April 30, 1943.

Reorganization of National Selective Service

THE Honourable Humphrey Mitchell, Minister of Labour, announced on August 10 that the Government had approved of a recommendation made by the Director of National Selective Service, Mr. Arthur Mac-Namara. The report of Mr. Mac-Namara, containing a seven-point program for reorganization of National Selective Service, is as follows:

I recommend approval that the administration of National Selective Service be strengthened, broadened and as far as practical, decentralized. The administrative requirements increase as the various new plans are put into operation.

There is no necessity of reporting to you in detail how the service is growing in importance.

The expansion plan recommended is outlined herein, viz:

1. That there be an Administration Board of full time personnel consisting of:

- Director of National Selective Service.
- Associate Director (Mobilization—military)
- Associate Director (General civilian—a Judge to be selected)
- Associate Director (French speaking)
- Associate Director (Essential civilian services)
- Associate Director (Public relations and staff training)
- Associate Director (War industries)
- Associate Director (Labour relations)
- Associate Director (Legal interpretations)
- Associate Director (Women employment)
- Director Employment Service
- Secretary—(The Secretary of National Selective Service Board and Director of Planning).

The Director shall be chairman of the Board and the Judge selected will be vice chairman.

2. That the members of the Administration Board who are not already on the National Selective Service Advisory Board shall become members thereof.

3. That there be Assistant Associate Directors at head office for:—

- 1. Mobilization
- 2. Fuel, mining and lumbering and logging
- 3. Farm labour
- 4. Priorities (chairman of committee)
- 5. Fishing and canning industries
- 6. War industries
- 7. Essential civilian services
- 8. Women employment.

4. That there be appointed a Director of Planning who will:—

- (a) Act as Secretary to the Advisory Board as well as the Administration Board.
- (b) Act as Liaison Officer between Associate Directors and Regional Directors.
- (c) Act as Co-ordinator (under instructions of the Judge selected as Associate Director (General)) of the activities of the Associate and Assistant Directors.

5. That there be created for each Employment Region the position of Provincial Director, for the following:

- Maritimes—Head office at Moncton
- Quebec—Head office at Montreal
- Ontario—Head office at Toronto
- Prairies—Head office at Winnipeg
- Pacific—Head office at Vancouver.

The duties of the Provincial Directors, as far as practicable, shall be to deal with matters within their region which otherwise would be referred to Ottawa. To confer with, *but not direct*, Regional Superintendents of Employment Service, to receive reports of emergent labour shortages and suggest remedies. To act as chairman of regional selective service boards. They will provide at the regional level a liaison between mobilization and civilian employment.

6. That there be created for each Employment Region a Regional Selective Service Advisory Board consisting of:

- (a) Regional Director, N.S.S.—Chairman
- (b) The Chairman or Registrar of Mobilization Board
- (c) Regional Superintendent—Employment Service
- (d) One Representative of Labour
- (e) One Representative of Munitions and Supply Department
- (f) One Representative of Wartime Prices and Trade Board
- (g) The Chairman of Employment Service Committee.

These Boards shall act in an advisory capacity in a similar manner as does the National Selective Service Advisory Board. In respect to many matters they will become a board of clearance and adjustment at the regional point. Having on the board a representative of Munitions and Supply and Wartime Prices and Trade Board will be of great assistance in co-ordinating activities of the field staffs of the three departments.

7. That the Director of Employment Service and the Unemployment Insurance Commission be instructed to increase the number

of Employment Offices, and add to the staffs. In order to expedite the compulsory transfer procedure, (that they may be cleared with more efficiency and rapidity than has been possible up to date) I recommend that this be done as quickly as can be executed. This recommendation is made in appreciation of the fact that the work imposed on these offices will increase rather than decrease.

The success of selective service *which must be attained* depends upon the effectiveness of the work done in the employment offices.

Summary of Plan

The Minister of Labour summarized the plan as being one which contemplates:—

- (a) The creation of an Administration Board at Headquarters.
- (b) The selection of a Judge to act as Deputy Head on the civilian side.
- (c) Division of the work on an industrial classification basis.
- (d) Creation of Regional Directors and Regional Advisory Boards so that many matters can be adjusted in the regions rather than at Ottawa.

At Head Office there will be an Associate Director in charge of the various divisions including one for war industries and one for essential civilian services and these two men will keep in close touch with the requirements of the Department of Munitions and Supply and the Wartime Prices and Trade Board.

By having representatives of the Mobilization Boards and the Department of Munitions and Supply and one from the Wartime Prices and Trade Board on the Regional Advisory Boards a very much closer linked activity can be carried out which will produce better co-ordination and greater use of joint staffs of the four Departments mainly concerned with men and women for the Armed Forces, Manpower for War Industries and Manpower for essential civilian services.

Appointments Made

The Minister further stated that a number of selections for the various posts had already been made. In this respect he outlined the duties of the various incumbents as follows:—

Honourable Mr. Justice W. J. Major of the Manitoba Court of King's Bench, has been asked to act as Associate Director (General

Civilian), and Vice Chairman of the new Administration Board.

Major General Riley will continue on the Military Mobilization side.

Mr. Paul Goulet, now Associate Director in respect to French Canadian matters will have his choice of continuing at Ottawa or moving to Montreal to become Regional Director, in which case, a new appointment of Associate Director at Ottawa will be made.

Mr. C. F. Needham will continue as expert on railway matters and farm labour.

To give attention to Essential Civilian Services, Mr. C. W. Foster, now with Dominion Stores, is joining the organization.

Mrs. Rex Eaton of Vancouver, who has been on loan to the Dominion Government from the British Columbia Government for some months, becomes Associate Director for Women Employment under the new set up.

Mr. Allan Mitchell, as Director of Employment Services, will be a member of the Administration Board.

Mr. Harry Hereford becomes Director of Planning and Secretary of the Administration and Advisory Board.

Some weeks ago Mr. J. G. Clark, Superintendent of the Robert Simpson Company, agreed to accept an appointment as Associate Director to assist in Public Relations and Staff Training and his appointment has already been made. He becomes a part time member of the Administration Board. His assistant, Mr. Edgar V. David, is joining the department on a full time basis, his services having been loaned by the Company.

Mr. V. C. MacDonald, formerly Dean of Dalhousie Law School, now Assistant Deputy Minister of Labour, becomes Associate Director of Legal Interpretations.

Other appointments, the Minister stated, would be announced very rapidly and in reference to the recommendation that the field offices and staffs be strengthened and increased, this request had already been made to the Director of Employment Offices and to the Unemployment Insurance Commission because the Minister too, was convinced that the success which must be attained depended upon the effectiveness of the work done in the Employment Offices.

Order in Council P.C. 6387, August 10, approves the plan and authorizes the Minister of Labour to take necessary steps to put it into effect.

New Classes Called to the Armed Forces

A PROCLAMATION was issued in August extending the application of National Selective Service Mobilization Regulations to married men aged 27 to 30 and to men of 18. As in previous calls, those in the classes mentioned are required to present themselves for examination, and, if found fit and accepted, to train and serve in the Armed Forces in Canada and her territorial waters.

The call covers all men not heretofore designated or already under arms, and whatever their marital status, who were born in any of the years 1916, 1915, 1914 and 1913. Similarly the call is to men born in 1925, save that none of these will be served with "Orders—Medical" until he reaches the age of eighteen years and six months.

Transfer of Harvesters from Ontario to the West

SOME thousands of selected farmers and experienced farm workers were transferred by the Dominion Government from Ontario points to Manitoba, Saskatchewan and Alberta, for the Western harvest. The movement of the men was on a voluntary basis, and the men left Ontario as soon as possible after the decline of harvesting operations in that province.

Except for a nominal sum for the return journey, the men were moved without cost to themselves in so far as rail transportation was concerned. While in the West, the men were to be paid the rates current for farm work.

Officials of the Ontario Department of Agriculture co-operated with the Dominion Department of Labour to assist in locating farm workers who might be spared, and to ensure that Ontario farmers would not be encouraged to move while they were still needed for the harvest in their own province.

Word was sent out to individual farmers, asking those who were able to go West to apply to the nearest Employment and Selective Service Office. The transfers were conducted on much the same basis as in 1942, when over 5,000 farmers and university students were moved West.

Women of Canada and the War

IN a recent radio address, Mr. Arthur MacNamara, Director of National Selective Service and Deputy Minister of Labour, described some of the accomplishments of Canadian women in the war effort.

Describing the wartime entry into industrial employment of hundreds of thousands of Canadian women, Mr. MacNamara stated that in 1939 there were 144,000 women employed in factory and industrial work only, and that today there were 419,000 women so employed.

In war industry a rise in female employment had taken place from 96,000 in January, 1942 to 255,000 in June, 1943.

Variety of Jobs Performed by Women

Mr. MacNamara noted some of the war jobs women are doing as follows:

"Women perform 70 per cent of the operations in the manufacture of machine guns. They inspect, test and assemble.

"Women comprise more than 80 per cent of those employed in Canadian instrument factories. They are employed almost exclusively in the manufacture of medical supplies

and over 27 per cent of the 86,000 workers in aircraft industries are women. It is also interesting to note that one of the leading designers of airplanes in Canada is a woman. They are working at building ships on both the east and west coasts. At Pictou, Nova Scotia, a third of the 1,000 shipyard workers are women.

"They work on tanks and heavy assembly jobs, rivetting, welding, soldering, electrical work, spray painting and a host of occupations in the iron and steel industry which were always regarded as the preserve of men.

"The age of these women working in industry varies from 17 to 60 years of age and frequently over. But I like to think with special appreciation of the 287 grandmothers working in one Ontario plant. In a small plant making airplane supplies the best producer on any of the machines is a 62 year old grandmother. This entire plant was organized, financed and is run by one woman."

He referred also to the importance of other essential work in which women were doing their part, including such services as hospitals, restaurants, hotels, laundries, dry cleaning

establishments, without which, he declared the population would be at loss to carry on.

Two professions at which women excel, he pointed out, are teaching and nursing. Women with training and experience in these professions could not be spared from their important national service.

Health and Welfare

Mr. MacNamara stated that extensive measures had been taken to endeavour to protect the welfare of women in industry. The Women's Division of National Selective Service, headed by Mrs. Rex Eaton, was in constant touch with the provinces—who enact and administer the legislation covering the employment of women—to see to it that in so far as is possible any risks there may be

involved in the employment of women are overcome.

"Figures of the Ontario Workmen's Compensation Board show," he declared, "that women are involved in only 3 per cent of the recorded industrial accidents; considering the number of women in relation to the number of men, this is a very good showing indeed.

"Encouragement has been given for the appointment of personnel and welfare officers in the larger war plants, and training courses for such officers have been given by Government."

He referred also to the establishment of day nurseries for the children of working mothers, and said that a start had been made at provision for recreational facilities in the districts where war industries are located.

Part-time Employment of Women in Great Britain

AN article on "Part-time Labour in Munitions Work" appears in the July issue of *Occupational Psychology* which is published by the National Institute of Industrial Psychology in Great Britain. The author, J. Harvie Mitchell, was formerly a member of the Institute's staff and is now an official of the Ministry of Labour and National Service.

It has been found by experience, the author points out, that output is often greater from two women working part-time than from one woman working full-time. This is particularly true in work involving physical strain, in very fine work requiring close attention and in dull repetitive work with little inherent interest. Moreover, absenteeism is less among part-time than full-time women workers, because with the latter there is always a certain amount of unavoidable absence from work if their domestic responsibilities are to be fulfilled. In addition, part-time workers are usually more quickly trained than full-time workers, and this quicker rate of learning helps to offset the objection that almost twice as many persons have to be trained when part-time workers are put on jobs requiring training.

It has also been found that, from the technical point of view, there are few occupations in which it is not practicable to employ part-time workers. The Technical Committee set up within the Ministry of Labour and National Service to consider the question has agreed that it is difficult to employ women part-time on delicate and accurate work on machines which require separate setting up for each worker, on complicated jobs in the

machine shop or assembly work, on process work where careful watching is needed until the process is completed or on work which involves a long period of training. Otherwise, however, the Committee reported that there were no technical considerations limiting the employment of women in part-time work.

The main problems, therefore, are administrative rather than technical. One of the most difficult problems is that connected with night-shift work. Many part-time women workers cannot undertake night-work but in many plants it has been found possible to operate certain departments on day-shifts only and to employ part-time workers there. Where night-shift work is unavoidable, the problem has been solved in a variety of ways. There is also the problem of adjusting the hours of those who work in the day-time. The most usual arrangement is for part-time workers to come in with the regular shift, go off at the mid-day meal hour, and be replaced by a new shift in the afternoon. Different arrangements are frequently made, however, to suit the convenience of the workers.

The point which is emphasized is that:

The absorption of part-time labour into productive work is essentially a job which has to be planned. When a firm decides to employ part-time labour, it has in fact decided to modify the organization of the factory to suit the convenience of the workers who have domestic responsibilities. The management must recognize that if part-time employment is to be successful the approach to any problem which arises should be as far as possible to adapt the organization to suit the worker, not to try to get the worker to "fit-in" to an organization designed for full-time workers.

United States Manpower Program

New Ruling Places Occupation Before Dependency Status as Cause for Draft Deferment—Control of Job Transfers

UNITED States manpower policy has been aimed at (1) supplying the needs of the armed forces, and (2) mobilizing the nation's labour supply as efficiently as possible for essential industry.¹ Under the terms of an executive order issued last December, the War Manpower Commission is assigned the responsibility of furnishing each month the number of men required for the army and navy.

A new program was recently announced by the Chairman of the Commission, Mr. Paul V. McNutt. The program is based on the principle that men of military age who have vital skills needed for war industry and essential civilian activities are not to be drafted into the armed forces, providing they are using their skills in appropriate work. Men possessing these skills who are not in essential industry must either transfer to war work or be drafted into the forces.

Skills which are considered vital were covered by a list of 149 occupations described as "critical" by the War Manpower Commission. It was explained that men in these occupations would not be absolutely "draft-proof", but would have first priority on deferments. In order to ensure the channeling of workers with vital skills into the most urgent jobs such workers may now be hired only upon referral by, or with the consent of, the United States Employment Service.

In regard to men possessing other skills somewhat less vital a similar principle in regard to draft deferments will apply. Local draft boards have been instructed to give special consideration to replaceability of men in vital industry in determining occupational draft deferments, taking into account (a) the shortage of the registrant's skill in the total labour force, (b) the availability of replacements, even for unskilled workers, and (c) current local shortages of both skilled and unskilled workers.

As previously, men between the ages of 18 and 37, are not allowed to enlist voluntarily in the armed forces, but must await call-up through the Selective Service System.

The Commission also issued a list of non-deferable occupations. (A smaller such list

had previously been issued.) Draft registrants engaged in these activities have been instructed to transfer into essential employment or be placed first on the list for induction into the armed forces by local draft boards.

The "status of idleness", it was announced, is to be treated as a non-deferable activity.

Drafting of Fathers

Earlier in the month the Commission announced that fathers in the age 18 to 37 group would become liable for induction to the armed forces. The plan applied to men who were fathers prior to September 15, 1942, other fathers being already liable for induction.

Occupations have now replaced dependency status and other factors through which draft registrants have previously been deferred from induction since the Selective Service law was enacted.

Control of Job Transfers

As part of the program, new regulations providing uniform control over job transfers are to be written into all employment stabilization plants by October 15, and to be observed thereafter by all employers and employees. At present the job stabilization programs in effect in the various regions and areas show certain disparities, having been prepared separately by the various management-labour War Manpower Commission Committees.

The following basic standards under which job transfers will be allowed are to be incorporated into all local plans by the date mentioned, following their consideration by the local committees:

An individual whose last employment is or was in an essential or locally needed activity shall receive a statement of availability from his employer under these conditions:

(1) If he has been discharged, or his employment has been otherwise terminated by his employer, or

(2) If he has been laid off for an indefinite period, or for a period of seven or more days, or

¹ L.G., Dec., 1942, p. 1415.

(3) If continuance of his employment would involve undue personal hardship, or

(4) If such employment is or was not at a wage or salary or under working conditions below standards established by State or Federal law or regulation, or

(5) If such employment is or was at a wage or salary below a level established or approved by the National War Labour Board (or other agency authorized to adjust wages or approve adjustments thereof) as warranting adjustment, and the employer has failed to adjust the wage in accordance with such level or to apply for permission to do so.

Workers in any of the 149 "critical" occupations may not be hired merely on the presentation of a statement of availability. Referral by or with the consent of the United States Employment Service is also required. Employment Service referral will be necessary also in the case of workers desiring to work in a new locality and in the case of a

worker desiring to leave agricultural employment.

Commenting on the regulations Mr. McNutt said that between August 1943 and July 1944, "a rock-bottom minimum of 2,600,000 persons must transfer from less essential jobs to munitions production or to jobs in services necessary to community health." On the basis of existing needs, he estimated that 2,100,000 persons must make transfers during the remaining months of this year, and that 500,000 must shift jobs during the first six months of 1944.

Mr. McNutt said there were already fifty-five areas of acute labour shortage and 111 areas of insufficient labour supply in which a shortage might be expected within six months. These two groups, which include more than twenty of the country's largest cities, at present had a population of about 52,000,000 as compared with a peacetime population of about 48,000,000.

Prison Labour for War Work in the United States

STEPS are being taken in the United States to make use of the manpower available in prisons. War contracts have been placed in State prisons for the manufacture of essential goods ranging from mattress covers to army patrol boats. Prisons located near army camps often provide laundry, shoe-repair and other services to the camps. Groups of prisoners are helping on farms under supervision. The United States Employment Service is being urged by the War Manpower Commission to make arrangements with prison authorities for the vocational training and placement in war industry of the 80,000 prisoners released each year in the United States. It is pointed out that such a scheme would not only help to relieve the shortage of men but would be of value in the rehabilitation of released prisoners.

In North Carolina the Prison Department of the State government has for many years had an arrangement with the Federal Employment Service in the State for the placement of prisoners on release in jobs which their particular skills fit. Recently the State has used this arrangement to direct released

prisoners into war industry and has developed a scheme to make the services of other prisoners available for war work. The Educational Director of the Prison Department is conducting a survey of the State prisons to locate skilled and semi-skilled men. If the records of such prisoners are satisfactory a parole is recommended, and if it is granted the names of the prisoners are sent to the Employment Service which classifies them according to skill preparatory to placing them. Prospective employers are fully informed in regard to the worker's prison record and the recommendation of the prison officials and may visit the prison to interview applicants.

In addition, special training classes for war work have been established in the State prisons. Only prisoners with satisfactory records are permitted to attend and they are promised release on completion of the course and placement in a war job. Courses usually last seven weeks and consist of 280 hours of training. Employers have reported satisfaction with workers trained under the scheme and are requesting more.

Industrial Welfare

Report on Youth Registration in Britain

THE British Government has recently issued a White Paper reporting on the results of the registration and interviewing of young persons during 1942.* The report not only provides a picture of the leisure-time activities of boys and girls but also throws much light on their conditions of employment. A list of measures which the government proposes to take to remedy some of the matters brought to its attention through the registration is contained in Part II of the report.

The Registration of Boys and Girls Order of December 22, 1941 (L.G., 1942, p.259) applied to young persons from 16 to 18 years of age. It was designed to provide local education authorities with the necessary information to enable them to guide boys and girls of this age-group into worthwhile leisure-time activities. After registration, young persons not fully occupied in education or already members of an approved youth organization were interviewed and were urged to join some youth organization unless their conditions of work or home circumstances made this impracticable. Attendance at interviews was not compulsory nor was it necessary to follow the advice of the interviewers. English and Scottish education authorities conducted the interviews by means of panels of interested citizens and their reports to the Minister of Labour, who supervised the registration scheme, form the basis of the White Paper.

It was found that from 41 to 48 per cent of the boys and from 61 to 77 per cent of the girls did not belong to any youth organization, the percentage rising with the age of the young persons. Approximately 75 per cent of those called for interview responded. Indifference, parental opposition, travelling difficulties and inconvenient hours kept the others away. In England and Wales from 25 to 30 per cent of those interviewed were considered unable to take on additional activities because their hours were too long or inconvenient, their home duties were heavy or they were occupied in part-time work during leisure hours. In Scotland the proportion was 19 per cent. It was estimated that the number of young persons in youth organizations or activities or continued education rose by 15 to 20 per cent

as a result of the registration. Activities which offered a definite course of practical training such as the pre-service organizations or nursing, first-aid and agricultural classes were chosen by a large number and youth centres and clubs also attracted many.

Hours of Work

The hours of work reported by many young persons employed in factories, shipbuilding, transport, the building trades and hotels and boarding houses aroused considerable comment among education authorities. For example, one stated:

The Committee are impressed by the evidence from almost all Interviewing Panels of the strain upon young people from the long hours of work so many are now undertaking. The conclusion that the hours in many cases are unreasonably long is inescapable . . . It is the more serious in a country area, because so much time is usually taken up in travelling to and from work.

Few cases of actual violation of the legal limits on young persons' hours of work were discovered. However, the interviewing panels "have been no less concerned at the signs of strain and tiredness among many young people whose hours of work may not have exceeded legal sanction, and perhaps especially among those in employments where hours are not regulated by law." The conclusion was general that the hours being worked by many boys and girls rendered them too tired for youth organizations and thereby hindered their personal development and well-being. One education authority reported that

Conditions of physical tiredness, while very evident in some cases, did not prove as prevalent as might have been expected. They were more evident with girls than with boys. The more alarming symptom was that of mental lassitude in those who were unable to get adequate time for relaxation and recreative activity and whose life seemed to consist only of working, hurried meals and sleep.

Other Limitations on Leisure

The leisure of many young persons was further limited by domestic duties and farm chores at home and overtime and part-time work undertaken to earn extra money. Many boys and girls obtained evening employment in cinemas and eating places. Such employment, in the words of the report "inevitably

*"Youth Registration in 1942", Board of Education and Scottish Education Department, London, 1943.

deprives the young people concerned of their leisure and involves an expenditure of physical and nervous energy which they can ill afford." Existing laws controlling dual employment of young persons fail to cover cases where one or both of the occupations are unregulated. It was noted that more office and shop workers belonged to youth organizations than industrial or agricultural workers, and those employed in cinemas apparently had the least time or energy for youth activities.

Inconvenient and changing shift hours and lack of leaders, accommodation and equipment were other factors limiting participation in youth activities. Training courses for leaders and pooling of facilities had been undertaken in some areas to overcome these difficulties. One of the great obstacles was the indifference of many young persons, and it was noted that this increased the further the boy or girl was from school days. "For large numbers, interest in education and training had been lost during the two or three years' interval since leaving school; and it was not easy to revive." It was generally agreed that young persons should be informed of the facilities offered by youth organizations when they leave school and encouraged to join an organization then, but that education into the years of adolescence was necessary to enable boys and girls to make a wise choice of leisure-time occupations. As one education authority commented:

"Boys and girls who had left school at 15 or 16 stood out at once from those who had left at 14, and the leisure activities of the former presented a far more hopeful picture."

Choice of Leisure-time Occupation

While deploring the fact that the chief leisure-time occupations of those interviewed appeared to be the cinema, the dance hall, the billiard saloon and the company of the opposite sex, the interviewers did not condemn the young people, but commented on their desire and willingness to render some form of service. The blame attached to those who had failed to provide more profitable and attractive leisure-time pursuits for young people. In the words of one report:

The general impression gained by interviewers was that since billiard rooms, dance halls, skating rinks and cinemas provide at cheap rates warmth, colour, companionship and entertainment, young people choose to attend these places automatically as the only alternative to spending their leisure time in the street or in drab surroundings.

The small number of young persons who listed reading among their leisure-time activities was noted and it was suggested that public libraries might adopt less conventional methods in bringing books and potential young readers together. Another recommendation favoured extension of the school medical service to all

young people, as cases were discovered of boys and girls requiring medical attention.

Action Proposed by Government

The Government departments concerned with the welfare of young workers considered the reports of the education authorities and propose to take certain steps to relieve the strain on young persons in war work and to increase their leisure time. These steps are outlined in Part II of the White Paper.

After making enquiries, the Government reports no evidence that young persons are working illegal hours, that their health has been affected generally or that they are complaining about their hours. A special investigation conducted by the Ministry of Labour in January, 1943, showed that in all factories in ten sample areas, 48 per cent of the boys and 55 per cent of the girls between 16 and 18 were working 48 hours a week or less and 93 and 96.5 per cent respectively were employed 55 hours or less. The Factories Act limits hours for this age-group to 48 a week but permits a limited amount of overtime, and emergency orders may be issued under the Act and the Defence Regulations relaxing these standards.

However, the Government was well aware that in spite of what seemed reasonable hours of work at the factory, many boys and girls were suffering from fatigue because of war-time difficulties of transport, feeding and housing. The Government proposes, therefore, to review immediately, in consultation with workers' and employers' organizations, all cases where limits on hours have been relaxed in order to ensure that young persons under 16 do not work more than 44 hours a week and those from 16 to 18 not more than 48 hours a week except in cases of absolute necessity. Travel difficulties are to be reduced by staggering hours of employment and transferring young people from jobs which entail more than one hour's travelling each way. The whole problem of double employment of young persons is to be studied with a view to regulating it more strictly. The arrangements for the feeding of young people in commercial and industrial establishments will be reviewed, the Canteens Order strengthened if necessary, and employers urged to educate boys and girls as to the necessity for taking adequate meals in the canteens. The importance of sufficient rest and sleep must be brought home to the young people and interviewing panels must be careful not to encourage participation in activities which will entail sacrifice of sleep.

The Government also referred to its post-war plans for vocational guidance of young people, a comprehensive health service and an adjustment of hours which would permit young persons to combine work and continued education.

Manual of Industrial Hygiene

THE Division of Industrial Hygiene of the United States Public Health Service has recently prepared a comprehensive Manual of Industrial Hygiene and Medical Service in War Industries.* The book was issued under the auspices of the Committee on Industrial Medicine of the United States National Research Council. In the foreword, the Chairman of the Committee states that this book is "intended not only as a source of information for industrial physicians who must meet the changed conditions in industries converted to war purposes, but as a guide for those who patriotically volunteer to take the places of industrially physicians who have gone into the service".

The book opens with a chapter discussing the new problems in industrial hygiene arising out of wartime conditions such as community

overcrowding, shortages of medical staff, the use of new substances, longer hours and the increased employment of women and handicapped persons. A number of chapters deal with the organization and operation of plant medical facilities. The prevention and control of disease in industry is discussed in a section which includes special chapters on occupational dermatoses, industrial psychiatry, fatigue, air contamination and other subjects. The problems of women in industry and irregular attendance are also dealt with.

The list of contributors to the book includes experts in industrial medicine, sanitary engineers, a specialist in health education, a company physician, a dental surgeon, and a consultant in Public Health Nursing. Many are prominent members of the staff of the United States Public Health Service.

Labour Problems in Bolivia

A BOOKLET entitled *Labour Problems in Bolivia* was recently published by the International Labour Office. It is the report of a Commission, consisting of Bolivian and United States representatives, which was set up by the Bolivian Government to investigate "living and working conditions in the different areas and various branches of activity in the country." The United States members of the Commission were appointed by their own Government at the request of the Bolivian Government. Bolivia is an important source of raw materials, particularly tin, for the United States and other allied nations, and co-operative steps have frequently been taken by the two countries in commercial, financial and technical matters. The appointment of the present Commission represented the extension of this co-operation into the field of labour and social welfare. At the request of both the Bolivian and United States Governments, the International Labour Office appointed a member of its staff to assist the Commission.

The Acting Director of the I.L.O. stated in his forward to the Report that

The appointment of the Joint Bolivian-United States Labour Commission and the recommendations embodied in its report, are among the most striking manifestations of a new social consciousness, transcending front-

iers. Here is a great industrial country, justly proud of its high standards of life and labour, giving concrete evidence of its willingness to co-operate with a country smaller in size and population and with less developed resources from which it is purchasing raw materials, in order to improve the social conditions under which those materials are produced.

The Commission visited various mining, agricultural, rubber and factory areas in Bolivia. It found that in general wages were low, there was wide-spread insufficiency of medical, dental, hospital and nursing care, and there was an acute shortage of adequate housing. It points out that there can be no simple solution to these problems and that considerable effort will have to be made in a large number of different fields if the standard of living of the workers is to be raised. In particular, it believes that education must be greatly improved. The improvement in education will be important from every point of view but it will be especially important in meeting the great need for skilled workers. The prosperity of the country depends on the development of its resources, and this is possible only through the use of skilled workers. The Commission also expressed the view that

The best assurance that the workers will receive a fair deal is a well-organized labour movement under responsible leadership. In general, trade union development in Bolivia is at a primitive stage. A slow process of education here is indispensable.

* William M. Gafafer, ed.—*Manual of Industrial Hygiene and Medical Service in War Industries*, W. B. Saunders Company, Philadelphia, 1943.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1942 appeared in the *LABOUR GAZETTE* for July, 1943.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Recent Proceedings Under the Industrial Disputes Investigation Act

IN the month of August six Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:

(1) Between the Canadian Pacific Railway Company, Montreal, P.Q., and its dining-car employees, members of the Brotherhood of Railroad Trainmen.

(2) Between the Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 2982, United Steelworkers of America, and its employees, members of Circo Employees Association.

(3) Between Morrow Screw and Nut Company, Limited, and Ingersoll Machine and Tool Company, Limited, Ingersoll, Ont., and employees, members of Local 2918, United Steelworkers of America.

(4) Between Canada Paper Company, Limited, Windsor Mills, P.Q., and its employees, members of the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

(5) Between Massey - Harris Company, Limited, Weston, Ont., and its employees,

members of the United Automobile Workers of America (C.I.O.).

(6) Between the Canadian National Railways (Work Equipment Department) Winnipeg, Man., and employees, members of Divisions 142 and 226, Canadian Brotherhood of Railway Employees and Other Transport Workers.

The text of the reports of the Boards will be found at the conclusion of this statement.

Applications

During the month of August six applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour as follows:—

(1) From employees of the Sydney Foundry and Machine Works, Limited, Sydney, N.S., members of Local 1, Industrial Union of Foundry and Machine Workers (C.C.L.). The dispute which concerns union recognition and the negotiation of a collective labour agreement, was said to affect 106 employees. On August 24, Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(2) From employees of the Anglo-American Telegraph Company, Montreal, P.Q., members of Local 11, American Communications Association (C.I.O.). The dispute, which was said by the applicants to affect 14 employees directly and 34 indirectly, concerns union recognition and the negotiation and signing of a collective labour agreement. On August 28, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(3) From employees of the Torrington Company, Limited, Bedford, P.Q., members of the National Union of Needleworkers (C.C.L.). The dispute concerns union recognition, seniority rights, clarification of employees classifications, recognition of the grievance committee and a closed shop, and was said by applicants to affect 550 employees. Mr. Bernard Rose, K.C., was authorized on August 27, as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

*By P.C. 5963, the National and Regional War Labour Boards are specially charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which rates are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

(4) From employees of the United Shipyards, Limited, Montreal, P.Q., members of Local 12, Boilermakers' and Iron Shipbuilders' Union of Canada (C.C.L.). The dispute, which was said by the applicants to affect 7,500 employees, concerns union recognition and the negotiation of a closed shop agreement. On August 28, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

(5) From employees of Atlantic Sugar Refineries, Limited, Saint John, N.B., members of Local 20, Refinery Workers' Union (T. & L.C.). The dispute, which concerns the negotiation of a new agreement, was said by the applicants to affect 490 employees.

(6) From employees of the Consolidated Plate Glass of Canada, Limited; Hobbs Glass Limited; J. P. O'Shea Company, Limited; Pilkington Bros. (Canada), Limited; and Star Glass Company, all of Montreal, P.Q., members of Local 1135, Brotherhood of Painters, Decorators and Paperhangers of America. One hundred and forty-six employees were said by the applicants to be involved in the dispute, which developed out of a request for union recognition and the negotiation of a collective labour agreement. A strike of the employees of the five glass companies occurred on July 29 over the request for wage adjustments, a week's holiday with pay and cost-of-living bonus. The provincial authorities, who were handling the situation, requested the Federal Department of Labour to deal with the dispute, in view of the war work involved. Pursuant to Section 8 of P.C. 4020, Mr. Bernard Rose was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, on the understanding that work would be resumed. The employees returned to work and submitted an application for the establishment of a Board of Conciliation and Investigation to deal with the dispute. In view of the fact that a satisfactory settlement of the matters in dispute could not be reached, a Board was established on August 30, and Mr. I. Ballon, K.C., was appointed a member on the nomination of the employees. At the end of the month the Department was awaiting the company's nominee for appointment to the Board.

Boards Established

On August 11, a Board of Conciliation and Investigation was established to deal with a dispute between Montreal Cottons, Limited, Valleyfield, P.Q., and its employees, members of Local 100, United Textile Workers of America (L.G., April, 1943, p. 472). The establishment of the Board followed an

investigation made by Mr. Bernard Rose, K.C., as Industrial Disputes Inquiry Commissioner. The Commissioner recommended that the Board be established as he was unable to bring about a mutually satisfactory settlement of the dispute. At the end of the month, Messrs. Edouard Larose and D. A. Paterson, both of Montreal, P.Q., had been appointed members of the Board on the nomination of the employees and employer respectively, and had been requested to confer with a view to making a joint recommendation of a person to be appointed third member and chairman of the Board.

A Board of Conciliation and Investigation was established on August 26, to deal with a dispute between the Paton Manufacturing Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 101, Textile Workers Organizing Committee (C.I.O.). (L.G. Aug., 1943, p. 1089). Following the receipt of the application for the establishment of a Board, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to make an investigation. The Commissioner reported that the circumstances warranted the establishment of a Board and recommended accordingly. On August 26, Mr. Guy M. Desaulniers, Montreal, P.Q., was appointed employees' representative on the Board and at the end of the month the Department was awaiting the company's nominee for appointment to the Board.

Other Boards Fully Constituted

The Board of Conciliation and Investigation established on July 17, to deal with a dispute between Central Aircraft, Limited, London, Ont., and its employees, members of Central Aircraft Workers Association, Unit 2 of Canadian Aircraft Workers' Association (L.G. Aug., 1943, p. 1090) was fully constituted on August 11. The personnel of the Board was as follows: The Honourable Mr. Justice J. G. Gillanders, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Col. E. E. Reilly, London, Ont., and Mr. Bora Laskin, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The constitution of the Board of Conciliation and Investigation established on July 31, to deal with a dispute between the Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont., and its employees, members of Local 232, United Rubber Workers of America (L.G., Aug., 1943, p. 1090) was completed on August 30. The personnel of the Board is as follows: His Honour Mr. Justice Roach, Osgoode Hall, Toronto, Ont., chairman, appointed on the joint recom-

mendation of the other two members; Messrs. J. J. Robinette, and F. Andrew Brewin, both of Toronto, Ont., appointed on the nomination of the employer and employees, respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

An application for the establishment of a Board of Conciliation and Investigation was received on July 30, from employees of the Dominion Rubber Company, Limited, Montreal, P.Q., members of the Distillery, Rectifying, Brewery and Wine Workers International Union (L.G. Aug. 1943, p. 1090). On August 17, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

Other Reports of Industrial Disputes Inquiry Commissioners

On July 14, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the North American Cyanamid, Limited, Niagara Falls, Ont., and its employees, members of Local 175, United Gas, Coke and Chemical Workers of America (L.G. Aug. 1943, p. 1091). The Commissioner reported on August 7, that the applicant union requested that the application for a Board of Conciliation and Investigation be withdrawn as the members desired to place the question of union recognition before the Ontario Labour Court. The interested parties were subsequently advised that the application for a Board had been withdrawn.

In a dispute between the Canadian Kellogg Company, Limited, Sarnia, Ont., and its employees, members of the International Brotherhood of Electrical Workers (L.G. Aug. 1943, p. 1089), a report was received from Mr. H. Perkins, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., who had been appointed an Industrial Disputes Inquiry Commissioner to investigate. The Commissioner recommended the establishment of a Board as he had been unable to effect a satisfactory settlement.

Settlements

On August 24, the Department was advised that an agreement had been signed by Brantford Coach and Body, Limited, Brantford, Ont., and its employees, members of Local 397, United Automobile Workers of America (L.G. Dec. 1942, p. 1383). Following the report of the Board of Conciliation and Investigation, the applicant union informed the Department that it had rejected the majority report of the Board and requested that a strike

vote be taken under the provisions of Order in Council P.C. 7307. After considerable negotiation, the union agreed to withdraw its request for a strike vote, providing a representation vote was taken, and the company would agree to recognize the bargaining agency chosen. The vote was held on May 26 under the supervision of Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., and resulted in a substantial majority for Local 397, United Automobile Workers of America.

During the month of August, the Department was advised that a collective labour agreement had been concluded between the Ontario Steel Products Company, Limited, Chatham, Ont., and its employees, members of Local 127, United Automobile Workers of America (L.G. Feb. 1943, p. 198). The agreement between the company and the union, which is based on the recommendations of the Board of Conciliation and Investigation established to deal with the dispute, is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

The Department was also advised during the month of August that an agreement had been signed between the Robin Hood Flour Mills, Limited, Moose Jaw, Sask., and its employees, members of Local 201, United Packinghouse Workers of America (L.G. Feb. 1943, p. 196). Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, Winnipeg, Man., who was authorized as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute following the receipt of the application for a Board, reported that he had arranged for the taking of a representation vote of the employees, to determine their choice of a bargaining agency. The vote resulted in favour of Local 201, United Packinghouse Workers of America. An agreement having been reached, the application for the establishment of a board has now been

withdrawn. The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

On August 27, the Department was informed that a collective labour agreement had been concluded between the York Township Hydro System and its employees, members of Branch 1, Canadian Electrical Trades Union (L.G. Aug. 1943, p. 1090). In view of the settlement reached between the company and the union, the latter requested that the application for a Board be withdrawn.

On August 19, at the request of the applicant union, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between Knitters, Limited, Marieville, P.Q., and its employees, members of Local 7, United Textile Workers of Canada (T.L.C.) (L.G. Aug. 1943, p. 1089) was withdrawn, an agreement having been signed by the parties settling the matters in dispute.

The application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Dominion Oilcloth and Linoleum Company, Limited, Montreal, P.Q., and its employees, members of Aircraft Lodge 712, International Association of Machinists (L.G., May 1943, p. 595) was withdrawn at the request of the applicant union, an agreement between the company and the union having been signed.

Other Application Withdrawn

On August 23, at the request of the applicant employees, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the H. E. Mott Company, Limited, Brantford, Ont., and its employees, members of Local 397, United Automobile Workers of America (L.G. Dec. 1942, p. 1374), was withdrawn.

Report of Board in Dispute between the Canadian Pacific Railway Company, Montreal, P.Q., and Its Dining-Car Employees

On August 7 the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company, Montreal, P.Q., and its dining-car employees, members of the Brotherhood of Railroad Trainmen (L.G., July, 1943, p. 922.)

The personnel of the Board was as follows: Honourable Mr. Justice J. G. Gillanders, Osgoode Hall, Toronto, Ont., chairman, appointed on the joint recommendation of Messrs. W. A. Sinclair, K.C., and George B. Bagwell, both of Toronto, Ont., respectively,

the employer's and employees' nominees on the Board.

The report of the Board follows:

Report of Board

To the Honourable Humphrey Mitchell, Minister of Labour, Ottawa, Ontario.
Re: Industrial Disputes Investigation Act and re dispute between the Canadian Pacific Railway Company and its Dining-Car Employees, members of the Brotherhood of Railroad Trainmen.

The Board of Conciliation and Investigation constituted by you in connection with this matter begs to report as follows:—

The Board met in Toronto and heard representations on behalf of the Brotherhood of Railroad Trainmen, the Dining-Car Mutual Benefit Association of Canadian Pacific Railway Company and the Canadian Pacific Railway Company. The Brotherhood of Railroad Trainmen, on whose application the Board was constituted, sought to be recognized as the sole collective bargaining agency on behalf of the Dining-Car employees of the Canadian Pacific Railway Company. The right to this recognition was disputed by the Dining-Car Mutual Benefit Association, an organization which has been in existence for some time and which claimed to have been the organization which has in fact negotiated collective bargaining agreements with the company on behalf of the employees concerned, and to be still entitled to such recognition.

After hearing the representations from all parties the Board decided that under the circumstances it was desirable to ascertain the wishes of the employees concerned by secret ballot, and directed a request to the Director of Industrial Relations and Registrar that such a vote be taken. Such vote was taken and in due course the Director of Industrial Relations and Registrar, by letter to the Chairman, reported as follows:—

“Mr. Bernard Rose, K.C., Montreal, P.Q., who supervised the taking of a representation vote of the Dining-Car employees of the Canadian Pacific Railway as recommended by a Board of Conciliation and Investigation, under your chairmanship, reported the result of the vote which was concluded on August 2, 1943.

Report of Board in Dispute between Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., and Its Employees

On August 7 the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 2982, United Steelworkers of America, and its employees, members of Circo Employees' Association (L.G. July, 1943, p. 922).

The personnel of the Board was as follows: Honourable Mr. Oscar L. Boulanger, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. Guy M. Desaulniers and D. A. Paterson, both of Montreal, P.Q., appointed on the nomination of the employees and employer respectively.

The ballot read as follows:—

‘Are you in favour of bargaining with your employer through representatives of the Brotherhood of Railroad Trainmen, or are you in favour of bargaining with your employer through Committee or Employees as heretofore?’

The ballot resulted as follows:—

Number of eligible voters.....	1116
Number of votes cast.....	980
Number voting in favour of the Brotherhood of Railroad Trainmen.....	918
Number voting in favour of the Mutual Benefit Association.....	56
Spoiled ballots.....	6

(8 ballots sent out from Montreal Division not returned.)”

In view of the result of the vote as reported the Board unanimously recommends that the Brotherhood of Railroad Trainmen be recognized as the sole collective bargaining agency for the Dining-Car employees of the Canadian Pacific Railway.

The Board desires to express its appreciation of the co-operative spirit shown by all parties to the dispute in the negotiations and in the taking of the vote desired by the Board.

Dated at Toronto this Sixth day of August, 1943.

(Sgd.) J. G. GILLANDERS, *Chairman.*

(Sgd.) G. B. BAGWELL, *Member.*

(Sgd.) V. A. SINCLAIR, *Member.*

The report of the Board follows:

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., Employer, and Employees, Members of Local 2982 United Steelworkers of America, Employees.

To the Honourable the Minister of Labour of Canada.

The undersigned having been duly appointed by the Minister, under the provisions of the Act, members of a Board of Conciliation and Investigation, and having taken the oath prescribed by the Act, met at Sherbrooke, on Friday, the 30th of July, 1943, at 10 o'clock

a.m., investigated the above stated matter and now beg to report as follows:

THE DISPUTE

The grievances of the employees are stated in their application for the establishment of a Board (which was dated May 3, 1943, and sworn to on May 13, 1943), as follows:—

"Company postpones negotiating a wages and working conditions agreement with the United Steelworkers of America, Local 2982, yet tries to make such an agreement with the Association of Employees of the CIRCO.

1. We want the Government to hold a vote in the plant to determine which Union is to represent the Foundry employees.
2. That in the case of a vote favourable to the United Steelworkers of America, said Union be recognized the sole representative or agent of the Company's employees at the Sherbrooke foundry.
3. A collective agreement covering wages and other working conditions should be negotiated and concluded between Local 2982 of the United Steelworkers of America, for the employees, and the Company, with regard to the foundry employees."

In support of their demand the Employees allege the following facts:

"On April 16, a request for opening of negotiations was addressed by Mr. R. J. Lamoureux to Mr. G. M. Young (Copy of letter hereto attached). On April 20, reply was sent to Mr. Lamoureux (Copy attached). On April 22, following appointment by telephone, Messrs. Lamoureux and Boisvert met Mr. Young in his office. The latter admitted that he had been approached by the Employees' Association of the CIRCO and by the USA-CIO, and that he had no objection to signing an agreement with the organization really representative of a majority of the employees. On April 27, we again wrote to Mr. Young informing him of the methods adopted by the Employees' Association of the CIRCO to displace us. On May 7, we received a letter from Mr. Young about a new meeting. On May 13, Mr. Boisvert met Mr. Young. As no decision is possible on the question of an agreement, they agreed that a vote should decide which organization was to represent the employees. Since both the representative of the Company and that of the Union were agreed that only a vote should settle the matter, the meeting ended on such a proposal."

In their application the employees further appoint their representatives, make a recommendation of a person as member of the Board and declare that by a vote they have decided to strike to enforce their requests, unless the matter is referred to a Board for adjudication.

To the application of the employees the Company made the following answer:

"DEPARTMENT OF LABOUR

INDUSTRIAL DISPUTES INVESTIGATION ACT R.S.C. 1927, CHAPTER 112

Statement in reply to application for establishment of a Board of Conciliation and Investigation.

Montreal, May 27th, 1943.

To the Registrar, Boards of Conciliation and Investigation, Department of Labour, Ottawa.

The undersigned hereby makes reply to the application of United Steelworkers of America, Local 2982, for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, R.S.C. 1927, Chapter 112.

STATEMENT

1. The company denies that it has refused to negotiate with United Steelworkers of America, Local 2982.

2. The company is prepared to negotiate and bargain collectively with any agent shown as a result of a Government supervised vote to represent a substantial majority of the hourly rated employees on its payroll for the plant at Sherbrooke, P.Q.

3. The company will not deal with any agent purporting to represent only employees in any single department of its said plant.

This statement in reply is made in behalf of the Canadian Ingersoll-Rand Company Limited.
CANADIAN INGERSOLL-RAND COMPANY LTD.
by (Sgd.) S. M. YOUNG, Works Manager."

THE EVIDENCE

The Company, through its representative, Mr. H. G. Lafleur, submitted a brief to the Board (annexed hereto as D) in which it starts by declaring that it is its policy to negotiate and bargain collectively with any agent representing a substantial majority of its hourly rated employees. Then the Company states that a Shop Committee of its employees, which apparently had been in existence for some time, approached the Company, at the beginning of April last, for the purpose of negotiating a collective agreement on behalf of all the employees of the plant; the Company declined to deal with the Shop Committee for the moment on the ground that they were not a recognized union; the Shop Committee then had itself incorporated as an association under the Quebec Professional Syndicates Act (R.S.Q. 1941, ch. 162) on April 14 last and informed the company of the fact on April 16. In the meantime, the United Steelworkers of America had also been organizing the employees of the company in the Foundry Department and had made requests for the negotiation of a collective agreement. At the beginning of May, the United Steelworkers of America made their application for this Board and, for that reason, the company suspended all negotiations with either the Association or the Local of the United Steelworkers of America. The company

further claims that the foundry employees themselves, apparently discouraged or dissatisfied by the slowness of the proceedings instituted to settle the difficulty, on July 1, 1943), stopped work momentarily and presented to their manager a statement (annexed hereto as E) signed by 115 of them out of a possible 230, repudiating both the Association and the Local of the United Steelworkers of America. Therefore, the company takes the position that there is nothing left for the Board to investigate and to report upon, since the foundry employees who, as members of Local 2982 of United Steelworkers of America made the application for this Board, seem to have withdrawn from said Local.

Two of the signers of the above mentioned document were heard under oath by the Board, namely: Arthur Giguere, moulder, aged 47 and for 24 years employed in the Foundry Department of the Company's plant, and Jean Gosselin, moulder, 57 years of age and for 28 years in the employ of the Company. Both have never been members of Local 2982 United Steelworkers of America; both claim that the idea of signing a document repudiating all unions of any kind originated with the employees themselves without any outside suggestion, pressure or prompting of any kind and that no direct or indirect promises of any kind were made to induce them to sign it. Mr. Giguere passed the document around for signature but, curiously enough, he could not tell us who drafted it and who handed it to him to have it signed. According to him, only two of the employees then in the foundry refused to sign. Both he and Mr. Gosselin think that the foundry employees are still of the opinion they are supposed to have expressed in that document of July 1 last. Asked if he personally would be in favour of a vote in the plant to decide which union shall represent the employees, Mr. Gosselin states that he would not be much in favour of it (*pas beaucoup en faveur*).

Georges-Henri Boisvert, 27 years of age, representative in Sherbrooke of the United Steelworkers of America, states that when the application for this Board was made, Local 2982 of USA had 166 regular members in good standing from among the 220 or 230 foundry employees of the Company. They had paid an initiation fee of \$1 and signed a card accepting the USA as agent to negotiate a collective agreement with the Company. The collection of the regular monthly dues of \$1 per member is suspended until an agreement has been signed by the Company and the Union. Mr. Boisvert claims Local 2982 still has its 166 original members, with the possible exception of one who resigned. He has not received any other resignation and has not been informed that

members of Local 2982 have repudiated the Union. In March and April last he tried to organize all the employees of the Company's plant who number 1,000, in round figures, excluding the office employees, but he finally confined his efforts to the Foundry Department.

The President of the CIRCO Association (i.e. the Association incorporated under the Quebec Professional Syndicates Act to replace the former Shop Committee), Albert Banks, 36 years of age, inspector in the machine department, states that his Union has also made an application for a Board and also asked that a vote be taken in the plant to decide which Union is going to represent the employees in the negotiations with the Company for a collective agreement concerning wages and labour conditions. Such an agreement has been prepared and submitted by his Association to the Company which gave as a reason for suspending all dealings the previous Application of Local 2982 USA for this Board. Mr. Banks is decidedly in favour of a vote in the plant to settle the question of representation. He claims that his Association has the majority, but he wants a vote to make sure of it. He even claims his Association has the majority in the Foundry Department where it enlisted 145 members. He has heard about the Document of Repudiation signed by the foundry workers on July 1, but he has not received any resignations since then. He is strongly in favour of a vote under Government supervision as soon as possible.

Mr. Banks is corroborated by the Vice-President of the Association, Joseph-Telephore Fournier, 40 years old, core maker. His Association has asked for a vote and that is what they want. Mr. Fournier is a foundry worker. He did not sign the document of July 1, because he was absent, but had he been present he would have refused to sign it, as he is in favour of unionism.

CONCILIATION

The evidence clearly showed the Board that the employees of the Company, with the possible exception of those foundry workers who signed the declaration of independence on July 1, wanted a Union to represent them in negotiating with the Company for a collective agreement concerning wages, working conditions, etc., and that, further, they wanted a vote to decide the question as to which Union shall so represent them. The Board could not help, therefore, suggesting that the whole matter could easily be settled amicably and urged upon all interested parties to agree to a vote, pointing out at the same time that such a vote should be taken in the entire plant, as it would be

against common sense to place the Company in a position in which perhaps it would have to deal with a different union in each different department of its plant. Mr. R. J. Lamoureux, representing the United Steelworkers of America before the Board, accepted the suggestion and declared himself favourable to a vote in the whole plant to settle the question in the democratic way, promising on behalf of his constituents to abide by the wish of the majority. The Company which already had accepted the idea of a vote in its reply to the application for this Board, consented, as also did the representatives of the CIRCO Association.

RECOMMENDATION

The Board, therefore, respectfully recommend:—

1. That a vote by secret ballot be held among the employees (excluding office employees) of the Sherbrooke plant of the Company under the supervision of the Department of Labour of Canada and of representatives of the interested parties, in order to determine which Union, if any, shall

represent the employees to negotiate and bargain collectively with the Company.

2. That the ballot form to be used shall be devised in such a manner as to allow the voters to manifest their choice in three alternative ways: i.e. either for Local 2982 of the United Steelworkers of America, or for the CIRCO Association or for no union at all.

3. That the vote be taken within the shortest possible time, as the affair has dragged already too long, causing unrest and dissatisfaction in the plant and a consequent slowing down of the war supplies orders which are executed there.

4. That the conciliation agreement herein sanctioned and homologated by the Board be loyally adhered to and carried out by all concerned.

Respectfully submitted and signed at Quebec and Montreal the 2nd and 3rd August, 1943.

(Sgd.) O. L. BOULANGER.

(Sgd.) GUY MERRILL DESAULNIERS.

(Sgd.) D. A. PATERSON.

Report of Board in Dispute between the Morrow Screw and Nut Company, Limited, and Ingersoll Machine and Tool Company, Limited, Ingersoll, Ontario, and their employees

On August 13, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Morrow Screw and Nut Company Limited and the Ingersoll Machine and Tool Company, Limited and their employees, members of Local 2918, United Steelworkers of America (L.G., July, 1943, p. 923).

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs. J. J. Robinette, Toronto, Ont., and John J. Sullivan, Hamilton, Ont., appointed on the nomination of the employer and employees respectively.

The report of the Board follows:

Report of Board

To:

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

Re: Industrial Disputes Investigation Act, and re dispute between Morrow Screw and Nut Company, Ltd., and Ingersoll Machine and Tool Company, Ltd., Ingersoll, Ontario, and employees, members of Local 2918 United Steelworkers of America.

Sir:

The Board of Conciliation and Investigation appointed by you has concluded its sittings, and now has the honour to submit its report.

The application for the Board of Conciliation and Investigation was made by a Local of the United Steelworkers of America, who asked a collective bargaining agreement as representative of the employees in both the Morrow Screw and Nut Company, Ltd., and the Ingersoll Machine and Tool Company, Ltd. It is admitted that both these companies are under the same management and are controlled by Mr. E. A. Wilson, who appeared before the Board. The Union was represented by Mr. E. Dalrymple.

At the commencement of the first sitting, the representative for the Union stated that the Ontario Labour Court had been instituted since the application for the Board of Conciliation, and suggested that as the only point in dispute was the question of union recognition, the Board suspend its sittings pending an application to the Labour Court. It was then pointed out by members of the Board that a representation vote could be conducted under the auspices of the Department of Labour, and they suggested that this would be the most expeditious manner of disposing of the dispute. Mr. Wilson at once stated he was in favour of

such a vote. This was subsequently agreed to by Mr. Dalrymple, and both parties agreed to abide by the result of the vote. A vote was expeditiously arranged by the Department of Labour with the following result:

	<i>Morrow Screw and Nut Co.</i>	<i>Ingersoll Machine and Tool</i>
No. of eligible voters.....	570	443
No. of votes cast.....	514	421
No. voting for (Question 1)	270	185
No. voting for (Question 2)	239	227
No. of spoiled ballots....	5	9

Question 1 was as follows:

"I wish to be represented in collective bargaining negotiations with the management by the Shop Committee."

Question 2 was:

"I wish to be represented in collective bargaining negotiations with the management by the United Steelworkers of America."

From the above it will be seen that there was a majority of votes in the Morrow Screw and Nut Company, Ltd., of 31 for the Shop Committee, and in the Ingersoll Machine and Tool Company, Ltd., which is slightly the

smaller concern, there was a majority of 42 votes for the United Steelworkers of America.

It is much to be regretted that the result was not more conclusive. The Board feels, however, that effect should be given to it as far as possible. While it is true that there is a small over all majority in favour of the United Steelworkers of America of eleven votes, we do not consider that we can overlook the majority of thirty-one for the Shop Committee in the plant of the Morrow Screw and Nut Company, Ltd.

The Board therefore recommends that management recognize the United Steelworkers of America as the bargaining agent of its employees in the Ingersoll Machine and Tool Company plant, and proceed with the negotiation of a collective bargaining agreement with that Union.

All of which is respectfully submitted.

Dated this 10th day of August, 1943.

(Sgd.) I. M. MACDONELL, *Chairman.*

(Sgd.) JOHN J. SULLIVAN,
Employees' Nominee.

(Sgd.) J. J. ROBINETTE,
Company's Nominee.

Report of Board in Dispute between the Canada Paper Company, Limited, Windsor Mills, P.Q., and its Employees

On August 14, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canada Paper Company, Limited, Windsor Mills, P.Q., and its employees, members of the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (L.G. May 1943, p. 596).

The personnel of the Board was as follows: Honourable Mr. Justice Lucien Cannon, Superior Court of Quebec, Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. E. M. Moisan and J. E. Beaudoin, both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the Board follows:

Report of Board

MONTREAL, August 13, 1943.

HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
OTTAWA, ONT.

Re: Dispute between Canada Paper Company, Limited, Windsor Mills, and its Employees, Members of the International Brotherhood of Paper Makers and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

88958—3

Dear Sir:

In accordance with the suggestion contained in our interim report of May 26th, the Company and the representatives of the International Brotherhood of Paper Makers, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and Les Syndicats Catholiques met and negotiated but they could not reach a definite agreement.

Negotiations were resumed in the presence of and with the co-operation of the Board during the course of several lengthy sittings held in Montreal from August 3rd to August 6th. As a result of the facts disclosed during these negotiations, the Board has been able to reach a unanimous decision.

FACTS

An elaborate recital of the past labour troubles at Windsor Mills would not in the opinion of the Board serve any good purpose, a clear and concise summary of the material facts will suffice.

1. The Company is willing to recognize the existing labour unions in its plant and is eager to negotiate with its employees.

2. There is no real dispute between the Company and its employees, this is rather a jurisdictional dispute between the American Federation of Labour and Les Syndicats Catholiques over exclusive bargaining rights.

3. The unsatisfactory situation which has existed at Windsor Mills for some time arises out of the competitive activities of these two labour groups with a view to increase their membership and to expand their authority.

4. No adequate solution of the problem can ignore the existence of either group as both groups have a substantial membership among the employees.

5. The exact proportion of employees belonging to either group has not been ascertained by this Board, yet it seems that the majority of the skilled workers belong to the American Federation of Labor, while the majority of the unskilled labour are affiliated with Les Syndicats Catholiques.

6. This Board feels very strongly that a ballot to determine the issue would be both harmful and useless and would create noxious agitation and endless friction, moreover, the result would not bring about the end of the present difficulties.

7. The best interests of management and labour demand the immediate setting up of a collective bargaining agency.

8. Neither the American Federation of Labor nor Les Syndicats Catholiques ought to be given the exclusive bargaining rights, such an arrangement would not be acceptable to either party and would not be feasible on account of the exceptional conditions which prevail at Windsor Mills and also generally in the pulp and paper industry in the Province of Quebec.

9. Realizing this very important fact, the Company, the representatives of the American Federation of Labor and of Les Syndicats Catholiques have expressed their willingness to accept as an experiment a plant committee, although some divergent views were expressed in relation to the relative representation in the personnel of this committee. This constructive and progressive attitude on the part of the labour unions is very significant and shows a full realization of their responsibilities. The Board considers this scheme as satisfactory and as promising fruitful results to industry and labour and hopes that the Government agencies both Provincial and Federal, will co-operate with the interested parties in putting into effect this badly needed arrangement, in order to stabilize labour conditions at Windsor Mills and increase the efficiency of production, particularly during the war period.

RECOMMENDATION

In view of these material facts, the Board unanimously recommends the immediate constitution of a committee of employees chosen by the labour unions, which will fully and fairly represent all the interested parties and which will act as the collective bargaining agency with the Company on behalf of its employees.

The whole respectfully submitted,

(Sgd.) LUCIEN CANNON, *Chairman.*

(Sgd.) ELPHEGE BEAUDOIN, *Member.*

(Sgd.) C. N. MOISAN, *Member.*

Report of the Board in Dispute Between the Massey-Harris Company, Limited, Weston, Ont., and Its Employees

During the month the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Massey-Harris Company, Limited, Weston, Ont., and its employees, members of the United Automobile Workers of America (L.G., June, 1943, p. 763).

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Senator J. J. Bench, St. Catharines, Ont., appointed on the nomination of the employer and Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employees.

The report of the Board was signed by the chairman and Senator Bench. Mr. Wren submitted a minority report.

The texts of the report of the Board and the minority report follow:

Report of Board

TO THE HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
Ottawa, Ont.

In the matter of a dispute between the Massey-Harris Company, Limited (Weston Plant), Employer, and its employees, members of the United Automobile, Aircraft, and Agricultural Implement Workers of America, Employees.

The Board of Conciliation and Investigation established by you in the matter of the above-mentioned dispute begs leave to submit its report.

The Weston Plant of the Massey-Harris Company, Limited, after being closed for some

years, was reopened shortly after the commencement of the present war, and is wholly engaged in the manufacture of munitions and supplies of war. The plant presently employs approximately 2700 persons.

In Canada, the Massey-Harris Company operates five manufacturing establishments. During the period of some twenty-four years past there has been in operation in these plants a system of Industrial or Works Councils through which medium the company and its employees have dealt with matters affecting their relationship with each other. The Board was informed that during this twenty-four year period this plan of employee representation has been a complete success; that, at least until very recently when there was some minor disturbance in one plant, there has never been a strike nor even the necessity of a reference to arbitration, as provided by the Constitutions of the Councils, any unsettled dispute between the management and the employees.

In or about the month of May, 1942, the Industrial Council was re-established in the Weston Plant and a Constitution for the same was adopted which we understand to be generally similar in terms to the Constitution of the Councils in other factories of the employer. Provision is made for equal representation of employees and employer, those persons representing the employees being elected by secret ballot. Machinery is provided for the discussion and settlement of disputes and for the independent arbitration of differences not disposed of between the agents of management and employees.

It is desirable to draw particular attention to the provision in its Constitution for termination of the Industrial Council plan which reads as follows:

This plan may be terminated at any works after six months' notice, by a majority of the employees of that works or by the Board of Directors of the Company.

Regarding the election to the Council of employee representatives, the Constitution provides that, after the first election of the employee representatives on the Council, one-half of their number should retire at the expiration of six months, at which time their successors should then be elected, the remaining one-half to continue in office for a further six months, when their successors should be similarly elected, the general purpose of the plan in this respect being that, after the first six months, one-half of the employee membership on the Council should retire semi-annually and their successors be elected. The elections are conducted by the employees independently of the Company.

Late in 1942, the Company having entered into formal collective bargaining agreements with its employees at certain of its other plants, through the medium of their representation on the Industrial Councils, the decision was made to enter into such an agreement at the Weston Plant covering matters relating to wages, hours of work, working conditions and other related subjects. Accordingly, the employer and employee representatives on the Council at the Weston Plant negotiated the terms of such an agreement. These negotiations continued over a period of some four or five days and, satisfactory terms having been agreed upon, the arrangement was reduced to writing and signed on the 9th day of January, 1943. The Company contends that the employee representatives on the Council who executed the document on behalf of their constituents reported that its terms had been discussed with their electors and found to be agreeable except on two points which were adjusted to the satisfaction of the people in the Plant. The Union says that at the time the agreement was entered into it was in the process of organizing the plant and that the employees were given no opportunity to consider the terms of the proposed agreement and that, in fact, it was not expressly approved by them at any meeting called for that purpose. In reply to the Union's challenge of the agreement, the Company's position is that under the Constitution of the Industrial Council the employees' representatives are authorized to negotiate wages, hours of work, working conditions, etc., on behalf of the employees; that the agreement is fair and liberal to the employees in its terms, and that it has been acted upon by the employees who have expressed no dissatisfaction with it.

Possibly the firmest ground supporting the Company's contention with reference to the agreement is to be found in the result of the semi-annual election which took place on January 14, 1943. It appears that the Union was in the process of attempting to organize the employees of the plant both at the time of the execution of the agreement and of the January election and that the union was familiar with the terms of the agreement and the circumstances surrounding its completion. The application for the establishment of this Board of Conciliation and Investigation contains the representation on the part of the Union that it was, at that date at least, "the trade union representing the employees in question." The application further sets forth that the request for the establishment of the Board was authorized "at meeting of the employees held on January 13, 1943." The election of four members of the Industrial

Council took place the next day, (i.e. January 14, 1943), and we regard it as a matter of some major significance that out of 1205 employees who were eligible to vote on that occasion 1104 cast their ballots for one or other of the persons nominated as employee representatives on the Council. It seems to us that this exceptionally large vote not only is an indication of the employees' satisfaction with the Council form of representation at that time, but also lends substantial support to the Company's submission to us that the employees were not dissatisfied with the agreement which had been signed on their behalf by the employee representatives. In this last-mentioned connection we do not think that the circumstances can be overlooked that the Union was at that time active in the Plant and that it was aware of the existence of the agreement. If a majority of the employees were then members of the Union which was unsympathetic to the Industrial Council form of representation, and if the employees were then also dissatisfied with the agreement, one would not expect to find such a large vote in the election of January 14 favouring the selection of several representatives to sit on the Council and administer the agreement on behalf of the employees.

In resisting the Union's request for recognition as the bargaining agency, the Company stands on the circumstance that there is already in existence in the Plant effective machinery for this purpose as represented by the Industrial Council; that a fair collective bargaining agreement between it and its employees has been negotiated between the Company and is in existence, according to its terms, "until the cessation of hostilities between Canada and Germany, Italy and Japan" and thereafter until thirty days' notice shall be given by either party to the agreement. It says that this agreement having been entered into with it by the employees through their freely-chosen representatives, it will insist upon the agreement being observed according to its terms. On the other hand, the Union asserts that the Plant Council is not a proper collective bargaining agency capable of independently representing the employees; that the employee representatives thereon are subject to the domination of the Company, and finally, that the agreement of January 9 was neither authorized by the employees nor subsequently properly ratified by them.

Regarding the Union's contention that the employees' representatives on the Industrial Council were and are dominated by the Company, it is of some value to refer to certain happenings which occurred in the course of the

Board's sittings. All of these were held at the City of Toronto, the first meeting taking place on the morning of June 3, 1943, with representatives of the employer and of the Union present. During the discussions which took place at that time, enquiry was made of the Union representatives by the Board as to how many, if any, members of the Union were presently acting as employee representatives on the Industrial Council. Mr. John Eldon, one of the persons representing the Union, advised us that it was not known whether any such employee representatives were members of the United Automobile, Aircraft and Agricultural Implement Workers of America. At 12 o'clock noon of that day the Board adjourned. On resuming at its next sitting on June 21, the Board was informed that, very shortly after the adjournment of June 3, that is about 2 p.m. of that day, six of the employee representatives on the Industrial Council had tendered their resignations. There was further produced to us a copy of the Union newspaper, published on June 11, 1943, which reported that these persons had resigned at the request of the Union membership and in which it was also made clear that all six were members of the applicant organization. In our view, this circumstance does not support the contention that the employees' section of the Council could be said to be dominated by the Company. Apart from this feature, however, it is to be noted that these six persons, all Union members, had held office in the Employees' Council since at least January of 1943; that they controlled the unit vote of the employees' representatives on the Council, and that they had been administering the agreement of January 9, 1943, for several months, all of which rather serves to weaken the Union's attacks upon the constitution of the Council and upon the agreement itself.

During the interval which obtained between the sitting of the Board which took place on June 3 and that which took place on June 21, it became necessary, under the Constitution of the Industrial Council, to hold the semi-annual election of one-half of the employee representatives who would have retired at that time. By reason of the aforementioned resignations it actually was necessary to elect seven new representatives instead of the four normally required. Nominations were held on Monday, June 14, 1943, and the election took place on June 17, 1943, as the result of which the seven vacancies on the Council were filled. The Board had before it the certified report of the returning officer who acted in respect of both the nominations and the election and which disclosed the distribution

of the balloting. The Union contended that the proper interpretation of the figures both of the nominations and election indicated that the employees had repudiated the Industrial Council for collective bargaining purposes. Because of the election system provided by the Constitution, it is difficult for the Board to apply the results of the voting as supporting a view either that the employees had accepted or rejected the Industrial Council plan. Nevertheless it perhaps should be stated in this connection that of a total of 1234 ballots cast there were 673, a majority, marked for the choice of candidates. However, the Board considers that no particular significance either one way or the other should be attached to this vote and, in the view which we take of the matter in the result, it does not become necessary to do so.

Having regard to the position taken by the Company that it stands upon the agreement of January 9, 1943, it might have been required of this Board to make some report and recommendation regarding the binding effect of that document on the employees. Had such a course been necessary, and if we had reached the conclusion that the agreement was entered into in good faith by the Company with representatives of the employees duly elected for such purpose, we would have felt obliged to submit a recommendation that the existing arrangement should continue in effect according to its terms which would have had the probable result of denying all possibility of recognition to the Union at least for the duration of the war. However, as a result of certain conciliatory efforts made by the Board hereinafter described, we do not regard it as necessary or in the best interests of the employees who are members of the Union to pass upon the question of the binding character of the agreement.

At the sitting of the Board held on June 28, 1943, it was suggested to the Company that it might agree to some opportunity being afforded to the employees to express their views as to whether or not they desire to continue to be represented through the medium of the Industrial Council and before the termination of the present hostilities. In reply to this suggestion the Company pointed out that the Constitution of the Council affords to the employees an opportunity of expressing their desire in this regard at any time after the expiration of six months' notice. However, the representatives of the Company also took the position that, even if the Industrial Council plan were repudiated by the employees on any such ballot, it nevertheless would regard the agreement as continuing in

full force and effect and binding upon the employees according to its terms. Subsequently, however, the Company indicated that, subject to the approval of the employee representatives on the Industrial Council, it would consider taking a plebiscite of the employees in December of 1943 to determine whether or not they then should desire to continue the Industrial Council form of representation, and that in the event that the opinion then expressed should be in the negative, it would be prepared to regard the agreement of January 9, 1943, as terminating on January 9, 1944; that should the vote of the employees be in the affirmative, the Company would then continue to deal collectively with them through their representatives on the Industrial Council, but that it would then also be prepared to amend the agreement to provide that it should be in force only from year to year.

The Union declined to accept this proposal and requested that the Board should recommend the taking forthwith of a vote to determine whether the employees now desired to be represented through the medium of the Industrial Council or by the United Automobile, Aircraft and Agricultural Implement Workers of America.

Under date of July 6, 1943, by letter addressed to Chairman of the Board, the Company advised of its willingness to accept the conciliatory proposal which had been made at the sitting of June 28. Enclosed with the letter of the Company was a photostatic copy of a communication addressed to the Works Manager of the Company by the employee representatives on the Council expressing their concurrence in the Company's acceptance of the Board's suggestion. Both the letter of the Company and the written concurrence of the Plant Council are made conditional upon the Board recommending that such a course should be followed, the Company advising that in the alternative it would revert to its stand that the agreement of January 9, 1943, remains binding upon the employees. The letter of the employee representatives on the Industrial Council addressed to the Works Manager is also designed to serve as a notice conditionally requesting the taking of the plebiscite.

Under all of the circumstances, the Board considers that the best method of disposing of this dispute, in the interests of all parties, is to recommend the plebiscite in December. Machinery already exists under the Constitution for the taking of this vote and it appears to us best in the interests of the orderly administration of employer-employee relations in this Plant that this course be followed rather

than the holding of a representation vote which, even if resulting in favour of the Union, leaves unsolved the problem arising out of the existing agreement. We think it is proper to say that we consider the Company's conciliatory attitude to be commendable and we trust that those employees who are members of the Union will consider it to be to their advantage to accept this suggested means of disposition of the matters presently in dispute.

We therefore recommend:

- (a) That on the second Monday of December, 1943, a vote should be taken of the affected employees in the Weston Plant of the Massey-Harris Company Limited for the purpose of determining whether these employees desire to continue in operation the Industrial Council. The vote should be taken under the auspices of the Dominion Department of Labour and the affected employees entitled to vote should be determined according to the payroll last immediately preceding the date of the vote;
- (b) That if the vote results in an expression by the employees that they do not wish to continue the Industrial Council, the agreement of January 9th, 1943, should then be regarded as terminated as of January 9th, 1944, in accordance with the undertaking of the Company;
- (c) That if the vote results in an expression by the employees of their desire to continue the Industrial Council, the agreement of January 9th, 1943, should be considered as remaining in effect subject to the term of its duration being amended, if then required by the employees' representatives on the Industrial Council, to provide that it should operate thereafter from year to year only, the first annual period to terminate on January 9th, 1945;
- (d) That pending the holding of the plebiscite as above recommended, this Board should not be dissolved, and that should the vote result in the employees rejecting the Industrial Council plan of representation, the Board should then be reconvened.

We only desire further to report that sittings of the Board were held on June 3rd, 21st and 28th and on July 29th, 1943.

We wish also to express our thanks to the representatives of both the employees and the Company for their helpful assistance in the course of the hearings.

All of which is respectfully submitted.

Dated at the City of Toronto this 29th day of July, 1943.

(Sgd.) I. M. MACDONNELL, *Chairman.*

(Sgd.) J. J. BENCH,

Representative of the Employer.

Minority Report

The Honourable HUMPHREY MITCHELL,
Minister of Labour, Ottawa.

In the Matter of the Industrial Disputes Investigation Act and dispute between Massey-Harris Company, Limited, Aircraft Division, Weston, Ontario, and employees who are members of the United Automobile, Aircraft and Agricultural Implementation Workers of America, Local 382.

SIR,—The Board of Conciliation and Investigation appointed by you in the matter has held sittings in Toronto when both parties were ably represented, made their submissions, and fully discussed the matter of the dispute.

The question at issue is whether or not the applicant Union should now, under the existing circumstances, be recognized as the collective bargaining agent, through which the Company should now negotiate an agreement with its employees in its Weston Plant.

The Union maintains that a majority of the employees have designated it as their bargaining agent, and it has undoubtedly substantiated that claim. When the Industrial Disputes Inquiry Commissioner dealt with this matter, union membership cards were checked against the pay-roll and he was evidently satisfied that the Union represented a majority of the employees. The results of the balloting for nominations and elections pertaining to the Industrial Council are further proof, if any is needed, of the dissatisfaction of the employees with the Industrial Council as their representative, and of their desire for representation through the Union.

In the Industrial Council elections held January 14, 1943, 91 per cent of the employees participated, electing a majority of union members. In the June, 1943, elections only a minority of the employees participated, the Union having intimated to its members that it would be advisable for them to either refrain from voting, to mark their ballots C.I.O., or to deposit blank ballots.

In the seven departments in which nominations were held, 55 per cent of the employees participating nominated persons, many of whom were union members, 35 per cent marked their ballots C.I.O. or left them blank, and an additional 10 per cent were spoiled.

In four of the seven groups or departments certain persons were declared elected by acclamation and the manner of their selection is open to question. Approximately 50 per cent of the employees in these groups deposited nominations, 27 per cent nominated various candidates (301 nominations), 25 per cent

marked their ballots C.I.O. or left them blank (271 ballots) and 61 per cent were spoiled (69 ballots).

In these four groups, no less than 156 individuals were nominated. The four persons declared elected by acclamation secured together a total vote of only 62. I would assume that an acclamation cannot be valid unless every individual nominated had an opportunity to accept or decline. Apparently no such opportunity was given and certain individuals, including the present president of the Industrial Council, were declared elected by acclamation.

Further, this election was conducted after the board had begun its sittings and no notice of its intention to conduct such elections was given to the board by the company.

One can only conclude from the above facts that the Industrial Council is being imposed on the employees by the employer contrary to the letter and spirit of Order in Council P.C. 2685. I would recommend that an immediate vote be taken in the plant to determine whether or not the employees wish to be represented by the U.A.W.C.I.O. beyond all doubt.

THE INDUSTRIAL COUNCIL AGREEMENT

Replying to the Union's demands for recognition as the bargaining agent and the conclusion of a collective agreement, the company states that it has already entered into contractual relations with its employees through the Industrial Council.

A contract between the council and the company was entered into on January 9. There seems to be no doubt that the employees had no knowledge whatever of such a contract being either contemplated or concluded. It seems to have been secretly entered into five days before the elections in January. It is most significant that no matters pertaining to a contract were discussed at any meeting of the Industrial Council, and no such item appears anywhere in the minutes of the council meetings.

In addition to the usual and proper stand taken by labour against such contracts which I need not reiterate here, an exactly parallel case was dealt with recently in the Ontario Labour Court when Mr. Justice Gillanders took the view that the question to be decided was whether or not the employees' association had the proper authority to negotiate. He ordered a vote to be taken in the plant concerned to determine the choice of the employees of a bargaining agent because the employees had not had an opportunity "to approve of a draft agreement before its execution, or ratify it after execution."

The contract in the Massey-Harris case was signed on behalf of the employees by six

employer-representative members of the Industrial Council and five employee-representatives and by the proper agents on behalf of the employer.

If my understanding of the situation is correct, the provisions of the Ontario Collective Bargaining Act must also be taken into consideration in determining the policy to be pursued by boards of conciliation. Section "E" of the Ontario Act states that "Employees shall mean any person in the employment of an employer as defined in this Act except (i) an officer or official of an employer, and (ii) the person acting on behalf of an employer in a supervisory or confidential capacity or having authority to employ, discharge or discipline employees."

Undoubtedly those officers or supervisors who signed the agreement on behalf of the Industrial Council are not employees within the definition of the Act and are therefore not capable of concluding a collective agreement on behalf of the employees. The Ontario Act further provides that a collective bargaining agency "shall not include any such union or association the administration, management or policy of which is dominated, coerced or improperly influenced by the employer in any manner whether by financial aid or otherwise."

The company admitted that the Industrial Council had been initiated by it and that such financial aid as required from time to time was provided by the company. A reading of the minutes of the Industrial Council makes it sufficiently clear that its management and administration is dominated by the employer through his agents.

Applying in addition the provisions of Order in Council P.C. 2685 which provides for the bargaining agent to be the free choice of the employees, I am compelled to conclude that the Industrial Council for the various reasons set forth above, cannot be deemed to be a proper bargaining agency representing the free choice of the employees. I maintain that any agreement entered into with this council is not a valid collective bargaining agreement, and is not a bar to immediate recognition of the union.

THE MAJORITY RECOMMENDATION

My colleagues on the board have, I gather, submitted a recommendation to which the employer has agreed. In their opinion, having obtained this agreement from the employer, the dispute can be amicably settled. The recommendation agreed upon was briefly to the effect that on the second Monday in December, 1943, a vote would be taken in the plant under the supervision of the Department of Labour to determine whether the employees

wished to continue bargaining through the Industrial Council or whether they preferred the union as their bargaining agent. The employer agreed that should the union be chosen by the employees, the present contract would be terminated and the Plant Council and its constitution dissolved.

At first glance this would appear to be an excellent solution of the problem and I must confess that, as it carries with it the approval of the employer, it is indeed a measure of conciliation. As was pointed out at the meetings of the board, any recommendation that the board might make that was not acceptable to the employer, and one might add to the union, would be futile. This of course results from there being no provision in Order in Council P.C. 2685, or any subsequent orders dealing with collective bargaining in privately owned industries, for compulsory collective bargaining.

My main difference therefore, in a practical sense, with the majority recommendation (I am not overlooking my earlier objections to the Plant Council being considered a proper bargaining agency) is that it defers appropriate action for a period of approximately five months. During this intervening period, dis-

criminatory actions on the part of misguided Plant Council members can only lead to further discontent in the Weston plant. Some evidence of such acts was brought to the attention of the board at its last sitting. Since then I have been informed of further such acts which one can only suspect will aggravate the situation.

Some safeguards of the union's interest, its officers and members, are essential under these circumstances. Under similar conditions at the DeHavilland aircraft plant last winter, the union and the company worked out an arrangement by which the union was enabled to protect its members during the intervening period. I feel quite sure that were the company to carry out in good faith the proposals that it has agreed to and were the union given the necessary safeguards in the interim, there could be mutual agreement by the two parties to this dispute on the recommendation of the majority of the board, which would lead to harmonious relations between the employer and the employees.

Respectfully submitted,

DRUMMOND WREN,

Employees' Representative.

August 13, 1943.

Report of Board in Dispute between the Canadian National Railways (Work Equipment Department), Winnipeg, Man., and Employees

On August 24, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways (Work Equipment Department), Winnipeg, Man., and employees, members of Divisions 142 and 226, Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July 1943, p. 921).

The personnel of the Board was as follows: His Honour Mr. Justice Alfred Savard, Montreal, P.Q., chairman, appointed on the joint recommendation of Messrs. Frederick T. Collins, Montreal, P.Q., and John E. L. Graham, Winnipeg, Man., the employer's and employees' nominees on the Board.

The report of the Board follows:

Report of Board

In the matter of the Industrial Disputes Investigation Act and of the dispute between The Canadian National Railways and Steam Shovel Engineers, Dragline Ditcherman, Oilers and Firemen, Lidgerwood and Jordan Spreader Operators, etc., employees of the Canadian National Railways Western Region, Members of Divisions 142 and 226, Canadian Brother-

hood of Railway Employees and Other Transport Workers.

To the Honourable the Minister of Labour,
Ottawa, Ontario.

Sir:—

The Board of Conciliation and Investigation which was appointed by you to enquire into the above mentioned dispute has the honour to report and recommend as follows:—

The first session of the board was held at the Court House at Montreal, Quebec, on Monday, August 9th, 1943, and subsequent sessions were held on August 10th, August 17th, August 18th, August 20th and August 21st.

The employees were represented by Mr. T. McGregor, General Chairman of the Western Region, General Adjustment Committee of the Canadian Brotherhood of Railway Employees and Other Transport Workers, and the Canadian National Railways was represented by F. W. Edge, Director of Labour Relations.

The board also summoned to appear before them Mr. W. Aspinall, General Chairman of the Brotherhood of Maintenance of Way Employees, and he appeared on August 17th.

The employees concerned in the dispute are all employees of the Canadian National

Railways Western Region, engaged in the operation of various excavating machines and the number affected according to the application for a board is 61.

In 1925 a Committee of the employees in question negotiated an agreement covering rules, working conditions and rates of pay with the Canadian National Railways which was signed on behalf of the railway company by Mr. A. E. Warren, General Manager, and by Mr. J. E. Sims for the employees.

In December 1939 a number of the said employees covered by the agreement of 1925 became members of the Canadian Brotherhood of Railway Employees and Other Transport Workers and signed an authorization in writing to the following effect:—

"To the management of the Canadian National Railways, and to all others whom it may concern:

"Of my own free will and accord, I do hereby declare that the Local, General and System Committees of the Canadian Brotherhood of Railway Employees are authorized to represent me in all matters pertaining to the negotiation of schedules or working agreements covering my wages and working conditions, or in the revision of any such schedules, and in the handling of any grievances which may arise thereunder."

and 49 out of the 61 employees involved in the branch of the service in question signed an authorization to the foregoing effect.

Mr. T. McGregor, above mentioned, then communicated with Mr. W. R. Devenish, General Manager of the Canadian National Railways at Winnipeg, by letter on March 6th, 1940, to request an appointment for the purpose of conducting negotiations. Arrangements were finally completed for such negotiations in January 1941, and signed authorizations, signed by 49 employees of the group of 61 involved, were presented to the Canadian National Railways. As a result of the negotiations, an agreement was arrived at, which was referred to the Canadian National Railways' Department of Personnel at Montreal for ratification.

In the meantime, before the agreement was ratified at Montreal by the Superintendent of Personnel, representations were made by Mr. W. Aspinall, General Chairman of the Brotherhood of Maintenance of Way Employees, to Mr. W. R. Devenish, protesting against any agreement being made affecting the employees concerned with any organization other than the Brotherhood of Maintenance of Way Employees, and subsequently on the 29th October, 1941, by letter addressed to Mr. N. B. Walton, Vice-President, Canadian National Railways, the Joint Protective Board of the Brotherhood of Maintenance of Way

Employees, Canadian National Railways, Western Lines, made further protest and authorized their system federation officers to negotiate with the railway company with a view to having all the employees concerned brought within the provision of Wage Agreement No. 9. As a result, Mr. McGregor was advised by letter written on the 25th November, 1941, to him by the general manager of the railway company that it had been decided that, in view of the protest received, the agreement would not be proceeded with.

As a result, a meeting of the employees concerned was held on the 2nd of March, 1943, and authority was granted to Mr. T. McGregor and to Mr. J. S. McNabb, General Secretary of the Western Region, General Adjustment Committee of the Canadian Brotherhood of Railway Employees and Other Transport Workers to apply for a Board of Conciliation and Investigation, as a result of which a board was duly appointed.

At the hearings before the Board the railway company declared that if and when it was definitely established what group had the right to represent the said employees, the railway company was ready and willing to negotiate an agreement covering rates of pay and rules governing working conditions with the authorized representative of the proper group. It was declared at the meeting that the employees concerned had been since 1940 or 1941 receiving the rates of pay and were subject to the working conditions set out in the unsigned agreement which had been negotiated in 1941 above mentioned. The company declared that it did not wish to become involved in a jurisdictional dispute between two labour organizations.

The sole task of the board therefore was to establish which of the two organizations, that is the Canadian Brotherhood of Railway Employees and Other Transport Workers, or the Brotherhood of Maintenance of Way Employees, was the authorized representative of the employees in question.

The contention of the Canadian Brotherhood of Railway Employees and Other Transport Workers was set out in their brief as follows:—

"Inasmuch as a very substantial majority of the employees in the Work Equipment Department are members of the Canadian Brotherhood of Railway Employees and Other Transport Workers and have expressed their desire to be represented by the Brotherhood's Committees in all matters affecting their wages and working conditions, and as it is apparent that the Railway Management will not complete this already agreed to schedule until such time as the right of representation has been disposed of by your Board,

"We therefore contend that, in view of these circumstances the Canadian National Railways should be instructed to complete the negotiations with the Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of the employees of the Work Equipment Dept."

Mr. McGregor also filed with the board 49 signed authorization forms in support of his contentions, all of which were exactly similar to the one quoted above in this report.

Mr. Aspinall on behalf of the Brotherhood of Maintenance of Way Employees contended that the employees in question came within the provisions of a Wage Agreement known as "Wage Agreement No. 9" concerning rates of pay and rules governing the services of Maintenance of Way Employees, and contended that under the provisions of section 1, section 15 and section 19 of this agreement, the employees in question were covered.

These sections read as follows:—

SECTION 1

Definition of Maintenance of Way Employees	"By Maintenance of Way Employees is meant employees working in the Track and Bridge and Building departments, for whom rates of pay are provided in this schedule, who have been in the service for three months within the preceding twenty-four months, or who can show evidence of six months' experience in similar work on any railway mentioned in the preamble of this agreement. Labourers in extra gangs, unless those engaged practically all the year round, shall not be considered as coming under this schedule."
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SECTION 15

Performance of Maintenance of Way Employees outside of department	"Except in cases of emergency or temporary urgency, employees outside of the maintenance of way service shall not be assigned to do work which properly belongs to the Maintenance of Way Department, nor will maintenance of way employees be required to do any work except such as pertains to the division or department of maintenance of way service."
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SECTION 19

Compensation for additional positions or classifications.	When additional positions or classifications are created compensation shall be fixed in conformity with agreed rates for similar positions, or by agreement between General Chairman and officers of the railway."
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Mr. Aspinall admitted that the classifications of employees set out in the unsigned draft agreement agreed to between the Railway Company and the Canadian Brotherhood of Railway Employees and Other Transport Workers were not specifically included in

Wage Agreement No. 9. A comparison between the occupations set out in Wage Agreement No. 9 and in the application for a board shows that none of the occupations set out in the application for a board or in the draft unsigned agreement above referred to is referred to in Wage Agreement No. 9, except lidgerwood engineers. In Wage Agreement No. 9 a rate of pay is provided for lidgerwood engineers "when Maintenance of Way Dept. employees required to perform service", which would indicate that there was a distinction between the lidgerwood operator referred to in the draft unsigned agreement and lidgerwood engineers referred to in Wage Agreement No. 9.

It is clear from a reading of Section 1 of Wage Agreement No. 9 that the Maintenance of Way Employees covered by that agreement are only those employees working in the Track and Bridge and Building Departments, *for whom rates of pay are provided in this schedule*, and none of the employees referred to in this dispute is so covered. Mr. Aspinall stated that when the agreement which was made on the 15th June, 1925, between the Railway Company and the International Association of Steam Shovel and Dredgemen ceased to become operative, an attempt was made by the Central Committee of his Brotherhood in the year 1937 to include under Wage Agreement No. 9 all steam shovel and ditcher engineers and firemen and operators of all other equipment in the Maintenance of Way Service, but the Wage Subcommittee of the Railway Association at that time would not agree to naming all of these classifications specifically in the agreement, and as a result Section 15 and Section 19 of Wage Agreement No. 9 were agreed upon.

An examination of Section 15 has led the Board to the conclusion that it has no application to the matters at issue, because the work done by the employees in question does not properly belong to the Maintenance of Way Department of the Western Region of the Canadian National Railways. An examination of Section 19 has also led the board to the conclusion that that section has no application. It refers to additional positions and classifications to be created subsequently to the date of its enactment, which was April 1st, 1938, and all the positions mentioned in the draft unsigned agreement above referred to were in existence prior to that date. In brief, the Brotherhood of Maintenance of Way Employees endeavoured to have the employees in question included under Wage Agreement No. 9 from as early as August 8th, 1938, but they were not successful in their efforts to do so.

The negotiations which took place between the Brotherhood of Maintenance of Way Employees and the Railway Company after August 8th, 1938, resulted in a special agreement being made covering certain classifications such as mowing and discing machine operators, adzing machine operators, etc., but none of the employees involved with this dispute was mentioned.

RECOMMENDATIONS

After careful consideration of the agreements made by the different parties and the documents and evidence submitted, the board finds and recommends as follows:—

1. Wage Agreement No. 9 above referred to does not apply to, or cover, the employees referred to in the application in question.

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers have been authorized in writing by at least 49 out of the 61 employees involved to repre-

sent them in all matters pertaining to the negotiations of schedules or working agreements governing their wages and working conditions and in the revision of any such schedules and in the handling of any grievances which may arise thereunder.

3. It is the unanimous opinion of this Board that the Canadian Brotherhood of Railway Employees and Other Transport Workers is the duly authorized representative of the majority of the employees involved.

4. The Canadian National Railways should under the circumstances complete their negotiations with the Canadian Brotherhood of Railway Employees and Other Transport Workers affecting the employees in question.

The whole respectfully submitted.

Montreal, 21st August, 1943.

(Sgd.) ALFRED SAVARD, *Chairman.*

(Sgd.) FREDERICK T. COLLINS, *Member.*

(Sgd.) JOHN K. L. GRAHAM, *Member.*

Conciliation Work of the Department of Labour During August, 1943

DURING August 84 new industrial disputes came to the attention of the Industrial Relations Branch, while 34 others which were already known to the Department received further attention. These disputes were dealt with under the Conciliation and Labour Act and were distinct from those handled under the Industrial Disputes Investigation Act, which are described elsewhere in this issue.

The disputes were dealt with by Industrial Relations Officers or, in Ontario, by the additional services of the Provincial Conciliation Officers. Those of chief interest or importance are summarized in the statement below.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal and Fredericton. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Ontario; four officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Sydney, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

METAL WORKERS, BRANTFORD, ONT.—About 340 employees in the manifold department of the Cockshutt Plow Company Limited, Brantford, Ont., went on strike on August 4 when 4 persons were dismissed for refusing to comply with instructions that no one was to stop work before actual quitting time. The workers involved claimed that a 5-minute period had been allowed them previously for washing up, but the company denied that permission had ever been granted for such purposes. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, investigated the dispute and persuaded the employees to resume work on August 6 on the understanding that they could apply to the Regional War Labour Board. The separation notices given to the 4 employees were cancelled, with it being understood that the workers would observe company regulations in future.

CIVIC EMPLOYEES, EDMUNDSTON, N.B.—On July 31 employees of the town of Edmundston, N.B., members of the Edmundston Civic Employees Federal Union No. 60, (T.L.C.C.) including employees of the police and fire departments, water works and the hydro-electric system, threatened to go on strike August 31 unless salary and wage rates were increased by from 5 per cent to 20 per cent. The situation was jointly investigated by Mr. H. R. Pettigrove, Industrial Relations Officer,

Fredericton, N.B. and Mr. N. D. Cochrane, Director of Labour for the Province of New Brunswick. Following conferences with the parties it was agreed that the case would be heard by a 3-man Conciliation Committee, comprised of Messrs. Pettigrove and Cochrane and Mr. C. J. A. Hughes, Vice-Chairman and Executive Officer of the Regional War Labour Board for New Brunswick. It was also understood that the salary and wage rates of the town of Campbellton, N.B., which has a union agreement with its employees, would be used for purposes of comparison. In the meantime the union agreed to recommend to its members that work should be continued without interruption.

SHIPYARD WORKERS, OJIBWAY, ONT.—Certain plumbers and pipe-fitters employed at the shipyard of the Canadian Bridge Engineering Company, Limited, Ojibway, Ontario, protested during August, by refusing to work overtime, against the failure of the company to re-employ certain members of Local 552, United Association of Journeymen, Plumbers and Steamfitters, who had been temporarily laid off for lack of material. A joint conference with representatives of the company and the employees' Yard Committee was arranged by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto. It was agreed that, subject to Selective Service regulations, 5 employees temporarily employed elsewhere would be notified to return to work by September 7 and would be given 10 days in which to accept the offer, after which they would be considered as having left the service of the company. Overtime work was to be resumed by the protesting employees, whenever necessary, as from August 23.

GLASS FACTORY WORKERS, MONTREAL, P.Q.—On July 28 a strike occurred among 150 employees of 5 glass manufacturing companies, The Consolidated Plate Glass Company of Canada Limited, Hobbs Glass Limited, J. P. O'Shea Company Limited, Pilkington Brothers (Canada) Limited and Starr Glass Company, all of Montreal, P.Q. The strikers, who were members of the Glass Workers Local 1135, of the Brotherhood of Painters, Decorators and Paperhangers of America, demanded the consummation by the companies of a union agreement relating to wage rates, working conditions, and other matters. The firms were all engaged in war work. However, as the companies took the position that they would enter into negotiations with the union upon a resumption of work if the employees agreed in writing to arbitrate under a provincial ordinance, the matter was first referred to Mr. Cyprien Miron, Chief Conciliation Officer of the Quebec Department of Labour.

No settlement was reached in spite of numerous attempts. On August 11 the Federal Minister of Labour authorized an investigation by Mr. B. Rose, K.C. of Montreal, as Industrial Disputes Inquiry Commissioner, under Order in Council P.C. 4020, on condition that the employees should first resume work. The strike continued, however, until August 27 when the union filed an application for the establishment of a Board of Conciliation and Investigation, as recorded above under "Recent Proceedings under the Industrial Disputes Investigation Act".

SHIPYARD WORKERS, LAUZON, P.Q.—In the August issue of the LABOUR GAZETTE it was reported that, following a brief strike on July 24 by 900 employees of the Davie Shipbuilding and Repair Company Limited, Lauzon, P.Q., the Department appointed Mr. Bernard Devlin, K.C. of Quebec, P.Q., as an Industrial Disputes Inquiry Commissioner to investigate the dismissal of an employee belonging to Local 3, Boilermakers and Iron Shipbuilders of America. The Commissioner held an inquiry early in August and reported that the management of the company had been justified in its action. Both parties accepted the Commissioner's award.

COAL MINERS, BLAIRMORE, ALTA.—Under a clause in the signed agreement between Western Canada Bituminous Coal Operators' Association and District 18, United Mine Workers of America, providing that the parties will refer disputes to arbitration by an Independent Chairman and accept his award as final and binding, the Minister of Labour, on a joint request, appointed Mr. R. K. Henderson, Western Fuel Consultant of National Selective Service, to deal with a dispute between the union and Western Canadian Collieries Limited, Blairmore, Alberta. The dispute concerned payment for the removal of sheet iron from pillar work in the company's Bellevue Mine. A hearing took place at Calgary on August 23. The Independent Chairman found that there was not sufficient evidence to substantiate the claim that payment had ever been made for this type of work under the Agreement which had been in effect since December, 1938, and that the intention of the Agreement was that the tonnage rates set for pillar work would take care of lifting the sheet iron in pillar extraction. Subsequently officials of District 18, U.M.W.A., gave notice that the union would accept the decision of the chairman in respect of work already performed but would advise the mine employees, that, if the company desired work to be performed which is not written into the contract, they should refuse to do it until assured that the time employed

would be recorded and "paid for according to the Agreement".

TEXTILE WORKERS, TORONTO, ONT.—On July 28 the Department received a request from an officer of the International Ladies' Garment Workers' Union, Toronto, for the appointment of an Industrial Disputes Inquiry Commissioner under Order in Council P.C. 4020 to investigate the dismissal of two union members by the Military Clothing Company, Toronto, on the grounds that they had been discharged because of their union membership. A preliminary investigation was made by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, upon whose recommendation, the Minister of Labour, on August 17, appointed His Honour Judge W. T. Robb, Orangeville, Ont., as a Commissioner in the case. When the hearing took place in the City Hall, Toronto, on August 24, one case was dropped by the union. In the remaining case, the Commissioner concluded that the worker in question had not been dismissed because of union membership or activity.

COAL MINERS, LUSCAR, ALTA.—On July 31 the Department received word that 7 men employed in the power house of Luscar Coal Mines, Limited, Luscar, Alta., had given 7 days' notice of separation in order to secure wage increases of \$2.00 per day. Mr. F. E. Harrison, Western Representative of the Department, Vancouver, conferred in Calgary with officials of District 18, U.M.W.A., and a union organizer was sent to Luscar to endeavour to adjust the matter. Subsequently the employees decided to remain on the job.

LONGSHOREMEN, THREE RIVERS, P.Q.—Eight ocean-going vessels destined to carry important war materials were held up at Three Rivers, P.Q., on August 2, when 350 unorganized longshoremen, stevedores, teamsters and general labourers employed by J. C. Malone and Company went on strike in connection with demands for increases in wage rates, time and one-half pay for overtime work in excess of 10 hours per day, and double time for work on Sundays and holidays. Mr. L. Pepin, Industrial Relations Officer, Montreal, immediately proceeded to Three Rivers and explained to the employees the proper procedure for submitting their demands to the National War Labour Board. Work was resumed on August 5. On August 30 the employees again resorted to strike action in protest against what they considered to be delay on the part of the National War Labour Board, although no brief from the workers had been presented to the Board. Three vessels were affected by this action. The situation was promptly investigated by Mr. R.

Trepanier, Industrial Relations Officer, in company with representatives of the United Kingdom Ministry of War Transport and the Timber Controller of the United Kingdom Ministry of Supply. On receiving an assurance that the National War Labour Board would give prompt attention to a submission from the company for approval of wage increases of 5 cents or 6 cents per hour, the employees resumed work on September 1.

COAL MINERS, CANMORE, ALTA.—On August 4 about 249 employees of the Canmore Coal Company, Limited, Canmore, Alta., went on strike because of the suspension of a boy employed as a tippie helper. The company claimed that the boy had used abusive language to a foreman and had refused to work overtime. The employees claimed that the worker in question had been treated roughly by the foreman. Mr. F. E. Harrison, Western Representative, Department of Labour, discussed the matter with officers of District 18, United Mine Workers of America, and the Coal Operators' Association. After the employees agreed to resume work on the morning of August 9, it was arranged that the tippie helper would be re-instated and given employment under a different foreman in another part of the mine.

SHIPYARD WORKERS, MONTREAL, P.Q.—In the August issue of the *LABOUR GAZETTE* (pp. 1122-23) reference was made to a strike of employees of the shipyard division of the Canadian Vickers Limited. Following the strike, an organizer for the Boilermakers' and Iron Shipbuilders' Union of Canada, (C.C.L.) was charged in court with inciting the employees to go and to remain on strike. Particulars regarding this case will be found elsewhere in this issue under "Labour Law—Recent Legal Decisions Affecting Labour".

STEVEDORES, HALIFAX, N.S.—About 115 stevedores employed on the Halifax waterfront quit work on August 25 claiming that the presence of 35 armed police guards during the unloading of a cargo of liquor was an affront to the men employed on the job. Officers of the Industrial Relations Branch discussed the situation with authorities of the Port of Halifax and the R.C.M.P. The uniformed guards were withdrawn and operations were resumed.

COAL MINERS, FLORENCE, N.S.—On August 11 a group of brushers employed on No. 1 wall of Florence Colliery, operated by Old Sydney Collieries Limited, went on strike in an effort to secure wage adjustments in connection with moving and replacing pans. The action directly affected a group of 35 brushers, loaders, machine runners, etc., and caused about 300 miners to be idle. Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., investigated the dispute and after several con-

ferences with officers of District 26, United Mine Workers of America, and the Committee of Florence Local 4544, persuaded the men to resume work and refer the dispute to the Board of Adjustment under the signed agreement between the parties. The brushers resumed work on August 17 and operations were completely restored by August 19. The Board of Adjustment decided that brushers should be paid for the removal and replacing of pans when necessary, commencing August 21.

SHIPYARD WELDERS AND BURNERS, VANCOUVER, B.C.—A group of 200 men and 15 women employed in the South Yard of the Burrard (Vancouver) Drydock Company, Limited, Vancouver, B.C., as electric and acetylene welders and burners went on strike August 4 when 3 of their number were discharged for refusing to perform certain work when ordered to do so. The strikers were members of the Boilermakers' and Iron Shipbuilders' Union of Canada. The incident occurred in connection with negotiations for the installation of ventilating equipment or for premium payments for work performed in confined spaces where fumes accumulate. Agreement had previously been reached on all points under negotiation, but delays beyond control of the company had occurred in the delivery of new ventilating apparatus. A compromise was reached after Mr. G. R. Currie, Industrial Relations Officer, Vancouver, persuaded the parties to agree to a proposal that the question of premium payments for work in confined areas should be referred to the Dobson Committee on shipbuilding practices. It was agreed in advance that the ruling of the Committee would be accepted by the union and by all Vancouver Shipbuilding Companies. The welders and burners resumed work on the 3rd shift of August 4.

COAL MINERS, GLACE BAY, N.S.—Some 1,720 miners employed by the Dominion Coal Company, Limited, in 3 collieries at Glace Bay and Caledonia, N.S., went on strike on August 2, when a medical doctor was called up for army service. The doctor in question was being paid by miners of the area through a check-off and it was alleged that because of the scarcity of doctors in the vicinity, these men would be left without medical services in the event of occupational accidents. Industrial Relations Officer, Allan MacDonald, Sydney, N.S., canvassed the situation locally and an investigation was conducted from Ottawa through the Canadian Medical Procurement and Assignment Board. It was ascertained that the doctor had voluntarily applied for a commission in the R.C.A.F. shortly prior to his call-up by the army mobilization authorities. However, he was given leave by the

military authorities and returned to his practice. The miners resumed work on August 5 and 6.

COAL MINERS, STELLARTON, N.S.—About 1,100 employees of the Acadia Coal Company, Limited, walked out on strike on August 26, 1943. No dispute existed between the company and its employees, and the action of the men represented a protest against a special levy of 50 cents per week imposed for a period of 4 weeks on members of the United Mine Workers of America by the union itself in order to liquidate a deficit of the Glace Bay "Gazette", which newspaper is published by the miners' organization. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., endeavoured to secure the termination of the strike through the officials of the United Mine Workers of America, District 26. However, the employees refused to resume work until members of the District Executive visited the local union and explained the situation. Work was resumed on September 1.

COAL MINERS, SPRINGHILL, N.S.—On August 25 about 1,600 employees of the Cumberland Railway and Coal Company Limited, Springhill, N.S., went on strike because the management had docked the wages of 41 men for leaving their work before the end of a shift. Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., conferred with the union representatives and urged the men to resume work at once. At a special mass meeting, held the same day, the employees agreed to return to work pending negotiations between the company and officers of District 26, United Mine Workers of America.

AIRCRAFT WORKERS, MONTREAL, P.Q.—In consequence of the inability of Lodge 712, International Association of Machinists, to obtain an acceptable disposition of their request on behalf of employees of 3 aircraft plants in Montreal, namely Fairchild Aircraft Limited, Canadian Vickers Limited and the Noorduyn Aviation Limited, for retroactive payment of full cost-of-living bonus to July, 1942, the employees concerned went on strike on August 3, 1943. About 21,100 employees were affected. At the time the strike occurred conversations were being held in Ottawa, between officials of Lodge 712 and representatives of the National War Labour Board, the Department of Munitions and Supply and the Department of Labour. In consequence of this action an announcement was made by the Minister of Munitions and Supply and the Minister of Labour stating that the plants would be closed until the striking workers agreed to return to work without fulfilment of their demands that a cost-of-living bonus be made retroactive. The National War Labour

Board took the position that it had no authority to permit the payment of the full cost-of-living bonus requested for the period prior to March 23, 1943. A full cost-of-living bonus had been awarded with effect from the latter date. As a result of further discussion between the President of the Montreal Trades and Labour Council and the Chairman of the National War Labour Board arrangements were made for the men to return to work with the understanding that consideration would be given to their request on the basis of the Wage Control Order as it existed prior to March 23, 1943, and that a new application to the National War Labour Board would be made. It was clearly understood that neither the National War Labour Board nor the Government would put into effect or give any assurance of putting into effect retroactive cost-of-living bonus as claimed by the men when they went on strike. The sole question to be determined is the amount of bonus to which the employees were entitled prior to March 23. Partial operations were resumed on August 13 and full restoration of work in all the plants was effective on August 16.

Union Representation Votes

FOUNDRY WORKERS, TORONTO, ONTARIO.—Following joint conferences during August, a representation vote was conducted on September 1 among employees of the Dominion Wheel and Foundry Company, Limited, Toronto, under the supervision of Mr. H. Perkins, Industrial Relations Officer, Toronto. Out of a total of 77 votes cast, 65 were in favour of bargaining through the agency of the United Steelworkers of America, Local 1089, while 8 voted in favour of the Dominion Wheel Employees' Association, and 4 voted against any union.

ELECTRIC BATTERY WORKERS, TORONTO, ONTARIO.—By joint consent of the parties a vote was conducted on August 17 by Mr. H.

Perkins, Industrial Relations Officer, Toronto, to determine whether employees of General Dry Batteries of Canada Limited, Toronto, Ontario, wished to bargain collectively with their employer through Local 512, United Electrical, Radio and Machine Workers of America. There were 101 employees eligible to vote, of whom 87 cast ballots. A total of 74 voted in favour of the union, while 10 voted against and there were 3 spoiled ballots.

SHIPYARD EMPLOYEES, PICTOU, N.S.—A union representation vote was conducted on August 19 and 20 under the supervision of Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., among employees of Foundation Maritimes, Limited, Pictou, N.S. The vote followed a joint conference on July 21 between representatives of the Department, the management and the three unions having membership in the shipyards. At that time all present agreed that a vote should be taken on the basis of eligibility for union membership in the 3 unions and subsequently representatives of the parties mutually agreed upon the details of the ballot. The results of the vote, as conducted in the 3 separate divisions of employees, were as follows. Poll No. 1:—Voters eligible, 388; votes cast, 265; votes in favour of United Brotherhood of Carpenters and Joiners, 132; votes in favour of Local 2, Industrial Union of Marine and Shipbuilding Workers of Canada, 131; spoiled ballots, 2. Poll No. 2:—Voters eligible, 1,846; votes cast, 989; votes in favour of the International Brotherhood of Boilermakers, 241; votes in favour of Local 2, Industrial Union of Marine and Shipbuilding Workers of Canada, 736; spoiled ballots, 12. Poll No. 3:—Voters eligible, 652; votes cast, 379; votes in favour of Local 2, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.), 365; votes against the union, 12; spoiled ballots, 2.

Strikes and Lockouts in Canada during August, 1943

THE number of strikes and lockouts recorded for the month of August showed an increase of eight as compared with the previous month, while the number of workers involved and the time loss in man working days increased sharply. During August there were 50 strikes recorded, involving 35,201 workers, with a time loss of 236,948 man working days, as compared with 42 strikes in July, with 15,984 workers involved and a time loss of 66,971 days. During August, 1942, there were 59 strikes, involving 21,434 workers and showing a time loss of 49,951 days.

In August, the month under review, the great number of workers involved and the exceptionally large time loss in man working days was due, for the most part, to one strike of aircraft workers at three plants in Montreal. This strike accounted for more than 60 per cent of the workers and 85 per cent of the time loss during the month.

Seven strikes, involving 376 workers, were carried over from July and 43 commenced during August. Of these 50 strikes, 47 were terminated during the month. Ten resulted in favour of the workers, seven in favour of

the employers, four were compromise settlement, one was partially successful and 25 were indefinite in result, work being resumed pending final settlement of each strike. At the end of the month, therefore, there were three strikes recorded as unterminated, namely: clothing factory workers at Quebec, P.Q., and laundry and dry cleaning plant workers at Kitchener and Waterloo, Ont.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Such strikes are listed in this paragraph for a period up to one year after their removal from the table of current strikes.

The following table gives information for August and July, 1943, and August, 1942:—

Date	Number of strikes	Number of workers involved	Time loss in man working days
*August, 1943	50	35,201	236,948
*July, 1943	42	15,984	66,971
August, 1942	59	21,434	49,951

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to August 1943

MANUFACTURING—				
<i>Fur and Leather Products—</i>				
Fur factory workers, Toronto, Ont.	1	20	300	Commenced April 19, 1943; against agreement signed with another union; employment conditions no longer affected by August 31; in favour of employer.
Fur factory workers, Quebec, P.Q.	1	33	450	Commenced May 12, 1943; for union recognition and agreement with increased wages and against dismissal of two workers; employment conditions no longer affected by August 31; in favour of employer.
Fur factory workers, Pointe-aux-Trembles, P.Q.	1	20	300	Commenced May 13, 1943; against agreement signed with another union; employment conditions no longer affected by August 31; in favour of employer.
<i>Textiles, Clothing, etc.—</i>				
Clothing factory workers, Farnham, P.Q.	1	18	300	Commenced July 21, 1943; against dismissal of two union workers; terminated August 23; conciliation (federal); in favour of employer.
<i>Metal Products—</i>				
Metal factory workers, Galt, Ont.	4	100	500	Commenced May 21, 1943; for union recognition; terminated August 17 (employment conditions no longer affected); conciliation (federal) and reference to the Ontario Labour Court; partially successful.
<i>Non-metallic Minerals—</i>				
Chemical plant workers, Quebec, P.Q.	1	35	105	Commenced July 23, 1943; against decision of RWLB§ re increased wages; terminated August 4; conciliation (provincial) and further reference to RWLB; compromise.
Glass factory workers, Montreal, P.Q.	5	150	3,000	Commenced July 28, 1943; for union agreement with increased wages; terminated August 27; conciliation (federal) and reference to an IDI Board; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1943*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing During August 1943				
MINING—				
Coal miners, Glace Bay, N.S.	3	1,720	2,500	Commenced August 2; against call-up of medical doctor for military service; terminated August 6; conciliation (federal); in favour of workers.
Coal miners, Canmore, Alta.	1	249	1,000	Commenced August 4; against dismissal of a worker; terminated August 7; conciliation (federal); (worker re-employed at another job) compromise.
Coal miners, Edmonton (Forest Heights), Alta.	1	10	10	Commenced August 9; for increased wages; terminated August 9; negotiations; return of workers pending reference to RWLB; in favour of workers.
Coal miners (brushers), - Florence, N.S.	1	(a) 26	78	Commenced August 11; for extra pay for moving pans; terminated August 16; conciliation (federal); return of workers pending reference to Board of Adjustment; in favour of workers.
Coal miners, Drumheller, Alta.	1	136	136	Commenced August 17; <i>re</i> working conditions; terminated August 17; negotiations; in favour of workers.
Coal miners (brushers), Glace Bay, N.S.	1	480	480	Commenced August 17; against change in width of brushing; terminated August 17; negotiations; return of workers pending settlement; indefinite.
Coal miners, Camrose, Alta.	1	14	14	Commenced August 18; <i>re</i> working conditions; terminated August 18; negotiations; return of workers pending settlement; indefinite.
Coal miners, Sydney Mines, N.S.	1	(b) 80	240	Commenced August 18; <i>re</i> working conditions; terminated August 20; return of workers; in favour of employer.
Coal miners, Stellarton, N.S.	4	1,100	1,100	Commenced August 20; against absence of two medical doctors at military camp; terminated August 20; return of workers; indefinite.
Coal miners, River Hebert, N.S.	1	130	390	Commenced August 24; against change in work system on long wall; terminated August 26; conciliation (federal); in favour of workers.
Coal miners, Springhill, N.S.	1	1,695	1,695	Commenced August 25; against deductions from wages of certain miners for leaving work early; terminated August 25; conciliation (federal); return of workers pending investigation; indefinite.
Coal miners, Stellarton, N.S.	4	1,100	5,500	Commenced August 26; against levy for maintenance of union newspaper; terminated August 31; conciliation (federal); in favour of workers.
Coal miners (brushers), Glace Bay, N.S.	1	(c) 240	240	Commenced August 27; against change in width of brushing; terminated August 27; return of workers pending negotiations; indefinite.
MANUFACTURING—				
Vegetable Foods, etc.— Bakery workers, Mont- real, P.Q.	5	30	45	Commenced August 7; for cost-of-living bonus and a week's vacation with pay; terminated August 8; negotiations and reference to RWLB; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1943—*Continued**

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing During August, 1943—Con.

MANUFACTURING—Con. <i>Boots and Shoes (Leather)—</i> Shoe factory workers, Montreal, P.Q.	7	950	3,500	Commenced August 9; for increased cost-of-living bonus and a week's vacation with pay; terminated August 19; conciliation (provincial); return of workers pending reference to the RWLB and NWLB§; indefinite.
Shoe factory workers, Montreal, P.Q.	1	70	250	Commenced August 25; for a week's vacation with pay; terminated August 28; conciliation (provincial); return of workers pending reference to RWLB; indefinite.
<i>Fur and Leather Products—</i> Handbag factory workers, Montreal, P.Q.	1	55	600	Commenced August 2; for union recognition and agreement providing for increased wages, 42½-hour week and a week's vacation with pay; terminated August 14; negotiations; return of workers pending reference to arbitration and RWLB; indefinite.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Granby, P.Q.	1	100	1,100	Commenced August 2; for union recognition and against dismissal of a worker; terminated August 16; conciliation (provincial); in favour of workers.
Clothing factory workers, Quebec, P.Q.	1	413	1,652	Commenced August 27; for a week's vacation with pay; unternminated.
<i>Metal Products—</i> Steel mill workers, Syd- ney, N.S.	1	100	100	Commenced August 1; for wage adjustments; terminated August 1; return of workers, pending settlement; indefinite.
Aircraft factory workers, Montreal, P.Q.	3	21,131	200,000	Commenced August 3; to have full cost-of-living bonus made retroactive to June 30, 1942; terminated August 13; conciliation (federal); return of workers pending reference to NWLB; indefinite.
Metal factory workers, Brantford, Ont.	1	341	495	Commenced August 4; against diamissal of four workers for washing up before quitting time; terminated August 5; conciliation (federal); (workers reinstated and wash-up time referred to RWLB) indefinite.
Foundry workers, Mont- real, P.Q.	1	70	70	Commenced August 6; for increased cost-of-living bonus; terminated August 6; negotiations; return of workers pending decision of RWLB; indefinite.
Steel mill workers (fire- men), Trenton, N.S.	1	48	192	Commenced August 8, 15, 22 and 29; re time and one-half for overtime; terminated August 29; conciliation (federal); return of workers pending decision of RWLB; indefinite.
Munitions factory workers, Toronto, Ont.	1	12	24	Commenced August 13; against introduction of bonus system; terminated August 14; conciliation (federal); return of workers pending settlement; indefinite.
Rolling mill workers, Montreal, P.Q.	1	213	426	Commenced August 13; against order suspending vacations with pay; terminated August 16; conciliation (provincial and federal); return of workers pending reference to RWLB; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1943—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts Commencing During August, 1943—*Con.*

MANUFACTURING—<i>Con.</i>				
<i>Metal Products—Con.</i>				
Steel mill workers (crane operators), Sydney, N.S.	1	(d) 12	24	Commenced August 15 and 22; <i>re</i> wage adjustments; terminated August 22; return of workers pending settlement; indefinite.
Motor vehicles factory workers, Windsor, Ont.	3	560	430	Commenced August 18; for reclassification of certain workers; terminated August 18; return of workers pending reference to RWLB; indefinite.
Metal factory workers, Lachine, P.Q.	1	133	330	Commenced August 19; for a week's vacation with pay and full cost-of-living bonus; terminated August 21; conciliation (provincial and federal); return of workers pending decision of RWLB; indefinite.
Metal factory workers, Windsor, Ont.	1	320	265	Commenced August 21; against suspension of two workers; terminated August 24; return of workers pending settlement; in favour of employer.
<i>Shipbuilding—</i>				
Welders and burners, Vancouver, B.C.	1	215	185	Commenced August 4; for payment of bonus for working in confined spaces; terminated August 5; negotiations; return of workers pending investigation; compromise.
Shipyards workers, Meteghan, N.S.	1	340	1,020	Alleged lockout commencing August 16; dispute being investigated by an IDI Commissioner; terminated August 18; indefinite.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Building products factory workers, Montreal, P.Q.	1	57	75	Commenced August 9; for increased wages and a week's vacation with pay; terminated August 9; conciliation (federal) and return of workers pending decision of RWLB; (increased wages approved and further reference to RWLB <i>re</i> vacations) compromise.
Chemical plant workers, Fassett, P.Q.	1	49	588	Commenced August 18; for union recognition and collective agreement providing for increased wages; terminated August 31; conciliation (federal); return of workers pending reference to RWLB; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Water—</i>				
Longshoremen, Three Rivers, P.Q.	1	350	875	Commenced August 2; for increased wages; terminated August 4; conciliation (federal); return of workers pending reference to NWLB; indefinite.
Longshoremen, Halifax, N.S.	1	115	115	Commenced August 25; <i>re</i> working conditions; terminated August 25; conciliations (federal); in favour of workers.
Freight handlers, Port Arthur, Ont.	1	180	75	Commenced August 28; against extra load on trucks; terminated August 28; return of workers pending further negotiations; indefinite.
Longshoremen, Three Rivers, P.Q.	1	350	500	Commenced August 30; for increased wages; terminated August 31; conciliation (federal); return of workers pending decision of NWLB; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1943*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing During August, 1943—*Conc.*

TRADE— Dairy drivers, Montreal, P.Q.	1	31	124	Commenced August 10; against dismissal of a worker; terminated August 13; return of workers; in favour of employer.
Dairy drivers, Montreal, P.Q.	1	50	100	Commenced August 14; for a week's vacation with pay and increased wages as approved by the RWLB; terminated August 16; negotiations; in favour of workers.
SERVICE— <i>Public Administration—</i> Civic employees, Mont- real, P.Q.	1	(f) 1,500	5,250	Commenced August 21; against dismissal of five workers; terminated August 25; conciliation (provincial); return of workers pending arbitration; indefinite.
<i>Business and Personal—</i> Laundry and dry cleaning plant workers, Waterloo, Ont.	1	(g) 11	44	Commenced August 27; for closed union shop; unternminated.
Laundry and dry cleaning plant workers, Kitch- ener, Ont.	1	(h) 39	156	Commenced August 27; for closed union shop; unternminated.

* Preliminary data, based where possible on reports from parties involved, in some cases incomplete subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

§ RWLB—Regional War Labour Board. NWLB—National War Labour Board.

(a) 300 indirectly. (b) 300 indirectly. (c) 240 indirectly. (d) 120 indirectly. (f) 500 indirectly. (g) 12 indirectly. (h) 17 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the July issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1942". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of dis-

putes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in June was 123 and 14 were still in progress from the previous month, making a total of 137 disputes in progress during the month; 39,800 workers were involved in the disputes in progress during the month and the time loss was 112,000 working days.

Of the 123 disputes beginning in June, 27 arose out of demands for increased wages and 37 over other wage questions; 3 on questions as to hours; 17 over questions as to employment of particular classes or persons; 28 over other questions as to working arrangements; four on questions of trade union principle; 7 were sympathetic stoppages. Final settlements were reached in 104 disputes, of which 17 were settled in favour of the workers, 65 in favour of employers and 22 resulted in compromises; in 18 other disputes, work was resumed pending negotiations.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in separate articles following this.

Manufacturing: Vegetable Foods

MOOSE JAW, SASK.—ROBIN HOOD FLOUR MILLS LTD. AND UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 201 (CANADIAN CONGRESS OF LABOUR).

Agreement reached following application for a board under the Industrial Disputes Investigation Act, and conciliation by an Industrial Disputes Inquiry Commissioner (see p. 1226 of this issue). Agreement to be in effect from August 5, 1943, to August 4, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all hourly paid employees of the plant. No discrimination or coercion by the company or the union in regard to membership in any lawful society.

Hours: normal working day is: 8 hours per day in the power plant, flour mill, flour packing department, warehouse labour and flour trucking department; 8 to 10 hours per day in machine shop and maintenance department, grain elevator, oat mill, oat mill packing and packaging. Overtime and all work on Sundays and holidays is payable at time and one half. A rest period of 10 minutes during any work period exceeding 4½ hours. Wage rates per hour for certain classes: power plant—fireman 62 cents, machinist 45 to 70 cents, roll corugator 45 to 60 cents; electricians 45 to 65 cents, tinsmith 65 cents, utility man 50 to 55 cents; flour mill and oat mill—trick millers 68 cents, machine tenders 55 cents, smelters 52 cents, oilers 50 to 52 cents, sweepers 35 to 46 cents; elevator workers 50 and 52 cents; warehouse and oat mill—flour, feed and oat feed packers 55 cents, truckers 45 to 50 cents, container packers 45 to 50 cents; sweeper 46 cents. Cost of living adjustments or bonuses to be made and paid from time to time as fixed by Dominion Government regulations. Vacation: one week with pay annually for employees with one year and less than three years' service;

two weeks' annually after three years' service. Seniority rights and grievance procedure are provided for.

Manufacturing: Fur and Leather Products

MONTREAL, P.Q.—A MANUFACTURER OF HANDBAGS AND INTERNATIONAL LADIES HANDBAG, LUGGAGE, BELT AND NOVELTY WORKERS UNION, LOCAL 9.

Agreement reached following strike reported on page 1248 of this issue. Agreement to be in effect from August 13, 1943, to August 1, 1944. The employer agrees to maintain a union shop and that any new employees hired will be union members, if such are available. No discrimination against anyone because of union activity or otherwise. The employer will deduct union dues from wages and hand same to the union.

Hours: 8½ per day Monday to Friday, a 42½ hour week, subject to the approval of the Regional War Labour Board. Overtime is payable at time and one half. Wages: the question of wages to be submitted to an impartial chairman and later to the Regional War Labour Board. Provision is made for the settlement of grievances and for the equal division of available work amongst regular employees.

Manufacturing: Pulp, Paper and Paper Products

CHANDLER, QUEBEC.—THE GASPESIA SULPHITE CO. LTD. AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 455).

Agreement to be in effect from April 8, 1943, to June 30, 1944, and thereafter from year to year subject to notice. The company recognizes the union. Any employee who is now a member or who after this date becomes a member shall maintain such membership. Preference in employment to be given to union members. New employees must join the union.

Hours: for day workers, 8 per day, 48 per week: for tour workers, 8 hour shifts, a 48 hour week. Overtime for day workers, time and one half; for day and tour workers, time and one half for all work on Sundays and holidays. Hourly wage rates: yard labourers 45 cents, head locomotive engineers 65 cents, locomotive engineers and crane operators 60 cents; wood handling 45 cents; digesters and acid plant—cooks 84 cents, helpers 47 and 54 cents, acid makers 60 cents; stock preparation—blowpit men 47 cents, wet machine operators 47 cents; dryers and storage—machine tenders 90 cents, back tenders 63 cents, third hands 53 cents, beatermen 45 cents; shift electricians 68 cents, electrician's helper 50 cents; pulp testers 48 cents; millwright 58 cents, machinists 58 and 68 cents, welders 60 and 68 cents, painters 47 and 53 cents, casual labourers 40 cents. A cost of living bonus to be paid in accordance with federal legislation. Arrangement is made for the settlement of grievances.

Manufacturing: Metal Products

MONTREAL, P.Q.—NATIONAL RAILWAYS MUNITIONS LTD. AND CANADIAN NATIONAL RAILWAYS SYSTEM FEDERATION No. 11 (MUNITION PLANT WORKERS).

Agreement to be in effect from March 1, 1943, subject to 30 days' notice. No discrimination against any employee who as committeeman represents other employees.

Hours: 8 per day, 48 per week. Overtime is payable at time and one half; work on Sundays and holidays also at time and one half. Hourly wage rates: tool and die makers—leading hands \$1.10, bench hands \$1, machine hands 90 cents, electricians, pipefitters, welders and plate workers 85 cents, painters 75 cents, heat treating and toolsmiths 85 cents, inspectors 65 to 85 cents, examiners 55 cents, production workers 65 to 75 cents, learners 50 to 60 cents, beginners 35 to 45 cents, helpers in all trades 60 cents, maintenance millwrights, carpenters, electricians, pipefitters 85 cents, labourers 50 cents, tool room attendants 40 to 60 cents. Provision is made for the settlement of disputes.

TORONTO, ONTARIO.—CHARLES P. WAYMAN CO. LTD. AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 514.

Agreement to be in effect from June 14, 1943, to December 31, 1943, and thereafter from year to year subject to notice. The company recognizes the union as the exclusive bargaining agency for all hourly paid employees as long as the union represents a majority of employees, and will not discriminate against any employee on account of his union membership. All employees who are members of the union and those who may thereafter become members must maintain their membership, but the Company may hire union or non-union men. Upon written authority, the Company to deduct union dues from an employee's wages and pay same over to the union.

Hours: 8½ hours Monday to Friday, 4½ hours on Saturday, a 46-hour week is the standard week, but the scheduled hours are 9½ per day, 4½ on Saturday, a 52-hour week. Two ten-minute rest periods in each shift. Overtime: all time over the standard hours (8½ per day, 4½ on Saturday) is payable at time and one-half subject to the approval of the Regional War Labour Board; work on Sundays and holidays at time and one-half. Hourly wage rates: fully qualified men (able to set up and run any machine) 90 cents, improvers 65 to 85 cents, beginners 55 and 60 cents; drill hands—operators 65 cents, beginners 50 cents; radial drill—65 to 75 cents; general maintenance men 55 to 75 cents; fitters and erectors 90 cents, helpers 60 to 85 cents. For night shift, 5 cents per hour extra.

Application to be made to the Regional War Labour Board for permission to pay a \$4.25 per week cost-of-living bonus. Provision is made for seniority rights and for the settlement of grievances.

CHATHAM, ONTARIO.—ONTARIO STEEL PRODUCTS CO. LTD. AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 127.

Agreement reached following report of a Board under the Industrial Disputes Investigation Act (see page 1226 of this issue). Agreement

to be in effect from March 8, 1943, until changed or terminated by 60 days' notice. The company recognizes the union as the bargaining agency for employees, members of the union. Employees are free to join or not to join any union or association. No discrimination or coercion to be shown on the part of the company or the union against any employee because of his union membership or non-membership.

Two ten-minute rest periods, one in the forenoon and one in the afternoon are allowed. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Shipbuilding

QUEBEC, P.Q.—ANGLO CANADIAN PULP AND PAPER MILLS LTD., SHIPBUILDING DIVISION, AND EMPLOYEES, MEMBERS OF INTERNATIONAL BROTHERHOOD OF PULP SULPHITE AND PAPER MILL WORKERS LOCAL 137, UNITED ASSOCIATION OF JOURNEYMEN PLUMBERS LOCAL 511 and INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1118.

Agreement to be in effect from June 21, 1943, to July 1, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the collective bargaining agency for their members and the company will not recognize any other bargaining agency while this agreement is in effect.

Hours: 10 per day for day work, 12 per day for night work. Vacation: one week with pay to employees with at least one year's service. Wage rates, overtime rates and cost-of-living bonus will be those approved from time to time by the National War Labour Board. Consideration to be given to seniority rights. Provision is made for the settlement of grievances.

VANCOUVER, B.C.—BURRARD DRY DOCK CO. LTD. AND AMALGAMATED BUILDING WORKERS OF CANADA, BUILDING TRADES STORE CLERKS AND WAREHOUSEMEN'S LOCAL NO. 10.

Agreement to be in effect from August 31, 1943, for the duration of the war and wartime contracts. Only union members to be employed, if available.

Hours: 8 per day, 44 per week for day shift; 7½ per shift for second shift, for which 8 hours' pay allowed; 7½ per shift for third shift, for which 9 hours' pay allowed; a 40-hour week for second and third shifts. Overtime is payable at time and one half for first four hours and double time thereafter; double time for work on Sundays and holidays. Hourly wage rates: storeman 50, 56 and 62½ cents; leading storeman 69, 75, 80, 90 cents. A cost-of-living bonus to be paid as specified by Orders in Council.

A supplementary agreement, effective from September 1, 1943, makes the same provisions for the arrangement of hours for the operation of the shipyard on a 7-day week basis, as in the supplementary agreements noted in the LABOUR GAZETTE, June, 1943, p. 808.

VICTORIA, B.C.—YARROWS LTD. AND VICTORIA MACHINERY DEPOT CO. LTD. AND INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL AND ORNAMENTAL IRON WORKERS, LOCAL 643, SHIPYARD RIGGERS, BENCHMEN AND HELPERS.

Agreement to be in effect from May 11, 1943 for the duration of the war and wartime contracts. No discrimination against any member of the union.

Hours: 8 per day, 4 on Saturdays, a 44-hour week for day work; for second shift, 7½ per shift with pay for 8 hours; for third shift, 7 hours per shift with pay for 8 hours; 40 hours to constitute a week's work for second and third shifts except in case of a second shift employed on emergent war work when they may work 44 hours. Overtime is payable at time and one half for first four hours and double time thereafter; double time for work on Sundays and holidays. Time and one quarter will be allowed for dirty work and for work in confined places with gaseous conditions caused by rivet fires,

torches, etc. Wage rates: rigger 90 cents per hour, \$7.20 per day; rigger's helper 67 cents per hour, \$5.36 per day. A cost-of-living bonus to be paid in accordance with government Orders in Council.

A supplementary agreement, also effective May 11, 1943, makes the same provisions for the arrangement of hours for the operation of the shipyard on a 7-day week basis as in the supplementary agreements in Vancouver shipyards noted in the *LABOUR GAZETTE*, June, 1943, p. 808.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under the Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the amendment of three agreements, as noted below. A request for the extension of a new agreement for municipal employees at Jonquière was published in the *Quebec Official Gazette*, August 21; of a new agreement for printing trades at Quebec, in the issue of August 28. Requests for the amendment of the agreements for barbers and hairdressers at St. Hyacinthe, the shoe industry throughout the province and the dairy industry at Quebec were published in the issue of August 14; for the amendment of the agreement for firefighters at Quebec, in the issue of August 21; for the amendment of the agreement for

barbers at Montreal and fur workers (retail trade) at Montreal, in the issue of August 28.

In addition, Orders in Council were published in the *Quebec Official Gazette* during August, approving or amending the constitution and by-laws of certain parity committees, the levy of assessments by certain other parity committees or amendments to previous orders in Council in this connection.

Manufacturing: Vegetable Foods

BAKERS, QUEBEC CITY.

An Order in Council, dated August 19, and gazetted August 28 amends the previous Order in Council for this trade (L.G., June, 1941, p. 703). Weekly hours are reduced by 2 a week and now are 60 per week in zone I, 70 in zone II for bread bakeries and 60 in both zones for cake bakeries. Weekly wage rates are increased by \$1.

Manufacturing: Fur Products

FUR INDUSTRY EMPLOYEES, QUEBEC CITY.

An Order in Council, dated August 2, and gazetted August 7, amends the previous Order in Council (L.G., November, 1940, p. 1201; Sept., 1938, p. 1042; Oct., 1939, p. 1065; Dec., 1941, p. 1572; May, 1942, p. 630), by providing that four holidays be observed for which employees are to be paid; if required to work on such days, double time to be paid in addition to the regular wages.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, ST. HYACINTHE.

An Order in Council, dated August 2, and gazetted August 7, amends the previous Order in Council (L.G., Oct., 1941, p. 1426; Sept., 1942, p. 1098; April, 1943, p. 490, May, p. 639) by reducing hours for barbers in zone II by 4 a week, with no work on Mondays.

Decisions of National War Labour Board

THE National War Labour Board has in recent months issued decisions in the following cases:

In the matter of the Royal York Hotel (Canadian Pacific Railway Company) and in the matter of an application for increase of wage rates paid to bellboys.

In re Grand River Railway Company, Lake Erie and Northern Railway Company and Canadian Pacific Transport Company (Galt-Preston Division).

In re Montreal and Southern Counties Railway (C.N.R.) Electric Lines.

In re Port Arthur Shipbuilding Company Limited—application for increase in wages of labourers.

In re United Mine Workers of America, District 18—application for increase in basic rates and for overtime payments in domestic coal fields of Alberta and British Columbia.

In re Canadian Navigators Federation Incorporated and National Association Marine Engineers of Canada Incorporated—Application for increases in wages paid by various Canadian Lake steamship companies to certified officers employed on their vessels.

In re British Columbia Electric Railway Company Limited—Appeal by the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 101 from finding and direction of Regional War Labour Board for British

Columbia in respect of retroactive date for cost-of-living bonus payment.

In re Alberta Meat Company Limited, Canada Packers Limited, Swift's Canadian Company Limited—Application for leave to appeal from finding and direction of Regional War Labour Board for British Columbia directing certain wage increases retroactive to November 3, 1942.

In re Hotel Operators Committee—Appeal from finding and direction of the Regional War Labour Board for Alberta directing certain wage increases, on an application by the Hotel and Restaurant Employees' Local 269.

In the matter of an application of the employees of the Oshawa Railway Company for an increase in basic wage rates.

In the matter of Hull Iron and Steel Foundries Limited, Hull, P.Q., and International Moulders and Foundry Employees' Union of North America, Local 318—Appeal from finding and direction of Regional War Labour Board for Quebec directing payment of cost-of-living bonus of \$3.10 per week.

In the matter of Malagash Salt Company Limited, New Glasgow, N.S., and Malagash Salt Mine Workers' Union of Malagash, Nova Scotia—Application for increase in basic wage rates.

Application for direction of payment at the rate of time and one-half for all work performed on Sundays by freight handlers employed by the Canadian Pacific Railway Company at Port McNicoll, Ont.

In the matter of the Royal York Hotel (Canadian Pacific Railway Company) and in the matter of an application for increase of wage rates paid to bellboys

This application is by Local No. 299 of the Hotel and Club Employees' Union for an increase in the basic monthly wage of the bellboys employed by the Royal York Hotel in Toronto from \$10.00 to \$50.00. The application is opposed by the employer.

The employer is paying a full cost of living bonus, less the \$5.00 per month by which the wage rate was increased in 1941.

Our jurisdiction is confined to the terms of section 25 of the Wartime Wages Control Order (P.C. 5963) and we may direct payment of a fair and reasonable increase only if we find that the wage rate paid to these employees is "low" as compared with the rate paid to the same occupational classification in Toronto or in a comparable locality.

The scope of this Board's powers is thus clearly delimited; we cannot raise wage rates, no matter how inadequate they may appear to us to be, unless they are out of line with the generally prevailing rate for the same job in comparative circumstances.

Bellboys are in a peculiar class of employment. Their "wage allowance" can hardly be termed a wage at all. However, by virtue of their employment they are afforded an opportunity to receive gratuities from the hotel guests to whom they may be called upon to render personal services and it is these gratuities which in reality constitute the compensation for which they work. It is perhaps relevant in this connection to note that, by the definition of section 15 (1) (iv) of the Order, "wages" include "gratuities".

On the basis of comparison with hotels of similar class and size we must find that the wage rate paid to bellboys in the Royal York Hotel is not "low" in the sense of section 25. Further, because the opportunity for the receipt of gratuities afforded to a bellboy employed in this hotel and in others of the same general type is a material circumstance which this Board must take into account, we

must place this hotel in a category different from that of the smaller hotels located in Toronto where it was said a weekly rate of \$11.50 was being paid to bellboys.

The powers of this Board being what they are, we must refuse the application and there will be a finding and direction accordingly.

June 25, 1943.

In re Grand River Railway Company, Lake Erie and Northern Railway Company and Canadian Pacific Transport Company (Galt-Preston Division)

Reasons for Judgment

This is an application by the Brotherhood of Railway Carmen of America (A.F. of L.) for upward revision of rates for certain classifications covering twenty-two employees in all.

The Union has put its case largely on a comparison with similar classifications on The Standard Railway operations although the Railway Company in question, a subsidiary of the C.P.R., is a small electrically operated one. It seems quite clear that the respective wage structures on electrically operated subsidiaries and standard railways have been built up on entirely different bases. The electrically operated railway wage structure appears to have been constructed on local comparisons for similar occupations in a rather general way with the question of ability to pay playing some part in the matter. It does not seem appropriate to us to alter the wage structure by levelling up to Standard Railway rates because that has never been an accepted principle. However, there is sufficient general evidence of an increase in the classifications concerned in local industry. We think there should be some upward revision in most of the classifications.

Accordingly, we are of opinion that for the classification as set up in the Union Brief

(evidence pages 9-10) there should be the following adjustments:

Classification	Existing rates	New rates
Armature winder	75c	75c
Machinists	60c-75c	65c-75c
Blacksmith	60c	65c
Coach Carpenter	68c	70c
Coach Painter	57c	64c
Painters	52c-55c	60c-63c
Carpenters	50c	55c
Car Repairers	55c	62c
Car Inspectors	46c-48c	52c-55c
Mechanics' Helpers ..	41c, 42c, 44c, 45c	50c-52c
Coach Cleaners	35c-40c	48c-50c

It is not altogether clear from the submission whether the above existing rates are inclusive or exclusive of cost-of-living bonus. However, that should be within the knowledge of the parties and should present no difficulty from the point of view of adjustment. The parties might communicate the correct situation to the Secretary of the Board. Increases should be retroactive to January 1, 1943. Approval is also given to the other terms of the agreement tentatively made between the parties.

There should be finding and direction accordingly.

June 25, 1943.

In re Montreal and Southern Counties Railway (C.N.R.) Electric Lines

Reasons for Judgment

This is an application by C.N.R. System Federation No. 11, Railway Employees Department, A.F. of L., for certain increases in wage rates and changes in working conditions.

As far as the rates of pay are concerned we apply the same reasoning on the comparative basis as was done in re Grand River Railway Company et al., the reasons for judgment in which are being released concurrently.

Accordingly, we are of opinion that for the classification as set up in the Union Brief

(evidence page 5) there should be the following adjustments:

Classification	Existing rates per m.	New rates per m.
Night Shopman— Granby	\$135 00	\$150 00
Night Shopman— St. Lambert ..	160 00	175 00
	cents per hr.	cents per hr.
Armature Winder	60	65
Blacksmith	60	65
Car Equipment		
Inspector	59	63

Classification	Existing rates cents per hr.	New rates cents per hr.	Classification	Existing rates cents per hr.	New rates cents per hr.
Welder and Motor Repairer	59	63	Linemen working on transmission of 2200 volt or more	—	63
Machinist	59	63	Helper	—	48
Painter	59	63	<i>Substation Department</i>		
Electrician	59	63	Substation	per m.	per m.
Carpenter	59	63	Inspector	\$160 00	\$170 00
Car Inspector— Montreal	59	63	Substation Operators	125 00	135 00
Air Brake Inspec- tor	54	58	In regard to overtime conditions, the present practice of overtime after nine hours each day, should be altered to eight hours each day. With respect to monthly salaried em- ployees with a seven-day week, one day's rest in each week should be given, Sunday if possible. We do not believe there should be any change in respect to vacation with pay provisions. All revisions should be effective from January 1, 1943.		
Repairman	54	58	There should be finding and direction accordingly.		
Car Equipment Assistant	45	52	June 25, 1943		
Firemen	37	48			
Blacksmith's Help- er	42	50			
Repairmen's Help- ers	42	50			
Night Helper	42	50			
Car Cleaners	37	48			
<i>Overhead Department</i>					
Linemen	54	60			

In re Port Arthur Shipbuilding Company Limited—Application for increase in wages of labourers

Reasons for Judgment¹

This matter was argued before the Board on the 12th day May, 1943, when the applicants requested, on behalf of the labourers employed in the above yards, that the wages be increased from the existing level of 45 cents to 58 cents per hour. The applicants at the same time asked, on behalf of all employees of the yards, that the existing cost-of-living bonus of \$2.70 per week be increased to the full bonus of \$4.25 per week, for an increase in the wage rates of machinists, plumbers and steamfitters and for vacations with pay.

When the matter was argued before the Board P.C. 629 was in force, enacted on the 26th of January, 1942, which fixed the basic scales of wage rates and the amount of cost-of-living bonus payable by the Port Arthur Shipbuilding Company, and in our Reasons issued on the 21st day of May, 1943, we indicated that in view of that Order in Council we were precluded from dealing with the application.

Subsequent to the hearing and to our Reasons of the 21st day of May, 1943, a new Order in Council was passed, namely, P.C. 4566, enacted on the 4th day of June, 1943, to the effect that "nothing contained in Order in Council 629 . . . shall be deemed in any way to limit or restrict . . . any of the powers conferred by the Wartime Wages Control of the National War Labour Board."

In view of this subsequent Order in Council we have been asked to dispose of the application as argued before us on the 12th day of May, 1943, as above indicated.

The Board is having a general survey made of wage rates, existing cost-of-living bonuses and relevant conditions in the various shipyards in the Dominion and in view of this we refrain for the time being from dealing with the application as to cost-of-living bonus, basic wage rates of the machinists, plumbers and steamfitters and vacation with pay. We will deal with these matters on the basis of the general survey which the Board expects will be shortly completed.

We feel, however, that we should deal at once with the question of the wage rate of the labourers, at least by way of an interim Finding and direction. In respect to that phase of the application, subject to any general conclusion which we may subsequently arrive at with respect to shipyards in general, or any section of them, it is our opinion that the wage rates at the Port Arthur Shipyards should in the meantime be at once increased to a basic minimum of 50 cents per hour retroactive to the first payroll subsequent to the 19th day of March, 1943, being the date of the application to this Board.

Finding and direction will be issued accordingly on the matter of the labourers' rate, reserving the rights of the parties with respect to the matters still to be dealt with.

June 25, 1943.

¹ Further reference to shipyard cases appeared in the LABOUR GAZETTE, June, 1943, pp. 747, 754; August, 1943, p. 1137.

In re United Mine Workers of America, District 18—Application for increase in basic rates and for overtime payments in domestic coal fields of Alberta and British Columbia

Reasons for Judgment

The present base rate in the bituminous mines for underground miners is \$5.78 per day. In the domestic coal mines in the Drumheller, Lethbridge, Lakeside, Saunders Creek, and Coalspur areas the comparable rate is \$5.51 per day. In the Edmonton area it is \$4.41 per day, and at Carbon it is \$4.20 per day. In each of the areas there is being paid in addition a full cost-of-living bonus.

These rates are all provided for in an agreement originally entered into in 1938, subsequently confirmed and ratified by agreements in 1940 and 1941. Furthermore, it was agreed by the Union that the contract was to extend for the duration of the war. The present application is to have the rates levelled up to \$5.78, the rate applying in the bituminous coal mines.

We do not think that we lose jurisdiction under P.C. 5963 to adjust rates merely because the agreement was made for the duration. However, when a Union has made such a contract any adjustment must be scrutinized with particular care. Otherwise, agreements arrived at by collective bargaining where the duration of the contract may have been a very important factor could be treated with abandon and regarded by the bargainer as meaningless.

The question for us to determine is whether, in the light of present conditions, adjustments are justified within the principle laid down in section 25 of P.C. 5963. The parties do not seem to have appreciated the principle involved sufficiently. The greater part of the evidence of the Union was directed to establishing that prior to 1924 the rate in the whole area had been uniform. Operators relied chiefly on the sanctity of the contract and the prospective results of upward revision in the post-war period. Neither contention has direct relevance to the problem presented by section 25. We should have received much more help if evidence had been developed as to comparative conditions as they exist now.

However, we do think, on the evidence, casual as it is, that we are justified in con-

cluding that the base rates, \$4.41 in the Edmonton area, and \$4.20 at Carbon, are too low. Accordingly, we are of opinion that an interim rate, presently should be set at \$5 per day as of the next pay day. As to adjustments of rates below the present base of \$4.41 and \$4.20, no doubt the parties will be able to agree.

As to any further adjustments either in the Edmonton area or in the other domestic areas, we propose to appoint a referee to investigate the whole situation at the mines. The parties will have every opportunity to present their contentions before him on the spot. On receipt of his report we shall proceed to deal with the matter further. The individual contract rate adjustments sought will be dealt with in the same way.

The Union has also applied for a change in working conditions with respect to overtime work. For outside workers they ask time and one-half for overtime including Sundays and legal holidays. For all other datal workers they ask for time and one-half for Sundays and legal holidays, and for those working on contract they also ask rate and one-half for Sundays and legal holidays. The reason for the application being put in this way is because certain Alberta legislation already requires time and a half under certain conditions to be paid underground workers for overtime work regardless of the terms of the contract. The contract in existence contemplated little or no overtime requirements. In fact the operators covenanted to avoid overtime as far as possible. To-day the conditions are different. More and more coal is required and manpower has decreased. There is special need for overtime work in the conditions that exist to-day. In view of the fact that a premium is provided for in Alberta legislation in certain conditions to underground workers, we think it appropriate to extend it under the principle of 5963. Accordingly, it will be granted in the terms of the application as herein described.

There should be findings and directions accordingly.

July 5, 1943.

In re Canadian Navigators Federation Incorporated and National Association Marine Engineers of Canada Incorporated—Application for increases in wages paid by various Canadian Lake steamship companies to certified officers employed on their vessels

Reasons for Judgment

This is an application by the organizations above mentioned on behalf of the certified personnel employed on the vessels of various steamship companies listed at the time of the application.

The first question that arises is whether, as to Captains and Chief Engineers, the National War Labour Board has any jurisdiction. The applicants appear to base their claim before this Board, as to Captains and Chief Engineers, on the ground that these certified officers are members of the respective organizations as well as the certified personnel below the rank of Captain and Chief Engineer, and that for that reason the question of wage rates payable to Captains and Chief Engineers should be determined by us.

The mere fact that various classes of the certified personnel employed on the vessels involved are members of one organization does not in any way confer any jurisdiction on this Board. The provisions of the relevant Orders in Council, P.C. 1549, Section 1 (b) and P.C. 5963, Sections 12 and 13, preclude the National War Labour Board from dealing with questions of remuneration to any employee above

the rank of foreman, and there can be little doubt that both as to Captains and Chief Engineers their status, generally, is clearly above that rank, and consequently beyond our jurisdiction. Whether this result in the specific instance of these applicants is convenient or practicable or not is a matter for the authorities and not for us.

The second branch of the application is for standardization of the wages of certified personnel below the ranks of Captains and Chief Engineers with the request that the rates be fixed for each classification at the highest rate now prevailing in Great Lakes Shipping. The Board understands that the parties are now in negotiation on that subject and that there is every likelihood of an agreement being reached and a joint application being filed. In view of this we defer any finding on that branch of the case but will deal with any application promptly on its being filed and believe that we should indicate now that any adjustment or increase arrived at should be made retroactive to the opening of the 1943 navigation season.

There should be finding and direction accordingly.

July 20, 1943.

In re British Columbia Electric Railway Company Limited—Appeal by the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 101 from finding and direction of Regional War Labour Board for British Columbia in respect of retroactive date for cost-of-living bonus payment

Reasons for Judgment

I think we can dispose of this matter now. We have heard sufficient of the argument, and are reasonably apprized of the situation.

This is not an application for leave to appeal. As a matter of fact we are hearing the appeal, leave having been granted on May 21, 1943.

On March 1, 1941, an agreement appears to have been entered into between the union and the company following the sittings of a Provincial Arbitration Board under the Industrial Conciliation and Arbitration Act of British Columbia. Section 134 provided an indemnity against the rising cost of living, in very similar language to P.C. 7440. As we view the matter that particular section followed from the majority award of the Arbitration Board under the provincial act, and

merely adopted similar language to P.C. 7440 in dealing with the matter of a cost-of-living bonus in principle. After Order in Council P.C. 8253 was passed the question of adjustment of the cost-of-living bonus and the rectification of the agreement to make it conform with P.C. 8253 became an issue, and the matter was before the Regional Board in British Columbia, which Board, as we understand it, made more than one finding and direction. The final one is dated 17th December, 1942. It contains the express direction that from February 15, 1942, the cost-of-living bonus was to be increased to cover the rise in the cost-of-living index of 1.8 points, as outlined in Section 48 (3a) of the Wartime Wages Control Order, P.C. 5963.

The contention before us is that any adjustment which was required should have been carried back to October, 1941, instead of February 15, 1942. We feel that there is no necessity for going into any extensive analysis of what P.C. 8253 provides beyond saying that it does appear to us that the direction dealt with the matter as if the cost-of-living bonus being paid under the agreement of March 1, 1941, was not pursuant to P.C. 7440.

But it seems to us the Union is faced with a rather serious difficulty in putting its case forward, on account of the fact that an agreement was made between the parties on December 18, 1942, the day following the direction and finding being issued. The direction and finding does not contain any direction to the parties to revise any agreement, or anything of that character. It is true that it does give a direction, which I have referred to before, that the cost-of-living bonus is to be increased effective as from February 15, 1942. Under those circumstances we feel we must take it for granted that the agreement of December 18, 1942, was a voluntary act, and that there was no compulsion of any kind in connection with it. The natural result of an agreement of that character, we think, is to

indicate as far as one can judge from a document in writing, and we do not feel it is safe to go outside the document, what the intention of the parties was. At that date, December 18, 1942, they were voluntarily entering into an agreement which gave effect to the direction and finding. If there had been any reservations of any kind at that time, in order to give effect to them, we would have to find them in the document itself.

It is unfortunate, perhaps, that this particular document was not forthcoming from the files of the company at the earlier stages of this matter. It apparently only came into the record at the actual hearing to-day, and while it is not a matter of surprise or anything of that kind, it does place those who are arguing on behalf of the union's contention in a somewhat difficult position. It is perhaps regrettable that the matter, more or less, turns upon that particular point.

Under all the circumstances we feel that with a document of such a character, which definitely and solemnly in writing adopted the direction and finding appealed from, we must dismiss the appeal.

July 28, 1943.

In re Alberta Meat Company Limited, Canada Packers Limited, Swift's Canadian Company Limited—Application for leave to appeal from finding and direction of Regional War Labour Board for British Columbia directing certain wage increases retroactive to November 3, 1942

Reasons for Judgment

We feel that it will be unnecessary for us to reserve our decision in this matter. The situation is plain enough that we can dispose of it now.

When by an amendment to the by-laws of this Board, right to appeal was given, the condition was imposed that the party seeking to appeal had to obtain leave, either from the Regional Board concerned, or from this Board. The basic principle back of that was that there had to be some reasonably important principle involved before an appeal would lie.

In this particular case the only real question involved is that of retroactivity.

It appears that the application was made on 3rd November, 1942, and that the finding and direction of the British Columbia Regional War Labour Board was given on 7th April, 1943.

Under the circumstances here the action of the British Columbia Board appears to be quite the normal procedure, and we do not see

any sufficiently important principle involved which would justify us in granting the leave to appeal.

There is one clause in the finding and direction of the British Columbia Regional Board which is, perhaps, somewhat confusing. We will not make any formal order in connection with it at this time because we think there should be no difficulty between the parties. We suggest, for the benefit of the parties concerned, that as far as restriction (1) reading "Employees above the rank of a foreman or comparable rank" that it would be in the interest of the best understanding if that were interpreted to mean foremen, and employees above the rank of foreman or comparable rank, so that foremen would be excluded from the finding and direction, and its effect.

We all feel in this case that there is no proper case made out for the granting of leave to appeal, and accordingly we have no alternative but to refuse the application.

July 28, 1943.

In re Hotel Operators Committee—Appeal from finding and direction of the Regional War Labour Board for Alberta directing certain wage increases, on an application by the Hotel and Restaurant Employees' Local 269

Reasons for Judgment

This is an appeal from a decision of the Regional War Labour Board of Alberta of the 30th of April, 1943, in connection with which the same Regional Board gave the necessary leave to appeal, notifying the appellant of that decision on May 29, 1943.

We are all of the opinion that the whole matter is in an unsatisfactory position so far as our dealing with it is concerned, but there are certain facts which are of a good deal of importance in enabling us to form the conclusions that we have.

It appears that there was a negotiation being carried on between the unions and the Hotel Association in connection with which a conciliator was appointed under the Alberta act, which is appropriate to such situations, and that as a result of his efforts an agreement was entered into as of the first of March, 1943, and that that agreement covered working conditions and other matters generally other than the question of wages. The question of wages was dealt with under clause 4 (e) of the agreement, which provides as follows:—

It is agreed that the classifications and single rates or range of rates for such classifications as approved by the Regional War Labour Board for Alberta shall be an appendix to and form part of this agreement and shall be effective from the date of this agreement and so remain in force during the term of this agreement.

Following on that an application was made to the Regional Board by the union. Its demands were presented, and on April 12, 1943, the Hotel Association was invited by the Regional Board to file whatever material it considered advisable as representing its views. It appears that on a couple of occasions representatives of the union and representatives of the Hotel Association appeared before the Board, at least on one occasion a representative of the union and a representative of the Hotel Association together.

Now of course it is a fundamental proposition in connection with the adjustment of wages under P.C. 5963 that the basis is one of comparison, and we think in the absence of reasonable proof to the contrary we must, sitting in an appellate position, assume that

the Regional War Labour Board did pay attention to this principle. The operators contend that the wage scale approved by the Regional Board is not in accord with those of the Macdonald Hotel in Edmonton, which is a first-class hotel and probably in a different category in size and so on from the hotels concerned here. We have before us the rates of a great many of the classifications of the Macdonald Hotel, and it appears that there are certain benefits which go to employees there, including a full cost of living bonus, and meals which do not prevail in the case of the appellants.

However, in deciding upon what is to be done in connection with the appeal we feel that we are obliged to pay heed to the conduct of the parties after the decision of the Regional War Labour Board was given and before the appeal was heard. Eighteen hotels appear to be members of the Association, and of those, six evidently have adopted the finding and direction of the Regional War Labour Board and have fully implemented it in accordance with the terms of the agreement of March 1. Those six are evidently in the position of having adopted it and given full effect to it, so that they can hardly be placed in the position of appellants. If relief were given to the remaining twelve and denied to them it would only have the practical effect of setting up undesirable differentials from the point of view of everyone concerned.

It perhaps is regrettable that the material that is before us, and perhaps what was before the Regional War Labour Board as well, was not as complete as it should have been in the light of the requirements of P.C. 5963; but we feel that we cannot make the gratuitous assumption that the Regional Board proceeded on a wrong basis. We feel that we are bound, in an appellate position, to assume that they have acted on a proper basis. In other words the onus in an appeal is quite heavily on the appellant to show that the Regional Board proceeded on a wrong principle, and the material that has been presented to us is far from satisfying that onus. For these reasons we feel that we have no alternative in this case but to dismiss the appeal.

July 29, 1943.

In the matter of an application of the employees of the Oshawa Railway Company for an increase in basic wage rates

Reasons for Judgment

This is an application by the Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division 1255, for an increase in basic hourly rates of pay to the bus operators of the Oshawa Railway Company.

In addition to the agreed rates now paid under a schedule effective since July 16, 1941, the employees are being paid the \$4.25 weekly cost of living bonus.

Although the application was for an increase to all classifications, at the hearing the case was developed in respect of the 48-55 cents range of rates paid to the bus operators.

Undoubtedly, with the present increased traffic, bus drivers are doing important work under sometimes difficult conditions. Bus driving, at all times requires a degree of skill and constant attention; it entails a heavy responsibility: the safety of passengers. However, the power laid down for us in P.C. 5963 does not permit the raising of wages on these grounds. We must first find that these rates are low when compared with the rates gen-

erally prevailing for bus operators in localities comparable to Oshawa. It is only when we find that they are low that we can direct increases.

We find on examining the rates prevailing for this classification in several of what we think are comparable localities that the comparison does not bring the 15 cent increase asked for within the limits of our jurisdiction. This is particularly so, when we bear in mind that these employees receive a full cost of living bonus. Having regard to all the circumstances and the nature of our jurisdiction as we have described it we feel that we can grant an increase to the bus operators of 4c per hour.

Since the case of the bus operators only was argued before us we make no finding with regard to the other classifications referred to in the application.

There will be a finding and direction in accordance with the above and the increase will be effective from March 15, 1943.

Ottawa, July 30, 1943.

In the matter of Hull Iron and Steel Foundries Limited, Hull, P.Q., and International Moulders and Foundry Employees' Union of North America, Local 318—Appeal from finding and direction of Regional War Labour Board for Quebec directing payment of cost-of-living bonus of \$3.10 per week

Reasons for Judgment

We think we can dispose of this matter here, without reserving it for consideration.

The power which we get to revise a cost-of-living bonus was given by a special Order in Council, P.C. 2370, dated March 23, 1943. It, in substance, provides that we have the discretion to increase a cost of living bonus within an industry.

It appears that an application was made to the Quebec Regional War Labour Board, at which time there were variable cost-of-living bonuses paid in this particular plant. Sixty cents per week to some employees, \$1.25 to others and \$3.10 to others, and the effect of the decision of the Quebec Regional Board was to level off the cost-of-living bonus at \$3.10 per week.

The decision did not give effect to the application of the union to have the cost-of-living bonus increased to \$4.25 per week, although it undoubtedly did give some relief to some employees who were on the lower scale of living bonus, which prevailed in the plant.

From the evidence before us, which is not altogether satisfactory, we have reached the conclusion that consideration of the geographical area where this foundry is located, in respect to other foundries notably in Montreal and Three Rivers, and from our general knowledge of the rates that are being paid in the foundry business, we are of the opinion that the appeal should be allowed, and the cost-of-living bonus to the employees of this company be increased from \$3.10 per week to \$4.25 per week, retroactive to the date of the Regional Board decision.

August 19, 1943.

**In the matter of Malagash Salt Company Limited, New Glasgow, N.S., and
Malagash Salt Mine Workers' Union of Malagash, Nova Scotia—
Application for increase in basic wage rates**

Reasons for Judgment

We feel that we can dispose of this case now, without reserving judgment on it.

It is quite evident that the interests of the union and of the management of the industry are pretty much at one, and the real problem gets down to one of ability to pay, which at the present time is affected, of course, by the fixing of prices. There can be no question that under a normal economy where competition is a matter of great importance, ability to pay is a very important factor in connection with wages.

Under a war economy, however, where the entire output of an industry is essential for the promotion, directly or indirectly, of the war effort, ability to pay assumes a somewhat different aspect, and perhaps a less important one.

It is quite evident to us that through no fault of the company the wage rates here may be described as substandard. We find it difficult to reconcile the proposition that under National Selective Service the men are frozen to the jobs, and in comparison with others in more or less the same locality can be consigned with any degree of permanency to a situation of that kind. That seems hardly consistent with the price that is being paid for salt when imported, particularly salt from the West Indies.

Now it appears that the product of this company as to a considerable portion is frozen as to price, while another portion is under a going price which as contrasted with the price of the imported product for the same use in the fisheries is rather low. We recognize from what was said by the representatives of the union that they appreciate the difficulty

in which the company finds itself under the present situation, and it would appear to us that any advance in wages will have to be recouped by the company by some means of subsidization through government agencies. Now, that being the case, we feel that a matter of this kind cannot be left in a position of impasse, and that somebody has to take the lead in connection with solving the situation whereby plainly substandard wages have to be rectified, especially when the comparative principle is fairly evident, namely a comparison with the operation of the subsidiary of the Dominion Coal Company at Springhill, Nova Scotia.

We are not prepared to give full effect to the application of the union at this time because the problem of the industry recouping itself is perhaps somewhat uncertain.

Under the circumstances we feel that a general over-all increase—by over-all we mean including all of the classifications, both underground and surface—should be given to the extent of ten cents an hour. That at this time will meet the situation, having in mind the position in which the company finds itself. Consequently that will be the order or direction—an increase of ten cents an hour.

Usually we make these increases retroactive at least to the date of the application, but we feel in this case, where quite evidently there is an understanding of the problem between the officers of the company and the union, and on account of the fact that the company is going to have to find recoupment in some way, that we will not make this increase retroactive. We think the union understands very well our reasons. The increase will be effective as from to-day.

August 20, 1943.

**Application for direction of payment at the rate of time and one-half for
all work performed on Sundays by freight handlers employed by
the Canadian Pacific Railway Company at Port McNicoll, Ont.**

Reasons for Judgment

This application is made by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of the employees of the Canadian Pacific Railway Company engaged in freight handling operations at Port McNicoll, Ontario. Its object has been a matter of controversy since 1938 and the parties have not yet come to agreement upon it. The em-

ployees insist upon a punitive rate for all Sunday work; the company refuses to accede.

The situation has been dealt with once before by this Board, differently constituted, and an application in similar terms was refused by a finding and direction dated July 14, 1942. The applicant's case was then put on the same basis as it was before us; no new facts have occurred to alter the situation, except possibly that since the opening of the 1943 navigation

season the freight handlers have refused to work on Sundays. The applicant contends that the Sunday punitive rate should prevail at Port McNicoll just as it prevails at Windsor, Sarnia, Hamilton, Fort William and other lake ports. The company asserts, on the other hand, that in the ports mentioned freight handling is operated by steamship companies while the Port McNicoll operation is by contrast a strictly railway operation comparable to that carried out at Depot Harbour and Britt. The respective positions were examined by the National Board last year and the punitive rate was refused unless it were taken under the usual "seventh assigned day" railway practice.

Decisions of this Board are administrative decisions and do not carry the mantle of judgments. They can be reviewed by the Board and replaced by other decisions. *Res judicata* is a doctrine of the courts, not of bodies charged with the administration of a branch of executive government. That is not to say, however, that in reviewing a previous decision the deciding body can be arbitrary and oblivious of what has been previously decided. The least that can be said is that the applicant seeking a different decision from a Board who has rendered one with which he is dissatisfied, must discharge an unusual onus; for example, he must surely indicate that the previous decision was based upon something akin to an error of principle, a misconstruction of fact or made in ignorance of a material element; or he must rely upon new circumstances and make a new case. The applicant did state that the C.N.R. operations at Depot Harbour had since been discontinued and that coal only and no package freight was handled at Britt. However, the fact does remain that Port McNicoll and Depot Harbour, when they do operate, are in essence through-transfer-points within a railway's operation of a rail-lake transportation service. The ports referred to by the applicant for purposes of comparison could perhaps be termed terminal points in the sense that the steamship companies either take their freight parcels from or turn them over to a different agency of transportation for further delivery from that point. The freight handlers at Port McNicoll are railway workers engaged in railway operations. Port McNicoll is in fact what is commonly termed a "railway town." That was the situation in 1942 and it is the situation to-day. We do not think the Board's previous decision should be altered.

It may be useful, however, to review some of the principles involved in the merits of the application. Time and one-half for Sunday work is a normal and widely observed condition of work; it is in the nature of a penalty

designed to discourage employers from requesting employees to forego the weekly day of rest. However, with the railways a special situation prevails. The service of some employees is necessary to continuous operation. The practice is to assign such employees a regular seventh day off duty each week, Sunday if possible. The punitive rate is then paid for work done on the assigned day. The company's submission is that the character of its operations at Port McNicoll justifies the seventh assigned day rule for these employees.

The question of fundamental significance here is whether or not Sunday freight handling can be avoided at Port McNicoll because, if it can be avoided, there is justification for the punitive Sunday rule rather than for the ordinary railway rule. The evidence establishes that Sunday work cannot be avoided at Port McNicoll because these freight handling operations are an integral part of the railway system and involve continuous operation. This is supported by the fact that every other C.P.R. employee at Port McNicoll is on the seventh assigned day.

The fact that the freight handlers have done no Sunday work since the opening of the 1943 navigation season does not establish that Sunday work can be avoided.

There will therefore be a finding and direction affirming the Board's decision of July 14, 1942.

August 21, 1943.

National War Labour Board

Ottawa, August 20, 1943.

MEMORANDUM: The Chairman.

From: J. L. Cohen, Member.

Re: *Port McNicoll Case—Application for time and a half overtime rate on Sunday.*

So that there can be no misunderstanding about the matter I should make clear again, as I indicated orally to you and Mr. Lalande two or three weeks ago, that I am not in agreement either with the Reasons or conclusions of your proposed judgment in this case. I do not however deem it necessary to write any separate Reasons and there is no reason why the judgment cannot be issued at once.

I should be obliged, however, if you would incorporate the statement that I dissent from the Judgment or instead, as you wish, a note at the bottom of your own Judgment as follows:

"I do not agree either with the Reasons or conclusions above set forth, but do not, under the circumstances, propose to write separate Reasons."

(Sgd.) J. L. Cohen.

War Emergency Training

Summary of Program—Progress of Enrolment during July— Additional Plant Schools Approved

THE War Emergency Training Program provides various types of industrial training designed to equip Canadian men and women to make an improved contribution to the war effort. Established in the early summer of 1940, the Program evolved from the Youth Training Plan set up in 1937 as a relief measure with the object of fitting young people for employment. Since its inception the Program has greatly expanded, over a quarter of a million persons having taken advantage of its facilities in its three years of operation.

The Program provides the following types of training:

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the up-grading of persons already employed;
- (3) Training in plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health.
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the costs of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

From the beginning of the program up to June 30, 1943, gross enrolment has been as follows:

	Enrolment
Industrial Training (all types) ..	164,986
Army	32,278
Navy	5,181
R.C.A.F.	46,893
Rehabilitation (discharged persons)	1,496
University Students	2,906
Total	253,740

The accompanying tables give detailed statistics showing the progress of the various branches of the Program. Table I records the training given in vocational schools to men and women taking pre-employment classes, part-time classes and rehabilitation classes; table 2 shows the number enrolled in vocational schools from the Armed Forces; and table 3 gives the figures for those engaged in plant schools and part-time classes in industry.

The gross enrolment figures given above (not taking into account duplications of enrolment in more than one type of class) show that some phase of War Emergency Training has been participated in by one person out of every 23 of Canada's population over 16 years of age excluding the agricultural population and unemployables.

Progress of Enrolment During July

The enrolment in full-time pre-employment classes in July showed a fair increase for the first time since the fall of 1942. The number of those placed in employment during the month also showed a slight increase. The seasonal decline in attendance at part-time classes continued owing to the summer vacation season, when the enrolment in this type of evening class always declines.

Training in Industry

Approval was given to 7 additional plant schools during the month, making a total of 101 approved up to July 31. These are distributed as follows:

Nova Scotia	3
New Brunswick	2
Quebec	11
Ontario	69
Manitoba	10
Alberta	1
British Columbia	5

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF JULY, 1943.
(WITH TOTALS FROM APRIL 1, 1943, TO JULY 31, 1943)

(Subject to revision)

	NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
	From April 1/43 to July 31/43	At First of July	Enrolled in July	At End of July	From (2) April 1/43 to July 31/43	In July
DOMINION SUMMARY						
Pre-employment Classes {men.....	6,539	1,738	1,309	1,901	3,449	874
{women.....	3,813	670	922	873	2,659	671
Part-time Classes (1) {men.....	5,579	1,364	224	859		
{women.....	1,051	137	35	90		
Rehabilitation Classes—men.....	612	201	117	236	274	60
Total.....	17,594	4,110	2,607	3,959	6,382	1,605
NOVA SCOTIA						
Pre-employment Classes {men.....	228	82	67	118	97	23
{women.....	89	18	41	25	58	31
Rehabilitation Classes—men.....	17	7	5	11	5	
Total.....	334	107	113	154	160	54
NEW BRUNSWICK						
Pre-employment Classes {men.....	160	62	18	75	61	2
{women.....	72	15	10	18	53	7
Rehabilitation Classes—men.....	15	5	3	8	3	
Total.....	247	82	31	101	117	9
QUEBEC						
Pre-employment Classes {men.....	3,243	822	736	906	1,403	443
{women.....	345	76	66	75	213	68
Part-time Classes (1) {men.....	594	33		33		
{women.....	22	8		8		
Rehabilitation Classes—men.....	189	44	43	63	81	18
Total.....	4,393	983	845	1,085	1,697	529
ONTARIO						
Pre-employment Classes {men.....	1,936	470	308	486	1,382	270
{women.....	2,495	419	685	621	1,758	462
Part-time Classes (1) {men.....	2,877	632	77	291		
{women.....	676	41	6	15		
Rehabilitation Classes—men.....	70	11	18	25	38	4
Total.....	8,054	1,573	1,094	1,438	3,178	736
MANITOBA						
Pre-employment Classes {men.....	334	132	46	124	119	38
{women.....						
Part-time Classes (1) {men.....	85	40	2	39		
{women.....						
Rehabilitation Classes—men.....	59	17	5	15	22	5
Total.....	478	189	53	178	141	43
SASKATCHEWAN						
Pre-employment Classes {men.....	107	17	31	43	53	1
{women.....	228	32	32	37	162	22
Part-time Classes (1) {men.....	55		12	12		
{women.....	63					
Rehabilitation Classes—men.....	73	23	10	27	41	4
Total.....	526	72	85	119	256	27
ALBERTA						
Pre-employment Classes {men.....	109	41	27	62	44	8
{women.....	179	23	36	40	107	5
Part-time Classes—(1) {men.....	74	11	5	12		
{women.....	2					
Rehabilitation Classes—men.....	89	49	17	42	46	19
Total.....	453	124	85	156	197	32
BRITISH COLUMBIA						
Pre-employment Classes {men.....	422	112	76	87	280	89
{women.....	405	87	52	57	308	76
Part-time Classes (1) {men.....	1,894	648	128	472		
{women.....	288	88	29	67		
Rehabilitation Classes—men.....	100	44	16	45	38	10
Total.....	3,109	979	301	728	636	175

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to July 1, 1943, were not so reported until after July 1, 1943.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF JULY, 1943, WITH TOTALS FROM APRIL 1, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/43 to July 31/43	At First of July	Enrolled in July	At End of July	From April 1/43 to July 31/43	In July
DOMINION SUMMARY						
R.C.A.F. Classes.....	17,902	8,453	3,019	8,442	8,921	2,971
Army Classes.....	6,425	2,173	962	2,123	4,057	948
Navy Classes.....	2,113	884	420	960	1,057	339
Total.....	26,440	11,510	4,401	11,525	14,035	4,258
NOVA SCOTIA						
R.C.A.F. Classes.....	196	78	.....	49	136	24
Army Classes.....	382	175	35	132	236	75
Navy Classes.....	12	11	.....	11	.....	.....
Total.....	590	264	35	192	372	99
NEW BRUNSWICK						
R.C.A.F. Classes.....	535	281	23	277	202	23
Army Classes.....	539	135	128	213	324	50
Navy Classes.....	1	.....	.....	.....	1	.....
Total.....	1,075	416	151	490	527	73
QUEBEC						
R.C.A.F. Classes.....	1,583	666	52	506	909	187
Army Classes.....	1,103	398	221	303	663	209
Navy Classes.....	140	47	.....	15	44	32
Total.....	2,826	1,111	273	914	1,616	428
ONTARIO						
R.C.A.F. Classes.....	7,922	3,823	1,682	4,155	3,527	1,256
Army Classes.....	1,977	504	281	542	1,316	228
Navy Classes.....	1,622	581	387	698	951	265
Total.....	11,521	4,908	2,350	5,395	5,794	1,749
MANITOBA						
R.C.A.F. Classes.....	1,477	670	148	523	885	282
Army Classes.....	405	142	30	97	303	75
Total.....	1,882	812	178	620	1,188	357
SASKATCHEWAN						
R.C.A.F. Classes.....	2,012	819	534	891	1,107	462
Army Classes.....	400	211	78	264	136	25
Total.....	2,412	1,030	612	1,155	1,243	487
ALBERTA						
R.C.A.F. Classes.....	2,211	1,345	154	1,159	1,176	477
Army Classes.....	537	180	57	181	326	28
Navy Classes.....	207	162	30	156	50	36
Total.....	2,955	1,687	241	1,496	1,552	541
BRITISH COLUMBIA						
R.C.A.F. Classes.....	1,966	771	426	882	979	260
Army Classes.....	1,082	428	132	301	753	258
Navy Classes.....	91	83	3	80	11	6
Total.....	3,139	1,282	561	1,263	1,743	524

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF JULY, 1943, WITH TOTALS FROM APRIL 1, 1943, TO JULY 31, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED TO PRODUCTION BEFORE TRAINING FINISHED	
	From April 1/43 to July 31/43	At First of July	Enrolled in July	At end of July	From April 1/43 to July 31/43	In July	From April 1/43 to July 31/43	In July
DOMINION SUMMARY								
Plant Schools.....	{Men 3,802	712	757	910	1,916	398	619	80
	{Women 3,428	748	845	849	1,889	563	367	80
Part-time Classes.....	{Men 954	217	57	96	827	178	16	
	{Women 418	69	17	38	376	48	4	
Total.....	8,602	1,746	1,676	1,893	5,008	1,187	1,006	160
NOVA SCOTIA								
Plant Schools.....	{Men 118	51	28	53	38		20	20
	{Women 18	3	5	7	10		1	1
Part-time Classes.....	{Men 28		13	13	15			
	{Women 2		2	2				
Total.....	166	54	48	80	63		21	21
NEW BRUNSWICK								
Plant Schools.....	{Men 35	7		4	25	3		
	{Women							
Total.....	35	7		4	25	3		
QUEBEC								
Plant Schools.....	{Men 1,234	121	334	300	162	47	561	57
	{Women 269	1	136	82	102	31	61	9
Part-time Classes.....	{Men 16						16	
	{Women 4						4	
Total.....	1,523	122	470	382	264	78	642	66
ONTARIO								
Plant Schools.....	{Men 2,346	533	383	540	1,649	348	26	
	{Women 2,439	616	513	578	1,653	501	18	
Part-time Classes.....	{Men 807	211	44	78	715	177		
	{Women 397	69	15	36	361	48		
Total.....	5,989	1,429	955	1,232	4,378	1,074	44	
MANITOBA								
Plant Schools.....	{Men 27				15		9	
	{Women 506	72	92	72	93	20	277	67
Total.....	533	72	92	72	108	20	286	67
ALBERTA								
Plant Schools.....	{Men 158	51	74	84	23	11	7	
	{Women							
Total.....	158	51	74	84	23	11	7	
BRITISH COLUMBIA								
Plant Schools.....	{Men 42		12	8	27		3	3
	{Women 38	5	25	26	8		3	3
Part-time Classes.....	{Men 103	6		5	97	1		
	{Women 15				15			
Total.....	198	11	37	39	147	1	6	6

Of the schools approved, seven either never started at all or were cancelled for failure to adhere to the conditions. Thirty-three others have trained the required number of individuals and have suspended operations.

During the period April 1 to July 31, over 10,000 foremen, charge hands, supervisors have received certificates for attendance at one of the Foremanship Training classes. The activities in this feature of the program have also slackened off during the vacation season. Many statements have been received from companies pointing to concrete benefits and results from participating in Foremanship Training.

The plan to train secondary school students during the summer holidays for farm work in Alberta and Saskatchewan has not worked out very successfully. In Saskatchewan, less than 150 had enrolled by the end of July, and in Alberta, the plan was cancelled altogether, as

requests for this type of assistance were received from only a few dozen farmers; and as the number of applicants was only slightly over 100 students, most of whom having already worked on a farm were not considered to need additional training.

Training in Armed Forces

An interesting development in the Army classes was the establishment of classes to study the Japanese language in British Columbia. This was provided to meet the requests from local Army officers.

The classes for Air Force tradesmen showed a large increase owing to the inauguration of special emergency summer classes for pre-aircrew personnel. Thirteen special schools were opened for this purpose in addition to the ten regular schools in most of which the enrolment had increased.

Recent Amendments to the Unemployment Insurance Act, 1940

Coverage of Act Extended—Changes in Regard to Benefit— Enforcement—New Contribution Regulations

BILL 136 passed by the House of Commons on July 17, and later approved by the Governor in Council, amends and improves the Unemployment Insurance Act of 1940. The amendments which became effective on September 1, 1943, and now have the force of law, do not involve any change in the fundamental principles of the original Act.

The Unemployment Insurance Act, 1940, was formulated on the basis of the experience of other countries in unemployment insurance and, for this reason, the Canadian Act was by no means a new experiment. The recent changes which were made were deemed necessary only because of minor administrative problems and new industrial conditions brought about by the war.

The main features of the recent amendments are summarized below.

Coverage of the Act

1. Employment in Canada by a Foreign Government.—It is now clearly stipulated that employment in Canada by a Foreign Government may be insured with the concurrence of the government concerned and the Commission. This amendment will remove doubts which have arisen as to the application of the Act to employees in Canada of the United Kingdom, Commonwealth Governments and Foreign Governments.

2. Employment by a Hospital or a Charitable Institution.—Any group or class of employees in hospitals or charitable institutions not carried on for purposes of gain may now be insured with the consent of the Commission. Previously, employees of charitable institutions were not insurable, but in view of the fact that their remuneration was comparatively low, many had requested that they be afforded the protection of the Act.

3. Employment by Municipal, Provincial and Federal Governments.—Persons in such employment may be excepted from the Act if they have been certified as being in permanent employment. Under this amendment the exception previously granted to Federal Civil Servants appointed under the Civil Service Act has been repealed and the insurability now depends on whether or not they have been certified as being in permanent employment. This change places employees of Municipal, Provincial and Federal Governments on the same footing.

4. Employment by a Public Utility.—Employees of any public utility are now insurable, (except waterworks which have not been affected by this amendment). Previously, employees of a public utility operated in connection with a municipality could be excepted if they were certified as being in permanent employment. This amendment will remove the

anomaly which existed in that these municipal bodies operate in direct competition with the private companies which were thus placed at a disadvantage.

5. Change in \$2,000 Ceiling.—All employees are now insurable regardless of the amount of their earnings, unless their contractual rate of pay is on a semi-monthly, monthly or commission basis, in which case they are excepted if their annual earnings exceed \$2,400. In determining whether annual earnings exceed this figure, payments of cost-of-living bonus will be included but not earnings in respect of overtime. The change in the ceiling was recommended by the Advisory Committee because many industrial employees were earning in excess of \$2,000 due to war conditions and were not therefore protected by the Act, except as provided by Order in Council P.C. 10156 which has now been repealed.

6. Employment in Remote Areas.—A new section which has been added to the Act gives the Commission power to pass regulations excepting employment in any specified area in which there is inconsiderable insurable employment. There are many administrative difficulties in arranging payment of contributions and conducting inspections in the distant northerly areas of Canada.

Determination of Coverage

A new amendment provides that where any question arises as to whether a person was or was not employed in an excepted employment, that question shall be decided by the Commission. This amendment is intended to clear up any possible ambiguity as to the proper body to decide a question of coverage.

Persons to be Treated as Employers in Certain Cases

In any case or class of cases where employed persons work under the general control of some person other than their actual employer, the Commission may by special order provide that such other person shall, for the purpose of payment of Unemployment Insurance contributions, be deemed to be the employer. The person deemed to be the employer for contribution purposes may recover employer contributions from the actual employer.

Benefit

Establishment of Benefit Year.—A "benefit year" is the period of twelve months beginning on the date on which an applicant for benefit proves (a) that he has paid contributions for at least 180 days within the two years immediately preceding the date of his

application; (b) that since the commencement of his last benefit year contributions have been paid in respect of him for at least sixty days. Of course, for the establishment of the first benefit year, subsection (b) does not apply. Previously, an applicant could not establish his second or subsequent benefit year unless he had paid contributions for at least sixty days *subsequent to the last day on which he drew benefit in his previous benefit year.*

The previous wording of subsection (b) led to some results which were not contemplated when it was originally enacted.

The amendment cuts down the requirement of sixty additional daily contributions to the extent that they need only be made since the commencement of the previous benefit year.

Payment of Benefit to Non-Residents of Canada.—A new amendment gives the Commission authority to make regulations permitting, under certain conditions, the payment of benefit to persons who are non-residents of Canada; for example, a resident of Detroit employed in Windsor.

Inspection and Enforcement

Designated Officers May Administer Oaths.—Any officer or clerk appointed under the Unemployment Insurance Act who is designated by the Minister for the purpose may, in the course of his employment, administer oaths and take and receive affidavits, declarations and affirmations for the purpose of or incidental to the administration or enforcement of the Act or regulations made thereunder and every such officer or clerk shall have all powers of a commissioner for taking affidavits.

Prosecution Against a Delinquent Employer.—A new amendment provides that for purposes of prosecution against a delinquent employer, any number of offences for failure to pay contributions may be included in one information or charge.

Under this amendment, it is no longer necessary to have one information laid for each employee for each pay period. One information may include a series of similar offences.

Another amendment provides that, in addition to the fine or penalty imposed on an employer convicted of the offence of failing to pay contributions, a further penalty, equal to the amount of contributions he has failed to pay, shall be imposed and applied in payment of such contributions in arrears. Previously, although the payment of the additional penalty was credited to the Insurance Fund, it was not credited towards payment of contributions in arrears. The amendment thus

relieves the convicted employer of the double payment of contributions.

Employers Required to Keep Records and Make Returns.—The Commission may now require any person to keep such books, records and accounts that the Commission may direct and may require any person to make written returns of information deemed by the Commission to be necessary for the purposes of the Act. Failure to comply with any such direction or requirement of the Commission shall be an offence.

Determination of Amount of Contributions Payable, Where no Records Kept.—Where, in the opinion of the Commission, an employer has failed to keep such adequate books, records and accounts as would enable an Inspector of the Commission to determine the contributions payable by the employer in respect of each of his insured employees, the amount of contributions payable may be determined on the basis of 3 per centum of the total remuneration which has been paid

or which has become payable by the employer to his employees.

Determination of Earnings.—Where an employed person's remuneration is not pecuniary or is only partly pecuniary and the whole or part of such non-pecuniary remuneration consists of room and board or living quarters or any other consideration, the value of which has not been decided by mutual agreement between the employer and the employed person, the Commission may determine the value of such remuneration.

New Contribution Regulations

In view of the amendments to the Act and the many changes involved in the Regulations dealing with Contributions, the Commission has thought it advisable to revoke the regulations in effect prior to September 1 and to re-enact a new set of Contribution Regulations which were published in an extra edition of the Canada Gazette, dated September 3, 1943.

Recent Activities of the Unemployment Insurance Commission

Development of Staff Training—Insurance Registration—Claims for Benefit—Unemployment Insurance Fund

FIELD surveys undertaken by the Regional staff training advisers of the Unemployment Insurance Commission have been fairly well completed and much information has been compiled which will be of great value in carrying out the staff training program which was inaugurated by the Commission in May (L.G., June, 1943, p. 820; L.G. August, 1943, p. 1146). Staff training has become definitely an integral part of the operations of the local Employment and Selective Service offices across Canada. The following are typical examples of training programs already instituted:

In the Pacific Region "Enforcement Procedure Conferences" were held at several points. These Conferences were attended by Managers of the Local Offices in the area and instruction was given in the enforcement procedure for the carrying out of National Selective Service Regulations.

In the Prairie Region instruction was also given in enforcement procedure, in which Mr. Walsh and Mr. McLean of Head Office, participated.

Following the successful three-day zone School held in Ottawa, attended by Managers of ten Local Offices in the district, similar Schools are being held throughout the Province of Ontario to embrace all Managers of Local Offices. The delegates gained a new vision of Staff Training responsibilities and possibilities and the whole work of Local Office operation received an impetus.

A vigorous program was planned for a three-day Training course for the Women Supervisors of the Toronto Local Office. This Supervisor of the Women's Division of this School was conducted by Miss M. Eadie, Local Office, assisted by Mr. R. Stevenson, Staff Training Adviser; Mr. J. W. Temple, Manager of the Office, and women holding executive positions in business.

Special attention is just now being given to a course for the staff of the Women's Division of the Montreal Local Office, where the tremendous volume of work demands a highly trained staff. Daily "on-the-job" training is given by Mr. A. J. Trudelle, Regional Staff Training Adviser, and Mr. L. M. Bergevin, loaned from the Travelling Supervisors staff, and group conferences are held each day from 4 to 5.30 o'clock, for the purpose of training the entire staff.

In the Maritimes, Staff Training Committees have been set up in most of the larger offices at least, including Moncton, Halifax and Saint John. A Training School was held for the purpose of clarifying procedure in connection with compulsory employment orders, which was attended by Local Office employees and the Regional Enforcement Officer and members of his staff. Mr. L. J. Curry, Staff Training Adviser for the Maritimes, was assisted at this School by other Regional Officials.

An induction training course has been prepared and sent to the Regional Staff Training Advisers for distribution to Local Office Managers for their use in training new employees.

Visits to industrial plants by Interviewing and Placement Officers of Local Offices have continued to be fruitful. New placement opportunities are discovered and the interest of the Local Office officials is stimulated.

Insurance Registration

Reports received from local offices of the Unemployment Insurance Commission showed that at September 1, 132,088 employers with insured employees were registered, and 2,636,826 employees had been issued with insurance books.

The breakdown of employers and employees according to regions in which registration took place is shown in the following table:—

TABLE I

PROGRESS OF REGISTRATION AT SEPTEMBER 1, 1943

Region	Employers' Establishments Registered	Insured Persons Registered
Maritimes	10,658	190,418
Quebec	35,171	862,532
Ontario	48,453	1,014,384
Prairies	24,714	337,678
Pacific	13,092	231,814
Total for Canada	132,088	2,636,826

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from April 1, 1943 to July 31, 1943 was \$379,501.37. In this period 10,021 claims were received at the five regional and four district offices of the commission, of which 7,610 were allowed, 2,137 not allowed with 274 claims pending. (See Table II).

An analysis of the 2,137 claims not allowed by insurance officers revealed the following reasons for non-allowance: 598 claims under Section 28(i) in which the claimants had insufficient contributions; 116 claims under Section 28(ii) in which 76 claims were not made in the prescribed manner and 40 of the claimants were not employed; 49 claims under Section 28(iii) in which 38 were not capable of work and 11 were not available for work; 60 claims under Section 43 (a) for loss of work due to labour dispute; 26 claims under Section 43 (b) (i) for refusal of offer of work; 9 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written instructions; 1,256 under Section 43 (c) of which 134 were discharged because of their own misconduct and 1,122 for voluntarily leaving without just cause; 1 claim under Section 43 (d) for being under 16 years of age; and 21 under Section 43 (f) in which 15 were in class 0 contributions and 6 for other reasons.

Appeals and References

During the period April 1, 1943, to July 31, 1943, there were 305 references and 46 appeals

TABLE II

REPORT OF CLAIMS RECEIVED FOR ADJUDICATION, PERIOD APRIL 1, 1943 TO JULY 31, 1943¹

(Inclusive of claims pending on March 31, 1943)

Insurance Offices	Claims Received at Local Offices	Claims Received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton.....	1,311	1,326	1,092	192	42
Montreal.....	4,343	4,424	3,355	962	107
Toronto.....	1,464	1,382	913	440	29
London.....	175	164	107	40	17
North Bay.....	94	91	61	25	5
Winnipeg.....	1,074	1,058	772	243	43
Saskatoon.....	360	374	306	61	7
Edmonton.....	442	438	360	70	8
Vancouver.....	754	764	644	104	16
TOTAL.....	10,017	10,021	7,610	2,137	274

¹ Cumulative figures of claims received for adjudication for the period February 1, 1942 to March 31, 1943, were published on page 653 of the May issue of the Labour Gazette. In this and succeeding issues the figures will be cumulative for the current fiscal year only.

made by claimants to Courts of Referees. In addition there were 10 references by insurance officers to Courts of Referees. Of the 471 cases, (including 110 not heard as at March

31, 1943) 402 were heard, 34 had not yet been heard at the end of July, and 35 were withdrawn. The Courts of Referees allowed 104 claims and disallowed 298. (See Table III).

TABLE III

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD APRIL 1, 1943 TO JULY 31, 1943

Districts	Not Heard Mar. 31/43	REQUESTS FROM CLAIMANTS		Refer- ences by Insurance Officers	Total Refer- ences and Appeals	Not Yet Heard	With- drawn	Heard	COURT'S DECISION	
		Refer- ences	Appeals						Allowed	Dis- allowed
Moncton.....	1	11	6	.....	18	1	2	15	2	13
Montreal.....	64	130	11	1	206	16	7	183	47	136
Toronto.....	20	85	19	1	125	9	18	98	26	72
London.....	.....	7	.....	3	10	1	2	7	3	4
North Bay.....	1	3	.....	.....	4	2	.....	2	.....	2
Winnipeg.....	9	47	2	4	62	.....	4	58	17	41
Saskatoon.....	3	2	3	.....	8	.....	1	7	2	5
Edmonton.....	7	15	5	1	28	3	1	24	7	17
Vancouver.....	5	5	.....	.....	10	2	.....	8	.....	3
TOTAL.....	110	305	46	10	471	34	35	402	104	298

Appeals to Umpire

Eight claimants have sought permission from the Chairmen of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii). Permission was not granted in any of these cases. Three appeals were made by claimants or by associations representing the claimant and 1 by an insurance officer.

Staff Changes Employment and Selective Service Branch, Department of Labour

Changes were made early in September in the administrative staff of the Employment

and Selective Service Branch of the Department of Labour as follows:—

H. F. Caloren, who has been Chief Administrative Officer for the Department, was made Assistant Director and Chief Executive Officer of the Employment Service and Unemployment Insurance Branch. In this capacity, Mr. Caloren will be a general adviser to the Director of the Branch, Mr. Allan M. Mitchell.

R. G. Barclay became Assistant Director—Insurance.

W. K. Rutherford was promoted to Assistant Director—Employment.

TABLE IV
UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY-FIVE MONTHS ENDED JULY 31, 1943

Month	REVENUE						EXPENDITURE					
	CONTRIBUTIONS (Gross, less refunds)						Interest	Monthly Total Revenue	BENEFITS		Balance	
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government			Monthly Total	Cumulative Total		
Total from July to December 31, 1941.....	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	177,720 00	28,481,885 85	Nil	Nil	28,481,885 85	
Total for the year ended December 31, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65	11,019,421 74	1,409,797 39	67,526,327 78	349,655 94	349,655 94	95,658,557 69	
1943												
January.....	2,470,473 51	1,174,517 53	1,237,776 01	544 05	4,883,311 70	976,662 34	22,778 38	5,882,752 42	69,851 82	419,507 76	101,471,548 29	
February.....	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66	913,189 53	12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37	
March.....	3,302,971 58	1,286,165 19	1,246,228 75	2,428 33	5,737,793 85	1,147,558 77	238,960 00	7,124,312 62	195,190 49	743,810 68	113,762,974 50	
April.....	2,431,365 31	1,103,912 33	1,256,407 64	103 94	4,791,789 22	958,357 84	315,887 50	6,066,034 56	141,990 92	885,801 60	119,687,018 14	
May.....	2,252,602 06	1,053,514 83	1,304,413 23	824 08	4,611,354 20	922,270 84	708,057 95	6,241,682 99	128,162 33	1,013,963 93	125,800,538 80	
June.....	2,421,430 52	1,078,241 28	1,336,325 58	995 35	4,836,992 73	967,398 55	296,976 92	6,101,368 20	64,999 84	1,078,963 77	131,836,907 16	
July.....	2,725,682 68	1,086,808 21	1,401,840 03	9,244 48	5,203,575 40	1,040,715 08	621 37	6,244,911 85	44,391 09	1,123,354 86	138,037,427 92	
TOTAL.....	17,847,724 98	7,850,562 95	8,917,338 64	15,138 19	34,630,764 76	6,926,152 95	1,593,651 44	43,152,569 13	773,698 92	1,123,354 86	138,037,427 92	
GRAND TOTAL...	62,675,733 29	25,156,365 82	25,465,154 19	17,424 99	113,314,678 29	22,662,935 66	3,163,168 83	139,160,782 78	1,123,354 86	1,123,354 86	138,037,427 92	

The interest column represents the Interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to July 31st.

The miscellaneous column includes the following:—

Penalties.....	\$ 775 04
Contributions in respect of service in the Armed Forces.....	15,046 93
Miscellaneous.....	1,603 02
	<u>\$ 17,424 99</u>

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of July, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

The report this month indicated a marked expansion in industrial employment, according to data submitted by 13,766 establishments employing a total of 1,845,284 persons at the beginning of July, as compared with 1,819,239 at the beginning of June. A considerable proportion of the gain in employment at the date under review took place in manufacturing, in which the co-operating establishments increased their staffs by 11,924. Employment in most of the non-manufacturing divisions showed seasonal advances; except in transportation, these were generally below-average in extent. There were moderate gains in the mining of non-metallic minerals (other than coal), and in communications, services and trade, together with larger increases in transportation and construction.

The index number of employment (based on the average for the calendar year as 100) was 183.8 per cent, as compared with 181.2 revised from 181.1 in the preceding month, and 175.7 at July 1, 1942.

Each month the co-operating firms furnish information concerning payrolls which is incorporated in this article. The per capita average weekly wage in the industries submitting returns rose from \$30.93 at June 1,

to \$30.95 at the beginning of July, as compared with \$28.49 at July 1, 1942.

Employment conditions at the end of August as reported by Employment and Selective Service Offices.—Reports from the Employment and Selective Service Offices of the Unemployment Insurance Commission give a brief survey of the employment situation in various industries at the end of July. These reports describe employment conditions in the Maritimes, Quebec, Ontario, the Prairie Provinces, and British Columbia.

Applications for employment; vacancies, and placements, July, 1943.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

These reports for the four-week period July 2 to July 29, 1943, showed an increase of 2.4 per cent in the average daily placements as compared with those of the five-week period May 28 to July 1, 1943, and a gain of 253 per cent in comparison with the month of July, 1942. Vacancies during the four weeks numbered 255,597, applications 226,622 and placements in regular and casual employment 176,311.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of August, 1943, the percentage of unemployment among trade union members was .4, as compared with percentages of .6 in July and 1.8 in August, 1942. The August percentage was based on returns compiled from 2,349 labour organizations with a total membership of 464,961 persons.

The Employment Situation at the Beginning of July, 1943 as Reported by Employers

IN conformity with the movement indicated in 21 of the last 22 years, there was considerable expansion in industrial employment at the beginning of July, when the 13,766 firms furnishing data to the Dominion Bureau of Statistics reported a staff of 1,845,284, as compared with 1,819,239 at the beginning of June. The increase of 26,045 persons, or 1·4 per cent, (which was accompanied by a rise of 1·5 per cent in the indicated payrolls) was considerably smaller than that at July 1 in any other year since the outbreak of war, being also below the general average in the period from

1920. Nevertheless, the index, at 183·8 per cent of the 1926 average, was exceeded only by that of 186·5 at December 1 of last year; the June 1, 1943, figure was 181·2 (revised from 181·1), and that at July 1, 1942, was 175·7. Since the latest advance was rather less than usual for the time of year, the seasonally-adjusted index showed a decline, falling from 181·2 at June 1, to 180·2 at the date under review; this is the third successive reduction in the seasonally-corrected index.

A considerable proportion of the gain in employment at the date under review as com-

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



pared with June 1 took place in manufacturing, in which the co-operating establishments increased their staffs by 11,924. These additions were much smaller than at July 1 in either 1942 or 1941, but exceeded the average at that date in the experience of past years. In accordance with recent trends, most of the latest increase took place in plants turning out durable goods, in which the co-operating manufacturers reported an additional 9,400 employees; this was decidedly smaller than the gain at July 1, 1942. The largest advances were in non-ferrous metal and lumber plants. In the non-durable goods classes, animal and vegetable food, pulp and paper, beverage, petroleum and miscellaneous manufacturing groups showed considerably greater activity, but tobacco, textile and chemical works released employees.

Employment in most of the non-manufacturing divisions showed seasonal advances; except in transportation, these were generally rather below-average in extent. There were moderate gains in the mining of non-metallic minerals (other than coal), and in communications, services and trade, together with larger increases in transportation and construction. The expansion in the latter was unusually small for the season, being less than at July 1 in any other year since 1920, with the exception of 1921 and 1932.

Payrolls

The payrolls disbursed by the co-operating firms at the beginning of July amounted to \$57,119,522, exceeding by 1.5 per cent the sum of \$56,265,170 reported by the same establishments at June 1. The existence of industrial disputes in some areas and industries, the widespread observance of the St. Jean Baptiste holiday in the province of Quebec, and the more general loss of working time due to vacations, affected the latest aggregate, and consequently, the average per employee. The latter, however, showed a slight advance, standing at \$30.95, as compared with \$30.93 at June 1. The average at July 1, 1942, had been \$28.49, and at July 1, 1941, \$25.49. The latest figure is the highest in the record of 26 months, with the exception of the April 1, 1943, average of \$31.14; the number in recorded employment had then been smaller.

In the period from June 1, 1941, the average weekly earnings of the typical employee of the co-operating establishments have risen by 22.6 per cent. In this period, the cost-of-living index has advanced by 7½ per cent, while increases in taxation and other expenses have also tended to offset a considerable part of the gain in the weekly pay envelope of the average wage-earner. Nevertheless, the employment of additional members of many families has resulted in a considerable im-

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941.....	100.0	100.0	\$ 25.25	100.0	100.0	\$ 25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
Jan. 1, 1942.....	108.4	112.1	26.13	111.4	114.3	26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.68
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.0	144.3	30.06	132.0	160.1	31.17
Jan. 1, 1943.....	120.1	131.9	27.92	130.7	142.9	28.11
Feb. 1.....	118.5	139.5	29.06	132.2	157.4	30.65
Mar. 1.....	118.7	143.2	30.72	133.0	162.5	31.49
April 1.....	118.1	144.3	31.14	133.4	164.7	31.81
May 1.....	116.5	139.8	30.59	132.7	159.9	31.09
June 1.....	118.4	143.6	30.93	133.5	163.5	31.62
July 1.....	120.1	145.7	30.95	134.8	165.1	31.61

provement in the financial position of a large proportion of the total population.

From July 1, 1942, the general index of employment has risen by 4.6 per cent, that of payrolls, by 12.5 per cent, while the per capita average earnings have shown a gain of 8.6 per cent.

If the statistics of employment and payrolls for financial institutions are added to those given above for the eight leading industries, the latest survey depicts the situation reported by firms employing a total personnel of 1,908,607, as compared with 1,882,564 at the begin-

ning of June. The aggregate weekly payroll in the nine leading industries (viz. manufacturing, logging, mining, communications, transportation, construction and maintenance, services, trade and finance), was \$59,112,149, as compared with \$58,232,686 at June 1. The per capita average in the nine industries was \$30.97, a figure slightly higher than that of \$30.93 at June 1. The average at the beginning of July, 1942, was \$28.55.

Table I summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at July 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at July 1 and June 1, 1943 and July 1, 1942, based on June 1, 1941 as 100 p.c.

(The Latest Figures are subject to Revision.)

Geographical and Industrial Unit	Number of Employees Reported at July 1, 1943	Aggregate Weekly Payrolls at July 1, 1943	Per Capita Weekly Earnings at			INDEX NUMBERS OF					
						Employment			Aggregate Weekly Payrolls		
			July 1, 1943	June 1, 1943	July 1, 1942	July 1, 1943	June 1, 1943	July 1, 1942	July 1, 1943	June 1, 1943	July 1, 1942
(a) PROVINCES											
Maritime Provinces.....	159,859	\$ 3,987,677	\$ 28.51	\$ 28.72	\$ 24.50	121.2	115.0	116.3	159.3	152.3	135.0
Prince Edward Isl.....	2,183	52,704	24.14	23.21	21.65	104.9	101.1	109.2	119.3	110.5	111.4
Nova Scotia.....	85,606	2,515,559	30.09	29.91	24.94	121.0	116.4	118.9	162.8	155.8	136.6
New Brunswick.....	54,070	1,419,414	26.25	27.05	23.92	122.9	113.9	113.4	155.2	148.4	133.4
Quebec.....	583,655	16,803,215	28.79	28.90	26.62	126.3	125.7	118.9	154.0	153.9	134.9
Ontario.....	751,282	24,134,904	32.12	31.98	29.96	114.2	113.0	111.9	136.1	134.0	125.1
Prairie Provinces.....	191,839	5,866,681	30.58	30.51	28.58	110.4	108.0	108.7	129.3	126.1	119.5
Manitoba.....	90,752	2,744,860	30.25	30.06	28.47	110.9	109.2	108.5	126.8	124.1	117.3
Saskatchewan.....	37,596	1,113,275	29.61	29.19	27.52	106.4	103.7	103.3	126.4	121.4	114.4
Alberta.....	63,491	2,008,546	31.64	31.95	29.34	112.1	108.8	112.2	134.7	131.9	125.7
British Columbia.....	178,649	6,327,045	35.42	35.34	31.46	142.3	139.1	124.5	180.7	176.2	144.4
CANADA.....	1,845,284	57,119,522	30.95	30.93	28.49	120.1	118.4	114.9	145.7	143.6	129.5
(b) CITIES											
Montreal.....	287,463	8,645,620	30.08	30.50	27.84	133.2	132.4	119.2	159.4	160.7	134.5
Quebec City.....	39,807	1,044,961	26.25	26.17	22.20	169.6	168.6	135.0	216.8	214.8	147.1
Toronto.....	250,665	7,982,549	31.85	31.51	29.64	127.1	126.1	118.5	151.8	149.1	133.2
Ottawa.....	22,213	597,674	26.91	26.60	25.48	111.7	109.4	106.4	130.6	126.5	118.9
Hamilton.....	60,866	1,971,566	32.39	31.77	31.54	115.1	113.8	116.6	135.7	131.5	134.2
Windsor.....	41,305	1,734,779	42.00	42.26	39.64	132.2	132.4	124.9	146.1	147.3	130.6
Winnipeg.....	58,008	1,641,152	28.29	28.16	26.88	113.7	111.8	108.8	127.2	124.4	116.2
Vancouver.....	87,688	3,003,779	34.27	34.41	30.89	172.9	169.3	147.8	228.9	225.3	178.4
(c) INDUSTRIES											
Manufacturing.....	1,182,859	37,391,532	31.61	31.62	29.16	134.8	133.5	124.7	165.1	163.5	141.7
Durable Goods ¹	662,999	23,066,410	34.79	34.80	32.33	156.0	153.7	137.0	194.2	191.4	160.1
Non-durable Goods.....	501,537	13,668,068	27.25	27.32	25.38	115.8	115.4	113.5	134.6	134.3	123.0
Electric Light and Power.....	18,323	657,055	36.84	35.69	33.89	96.0	93.6	99.9	109.7	103.6	105.3
Logging.....	44,403	1,154,581	26.00	24.58	21.67	93.7	92.8	107.3	125.2	117.2	124.4
Mining.....	73,200	2,670,983	36.49	36.35	33.20	85.3	88.1	98.3	102.5	101.8	105.1
Communications.....	27,997	808,736	28.89	29.37	27.82	107.8	106.6	108.7	114.9	115.5	111.6
Transportation.....	147,992	5,277,391	35.66	36.06	34.40	118.1	115.7	109.0	132.8	131.6	118.4
Construction and Maintenance.....	168,665	5,011,825	29.71	29.54	25.99	95.8	90.5	98.7	125.0	117.5	116.1
Services.....	43,115	803,579	18.64	18.53	17.27	112.9	112.3	108.1	131.5	130.1	117.0
Trade.....	157,053	4,000,895	25.47	25.31	24.32	96.6	96.0	97.4	107.7	106.4	104.6
Eight Leading Industries.....	1,845,284	57,119,522	30.95	30.95	28.49	120.1	118.4	114.9	145.7	143.6	129.5
Finance.....	63,323	1,992,627	31.47	31.07	30.11	105.6	105.6	105.4	115.4	114.0	110.2
Total—Nine Leading Industries.....	1,908,607	59,112,149	30.97	30.93	28.55	119.6	117.9	114.5	144.5	142.3	128.7

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

areas, and the eight leading industrial cities, and gives comparisons as at June 1, 1943, and July 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 20.1 per cent, while the aggregate weekly payrolls of those workers are higher by 45.7 per cent. Including finance, the gain in employment from June 1, 1941, to July 1, 1943, amounted to 19.6 per cent, and that in payrolls, to 44.5 per cent. The explanation previously given for the much greater rise in the salaries and wages than in the numbers employed may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the payment of a cost-of-living bonus to the majority of workers; the rates at which

this allowance has been calculated have been increased on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been granted.

The influence of the war has resulted in particularly marked expansion in employment and payrolls in factories, in which the rate of acceleration in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 34.8 per cent from June 1, 1941, to July 1, 1943, and that of payrolls has advanced by 65.1 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

Employment and payrolls in the production of durable goods in the period of observation have shown especially marked expansion, there being an increase of 56 per cent in the index of employment and of 94.2 per cent in the salaries and wages distributed by the co-operating employers from June 1, 1941, to July 1, 1943. Although there has more recently

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
July 1, 1927.....	109.7	112.8	.....	.....	.....	109.6	108.9	110.7	.....	.....	.....	109.1
July 1, 1928.....	117.7	116.2	.....	.....	.....	113.6	117.7	129.8	.....	.....	.....	114.0
July 1, 1929.....	124.7	117.9	.....	.....	.....	119.4	127.2	136.7	.....	.....	.....	118.2
July 1, 1930.....	118.9	141.1	.....	.....	.....	116.8	116.9	120.4	.....	.....	.....	113.5
July 1, 1931.....	103.8	109.4	.....	.....	.....	103.2	102.7	108.9	.....	.....	.....	97.9
July 1, 1932.....	88.7	96.4	.....	.....	.....	86.6	89.2	90.5	.....	.....	.....	83.7
July 1, 1933.....	84.5	89.9	.....	.....	.....	83.0	85.0	85.0	.....	.....	.....	81.8
July 1, 1934.....	101.0	100.4	.....	.....	.....	94.1	109.9	94.1	.....	.....	.....	94.1
July 1, 1935.....	99.5	106.7	.....	.....	.....	94.8	102.7	96.3	.....	.....	.....	99.5
July 1, 1936.....	104.6	111.7	.....	.....	.....	101.6	106.2	101.9	.....	.....	.....	104.8
July 1, 1937.....	119.1	135.8	79.7	138.3	136.1	118.0	122.2	104.0	100.3	110.2	105.7	117.1
July 1, 1938.....	113.5	116.7	104.6	126.6	105.4	119.9	114.0	99.8	96.5	102.9	102.9	108.0
July 1, 1939.....	115.8	115.9	108.7	129.9	99.3	124.0	114.7	104.0	98.5	107.5	110.0	111.0
July 1, 1940.....	124.7	124.0	102.2	135.3	111.5	126.6	129.6	112.4	106.8	117.5	117.6	114.8
July 1, 1941.....	157.4	163.9	108.5	183.2	143.3	161.8	165.3	132.5	128.9	133.7	137.3	139.2
July 1, 1942.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1, 1943.....	181.2	167.4	108.3	184.2	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Mar. 1, 1943.....	181.5	168.4	110.9	184.8	151.5	198.9	186.4	135.4	133.1	122.8	147.5	182.4
April 1, 1943.....	180.6	171.3	108.0	190.6	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
May 1, 1943.....	178.2	170.5	102.3	193.8	145.0	192.1	181.8	135.9	135.0	125.6	144.2	186.8
June 1, 1943.....	181.2*	175.3	108.3	195.5	153.7	197.8*	182.9	138.5	136.2	132.1	146.4	187.6
July 1, 1943.....	183.7	184.7	112.4	203.1	165.8	198.7	184.9	141.6	138.3	135.6	150.8	191.9
Relative weight of employment by Provinces and Economic Areas as at July 1, 1943.	100.0	7.6	0.1	4.6	2.9	31.6	40.7	10.4	4.9	2.0	3.5	9.7

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

* Revised.

been a slackening in some of the non-durable industries, the index number of employment in this group at the date under review was higher by 15.8 per cent than that indicated at June 1, 1941, since when there has been an increase of 34.6 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	¹ Relative Weight	July 1 1943	June 1* 1943	July 1 1942
Manufacturing	64.1	226.5	224.2	209.5
Animal products—edible.....	2.1	194.8	184.9	179.9
Fur and products.....	0.2	127.3	127.1	125.2
Leather and products.....	1.6	140.5	140.6	136.9
Boots and shoes.....	0.9	126.6	126.4	127.1
Lumber and products.....	3.6	122.5	117.3	125.3
Rough and dressed lumber.....	2.0	103.8	98.4	116.1
Furniture.....	0.5	106.2	106.6	112.9
Other lumber products.....	1.1	208.3	198.2	171.3
Musical instruments.....	0.1	52.1	51.2	40.5
Plant products—edible.....	2.5	147.1	138.1	145.7
Pulp and paper products.....	4.5	132.2	129.2	134.5
Pulp and paper.....	2.0	122.3	120.2	127.7
Paper products.....	0.9	196.7	189.2	188.9
Printing and publishing.....	1.6	123.0	120.5	124.8
Rubber products.....	0.9	126.3	126.7	127.0
Textile products.....	7.4	158.7	161.5	166.3
Thread, yarn and cloth.....	2.7	159.9	161.5	176.6
Cotton yarn and cloth.....	1.3	117.0	119.8	128.4
Woollen yarn and cloth.....	0.7	173.3	171.7	203.0
Artificial silk and silk goods.....	0.6	554.0	552.5	583.3
Hosiery and knit goods.....	1.2	143.6	143.5	139.0
Garments and personal furnishings.....	2.7	162.2	167.9	169.6
Other textile products.....	0.8	167.5	169.5	169.2
Tobacco.....	0.6	126.8	131.6	123.6
Beverages.....	0.6	218.8	211.8	238.8
Chemicals and allied products.....	4.8	707.4	734.5	719.4
Clay, glass and stone products.....	0.8	132.6	131.5	135.2
Electric light and power.....	1.0	143.9	140.3	149.8
Electrical apparatus.....	2.3	302.7	296.2	252.7
Iron and steel products.....	25.5	344.7	343.7	291.7
Crude, rolled and forged products.....	1.9	265.5	262.3	250.6
Machinery (other than vehicles).....	1.4	249.3	247.6	254.9
Agricultural implements.....	0.6	135.6	134.2	139.0
Land vehicles.....	9.8	285.7	285.3	240.3
Automobiles and parts.....	2.4	306.2	306.7	288.4
Steel shipbuilding and repairing.....	4.5	1,563.4	1,517.9	1,074.2
Heating appliances.....	0.3	170.3	167.4	155.2
Iron and steel fabrication (n.e.s.).....	1.1	316.8	316.9	294.9
Foundry and machine shop products.....	0.7	259.6	262.1	290.3
Other iron and steel products.....	5.2	456.7	465.9	401.9
Non-ferrous metal products.....	3.6	439.0	412.4	356.7
Non-metallic mineral products.....	0.9	211.9	205.1	199.7
Miscellaneous.....	1.1	377.7	363.9	350.6
Logging	2.4	148.3	146.9	169.8
Mining	4.0	156.5	156.2	174.1
Coal.....	1.3	88.8	89.0	93.4
Metallic ores.....	2.1	302.0	303.2	358.1
Non-metallic minerals (except coal).....	0.6	162.9	158.0	162.3
Communications	1.5	104.8	103.6	105.7
Telegraphs.....	0.4	133.2	131.5	123.9
Telephones.....	1.1	97.0	96.0	100.7
Transportation	8.0	117.2	114.8	108.1
Street railways and cartage.....	2.2	168.2	166.5	155.8
Steam railways.....	4.5	103.2	102.3	95.6
Shipping and stevedoring.....	1.3	111.3	102.8	101.0
Construction and Maintenance	9.2	133.6	126.3	137.7
Building.....	3.8	159.5	157.0	148.0
Highway.....	3.2	149.9	131.3	165.6
Railway.....	2.2	92.3	90.7	101.6
Services	2.3	193.0	192.0	184.8
Hotels and restaurants.....	1.4	187.3	188.2	178.8
Personal (chiefly laundries).....	0.9	202.7	198.4	195.2
Trade	8.5	151.4	150.6	152.8
Retail.....	6.4	158.3	157.9	159.7
Wholesale.....	2.1	133.6	131.8	134.5
All Industries	100.0	183.7	181.2	175.7

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

* Largely as a result of industrial classifications, a number of the indexes here shown for June 1, 1943, have been revised.

age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Employment and Payrolls by Industries

Manufacturing.—There was further expansion in manufacturing at the beginning of July, when the gain was decidedly above-normal for the time of year, although it was substantially less than that indicated at July 1 in either 1942 or 1941. Data were compiled from 7,704 factories with 1,182,859 employees, as compared with 1,170,935 at June 1. This increase of 11,924, or one per cent, raised the index from 224.2 at June 1 to a new maximum of 226.5 at the date under review, when it was 8.1 per cent higher than the July 1, 1942, index of 209.5. Reflecting the greater-than-average improvement recorded in the latest survey, the seasonally-adjusted index advanced, rising from 219.8 at June 1, to 221.9 at July 1. This is the first increase since January 1 in the seasonally-corrected index for manufacturing.

As was pointed out in the June 1 report on employment and payrolls, the upward movement in manufacturing in the months of 1943 for which data were available at the time of writing, provided employment for a much smaller number of additional workers than was absorbed in factory operations in the same period of either 1942 or 1941; the general gain from January 1 was, indeed, below-average in the experience of pre-war years. Thus, the increase in the index from January 1 to July 1, 1943, has amounted to 6.9 points, or 3.1 per cent, as compared with an average advance of 10 points, or 10.9 per cent, between those two dates in the period, 1921-1939. In the years, 1940-1942, the rise averaged 14.3 per cent. The slackening in the rate of acceleration shown in more recent months has largely resulted from the following main factors: (1) the further absorption of the younger workers in the armed forces (2) changes in production requirements which have developed as the war progresses, and (3) increasing shortages of materials and labour for civilian production.

Continued and greater gains were reported at the beginning of July in the durable goods division; in this, 9,400 additional men and women were employed by the co-operating firms. Most of the expansion took place in the non-ferrous metal, iron and steel, electrical apparatus and lumber divisions, that in the first-named being particularly marked. The

index in the durable goods group, at 283.9, established a new all-time maximum. The latest figure was 15.9 per cent higher than that of 244.9 at July 1, 1942. Among the non-durable classes, animal and vegetable food, pulp and paper, beverage, petroleum and miscellaneous product factories showed the most noteworthy improvement. On the other hand, textile, tobacco and chemical plants released considerable numbers of employees. The losses in textiles were seasonal in character, but rather exceeded the average at July 1 in the experience of earlier years of the record. The index of employment in the light manufacturing industries as a whole, at 181.7, was fractionally lower than at the same date in 1942, the third month in succession in which the comparison over the 12 months has been unfavourable.

The sum of \$37,391,532 was expended at July 1 by the co-operating manufacturers in payment of services rendered in the week preceding; this figure exceeded by one per cent that of \$37,027,356 indicated at June 1. The average per employee showed little change, being \$31.62 at June 1, and \$31.61 at July 1, as compared with \$29.16 at the beginning of July, 1942. The latest figure was affected by the widespread observance of a religious holiday in Quebec, together with a fairly general loss of working time resulting from vacations.

The index of payrolls, based on the disbursements at June 1, 1941, as 100, was 165.1; this was slightly higher than the June 1 figure of 163.5, and 15.4 per cent higher than that of 141.7 at July 1 of last year. The latter increase has accompanied that of 8.1 per cent in the index of employment. The reasons for the disparity in the rates of gain have already been given. In the manufacturing industries, the upgrading of employees as they acquire experience is of especial and increasing importance, tending to offset the effect of the large scale dilution of labour resulting from the shortage of workers which has become acute with the development of the war effort. The changing industrial distribution of the wage-earners in recorded employment has also contributed materially to the relatively greater gain in payrolls, there being a rising proportion of workers in the more highly-paid heavy industries. At July 1, 1943, such industries provided work for 56.9 per cent of all those engaged in manufacturing, exclusive of electric light and power, while at the same date in 1942, the proportion was 53.1 per cent. The importance of this growing concentration in the durable goods group is emphasized by the fact that the July 1, 1943, average, at \$34.79, was \$6.76 higher than at June 1, 1941, while in the light manufacturing classes, the latest

average, standing at \$27.25, has risen by only \$3.88 in the 26 months.

From the institution of the payroll statistics early in 1941, there have been extremely marked advances in salaries and wages distributed to persons employed in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured product, electrical apparatus and tobacco industries. The advances in those industries have been accompanied by noteworthy, though relatively smaller gains in employment. In practically every case, and notably in the industries just mentioned, the per capita average earnings in the various branches of manufacturing were considerably higher at the date under review than at July 1, 1942.

Many factors contribute to the differences found in the average weekly earnings in the various industries. Prominent among these is the sex distribution of workers in the various industries, a factor which is associated with that of age, the women workers, in general, tending to belong in the younger age groups, where earnings normally are less than among more experienced employees. The presence or absence of overtime work also substantially affects the per capita average earnings.

Logging.—There was a further but smaller increase in employment in logging; this was contra-seasonal in character. Returns were received from 498 firms having 44,403 employees, as compared with 43,970 at June 1. The amount paid in weekly earnings at July 1 aggregated \$1,154,581, considerably exceeding that of \$1,080,649 reported at June 1. The average per employee at the date under review was \$26, as compared with \$24.58 at June 1, and \$21.67 at July 1, 1942. As stated in previous press letters, the figures of aggregate and per capita earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings; these differ greatly in various parts of the country, the average in British Columbia being decidedly higher than in any other province.

The July 1 index of employment stood at 148.3; as compared with 169.8 at July 1, 1942, there was a falling-off of 12.7 per cent, accompanied by a gain of 0.6 per cent in the index of payrolls in the same comparison.

Mining.—A slight seasonal advance was indicated in mining at July 1. This took place in quarrying and the mining of various non-metallic minerals, other than coal; the extraction of coal showed a further small reduction,

and there was also a falling-off in employment in metallic ore mines. The general increase of 144 workers was below-average, being also less than that at July 1, 1942, when the index of employment in mining was higher by 11.2 per cent. Information was tabulated from 466 operators, with a staff of 73,200 at the date under review. The weekly payrolls disbursed aggregated \$2,670,983, exceeding by 0.6 per cent the June 1 total of \$2,655,254. The average per employee at the beginning of July was \$36.49, as compared with \$36.35 in the preceding period of observation, and \$33.20 at July 1, 1942. Since then the index of payrolls has fallen by 2.5 per cent, a decline which was considerably less than that of 11.2 per cent in the number of employees.

Communications.—Further moderate improvement was noted in telegraphs and telephones at July 1, when there was, however, a decrease in the indicated payrolls; 59 employers reported 27,997 employees and a weekly payroll of \$808,736, as compared with 27,677 workers and the sum of \$812,821 paid in salaries and wages at June 1. The per capita average was reduced from \$29.37 at that date, to \$28.89 at the first of July, as compared with \$27.82 at the same date last year. The latest index of employment, at 104.8, was fractionally lower than that of 105.7 at July 1, 1942, but the index of aggregate payrolls has risen by three per cent in the year.

Transportation.—Continued expansion was indicated in transportation at July 1, there being greater employment on steam railways, in local transportation and shipping and stevedoring. The general improvement rather exceeded the average for the time of year. Data were received from 539 companies and branches with a staff of 147,992 persons, as compared with 145,005 at the beginning of June. This advance of 2,987, or 2.1 per cent, raised the index to 117.2, as compared with 114.8 at June 1, and 108.1 at July 1, 1942; in the latter comparison, there was an increase of 8.4 per cent, accompanied by that of 12.2 per cent in the index of payrolls in the 12 months. The weekly salaries and wages reported at the date under review aggregated \$5,277,391, exceeding by \$48,675 the total of \$5,228,716 indicated in the last report. The per capita average fell from \$36.06 at June 1, to \$35.66 at July 1, as compared with \$34.40 at the same date in 1942.

Construction and Maintenance.—Employment in construction and maintenance was brisker, but the additions to the working forces were extremely small for the time of year; only at July 1 of 1921 and 1932 were the gains lower than those at the date under

review. Building, highway and railway construction and maintenance work showed moderate improvement. Information was furnished by 1,537 employers, with a working force of 168,665 persons, as compared with 159,494 at June 1. The salaries and wages disbursed totalled \$5,011,825, as compared with \$4,711,380 in the preceding report. The per capita average advanced from \$29.54 at June 1, to \$29.71 at the beginning of July, as compared with \$25.99 at July 1, 1942. The index of employment, at 133.6, was three per cent lower than at the same date of last year; the index of payrolls, however, has risen by 7.6 per cent in the 12 months.

Services.—Following unusually large increases in employment at June 1, there was a relatively slight gain at July 1, when 638 co-operating establishments indicated a staff of 43,115 persons, 222 more than at June 1. The advance was reported largely in laundries and dry cleaning plants, while hotels and restaurants released some workers. An aggregate of \$803,579 was disbursed in weekly payrolls at the beginning of July, as compared with \$794,976 at June 1. The index of employment, at 193.0, was 4.4 per cent higher than that of 184.8 at the first of July of last year; in this period, the index of payrolls showed a rise of 12.4 per cent. The per capita average advanced from \$18.53 in the preceding report, to \$18.64 at the date under review, as compared with \$17.27 at July 1, 1942. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed received board and lodging as

part of their remuneration; the former division constituted some 62 per cent of the total personnel reported in the service division as a whole at the date under review. Part-time work is also an important factor in the service group, particularly under wartime conditions.

Trade.—There was a seasonal increase of slightly less than normal proportions in trade at the beginning of July, when the 2,275 establishments making returns increased their staffs by 844 men and women, to 157,053. The weekly salaries and wages distributed by the co-operating firms totalled \$4,000,895, an average of \$25.47 per employee; at June 1, the reported payrolls aggregated \$3,954,018, a per capita average of \$25.31. The July 1, 1942, figure had been \$24.32. Since then, the index of employment has fallen by practically one per cent, but the payrolls have gained almost three per cent.

Financial Institutions.—A combined working force of 63,323 men and women was employed by the 753 co-operating financial institutions; this showed little change from the staffs at June 1. The weekly payrolls disbursed at the date under review amounted to \$1,992,627, as compared with \$1,967,516, paid on or about June 1. The per capita average rose from \$31.07 at June 1, to \$31.47 at July 1, as compared with \$30.11 at July 1, 1942. The index of employment in financial institutions, at 122.6, was practically the same as that of 122.4 at the same date of last year, since when the index number of payrolls has advanced by 4.7 per cent.

Employment Conditions at the End of August as Reported by Employment and Selective Service Offices

THE following abstract of regional summaries of reports from Local Employment and Selective Service Offices of the Unemployment Insurance Commission indicates that employment conditions across Canada at the end of August were as follows:—

Maritime Region

The men procured from the Armed Services were of very considerable help to the farmers. Wet weather had delayed haying in some areas, where the crop was still standing, some of this would be lost.

Fishing operations continued at high peak; it gave promise of remaining very active for some weeks; catches and prices were good. The fish processing plants were operating at capacity.

It was reported from one area that a large lumber company was requested by the

Dominion Government to supply 2,000 cords of fuel wood in the next forty days. An order was placed for fifty woodsmen and every effort was being made to procure the men.

Fire broke out in No. 12 colliery, Inverness, and mining was stopped. The men released were quickly absorbed at other coal mines. A strike involving a large number of men was reported from another mining area, but the men returned to work pending a decision which was expected in a few days.

Special attention was directed toward replacing men by women at all possible points in manufacturing industries and considerable progress was made. Paper products output was maintained at high level. Some paper mills were doing war work in the machine shops.

There was a general shortage of carpenters for construction work. One large construction firm placed an order for twelve women to do

stencilling, nailing, gluing and spray and brush painting. A course of instruction would be given and the women allocated to the work they were best qualified to do. If this experiment proves successful, many more women will be employed by this firm.

The railroads reported a shortage of men for section crews and other maintenance work.

Quebec Region

Harvesting was generally late; this condition left some farmers available for temporary work. At a few points there were requests for farm labourers. Several canneries stated that the vegetable crops in their districts were poor in quantity and quality.

Over 7,000 bushmen were requested on large orders; not all of these were needed for fuelwood contracts but vacancies for fuelwood cutters were mounting. The only men available for this work seemed to be farmers after harvesting finished.

The gold mines were still losing miners; the base metal mines around Rouyn needed 600 men. The chrome and asbestos mines were operating smoothly on a 24-hour schedule.

Food processing plants at Hull reported conditions good, but Montreal's food warehouses, flour mills and packing plants continued to have a high labour turnover and shortage. At Port Alfred, unskilled labour continued to drift away and the pulp and paper output was dropping. Textile mills were very busy. At Drummondville a growing reluctance was noted for work on the late shift (6 p.m. to 4.40 a.m.) and efforts were made to change the hours to suit both women workers and employers.

Welders, machinists and toolmakers were needed at Montreal's aircraft plants and shipyards. In Quebec the shipyards received many trained assistants from the Youth Training Plan but Levis faced the loss of more than 200 students. Search for potmen for aluminum plants continued with improved results. Lay-offs in construction at St. Hyacinthe and L'Île Maligne resulted in a quick transfer of workers. In Montreal only high priority was filled.

Railway traffic was heavy, repair gangs were working in most districts.

There was an improvement in the supply of waitresses and kitchen help for hotels in Montreal and Quebec, but hospitals and laundries remained very short-handed.

Ontario Region

Many farmers desired to go to the Prairies to help with the harvest, an ample number was assured. At St. Catharines the peach picking began, a fair crop was looked for.

Offices in Northern Ontario reported an acute shortage of bushmen, loggers and pulp cutters. Sawmills were operating with reduced crews.

Sudbury required many underground workmen, miners were also needed at Perth. Hamilton transferred several coal miners to Western Canada coal fields.

Employees laid off by one of the departments of the Massey-Harris plant at Woodstock were placed on similar work with other firms. The D.I.L. at Oshawa needed 600 women. National Fertilizers at Ingersoll applied for 20 Japanese labourers. Unfavourable weather prevented a steady flow of fruit and vegetables to the canneries, only a small part of the tomato crop had ripened. Airplane plants were generally short-handed. At most offices orders increased sharply, due to students returning to school.

At Kapuskasing surfacing on the Trans-Canada highway was hampered by wet weather. Labourers were still required at Decew Falls, and for highway work near Ingersoll. Windsor needed 30 bricklayers. Barrie had orders for labourers, roofers and carpenters for military construction. B.A. Oil required 150 labourers for new plant construction at New Toronto. Kingston shipyards were extending their plant and required both labourers and mechanics skilled in various shipbuilding trades.

Truck drivers for heavy hauling and coal delivery were in demand at most offices. Stratford had orders for the railway Bridge and Building department. Sault Ste. Marie required firemen and deckhands for lake boats.

Prairie Region

In Manitoba many soldiers were placed on farms for the harvest season, but many vacancies remained unfilled. The harvest was generally well advanced with threshing in full swing. Saskatchewan reported the harvesting well under way, with a great demand for experienced stookers; some experienced women were referred to this work. Where conditions permitted combines were used. Weather conditions were generally good and many Ontario harvesters would be needed. Alberta's crops were filling out nicely but it would be at least ten days before harvesting would commence.

Fuelwood cutters were very scarce, the demand being only partially met. Woods operators feared a big shortage of men for autumn operations. Prop cutters were needed to keep the mines supplied.

The mining industry in Northwestern Ontario reported an acute shortage of help with no improvement in sight. Steep Rock

Iron Mines required underground and surface drillers for tunnelling. Estevan required unskilled mine labourers. Alberta needed qualified coal miners. Coal production increased but poor housing accommodation was the bottleneck.

Flour mills operated three shifts, but more husky men for the shipping departments were needed to permit full output. The Canadian Car and Foundry, Fort William, took on workers steadily. Pulp and paper mills required unskilled workers. The packing plants were still short of husky labourers, and men for the skilled trades. Sheet metal workers and turret lathe hands were required for industrial plants. Canning factories were in full operation.

From transportation companies many orders were anticipated since many students would be leaving Lakehead vessels and returning to school. Railways urgently needed labourers for track and maintenance work. Locomotive firemen were also needed. The introduction of women as street car operators in Winnipeg met with success, and they will be placed in garages and maintenance departments.

Building was active at Steep Rock, common labourers were in demand. In Saskatchewan skilled tradesmen and labourers were required for military projects. Contractors engaged on the new Edmonton airport had 1,200 men at work and needed more carpenters and labourers.

Waitresses and kitchen help were badly needed. Clerical help was asked for by the grain industry. There was a steady demand from banks, insurance and trust companies for experienced bookkeeping machine operators. Six women were placed as porters with an express company as an experimental group. A number of girls were transferred to Small Arms Limited, Toronto.

Pacific Region

With the assistance of students, Emergency Farm Labour Service, and casual help from local army units, agriculture had no immediate problem except for permanent farm help.

Fruit and vegetable harvesting had gone smoothly. The canneries were busy but the peak of fruit picking was a week away.

The acute shortage of loggers continued except in one or two interior districts where Japanese labour was being used effectively. Many camps without a reserve of logs faced a curtailment of milling operations. The main shortage of men was fellers and buckers. In Prince George area the shortage was very acute, but it seemed likely that some operators there would be successful in securing Japanese labour in the near future.

A few more men were employed in the coal mines on Vancouver Island, but in other fields little progress was made in securing additional coal miners. Base metal mines required skilled miners and some unskilled labourers. The C.M. & S. Company's mercury mine at Pinchi Lake was still short of men and Bralorne's mercury mine at Takla Landing had not come into production. Fifty students were soon to leave Kimberley mine.

The demand for large numbers of journeymen tradesmen continued from engineering plants and foundries in Vancouver and New Westminster. Marine electricians were sought by Vancouver and Victoria shipyards. The vacancies for skilled and semi-skilled workers were very numerous at the shipyards of Victoria and Prince Rupert. The aircraft industry required many workers but concentrated upon the recruitment of women. Plywood manufacturers increased orders for unskilled workers to replace students and teachers about to leave their temporary employment. Carpenters and building tradesmen were badly needed on high priority work at Vancouver and Prince Rupert. Construction labourers were required for wartime housing and airport construction in Prince Rupert and Prince George.

Railway companies sought section men and extra gang maintenance men. In Victoria some firms were training women bus drivers.

Restaurant workers were in heavy demand, and Vancouver, Victoria and Prince Rupert reported vacancies for competent stenographers and women clerks.

Applications for Employment; Vacancies and Placements; July, 1943

BUSINESS transacted by Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period July 2, to July 29, 1943, as indicated by the average daily placements effected, showed an increase of 2.4 per cent over the previous five-week period May 28 to July 1, 1943, and a gain of 253.3 per cent over the month of July, 1942.

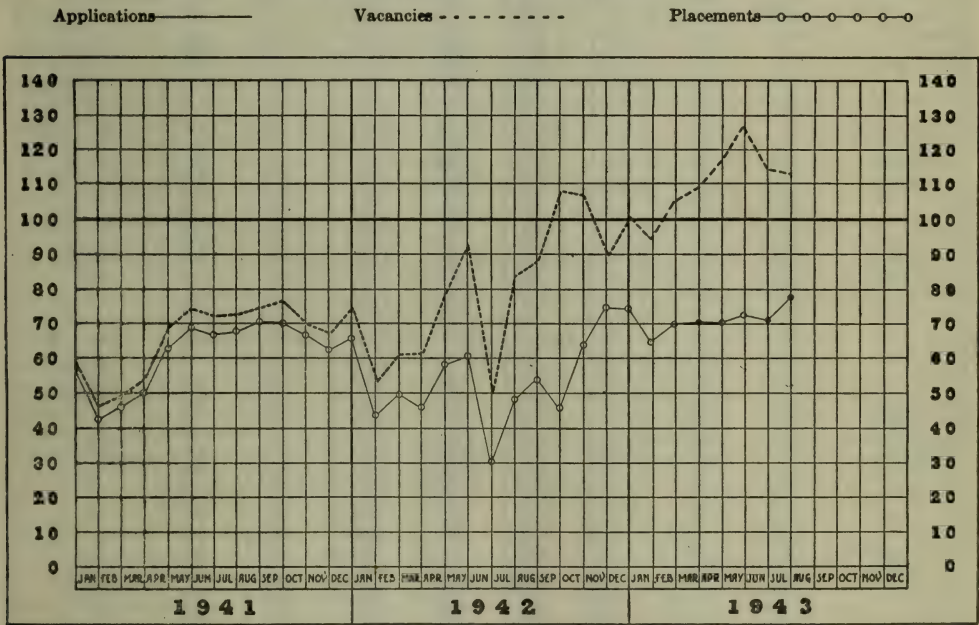
The accompanying chart shows the trend of employment since January, 1941, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work, registered at Employment and Selective Service Offices throughout Canada. In viewing the graph it will be seen that the trend of the curve of vacancies in relation to applications took a slight down-

ward course, while that of placements followed an upward trend. The ratio of vacancies to each one hundred applications was 112.8 during the four weeks ending July 29, 1943, in contrast with 114.6 in the previous five weeks, May 28 to July 1, 1943, and 83.3 during July of the previous year and the ratio of placements to each one hundred applications was 77.8 as compared with 70.9 in the previous period and 48.6 for July, 1942.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the four-week period July 2 to July 29, 1943, was 10,650, as compared with 11,600 during the previous five weeks and with 3,567 in July last year.

During the period July 2 to July 29, 1943, the offices of the Commission referred 222,958 persons to vacancies and effected a total of 176,311 placements. Of these, the placements in regular employment were 172,508, of which 112,521 were of males and 59,987 of females, while placements in casual work totalled 3,803. The number of vacancies reported by employers was 166,547 for men and 89,050 for women, a total of 255,597, and applications for work numbered 226,622, of which 139,735 were from men and 86,887 from women. Reports for the four weeks May 28 to July 1, 1943 showed 336,388 positions available, 293,597 applications made and 208,032 placements effected, while in July, 1942, there were recorded 92,719 vacancies, 111,269 applications made and

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



The average number of applications for employment received daily by the offices during the period under review was 9,443 in comparison with 10,124 during the previous period and 4,280 during July a year ago.

The average number of placements made daily by the offices during the four weeks ending July 29, 1943, was 7,346, of which 7,188 were in regular employment and 158 in work of one week's duration or less, as compared with a total daily average of 7,174 during the previous five weeks ending July 1, 1943. Placements in July, 1942, averaged 2,079 daily, consisting of 1,819 placements in regular and 260 in casual employment.

54,049 placements in regular and casual employment.

The following table gives the placements effected by employment offices, each year, from January, 1933, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	800,983	85,638	886,621
1943 (30 weeks).....	1,107,427	34,841	1,142,268

**REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS JULY 2 TO
JULY 29, 1943**

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island.....	551	251	798	603	564	5	263
Charlottetown.....	369	212	574	407	365	5	218
Summerside.....	182	69	224	196	199		31
Nova Scotia.....	10,909	12,606	8,849	8,518	7,014	66	2,537
Amherst.....	424	235	513	514	394		104
Bridgewater.....	384	421	105	95	101		11
Dartmouth.....	360	341	260	194	227		110
Digby.....	508	138	204	195	225		33
Glace Bay.....	622	919	287	233	206		68
Halifax.....	3,632	5,556	2,866	3,042	2,360		822
Inverness.....	92	78	72	49	57		31
Kentville.....	550	1,093	218	187	197		114
Liverpool.....	130	478	112	110	108		37
New Glasgow.....	1,052	904	1,053	1,112	924	29	220
New Waterford.....	734	705	101	48	38		97
Pictou.....	421	255	390	394	342	1	83
Shelburne.....	55	59	53	46	46		6
Springhill.....	38	227	54	54	53		1
Sydney.....	1,183	282	1,608	1,481	1,002	35	523
Sydney Mines.....	136	266	300	166	165		145
Truro.....	370	536	371	337	259		100
Yarmouth.....	218	113	282	261	310		77
New Brunswick.....	5,336	6,683	6,288	5,551	4,410	91	1,799
Bathurst.....	50	193	284	267	285		139
Campbellton.....	282	355	485	301	322	44	186
Edmundston.....	256	1,764	376	741	290		180
Fredericton.....	354	176	334	355	298		61
Minto.....	18	307	70	70	68		0
Moncton.....	1,386	584	1,896	1,410	1,193	32	681
Newcastle.....	149	46	183	151	213		36
Saint John.....	2,472	2,299	2,286	2,035	1,553	15	594
St. Stephen.....	69	504	155	82	59		27
Sussex.....	117	82	48	35	21		29
Woodstock.....	183	373	171	104	108		58
Quebec.....	82,719	84,533	67,760	63,003	51,884	299	20,719
Acton Vale.....	82	52	92	94	77		22
Asbestos.....	111	86	124	96	4	77	71
Baie St. Paul.....	292	697	401	252	274		93
Beauharnois.....	505	299	392	305	256		62
Buckingham.....	236	130	331	173	175		81
Campbell's Bay.....	764	846	54	43	37		34
Causapscal.....	262	680	550	531	478		170
Chandler.....	742	1,039	956	888	1,166		169
Chicoutimi.....	1,756	2,684	1,476	1,569	1,010		411
Coaticook.....	135	54	490	501	456		28
Cowansville.....	128	121	120	122	114		11
Dolbeau.....	359	706	247	182	153		84
Drummondville.....	481	134	600	545	485		391
East Angus.....	62	10	81	53	52		17
Farnham.....	206	201	174	192	177		27
Granby.....	336	226	360	314	265		70
Hull.....	812	655	1,003	925	790	5	85
Joliette.....	206	134	162	184	126	3	56
Jonquiere.....	973	151	1,548	1,197	1,187		219
Lachine.....	1,325	1,671	1,027	1,182	962	8	433
Lachute.....	561	480	432	431	398		137
La Tuque.....	414	101	425	424	344		52
Levis.....	819	496	1,045	746	610		420
Longueuil.....	895	1,273	767	736	591		246
Louiseville.....	217	105	233	193	192		73
Magog.....	198	41	188	314	177		75
Matane.....	3,335	2,634	1,276	1,224	1,224		28
Megantic.....	158	146	370	347	355		48
Mont Laurier.....	219	518	208	197	197		82
Montmagny.....	203	120	318	197	173		150
Montmorency.....	198	15	300	227	205		60
Montreal.....	44,465	43,486	29,574	28,522	22,723	114	10,107
Nicolet.....	23	7	77	23	69		2
Plessisville.....	104	86	173	175	78		34
Pointe aux Trembles.....	916	642	852	929	708		201
Port Alfred.....	145	191	427	419	285		89
Quebec.....	4,430	7,650	5,171	4,736	3,430		2,055
Richmond.....	102	102	107	93	82		8
Rimouski.....	850	669	801	1,041	770	78	8
Riviere du Loup.....	555	642	626	576	562		238
Roberval.....	164	118	161	218	190		122
Rouyn.....	495	1,454	879	818	562	1	225
Ste. Agathe.....	65	268	57	34	26		51

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS JULY 2 TO
JULY 29, 1943—Cont.

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Cont.)							
Ste. Anne de Bellevue	210	0	210	210	210		0
St. Hyacinthe	694	562	510	501	453	5	124
St. Jean	468	216	892	609	411		174
St. Jerome	396	274	503	331	284		100
St. Joseph d'Alma	651	164	775	741	707		99
Ste. Therese	1,749	2,001	367	328	281		67
Shawinigan Falls	1,308	230	1,735	1,432	1,224		420
Sherbrooke	1,167	241	1,343	1,231	929	6	226
Sorel	968	568	1,068	865	835		399
Thetford Mines	300	147	516	373	301		110
Three Rivers	1,431	1,028	2,286	1,439	1,685		599
Val d'Or	268	1,158	285	278	233		82
Valleyfield	757	931	859	703	507		370
Verdun	2,759	4,774	1,416	1,675	1,331		836
Victoriaville	292	419	360	289	270		170
Ontario	93,227	85,011	81,862	84,024	64,479	1,106	22,466
Amnrior	144	102	151	171	164		28
Barrie	514	570	471	450	402	1	14
Belleville	847	557	640	715	550	10	146
Bracebridge	475	230	379	400	412		100
Brampton	417	1,056	358	360	312		116
Brantford	1,158	1,836	1,258	1,271	1,037	11	224
Brockville	248	151	338	400	251	3	166
Carleton Place	86	66	119	99	94		17
Chatham	717	601	717	722	561	16	523
Cobourg	115	37	195	188	154	2	34
Collingwood	252	418	209	207	201		32
Cornwall	1,056	212	1,406	1,090	1,098	3	193
Dunnville	91	137	121	102	82		5
Fergus	61	51	84	62	62		15
Fort Erie	279	851	290	290	255		39
Fort Frances	346	328	328	251	219		99
Fort William	2,734	4,322	1,219	1,204	1,036	14	301
Galt	692	1,025	709	799	588		209
Gananoque	162	70	156	147	144		30
Goderich	224	113	313	233	222		64
Guelph	649	682	738	664	546		106
Hamilton	6,161	4,114	5,534	6,677	4,677	51	596
Hawkesbury	235	222	309	305	191		98
Ingersoll	196	196	219	212	182		45
Kapuskasing	571	1,246	395	400	359		140
Kenora	234	644	251	226	185		97
Kingston	1,319	1,419	1,201	1,554	939	8	519
Kirkland Lake	613	597	988	634	615	1	254
Kitchener-Waterloo	1,229	1,001	984	1,197	892	5	132
Leamington	154	114	196	180	138		73
Lindsay	172	51	179	214	219		47
Listowel	124	79	170	151	125		4
London	2,919	2,668	2,730	3,263	1,993	171	721
Midland	417	451	433	458	356		130
Napanees	222	213	142	263	137		34
Newmarket	69	110	127	80	60		26
New Toronto	3,762	4,254	1,336	1,309	991	1	433
Niagara Falls	982	633	1,059	1,116	771	4	249
North Bay	1,452	1,124	1,113	973	940	22	629
Orangeville	82	40	64	51	62	1	12
Orillia	426	529	523	426	321	15	112
Oshawa	1,445	1,367	1,581	1,322	1,091	32	687
Ottawa	5,266	2,566	5,839	5,087	4,324	111	650
Owen Sound	563	338	525	542	394	6	143
Paris	74	71	80	68	58		74
Parry Sound	272	83	453	269	312		174
Pembroke	471	347	453	348	309		147
Perth	140	120	157	146	148	3	39
Peterborough	870	1,259	719	810	626		201
Pictou	484	291	190	180	167	22	51
Port Arthur	1,256	2,667	1,206	1,039	972	2	769
Port Colborne	277	182	422	306	208		145
Port Hope	141	81	211	198	140	1	22
Prescott	183	208	243	245	234		52
Renfrew	205	132	162	243	167		264
St. Catharines	2,213	1,672	1,869	2,602	1,610		521
St. Thomas	533	432	623	756	556	11	168
Sarnia	2,594	2,065	1,406	1,343	1,354		575
Sault Ste. Marie	1,206	1,877	1,527	1,484	1,328	2	117
Simcoe	433	139	502	522	431	1	73
Smiths Falls	150	67	162	146	145		27
Stratford	307	349	436	473	316	31	296

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS JULY 2 TO
JULY 29, 1943—*Cont.*

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario (Con.)							
Sturgeon Falls.....	92	66	215	141	153		47
Sudbury.....	1,863	2,372	1,690	1,325	1,231	38	540
Timmins.....	1,128	1,166	1,673	1,326	1,384	22	1,024
Toronto.....	26,143	21,251	20,047	22,875	16,327	293	6,419
Toronto Junction.....	3,542	3,448	3,324	2,946	2,231		546
Trenton.....	452	431	332	349	306		83
Walkerton.....	202	195	477	205	206		282
Wallaceburg.....	276	420	311	373	275		31
Welland.....	1,325	1,274	1,416	949	672		265
Weston.....	1,268	1,186	658	756	654		132
Windsor.....	4,967	3,334	4,534	4,683	3,299	192	1,040
Woodstock.....	280	435	357	453	308		50
Manitoba	11,486	8,469	12,992	14,073	8,704	791	4,167
Brandon.....	561	565	525	569	396		196
Dauphin.....	218	162	352	209	162		98
Flin Flon.....	412	335	235	214	206	3	27
Portage la Prairie.....	365	295	333	237	282		131
Selkirk.....	142	57	182	141	136	2	10
The Pas.....	247	208	243	181	183		71
Winnipeg.....	9,541	6,847	11,122	12,522	7,339	786	3,634
Saskatchewan	6,061	4,272	7,356	6,992	4,466	554	2,430
Estevan.....	168	385	89	90	74		50
Moose Jaw.....	835	536	874	809	591	16	388
North Battleford.....	197	117	275	236	174		51
Prince Albert.....	557	470	588	582	418	7	182
Regina.....	2,138	1,487	2,518	2,332	1,492	82	574
Saskatoon.....	1,675	917	2,262	2,431	1,289	152	910
Swift Current.....	170	55	164	155	160		15
Weyburn.....	118	175	115	74	61		50
Yorkton.....	203	130	471	283	207	7	210
Alberta	12,671	8,290	13,841	12,312	9,352	586	4,894
Blairmore.....	210	449	159	155	129		23
Calgary.....	3,872	1,948	4,556	3,601	3,207	211	1,924
Drumheller.....	263	410	352	310	193		105
Edmonton.....	6,782	4,135	7,116	6,585	4,620	367	2,265
Edson.....	171	337	65	65	65	2	6
Lethbridge.....	807	505	880	967	612	6	355
Medicine Hat.....	425	262	554	483	392		168
Red Deer.....	141	244	159	146	134		48
British Columbia	32,637	24,044	26,876	27,882	21,635	595	10,637
Courtney.....	161	332	197	171	176		123
Cranbrook.....	536	624	249	245	266		63
Dawson Creek.....	792	764	372	746	363		135
Duncan.....	276	158	338	320	315	19	70
Kamloops.....	605	337	445	387	392	2	54
Kelowna.....	812	198	857	855	801	1	109
Nanaimo.....	282	167	319	239	223		143
Nelson.....	490	461	587	489	524		183
New Westminster.....	1,480	685	1,857	1,756	1,348	16	1,144
Penticton.....	293	53	464	456	429	1	68
Port Alberni.....	570	461	308	296	246		79
Prince George.....	681	924	702	689	642	1	67
Prince Rupert.....	1,252	1,356	995	1,040	859		125
Princeton.....	215	809	106	116	113		5
Trail.....	470	482	353	405	341		575
Vancouver.....	20,768	13,933	15,187	16,609	12,283	414	5,844
Vancouver North.....	246	180	385	211	255		305
Vernon.....	377	255	672	704	433	46	273
Victoria.....	2,231	2,350	2,483	2,148	1,626	94	1,272
Canada	255,597	234,189	226,622	222,958	172,508	3,803	69,968
Men.....	166,547	165,329	139,735	138,498	112,521	1,339	34,798
Women.....	89,050	68,860	86,887	84,460	59,987	2,464	35,170

Unemployment in Trade Unions at the Close of July, 1943

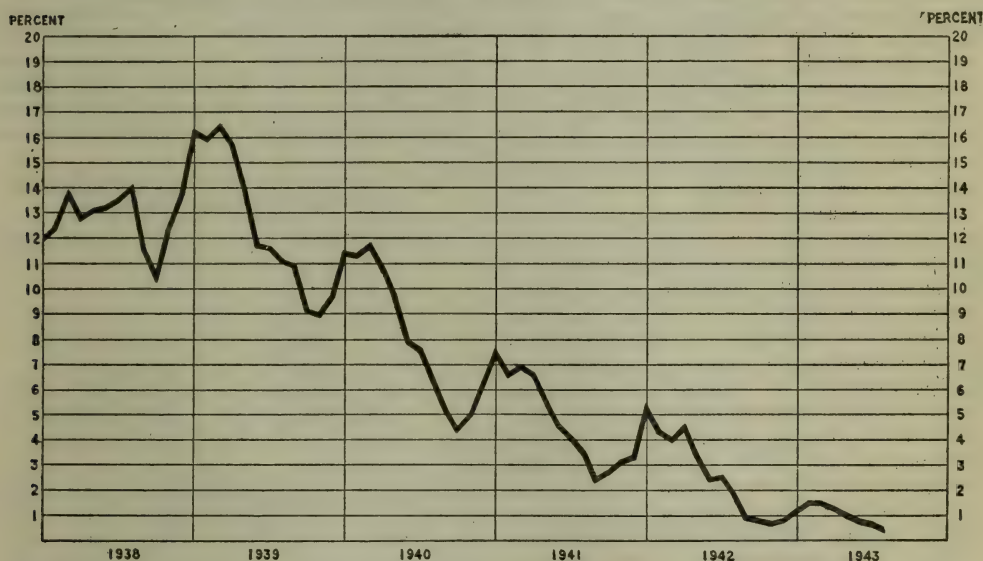
UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons, who are unemployed because of sickness, or who are engaged at work outside their own trades are not counted as unemployed, while reports from unions making returns vary from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only, to the organizations reporting.

Returns were tabulated at the end of July for 2,349 labour organizations, in which the total membership was 464,961 persons. Of

employment levels, as these percentages declined from .3 to .2 and from .6 to .4, respectively; little or no change took place in the other groups.

In table 1 the unemployment percentages are shown by provinces. At the close of July, these figures ranged from .1 per cent in Nova Scotia to .7 per cent in Quebec. As will be observed in the table, employment in Quebec, New Brunswick and Alberta showed noteworthy increases over the previous month, while in Nova Scotia, Ontario, Manitoba and Saskatchewan there were gains of lesser degree; the unemployment percentage of .1, as indicated in British Columbia, remained

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



these, 1,821, or a percentage of .4 were unemployed, to a large extent temporarily, in comparison with percentages of .6 in June and 1.8 in July, a year ago. The Dominion unemployment percentage of .4 was the lowest attained in any month in the trade union records since these reports were placed on a monthly basis, as from January, 1919, and was identical with the previous low, which was recorded at the close of the second quarter, in 1918. The moderately higher employment level shown in July resulted largely from improved conditions for union members in the building and construction trades, as the percentage of unemployment in this group declined from 2.8 to 1.4. In addition to this expansion union members in the manufacturing and transportation industries reflected slightly higher

unchanged. As compared with the situation in July, a year ago, conditions were very much better for union members in Nova Scotia, Quebec, Ontario, Manitoba and Alberta, while in New Brunswick, Saskatchewan and British Columbia, there were fair employment increases.

A separate compilation is made each month of unemployment among trade unions in the largest city in each province, with the exception of Prince Edward Island. At the close of July, these percentages ranged from .1 in Halifax, Saint John, Regina and Vancouver to .7 in Montreal. Although not many members were involved in the changes, employment levels were substantially higher than in June in Saint John and Edmonton, as the percentages of members without work in these

cities stood at .1 and .2 in comparison with percentages of .7 and 1.3, respectively. The percentages of unemployed members in Montreal and Winnipeg were slightly lower at .7 and .6, thus reflecting minor employment expansions. The percentage of those without work in Halifax, Regina and Vancouver was .1 in each case, while in Toronto it was .3; the employment levels for these cities remained unchanged. In comparison with the situation in July, of the previous year, impressive employment expansion was indicated in Montreal, where the percentage declined from 5.0 to .7. Noteworthy increases in available work were observed, likewise, in Halifax, Toronto, Winnipeg and Edmonton, while minor improvements were reflected in reports received from unions in Saint John, Regina and Vancouver.

The accompanying chart shows the trend of unemployment from January, 1938 to date. The curve in July continued to move in a downward direction, reaching a new low and thus reflecting the highest employment level of the year to date. In comparison with July, a year ago, the point of the curve was much lower, thus indicating substantial employment expansion since that period.

For the manufacturing industries 854 reports were tabulated, having a combined membership of 267,514 persons, of whom, 553, or a percentage of .2 were without work in comparison with percentages of .3 in June and 2.1 in July, a year ago. As compared with the preceding month, unions of papermakers, union members in the printing and publishing trades, woodworkers and members in the garment trades, attained slightly higher employment levels; very little unemployment was apparent in any of these occupations. Leather, chemical, soft drink and unclassified manufacturing workers, registered minor increases in activity. The percentage of those without work among union members in the iron and steel trades, metal polishers, etc. and hat, cap and glove workers which, in each case stood at .1, remained unchanged; less than .1 per cent was indicated as unemployed for bakers and confectioners; this was identical also with that shown in June. Among those unions, in which the members were fully engaged at both dates were cigar and tobacco, textile and carpet workers, butchers, meat and fish packers, fur, rubber, jewellery, clay, glass and stone and mineral products workers. Among electric current employees, etc. a very slight employment contraction was indicated. In comparison with conditions in July, a year ago, garment workers, which group includes both men's and women's clothing workers, were much better employed, as the unemployment percentage for these members was down

from 10.5 to .1. The employment levels for union members in the iron and steel and printing and publishing trades were considerably higher also, as the percentages of those without work declined from .5 to .1 and from 1.6 to .2, respectively. Among unclassified manufacturing workers and leather workers, noteworthy advances in available work were noted, as the percentages of those without employment were down from 9.6 to 3.0 and from 9.7 to 5.0, respectively. Among those union members reported as fully engaged at both dates were soft drink, cigar and tobacco, textile and carpet workers, butchers, meat and fish packers, rubber, jewellery, aluminum and mineral products workers.

Returns were received from 59 unions of coal miners having a total membership of 20,182 persons, all of whom were reported as working in comparison with an unemployment percentage of .3 in June; no unemployment was indicated in July, 1942. As in June, union members in New Brunswick and British Columbia were reported as fully employed, while in Nova Scotia and Alberta the slight

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
July 1932.....	8.0	13.2	26.2	22.4	19.7	13.7	25.5	20.5	21.8
July 1933.....	12.2	11.0	26.0	22.9	19.0	15.4	23.1	17.5	21.2
July 1934.....	9.9	6.2	24.1	16.3	16.1	9.3	24.1	16.2	17.9
July 1935.....	8.1	7.8	19.0	14.3	11.6	7.5	23.2	12.6	15.1
July 1936.....	6.2	6.8	19.2	9.9	8.3	7.4	14.4	9.7	12.5
July 1937.....	4.4	5.8	13.2	5.3	7.1	7.4	18.0	6.9	8.9
July 1938.....	3.5	15.0	19.8	12.8	9.7	8.4	16.6	12.5	14.0
July 1939.....	5.4	8.5	15.0	10.1	5.6	5.7	16.9	8.6	11.1
July 1940.....	1.9	2.7	10.2	4.3	4.0	3.3	11.9	5.6	6.4
July 1941.....	2.0	1.5	4.1	2.7	4.1	1.5	6.9	4.8	3.5
July 1942.....	.8	1.0	3.8	.9	2.2	.8	1.3	.3	1.8
Aug. 1942.....	.4	2.3	1.4	.7	1.6	.8	.9	.2	9.9
Sept. 1942.....	.8	1.1	1.3	.5	.5	.9	.9	.3	.8
Oct. 1942.....	.7	1.2	1.2	.5	.4	.5	.9	.2	.7
Nov. 1942.....	.7	1.5	1.1	.5	1.0	.6	1.3	.4	.8
Dec. 1942.....	.3	2.4	1.6	1.0	2.6	1.1	1.7	.6	1.2
Jan. 1943.....	.4	2.3	2.1	.8	2.7	.9	1.4	1.6	1.5
Feb. 1943.....	.5	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.6
March 1943.....	.6	8.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
April 1943.....	.3	1.3	1.6	.9	1.3	.9	.8	.4	1.0
May 1943.....	.2	1.2	1.3	.4	.8	.6	.9	.2	.7
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
July 1943.....	.1	.4	.7	.3	.5	.3	.2	.1	.4

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable Products	Pulp and paper products	Pulp and paper products	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manu- facturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental.	Miscellaneous	All occupations	
1932, July,	10.42	0.12	6.24	1.13	13.33	13.7	13.4	13.8	-0.45	39.8	33.5	36.0	73.9	91.1	25.3	33.3	18.7	0	0	43.8	58.6	13.4	33.6	14.7	1.1	8.8	8.9	0	2.9	11.9	4.7	24.5	21.8			
1933, July,	1.42	5.14	3.22	3.96	12.4	9.0	13.9	0.13	-0.15	17.6	16.9	17.9	91.3	91.7	19.8	12.3	3.8	0	0	53.6	61.9	13.5	33.9	13.9	1.6	10.5	10.7	0	6.3	8.1	6.2	20.6	21.2			
1934, July,	1.9	2.4	20.0	18.1	6.6	9.2	6.5	11.2	-0.21	25.8	23.9	28.3	115.5	9.5	19.8	12.3	4.8	0	0	52.0	67.0	8.2	40.1	8.0	8.1	11.4	11.6	0	9.1	6.1	3.1	17.6	17.9			
1935, July,	8.2	3.18	4.15	6.6	11.6	7.1	3.7	9.8	-0.4	5.2	24.5	23.0	22.6	57.2	14.0	11.2	11.1	15.6	0	0	35.3	46.3	6.3	38.9	6.2	1.3	9.4	9.6	0	4.7	15.2	1.8	10.2	12.5		
1936, July,	8.2	3.18	4.15	6.6	11.6	7.1	3.7	9.8	-0.4	5.2	24.5	23.0	22.6	57.2	14.0	11.2	11.1	15.6	0	0	35.3	46.3	6.3	38.9	6.2	1.3	9.4	9.6	0	4.7	15.2	1.8	10.2	12.5		
1937, July,	16.1	1.7	14.7	8.6	7.0	9.5	12.3	5.8	-0.1	10.9	13.7	5.9	14.4	20.5	17.0	11.2	11.1	48.1	0	0	20.3	29.2	4.1	38.8	7.8	1.3	7.9	8.1	0	0	4.5	6.9	8.9			
1938, July,	3.8	8.1	11.0	14.6	6.7	9.1	11.5	6.8	24.3	34.2	8.0	9.0	38.4	33.3	10.7	18.1	12.9	69.2	0	0	26.0	41.9	5.3	37.1	3.0	1.3	7.1	7.3	0	0	4.5	6.9	8.9			
1939, July,	1.6	11.6	15.0	12.5	4.1	6.2	4.6	8.5	24.3	34.2	8.0	9.0	38.4	33.3	10.7	18.1	12.9	69.2	0	0	26.0	41.9	5.3	37.1	3.0	1.3	7.1	7.3	0	0	4.5	6.9	8.9			
1940, July,	3.7	17.4	11.0	6.9	3.1	2.5	3.2	4.6	3.1	2.9	9.3	8.7	31.6	46.4	18.3	0	6.0	4.4	0	0	26.0	41.9	5.3	37.1	3.0	1.3	7.1	7.3	0	0	4.5	6.9	8.9			
1941, July,	17.5	7.2	10.5	2.1	6.1	1.2	1.2	4.6	3.1	2.9	9.3	8.7	31.6	46.4	18.3	0	6.0	4.4	0	0	26.0	41.9	5.3	37.1	3.0	1.3	7.1	7.3	0	0	4.5	6.9	8.9			
1942, July,	4.4	0.0	8.8	5.5	4.1	0.8	4.5	1.6	4.2	5.1	1.8	0.0	2.4	1.2	3.0	0	3.2	2.8	0	0	11.3	7.3	1.1	30.1	1.3	1.1	4.0	4.5	0	1.4	3.6	1.1	1.1	2.1	3.5	
1942, August,	4.4	0.0	8.8	5.5	4.1	0.8	4.5	1.6	4.2	5.1	1.8	0.0	2.4	1.2	3.0	0	3.2	2.8	0	0	11.3	7.3	1.1	30.1	1.3	1.1	4.0	4.5	0	1.4	3.6	1.1	1.1	2.1	3.5	
1942, September,	9.0	0.0	8.8	5.5	4.1	0.8	4.5	1.6	4.2	5.1	1.8	0.0	2.4	1.2	3.0	0	3.2	2.8	0	0	11.3	7.3	1.1	30.1	1.3	1.1	4.0	4.5	0	1.4	3.6	1.1	1.1	2.1	3.5	
1942, October,	1.0	0.0	9.5	4.4	1.1	1.3	1.3	1.5	0.0	4.4	2.1	0.0	1.7	1.8	0.0	0	1.0	2.0	0	0	0	3.3	3.3	3.3	1.9	0.0	2.0	2.0	0	0	0	0	0	0	0	
1942, November,	4.0	0.0	9.5	4.4	1.1	1.3	1.3	1.5	0.0	4.4	2.1	0.0	1.7	1.8	0.0	0	1.0	2.0	0	0	0	3.3	3.3	3.3	1.9	0.0	2.0	2.0	0	0	0	0	0	0	0	
1942, December,	5.0	0.0	9.9	4.5	1.1	1.9	2.0	1.6	0.0	4.4	2.1	0.0	1.7	1.8	0.0	0	1.6	1.8	0	0	0	6.7	6.7	6.7	2.3	0.0	2.0	2.0	0	0	0	0	0	0	0	
1943, January,	4.0	0.0	9.9	4.5	1.1	1.9	2.0	1.6	0.0	4.4	2.1	0.0	1.7	1.8	0.0	0	1.6	1.8	0	0	0	6.7	6.7	6.7	2.3	0.0	2.0	2.0	0	0	0	0	0	0	0	
1943, February,	9.3	2.0	8.8	6.3	2.2	1.5	1.1	0.1	0.0	6.2	3.3	2.2	0.6	2.6	0.0	0	2.2	0.1	0	0	2.4	18.9	9.0	1.1	1.5	0.0	1.3	1.3	0	0	0	0	0	0	0	0
1943, March,	9.3	2.0	8.8	6.3	2.2	1.5	1.1	0.1	0.0	6.2	3.3	2.2	0.6	2.6	0.0	0	2.2	0.1	0	0	2.4	18.9	9.0	1.1	1.5	0.0	1.3	1.3	0	0	0	0	0	0	0	0
1943, April,	0.0	0.0	6.6	4.5	0.1	0.6	1.6	0.8	0.0	2.8	0.0	1.3	0.0	1.3	0.0	0	0.1	0.0	0	0	0	3.3	3.3	3.3	1.5	0.0	1.3	1.3	0	0	0	0	0	0	0	0
1943, May,	0.0	0.0	6.6	4.5	0.1	0.6	1.6	0.8	0.0	2.8	0.0	1.3	0.0	1.3	0.0	0	0.1	0.0	0	0	0	3.3	3.3	3.3	1.5	0.0	1.3	1.3	0	0	0	0	0	0	0	0
1943, June,	0.0	0.0	6.6	4.5	0.1	0.6	1.6	0.8	0.0	2.8	0.0	1.3	0.0	1.3	0.0	0	0.1	0.0	0	0	0	3.3	3.3	3.3	1.5	0.0	1.3	1.3	0	0	0	0	0	0	0	0
1943, July,	2.0	0.0	6.6	4.5	0.1	0.6	1.6	0.8	0.0	2.8	0.0	1.3	0.0	1.3	0.0	0	0.1	0.0	0	0	0	3.3	3.3	3.3	1.5	0.0	1.3	1.3	0	0	0	0	0	0	0	0

advances in available work were sufficient to attain full employment.

For the metallic ores group, reports were tabulated from 4 unions, having a combined membership of 10,109 persons. Of these, 28, or a percentage of .3 were reported as without work. This percentage was identical with that of June; no unemployment was shown in July, a year ago.

Returns were received from 9 unions of non-metallic mineral workers, with an aggregate membership of 3,813 persons, of whom, 126, or a percentage of 3.3 were unemployed, in comparison with percentages of 2.8 in June and 2.9 in July, a year ago.

Unions in the building and construction trades returned 209 reports, showing a total membership of 35,096 persons. Of these, 493, or a percentage of 1.4 were unemployed in comparison with percentages of 2.8 in June and 4.2 in July, 1942. In comparison with the previous month, noteworthy employment expansion was in evidence among carpenters and joiners, as the percentage of those without work in this trade was down from 2.8 to 1.8, while plumbers and steamfitters and hod carriers and unclassified building workers indicated improved conditions, also; very little unemployment prevailed in these latter groups. For the comparatively small membership of granite and stonecutters, the percentage of unemployment declined sharply, thus reflecting a much better situation. The percentages as shown for steam shovel men, bridge and structural iron workers and electrical workers were respectively, 1.2, .3, and 0, or full employment; these were slightly lower than in June, thus denoting minor gains in activity. Wood, wire and metal lathers did not record any unemployment at either date, while for painters, decorators and paperhangers, the percentage of those without work remained unchanged at .1. Bricklayers, masons and plasterers indicated that 3.9 per cent of their membership was unemployed; this was slightly higher, thus reflecting a minor contraction in work. In comparison with returns tabulated in July, a year ago, pronounced betterment was observed for bricklayers, masons and plasterers and hod carriers and unclassified building workers as the unemployment percentages dropped to 3.9 and .2 respectively. Noteworthy expansion in work available was indicated likewise for carpenters and joiners, painters, decorators and paperhangers and plumbers and steamfitters. The percentages of unemployed members among steam shovel men, bridge and structural iron workers and granite and stonecutters showed marked declines, thus reflecting pronounced employment advances; but, as these memberships are

comparatively small, the changes did not influence the situation in the building trades to any great extent. Among electrical workers and wood, wire and metal lathers, there were minor gains in activity, which were sufficient to attain full employment for both groups.

In the transportation industries 883 reports were tabulated, having a combined membership of 83,348 persons, of whom, 334, or a percentage of .4 were without work, in comparison with percentages of .6 in June and 1.1 in July, 1942. Steam railway employees, whose returns constituted over 79 per cent of the entire group membership, indicated slightly better conditions, as the percentage of those without work, declined from .6 to .5. Among the smaller memberships, such as navigation workers and teamsters and chauffeurs, etc., minor increases in available work were recorded, while among street and electric railway employees, less than .1 per cent of the membership was without work; this percentage remained unchanged. In comparison with conditions in July, a year ago, much higher employment levels were manifested among navigation workers and steam railway employees. A very minor increase in available work was noted among street and electric railway employees, etc., while teamsters and chauffeurs did not report any unemployment at either date.

For the retail and wholesale trades, returns were received from 12 unions, having a total membership of 2,413 persons, all of whom were employed, as in the previous month and in July, a year ago.

For unions of civic employees 111 returns were tabulated with a total membership of 12,382 persons. As in June and in July of last year the unemployment percentage was negligible.

In the miscellaneous group of occupations reports were tabulated from 145 unions, in which the combined membership was 12,835 persons. Of these 116, or a percentage of .9 were unemployed, as compared with percentages of .8 in June and .7 in July, a year ago. In comparison with the preceding month, the unemployment percentage of .2 for both barbers and stationary engineers and firemen was slightly lower in each case, thus reflecting minor employment advances. Hotel and restaurant employees had an unemployment percentage of 3.1 which was indicative of a minor recession in available work. The percentages of those without employment among theatre and stage employees and unclassified workers were 1.1 and .1, respectively; these were slightly higher, thus manifesting reduced activity on a small scale. In comparison with the situation in July, 1942, theatre and stage employees and stationary engineers and fire-

men reflected appreciable increases in available work, while for barbers the percentage of employed members remained unchanged at .2. Unclassified workers reported a very minor employment contraction, while for hotel and restaurant employees there was a noteworthy recession in activity, as the unemployment percentage was up from .2 to 3.1.

Returns were tabulated from 2 unions of fishermen, in which the total membership was 2,750 persons, of whom, 5, or a percentage of .2 were without work, as compared with full employment in June, and .4 in July, 1942.

Reports were received from 5 unions of lumber workers and loggers, in which the total membership was reported as 4,605, all of whom were fully employed, as in the previous month and in July, a year ago.

Table I shows by provinces, the average percentage of union members who were unemployed each year from 1932 to 1942, inclusive and also, the percentage of unemployment for July of each year from 1932 to 1941, inclusive and from July, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in table I.

Employment and Unemployment in Great Britain and the United States

Great Britain

The British *Ministry of Labour Gazette*, August, 1943, summarizes the July employment situation in Great Britain as follows:

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at July 19 (exclusive of 19,349 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 48,521; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 742; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 973. As compared with April 12, the latest date for which comparable statistics are available, the numbers wholly unemployed showed a decrease of 2,695, those temporarily suspended from work showed a decrease of 11, and unemployed casual workers showed a decrease of 896.

The corresponding figures for women and girls at July 19 were 22,608 wholly unemployed (exclusive of those, numbering 604, who had been classified by interviewing panels as unsuitable for normal full-time employment), 376 temporarily stopped, and 38 unemployed casual workers. Of the 22,608 wholly unemployed, 613 had been classified as unable for good cause to transfer to another area. As compared with April 12, the numbers wholly unemployed showed a decrease of 2,945, those temporarily stopped showed a decrease of 183, and unemployed casual workers showed a decrease of 103.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for July 19 was 47,201, as compared with 55,679 at April 12, and 70,342 at July 13, 1942.

United States

The total number of workers in non-agricultural establishments in June 1943, was

38,328,000, which was 1,663,000 more than a year ago, and about 66,000 more than in May. The gain over the month reflects the addition of almost 100,000 workers to the manufacturing division and 62,000 to the transportation and public-utilities division. The only sizable decline (99,000 employees) was in construction and was brought about by the completion of many Federal construction contracts.

Industrial and Business Employment.—There were 13,778,000 wage earners employed in all manufacturing industries. Nearly 8 million of these, or 58 per cent, were in industries closely associated with the production of munitions—generally the metalworking, chemical, and rubber industries. A year ago, 51 per cent of manufacturing wage earners were in these industries; and in June 1939, the ratio was 36 per cent.

Among the nine durable-goods groups, only iron and steel and furniture showed declines over the month. The largest increase was in the transportation-equipment group, as a result of continued expansion in aircraft and shipbuilding. Employment in this group was 2,270,000, an increase of 29,000 over May 1943 and of 827,000 from June 1942.

Among the non-durable groups, only the food group showed a sizable increase in employment over the month. Seasonal increases in canning, the beverage industries, baking, and slaughtering and meat packing raised employment in the food group to 951,000, a little more than 4 per cent above May.

Both the anthracite and bituminous-coal mining industries reported declines in employment in June, owing to the strike situation. Employment in both these industries was below the June 1942 level. The anthracite industry employed 3,300 fewer wage earners, and the bituminous-coal mining industry, 56,000 fewer workers than in June 1942. The total number of wage earners employed in both coal-mining industries in June was almost 453,000.

Labour Law

Labour Legislation Enacted by the Parliament of Canada in 1943

THE Parliament of Canada, during its session which opened on January 28 and closed on July 24, passed an Act to provide for appointment of a Council to promote Physical Fitness, amended laws relating to unemployment insurance and the deduction of income tax from wages and made provision for a special war supplement to old age pensions.

Unemployment Insurance

Amendments in the Unemployment Insurance Act 1940, which came into force on Proclamation, September 1, 1943, include within the scope of the Act all workers employed by the month or year whose remuneration does not exceed \$2,400 a year and also all workers, not otherwise excepted, who are employed by the hour, day, week or on piece rates, regardless of their rate of pay. A number of changes were made to facilitate operation of the Act. These amendments are dealt with on p. 1268 of this issue.

Income Tax

The Income War Tax Act amendments provide for a "pay-as-you-earn" plan and continuation of deduction of the tax from wages and salaries at the source. Provision is made for collecting 95 per cent of the 1943 tax in this manner. One-half of the 1942 tax on income of taxpayers other than corporations is to be forgiven, except income from investments exceeding \$3,000. The remaining half of the 1942 tax is to be collected this year but income and National Defence Tax payments made in 1942 are to be credited against the revised tax liability for that year.

Old Age Pensions

The Minister of Finance announced in the House of Commons on July 24, that an Order in Council would be issued under the War Measures Act to provide for a special war supplement not exceeding \$5 per month to old age and blind pensioners. The Order was

passed on August 10. The supplement is to be paid by the Dominion and the Provinces on the same basis as the pensions, 75 per cent and 25 per cent respectively.

Council to Promote Physical Fitness

The National Physical Fitness Act, which will come into force on Proclamation, is based on a recommendation of the Select Committee on Social Security and provides for a Council of not less than three nor more than ten members to be appointed by the Governor in Council and charged with the duty of promoting the physical fitness of the people of Canada. For this purpose the Council may assist in the extension of physical education in educational institutions, encourage, develop and correlate all activities relating to physical development through sports and athletics, train teachers, lecturers and instructors, organize activities to promote physical fitness and provide facilities for them, and co-operate with provincial organizations, established for the purpose, in ameliorating physical defects which can be remedied by exercise. Where a province establishes such an organization and undertakes to develop a plan for promoting physical fitness satisfactory to the Minister of Pensions and National Health, the Minister may, with the approval of the Governor in Council, give financial assistance in carrying out the plan, the amount in any year not to exceed an amount which bears the same proportion to \$250,000 as the population of the province bears to the population of Canada, or one-half the money actually expended by such province, whichever is less. Payments to the provinces and expenses of the Council are to be paid out of a special account in the Consolidated Revenue Fund to be known as the National Physical Fitness Fund. The Minister may refer to the Council, for inquiry and report, any matter relating to the operation of the Act. Annual reports are to be made by the Council to the Minister and by the Minister to Parliament.

Recent Regulations under Dominion and Provincial Legislation

Housing—Old Age Pensions—Seamen and Pilots—Minimum Wages in British Columbia, Nova Scotia and Quebec—British Columbia Workmen's Compensation—Steam Boilers in Saskatchewan

A NUMBER of Orders in Council relating to labour supply have been passed recently and are summarized in the Manpower Section. They are listed below. Two regulations concerning unemployment insurance have been rescinded following proclamation of the recent amendment in the Unemployment Insurance Act. A wartime increase in old age and blind pensions has been authorized. The Government's scheme for converting large houses into apartments in crowded areas has been extended to Hamilton, St. Catharines, Brantford, Montreal and Quebec and its scope has been expanded in Ottawa. The Orders in Council governing the payment of war bonuses to persons serving on Government vessels in war zones have been amended. Candidates for a mate's certificate may now count training at St. Margaret's Sea Training School in Hubbards, Nova Scotia, as sea

service. Changes have been made in the pilotage rates of the British Columbia and Sydney, Nova Scotia, Pilotage Districts.

In the provincial field, British Columbia has revised its minimum wage orders governing men and women in the shingle industry and provided for overtime rates. Nova Scotia has revised the minimum wage orders applying to women in laundries, dry-cleaning and dyeing establishments and in hotels and restaurants, and Quebec has renewed the order relating to the manufacture of wooden boxes and other wooden objects. Poisoning from certain specified processes involving the use of a volatile solvent has been added to the list of compensatable diseases in British Columbia. Saskatchewan has reissued its regulations governing steam boilers and refrigeration plants.

Dominion

Housing

The Government's scheme for meeting the housing shortage in certain areas by converting large houses into apartments has been extended to Hamilton, St. Catharines, Brantford, Montreal and Quebec and the municipalities contiguous to these cities by Order in Council P.C. 6812 passed August 30 under the War Measures Act. In addition the Minister of Finance has been authorized to acquire additional houses for conversion in Ottawa. Earlier Orders in Council put the scheme in effect in Ottawa, Vancouver, Victoria and Toronto (L.G., June and July, 1943, pp. 859, 1031).

Old Age Pensions

Order in Council P.C. 6367 passed August 10 under the War Measures Act authorizes the Dominion Government to enter into supplementary agreements with the provinces to provide for a special wartime increase not exceeding \$5 a month in old age and blind pensions (L.G., Aug., 1943, p. 1068). The maximum pension payable has been raised from the \$240 a year stipulated in the Old Age Pensions Act to \$300 and the amount of income which old age and blind pensioners may have before deductions are made from their pensions has been reduced by \$60 in all cases. A blind pensioner who marries a

blind person may now receive a maximum pension of \$150 instead of \$120 but deductions will be made if his income exceeds \$170 a year.

Seamen

War Bonuses.—Two Orders in Council of August 4 modify the policy regarding the payment of war bonuses to officers and men of vessels operated by Government departments. Orders in Council of August 19, 1942, and January 13, 1943 (L.G., 1942, p. 1045; February, 1943, p. 267), authorized the payment of such bonuses to personnel of vessels of the Department of Transport and of the Fisheries Protection Service of the Department of Fisheries while these vessels are operating in areas designated as war zones. The amount of the bonus was fixed at 25 per cent of the basic wage of the officer or rating concerned.

The bonus payable to unlicensed personnel on Department of Transport vessels has now been raised by Order in Council P.C. 310/6181 to \$1 per day with a maximum of \$25 per month, effective August 1, 1943. Another Order in Council provides for the payment of a bonus equivalent to that now paid to personnel of the fisheries protection vessels to the officers and crew of fisheries patrol vessels of the Department of Fisheries. This bonus is to be paid from April 1, 1943.

Mates' Certificates.—To overcome the shortage of certificated mates, a new regulation (P.C. 6214), passed August 6 under the War Measures Act permits trainees at St. Margaret's Sea Training School in Hubbards, Nova Scotia who obtain a Certificate of Training to count each 13 weeks' period of training as six weeks' sea service. The Masters' and Mates' Regulations relating to examinations for certificates (L.G., 1936, p. 1134) require candidates for a Mate's Home-Trade Certificate to have 36 months' sea service and for a Second Mate's Foreign-Going Certificate they must have four years in foreign-going ships and six years in home-trade voyages. The new regulation also declares that trainees will be eligible, on completion of their training period, for examination for a lifeboatman's certificate without additional sea service.

Pilots

British Columbia Pilotage District.—The Order in Council fixing special pilotage rates for war services not covered by the regular schedule of rates in the British Columbia Pilotage District (L.G., 1942, p. 1301) was amended by Order in Council P.C. 5998 passed July 28 under the War Measures Act. Under the original Order pilots on war service were paid \$25 for each day away from their base plus a 25 per cent surcharge. The amendment fixes a rate of \$30 a day for pilots actually engaged in piloting a vessel and \$15 a day for those on "standby" while away from their base. As before they also receive reasonable subsistence and travelling expenses. A second clause provides that pilots serving during the war outside the British Columbia Pilotage District with the permission of the Pilotage Authority may receive remuneration at the rates fixed by the Pilotage Authority for the district in which they are serving, but such remuneration must be paid directly to the British Columbia Pilotage Fund.

Sydney Pilotage District.—Due to war conditions, move and detention rates for the Sydney Pilotage District in Nova Scotia have been increased by an Order in Council (P.C. 5743) passed July 19 under the War Measures Act. General move rates remain at \$10 per move but a new rate of \$25 each way has been

set for moves to and from ballasting grounds. Pilots on vessels detained for any cause other than adverse weather conditions were formerly paid detention rates of \$3 for the first three hours and \$1 for each additional two hours or part thereof. The new Order fixes a flat rate of \$10 for all detentions over one hour.

Other Orders in Council

Manpower.—The following Orders in Council are summarized in the Manpower section of this month's LABOUR GAZETTE, p. 1211: P.C. 5819, August 6 and P.C. 6433, August 13, amending the National Selective Service Civilian Regulations (L.G., January, 1943, p. 19) in regard to employment on flue-cured tobacco farms, and authorizing the transfer to essential employment of all men between 16 and 41; P.C. 6387, August 10, providing for the reorganization of National Selective Service; P.C. 5708, August 9, authorizing a proclamation under the National Selective Service Mobilization Regulations (L.G., January, 1943, p. 153) calling out new classes of men; P.C. 6180, August 3, providing for camps to house workers producing wood fuel; P.C. 6434, August 13, making further arrangements for employing soldiers on farms; P.C. 6549, August 17, providing for the payment of costs of transporting harvesting equipment within the Prairie Provinces; Compulsory Employment Order No. 6, August 25, applying to men between 16 and 41 in specified employments and occupations; National Selective Service Orders No. 8, August 20, revoking an Order concerning the employment of members of the Armed Forces on leave (L.G., February, 1943, p. 265) issued under the repealed National Selective Service Regulations (P.C. 7595); and No. 9, August 26, respecting longshoremen in the Port of Saint John, New Brunswick.

Unemployment Insurance.—Two Orders in Council extending the coverage of the Act to persons whose remuneration temporarily exceeded \$2,000 a year due to war conditions (P.C. 10156, L.G., 1942, p. 4) and to certain persons resident in the United States (P.C. 2555, L.G., May, 1943, p. 688) have been repealed by P.C. 6798, August 30, and P.C. 6950, September 3.

The persons affected are now covered by the recent amendment in the Act, p. 1268.

Provincial

British Columbia Male and Female Minimum Wage Acts

Revisions of Orders 62 (LABOUR GAZETTE, 1941, page 959) and 77 (LABOUR GAZETTE, 1942, page 1303) governing men and women in the shingle industry were gazetted July 29 and

went into effect August 2. New clauses relating to the payment of overtime have been added but the rates and all other provisions are unchanged. The overtime provisions are similar in many respects to the provisions recently added to the Orders governing the

logging, wood-working, sawmill and box-manufacturing industries (LABOUR GAZETTE, August, 1943, page 1173).

The overtime provisions only apply west of the Cascade Mountains. With the exceptions noted below, all workers in the industry, including those covered by other minimum wage orders, must now be paid one and one-half times their regular rate for all hours in excess of eight a day and 48 a week. These are the maximum hours permitted in industrial undertakings by the British Columbia Hours of Work Act but overtime is allowed in emergencies and in cases where it has been specially authorized by the Board of Industrial Relations.

Special provisions regarding overtime pay apply to three groups. Men employed as stationary engineers, pumpmen, operating millwrights, firemen, turbine operators or oilers may work nine hours a day and 50 a week before overtime rates are required. In establishments where by arrangement or agreement between employers and workers, as provided for in the Hours of Work Act, a special system of hours has been established under which daily hours up to nine are worked on certain days and less than eight hours on other days, the weekly hours not exceeding 48; overtime rates are not to be paid until the worker has completed the hours fixed by the arrangement or agreement. The same stipulation applies to male workers in establishments taking advantage of the regulation under the Hours of Work Act permitting night shifts of 10 hours in shingle-mills, planing-mills and sawmills if weekly hours do not exceed 48 (LABOUR GAZETTE, 1934, page 641). The following classes of workers are exempt from the provisions regarding overtime pay: shingle sawyers and packers, persons holding positions of management and supervision, cook- and bunk-house employees and workers in the transport industry covered by minimum wage Orders 52, 26, 26A or 26B (LABOUR GAZETTE, 1936, page 291; 1940, pages 1147, 1258; 1941, page 1110), women office workers governed by Order 34 (LABOUR GAZETTE, 1936, page 236) and men employed as watchmen, caretakers, storekeepers, and as first-aid attendants to whom Order 39 applies (LABOUR GAZETTE, 1940, page 1147).

The provision in Order 77 governing women in the industry which required the payment of wages semi-monthly has been omitted from the revised Order but the British Columbia Semi-monthly Payment of Wages Act covers this class of worker.

British Columbia Workmen's Compensation Act

By a regulation gazetted August 26, the Workmen's Compensation Board has made an addition to the list of industrial diseases for which compensation is payable. Poisoning in any process involving the use of a volatile solvent in the manufacture or repair of airplanes, assembling or repairing motor-vehicles, or in the making of paints, paint-removers, or in water-proofing fabrics, printing, dry-cleaning, welding or gasoline blending is now covered by the Act.

Nova Scotia Minimum Wage for Women Act

Revisions of Orders 1 and 3 were gazetted August 4 and are to be effective from July 1, 1943. Both apply only to women workers in cities and incorporated towns in Nova Scotia.

Order 1 (LABOUR GAZETTE, 1941, page 1270) governs women employed in laundries, dry-cleaning establishments, pressing parlours and dye-works. In the revision, the learning period has been reduced from nine to six months but the rates and other provisions are unchanged. Experienced workers must be paid \$12 in cities and towns with a population over 17,000 and \$11 in towns under 17,000 in population. Inexperienced workers are to receive \$10 for the first three months and \$11 for the second three months in cities and towns over 17,000, and \$9 and \$10 for two similar periods in towns under 17,000.

Order 3 as amended by Order 10 (LABOUR GAZETTE, 1937, page 50; 1941, page 1110) has been revised. It applied to women working in hotels, restaurants, refreshment rooms, boarding or rooming-houses, tea-rooms, ice-cream parlours and light lunch stands and has now been extended to women workers in hospitals and other institutions with the exception of student and graduate nurses. Order 10 had raised by \$1 the rates fixed by all Orders in effect when it was passed, and in certain Orders, including Order 3, reduced from 50 to 48 the maximum hours for which the minimum weekly rates were to be paid, so that the weekly rates now apply to a work-week of between 44 and 48 hours. A clause has been added providing that the weekly minimum rates are to apply to a work-week of less than 44 hours if the normal working hours of the establishment are less than 44. In addition, the rates for inexperienced workers have been altered in revised Order 3 and a fixed minimum hourly rate set for part-time and overtime work. Previously, the overtime hourly rate was computed by dividing the regular rate by 48 and the part-time rate by taking the number of hours normally worked in the

establishment as the divisor. Another new provision declares that the authorized deductions for board and lodging may not be made unless the worker actually receives the meals and occupies the room provided, except that deductions are legal in the case of a worker who clearly understands, to the satisfaction of the Minimum Wage Board, that the provision of board or lodging is part of the conditions of employment, and who voluntarily chooses to eat and sleep elsewhere. Workers are not to be charged for more than one meal in each three hours worked. The rates fixed by revised Order 3 are as follows: experienced workers, \$12 a week in cities and towns over 17,000 in population, \$11 a week in towns under 17,000; part-time and overtime hourly rate, 25 cents in cities and towns over 17,000 and 23 cents in those under 17,000; inexperienced workers, three periods of one month each at \$9, \$10 and \$11 in cities and towns over 17,000 and three periods at \$8, \$9 and \$10 in towns under 17,000. Under the former Order as amended by Order 10 learners were paid \$10, \$10.50 and \$11 in cities and towns

over 17,000 and \$9, \$9.50 and \$10 in towns under 17,000.

Quebec Minimum Wage Act

Order 30 relating to the manufacture of wooden boxes and other wooden objects (LABOUR GAZETTE, 1939, page 1112; 1941, page 1383) was renewed to October 1, 1944 by a notice gazetted September 4.

Saskatchewan Steam Boilers Act

A new edition of the three sets of regulations passed under this Act was gazetted August 7, rescinding regulations issued in 1941 (LABOUR GAZETTE, 1941, page 436). Included are regulations concerning the construction and inspection of boilers and pressure vessels and a mechanical refrigeration code, both of which conform to the standards of the Canadian Engineering Standards Association, and regulations for the inspection of refrigerating systems and governing refrigerating engineers. The new regulations are identical with the ones they replace. A maximum penalty of \$50 is prescribed for breaches of the regulations.

Recent Legal Decisions Affecting Labour

Alberta Judgment in Dominion Government Employee's Case Reversed by Supreme Court of Canada

Reversing a judgment of the Appellate Division of the Alberta Supreme Court, the Supreme Court of Canada on June 29 held that a railway mail clerk employed by the Dominion Government who received compensation through the Alberta Workmen's Compensation Board did not thereby lose his right of action against the Canadian Pacific Railway Company whose employees were responsible for his injury. Sec. 24 of the Alberta Workmen's Compensation Act stipulates that where an accident occurs which would entitle the workman to an action against some person other than his employer he may either claim compensation or sue the employer responsible for the accident unless the latter is also covered by the Act. In that case there is no right of action but the Board may order that the compensation awarded be charged to the class to which the employer responsible for the accident belongs. The point at issue was whether the Dominion Government Employees Compensation Act had made sec. 24 of the provincial Act applicable to federal employees in Alberta. The Government Employees Compensation Act provides for the payment of compensation to Dominion employees according to the scale fixed by the Workmen's

Compensation Act of the province in which the accident occurs and permits the provincial Workmen's Compensation Board to determine the Government's liability for and the amount of such compensation.

The Alberta Supreme Court dismissed the worker's action on the ground that the Crown "in its capacity as master" had submitted itself to the provincial Act as completely as any other employer (L.G., 1942, p. 648). This decision was upheld by the appeal court which pointed out that the right to compensation had been substituted for the civil right of action by the provincial legislation which it considered applicable to the case (L.G., Feb., 1943, p. 268).

Mr. Justice Rand, in giving judgment for the Supreme Court of Canada, held that the Dominion Government was not bound by the provincial Act and that sec. 24 applies only to cases where both the workman and his employer are bound by the Act. He pointed out that although "Employment by Dominion Government" was listed in the schedule of employments to which the Act applied, sec. 2 (h) declared that the Act was applicable to the Crown in the right of the Dominion only "insofar as the latter, in its capacity as master, may submit to the operation of the Act." The Court did not consider that the terms of the Government Employees Compensation Act

amounted to a complete submission to the provincial law. The Dominion Act only gave the provincial workmen's compensation boards authority to determine the Crown's liability to pay compensation and to assess the amount of the compensation, but did not give them the right to determine "the resulting effects upon collateral rights against third parties".

In regard to the contention that the provincial Board had exclusive jurisdiction under sec. 10 of the Act to determine whether the appellant was a workman under the Act, the Court held that the provincial Board, in this case, was not acting under the provincial Act but as an administrator of the Dominion law. It also rejected the claim that the worker, by applying for and receiving compensation through the provincial board, had so brought himself within the provincial Act as to lose his right of action. In the Court's opinion, the procedure followed by the appellant was clearly in accordance with the Dominion Act, and the provincial Board was wrong in assuming that because the same procedure was followed as in cases under the provincial Act, all the provisions of the provincial Act applied. The Appeal was allowed with costs. *Ching v. Canadian Pacific Railway Company*, (1943) Canada Law Reports, Supreme Court, 451.

Alberta Appeal Court Dissolves Injunction Restraining Union from Enforcing Closed Shop Agreement

On June 10 the Appellate Division of the Alberta Supreme Court dissolved an injunction obtained against the Canadian National Printing Trades Union by a group of printers who had been expelled from the union. The injunction restrained the officers of the union from interfering with the contractual rights of the printers and causing their dismissal through the operation of a closed shop agreement (L.G., 1942, p. 1226).

The union, which consisted of employees of both the Calgary *Herald* and *Albertan*, had negotiated separate agreements with the two publishing companies. The employees of the *Albertan* were dissatisfied with the agreement applying to them but, being in a minority in the union, they were unable to defeat the motion endorsing the agreement. Shortly before the agreement was signed, a group of the dissatisfied printers joined the International Typographical Union and notified their employer that they would not recognize any agreement between the company and the Canadian National Printing Trades Union. The latter expelled this group of printers and two of its officers removed their names from the slip-board in the *Albertan* composing room on which was kept a list of all union members

in order of seniority who served as regular and substitute staff for the *Albertan*. The company was also notified that the expelled printers were no longer members of the union and would be replaced as soon as union members became available.

The lower court held that the purpose behind the union's actions was not to advance the interests of the trade but to injure the plaintiffs in their trade. Such an act was a wrongful violation of the plaintiffs' right to personal freedom of action. It referred to the judgment of the House of Lords in *Sorrel v. Smith* where it was stated that a combination of two or more persons for the purpose of injuring a man in his trade is unlawful, but when the real purpose of the combination is to forward the members' trade, no wrong is committed even if damage to another ensues.

The appeal court, dividing three to two allowed the appeal with costs holding that the predominant purpose behind the defendants' actions was to protect the rights of the union members and that they had used lawful means to pursue a lawful end. Moreover, it considered that there was no evidence that the defendants had intended to injure the plaintiffs or that the latter had suffered damage.

In giving judgment for the majority, Chief Justice Harvey rejected the lower court's view that a combination is legitimate only if its sole purpose is to protect the interests of its members. He cited the recent *Crofter Hand-Woven Harris Tweed Company v. Veitch* case (L.G., 1942, p. 499) in which the House of Lords held that a combination is legitimate if its predominant purpose is to promote the interests of the combiners even though it causes damage to another person. In the same case it was pointed out that to establish a tort the plaintiff must prove not only malevolence but actual damage. In seeking an injunction the printers were merely attempting to prevent anticipated damage and had not, in the opinion of the court, suffered actual damage. Nor did the court consider that their contractual rights had been interfered with since it could not be assumed that the *Albertan* had made contracts with the plaintiffs contrary to the terms of the collective agreement which provided for a closed shop.

The Chief Justice pointed out further that there was no evidence of intent to injure in the defendants' acts. That the minority was unable to protest at the union meeting which endorsed the agreement was not due to the unreasonableness of the officers but to the commotion resulting from the meeting breaking up immediately after the vote. Moreover, at the time of the meeting the plaintiffs were

already members of the International Typographical Union and had no right to vote or be present at the meeting. Further, the union officials were merely carrying out the rules of the union when they removed the plaintiffs' names from the slip-board.

The two dissenting judges contended that there was nothing in the agreement with the *Albertan* which authorized the officers of the trade union to remove the names of the plaintiffs from the slip-board and that the acts of the officers constituted a wrongful interference with the plaintiffs' rights and resulted in damage to them. In the words of Mr. Justice Ford:—

I doubt that the agreement is one which the courts can enforce by injunction or otherwise, or that "Trade Union Law" in Canada has developed so far as to give complete power to a trade union to induce or bring about the dismissal from their employment of workmen who at the time their employment commenced were members of the union, except within the limits of a constitution by which they have bound themselves.

He also challenged the validity of the agreement on two grounds: (1) the union had never been authorized to conduct the collective bargaining in accordance with the Alberta Industrial Conciliation and Arbitration Act which declares that bargaining shall be conducted "through a negotiating committee or a trade union duly appointed by a majority vote of the employees affected"; and (2) that the procedure required by the union's constitution for ratifying alterations in the Scale of Rates had not been complied with. The union president had ruled that this was unnecessary as no change was made in the Scale of Rates by the new agreement.

Mr. Justice Ford did not consider that the *Crofter* case was relevant as this was not a "trade war" but "a fight by a group of printers to maintain themselves in jobs which they have held for many years against unlawful and unjustifiable acts of the union". Even if it was regarded as a "trade war", he held that the unjustifiable violation of a legal right is a cause of action and if illegal means are used the question of justification need not be considered. He considered that it was an illegal act for the union officials to alter the plaintiffs' priorities by removing their names from the slip-board. *Corbett et al v. Canadian National Printing Trades Union et al* (1943) Western Weekly Reports, 401.

Conviction in Quebec for Inciting Workers to Continue Illegal Strike

Found guilty of inciting workers employed by Canadian Vickers Limited to continue in an illegal strike, David Coté, a union organizer,

was fined \$500 and costs by the Montreal Court of Sessions of the Peace on August 18. The charge was laid under sec. 61 of the Dominion Industrial Disputes Investigation Act which declares it an offence for anyone to incite or encourage workers to strike or employers to declare a lock-out before a board of conciliation and investigation has reported on the dispute. The application of the Act was extended to all war industries early in the war.

The offence occurred during a strike involving two rival unions and affecting about 4,000 men in shipyards in Montreal between July 14 and 23 (L.G., Aug., 1943, p. 1122, 1126). By July 21, the date of the offence, one union was in favour of going back to work but Coté's union had decided to establish a picket line to prevent a return to work. The evidence in regard to the words used by the defendant in addressing the workers was contradictory but the Court considered that, whatever the words, the result was incitement to remain on strike. The defence claimed that Coté had simply recalled to the workmen that they themselves had decided to stay on strike until the dispute was settled, but the Court was of the opinion that Coté had adopted this indirect method of speaking in an attempt to escape prosecution. The fact that Coté was well aware both that the strike was illegal and that an attempt was being made to end it when he spoke to the workers was considered of some importance by the Court.

Referring to the fact that the dispute arose chiefly from the rivalry between the unions, the judge remarked:—

These wars of prestige do not in any way follow from the right of association. They constitute means of exercising, or rather, of abusing this right, converging much more towards its annulment than towards its principle and towards the genuine interests of labour . . . this was far from the rational, sane and legal application of the right of association, a sacred right which has no other object than to assure employees obtaining from the employer just and equitable labour conditions and remuneration. . . . The abuse of a right is the greatest threat to the very existence of a right.

Mr. Justice Cloutier commented that this was the first case of its kind, and referred to the difficulty of proving a charge of incitement. There were, however, similar cases in Nova Scotia and Ontario some years ago. (*Rex v. Neilson*, Annual Report of the Department, 1912-13, p. 187, and *Rex v. McGuire* (L.G., 1907, p. 413; 1908, p. 1093). *Le Roi v. David Coté*, Montreal Court of Sessions of the Peace, August 18, 1943.

Quebec Court Rejects Wage Claims based on Decree under Collective Labour Agreements' Act after its Repeal

On May 29 the Quebec Court of King's Bench granted with costs the appeal of an employer against a judgment ordering her to pay \$231.75 in wages and damages to the Building Materials Joint Committee for Quebec. The Committee, which was established under the Collective Agreement Act to administer a decree regulating wages and hours in the industry, brought the action on behalf of a number of stonecutters employed by the appellant. It claimed that they were not paid the rates prescribed in the decree of June 25, 1940, which extended the provisions of a collective agreement to the industry and made them retroactive to April 1, 1940.

In her defence the appellant submitted that the statements made by the Committee in regard to the hours worked by the stonecutters were incorrect. She also contended that the decree did not apply to her because it was approved by an Order in Council passed under the Quebec Collective Labour Agreements Act, 1937, three days after the Act had been repealed by the Collective Agreement Act of 1940. The Committee claimed that the decree was passed under the authority of both the old and the new Acts. A section of the new Act declared that all decrees passed under the old Act were to remain in force as if passed under the new Act.

The Court pointed out, however, that the reference in the decree to the 1937 Act and the fact that it contained retroactive provisions which were permissible under the old Act but not under the new one, clearly indicated that the decree was promulgated under the 1937 Act. Since the Order in Council approving it was dated June 25 and the Act was repealed June 22, the decree was null. The Court held, then, that the decree was of no effect in relation to the appellant because the Lieutenant-Governor in Council had no power to approve a decree under the 1937 Act after its repeal.

Mr. Justice St. Jacques and Mr. Justice Bissonnette dissented on this point, holding that the decree was valid under the 1940 Act insofar as it conformed to that Act. However, they would allow the appeal on the grounds that the Committee had not proved its statement as to the hours worked and that the retroactive provisions on which part of the wages claim was based could have no effect under the new Act.

The Joint Committee also argued that the Attorney-General of the province should have been notified because the validity of an Order

in Council, was at issue. The Court held, however, that it had not been asked to determine if the decree was ultra vires but merely to interpret the statutes and decide what the law was at the time the decree was passed and whether it made the appellant subject to the decree. In the words of Mr. Justice Bissonnette:

there was no necessity to question the nullity of the Order in Council nor to plead its illegality for, in the actual case, the Order in Council is nothing but the legislative complement of the Collective Agreement Act and it is the sphere of this Court to interpret the Order in Council as if it were a legislative provision.

Saumare v. Building Materials Joint Committee (1943) *Rapports Judiciaires de Québec*, Cour du Banc du Roi, 426.

Quebec Court holds Employers Responsible for Accidents where they Failed to Warn Workers of Danger

Two actions for damages by workers who were injured through ignorance of the hazards in their machines were allowed by the Quebec Superior Court on July 11, 1940, and December 5, 1942. In neither case was the industry covered by the Workmen's Compensation Act since restaurants and wholesale establishments are exempt.

The first case involved a woman operating a new tea-bagging machine. She had been accustomed to remove blockages which occurred frequently in the waste pipe of her old machine by inserting her hand through a door in the pipe. The new machine had no such door so when the first blockage occurred after three months' operation she called the foreman to disconnect the pipe. After he had done so, he told her to stand clear but she put her hand into the pipe and her fingers were injured by an exhaust fan.

The Court did not consider that the defendant company had admitted liability when it paid the medical and hospital expenses of the worker and granted six weeks' wages in accordance with a long-established company practice. However, the Court held that the foreman should have anticipated the possibility of the worker attempting to remove the blockage in the same way as she had in the past and should have warned her against it and given her positive instructions not to put her hand near the fan. The worker, on her part, was aware that the fan was running and it should have been obvious to her that she could only insert her hand in the pipe safely for a very short distance. Consequently the Court held company and worker equally

guilty of negligence and awarded half the damages suffered.

The second case concerned a restaurant cook who was severely burned when a gas stove which she was attempting to light exploded. The Court held that the employer was responsible and awarded damages amounting to \$4,600. It considered that the stove was defective and that the worker had not been sufficiently warned of the dangers inherent in its operation. In the words of the Court:

An employer owes to his employees maximum protection; it is his duty to eliminate from their work-places all element of danger and to give them all the information and instructions necessary to their maximum security, and all negligence on his part in this respect, renders him responsible for injuries sustained by his employees.

In this case the Court held that the employer had implicitly recognized his responsibility for the accident by paying the worker's hospital expenses and promising monthly payments.

Boutin v. Salada Tea Co. of Canada, Ltd., and Mlle. Lachapelle v. Poitras, (1943) *Rapports Judiciaires de Québec*, Cour Supérieure, 219, 287.

Montreal Court Dismisses Action of Company for Damages Allegedly Suffered during Strike

A further aspect of the case between the Ideal Dress Company, Montreal, and the International Ladies' Garment Workers' Union was decided by Mr. Justice O. S. Tyndale in Montreal Superior Court on September 10. The proprietors of the company failed in an action for recovery from ten officers and members of the union of \$10,000 damages allegedly resulting from a strike in 1937-38 and for revival of an injunction which had been suspended.

The dispute between the two parties first reached the courts in 1938 when the company was granted an interlocutory injunction restraining officers and members of the union from interfering with its business (L.G., 1939, p. 236). In June, 1942, the injunction was modified by the Court of King's Bench to uphold the right of the union members to attend at the company premises in reasonable

numbers to give or secure information (L.G., 1942, p. 873). The injunction was suspended in March, 1943, since the company then no longer needed protection and the present action was pending. (L.G., April, 1943, p. 529).

In dismissing the claim for damages, Mr. Justice Tyndale set forth certain general principles which, he said, "may now, apparently, be accepted as part of the law applicable in this province (all special wartime regulations being, of course, disregarded)". First, individual workers and unions are entitled to bring about a strike by peaceful persuasion in order to induce the operators of establishments to raise wages or otherwise improve conditions. Second, it is not in itself illegal for a union to declare a strike for the purpose of inducing an employer or a group of employers to enter into an agreement. Third, individual workers and representatives of unions are entitled, for the purposes of obtaining and communicating information, to picket in reasonable numbers a plant where there is an industrial dispute. Fourth, neither individuals nor unions are entitled to use threats, intimidation or violence. Fifth, employers engaged in the same trade are entitled to form associations for the protection of their interests.

In summing up the evidence, the Court noted that during the period of the strike more illegal acts had been committed by the strikers than by the plaintiffs and their agents, although the latter had acted with excessive zeal, and that the union officials had failed to exercise sufficient control over the pickets and strikers. It was added, however, that in industrial disputes some disorder is almost inevitable and should be regarded somewhat leniently. In any case, it was held that under Quebec law—at least as it was in 1937—officials of a union are not responsible for the illegal acts committed by their members during a strike, even if the strike was admittedly the outcome of their efforts. None of the illegal acts which had been proved, therefore, could be attributed to the six defendants who were union officials. The other four defendants were found guilty of threats and intimidation in one incident, but that by itself was not sufficient to establish the plaintiffs' claim. *Lupovitch et al. v. Shane et al.*, Montreal Superior Court, September 10, 1943.

Decisions of the Labour Court of Ontario

THE Labour Court of Ontario was set up under an amendment of 1943 in the Judicature Act as a branch of the High Court of Justice of Ontario. It has been given the duty of administering the Collective Bargaining Act 1943 (LABOUR GAZETTE June 1943, page 701).

Under this Act an employer is required to enter into negotiations with representatives of any association of workers which is certified by the Court as a "collective bargaining agency." In considering an application for certification, the Court is empowered to determine the unit—whether a firm, plant, craft or

part of a plant—which is appropriate for collective bargaining and to determine the will of the employees by means of a vote or in any other way it sees fit. An association which is dominated or improperly influenced by an employer may not be certified.

The Act also makes it unlawful for employers to discharge or otherwise discriminate against workers because of trade union activity or to make it a condition of employment that workers must belong or refrain from belonging to any particular association. Any worker who is discharged for union activity may be ordered reinstated by the Court. The Court may also restrain any person from violating the Act or may issue any other order which it considers necessary.

Under a procedure which was decided upon when the Court was set up, the Judges of the High Court sit in rotation in the Labour Court, each occupying the bench for a period of two weeks. The Court commenced hearings in July with Mr. Justice Gillanders presiding.

Members of Grievance Committee Established Under Collective Agreement must be Union Representatives

During the negotiation of an agreement a dispute had arisen between the company and union concerned as to whether the members of the committee which it was proposed to establish to deal with grievances should be elected by all the employees in the company or should be representatives of the union. The dispute was referred to the Labour Court and was settled by Mr. Justice Gillanders in favour of the union on July 7.

The respondent company admitted that the applicant union represented a substantial majority of the employees in the unit. The union had not yet been certified as the proper collective bargaining agency and it was now applying both for certification and for an order directing the respondent to bargain with its representatives. The Court considered that the second application should normally wait until a reasonable time had elapsed after the granting of the first. In the present case, however, both parties requested the Court to treat the applicant as if a reasonable time had already elapsed after certification. They stated that attempts had been made without success to reach an agreement on the matter in dispute.

In April, 1943, the respondent company had entered into negotiations with the union and substantial agreement had been reached on all points except the one before the Court. The union argued that the functions of the

grievance committee for which the draft agreement provided were to attempt to settle any differences over the application or interpretation of the agreement or any other difficulties arising during its currency. It was, therefore, an integral part of the machinery of collective bargaining and for that reason its members should be representatives of the union.

The Court pointed out that the case was within its jurisdiction only if the union's contention was valid. If the function of the Committee was, in fact, to bargain collectively then the choice of representatives was determined by the Act and thus was a matter on which the Court could issue an order. If, on the other hand, the committee was not part of the collective bargaining machinery, the selection of representatives was a matter which had to be settled purely by negotiation between the parties.

In the judgment the union's argument was accepted. The Court noted that "bargain collectively" is defined in the Act to include not only negotiating with a view to the conclusion of an agreement but also "to so negotiate from time to time during the term and in accordance with the provisions of a collective bargaining agreement." The company urged that this clause referred only to matters which by the terms of the agreement arose for revision during its currency. Such matters affected all the employees and disputes or grievances affecting individuals or only a limited number of employees were not in the same category. The Court held that

Such a construction would be too restricted to give proper effect to the plain wording of the Act. The negotiations leading to a written agreement with the employer and the negotiation of the settlement of disputes and grievances of employees arising from day to day would seem to be all part of the general process of collective bargaining.

One other point was dealt with by the Court. The union was alleged to have stated that its grievance committee would not be prepared to deal with the grievances of employees who were not union members. The union denied this allegation but the Court in any case stated that if certified it should act on behalf of all employees. *Local 2853, United Steelworkers of America v. Welland-Vale Manufacturing Corp., Ltd.*, (1943) Ontario Weekly Notes 490.

Workers Engaged in Union Activity Who Violate Terms of Employment not Eligible for Re-instatement

On July 14, Mr. Justice Gillanders decided a case involving secs. 7 and 19 of the Act which provide respectively that an employer

may not dismiss a worker for union activity and that the Court may order the reinstatement, with compensation for wages lost, of any worker so dismissed. The case arose in connection with a dispute between a local of the United Steelworkers of America and the Toronto Shipbuilding Company. The applicant union had reached the point where it wished to press its claim for recognition and it asked the federal Department of Labour to take a vote. That Department, however, had no authority to conduct a vote without the consent of all the parties, and the company refused its consent.

By an arrangement decided upon at a meeting of the local, some of the employees began to gather in front of the superintendent's office about twenty minutes before the day shift went off. By the time the shift went off or shortly after, there were about 250 men assembled. On informing the superintendent that they wanted a ballot taken to determine if they had a majority, they were told that he had no authority in the matter. Subsequently, the men concerned were discharged.

The union then applied to the Court for the reinstatement of the men but its application was dismissed. The Court pointed out that the very statute under which the application was made provided a proper method for obtaining union recognition. The employees, by assembling on the premises in working hours, had with full knowledge broken the terms of employment. It would be an improper construction to hold that the statute permitted employees to commit such a breach in the terms of their employment merely because they were at the time engaged in union activity. Moreover, another section of the Act applied, i.e., sec. 4 which provides that nothing in the Act may be construed as permitting employees to carry on union activity during their working hours. The application of the union for the reinstatement of the employees was, therefore, dismissed. *Local 2999, United Steelworkers of America v. Toronto Shipbuilding Coy., Limited*, July 14, 1943.

Workers Illegally on Strike Disqualified from Voting for Bargaining Agency

In a case involving Babcock-Wilcox and Goldie-McCulloch, Limited, Galt, two rival associations, a local of the United Steelworkers of America (applicant) and the Babcock-Wilcox and Goldie-McCulloch, Limited, Employees' Association (intervener), both applied for certification as the collective bargaining agency for the plant. Mr. Justice Gillanders ordered a vote to be held and directed that certain employees who previously struck in

violation of the Industrial Disputes Investigation Act should not be allowed to vote. The case was also interesting in that each of the rival associations claimed that the other could not qualify as a collective bargaining agency under the Act.

The dispute dated back to November, 1942, when the applicant union began organizing the plant. On February 16, 1943, it applied for a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, and a Board was constituted. Before the Board made its report a considerable body of the workers went out on strike, allegedly in protest at the delay in the proceedings of the Board. Subsequently at least 60 of the workers returned but 204 did not do so. The latter were given notices of separation in accordance with the Selective Service Regulations. The Industrial Disputes Investigation Act provides that it is illegal to go on strike during the reference of a dispute to a Board.

In the argument before the Court, counsel for the intervener argued that the applicant union was not a collective bargaining agency within the Act because it was merely a branch of the union and was not allowed by its constitution to sign an agreement without the approval of the union. On the other hand, the union's counsel submitted that the intervener itself had no status because it was company-dominated and was thus excluded by the Act from the definition of the term "collective bargaining agency." On the first point, the Court stated:

The applicant is a trade union, having collective bargaining within its objects. I refer, of course, to the local union which is the applicant; and whatever might be said at some other stage of the proceedings, for other purposes, I think it should be viewed as a proper applicant at this stage.

With regard to the status of the intervener, the Court held that no evidence had been brought forth to disqualify it.

Since both associations, therefore, could qualify as collective bargaining agencies, the question was to determine which should be certified. The Court granted a point made by the company's counsel that if the evidence is sufficient to lead to a clear conclusion the Court should determine the matter without recourse to a ballot. In the present case, however, it was held that the facts were so confused that a vote was necessary.

On the question of who should be allowed to vote, the applicant union argued that the proper time to test the rights of the parties was as of the date of the strike, since after that the employment list was, so to speak,

purged. The Employees' Association argued in rebuttal that those who had gone on strike and had not returned had ceased to be employees. The Court accepted the latter argument because of the clear statutory prohibition of the strike. It pointed out, however, that the circumstances were "rather special" and that

It may well be that under proper circumstances the fact that a man has gone on strike does not disqualify him from expressing his opinion in a matter of this kind, in selecting a bargaining agent.

Two other points regarding the conduct of the vote were dealt with. After canvassing the opinion of counsel the Court directed that in the vote the workers should be given three rather than two choices, i.e., they should be allowed to signify that they did not want to be represented by either association. It was also directed that there should be no electioneering or organizing activity pending the taking of the vote, since all employees were now familiar with the issues and electioneering would have a disturbing influence on production. This second decision has been made in all cases heard so far in which a vote has been ordered, and the first has been given in most of them. *Local 2859, United Steelworkers of America v. Babcock-Wilcox and Goldie-McCulloch, Ltd.*, July 16, 1943.

Existence of Agreement Concluded by Association Not Clearly Acting for Employees Held not to Preclude Certification of Another Union

In a case in which a local of the International Union of Mine, Mill and Smelter Workers applied for certification as the collective bargaining agency in the Port Colborne plant of the International Nickel Company, the question arose as to whether an agreement which had been entered into with the company by the Port Colborne "Inco" Employees' Welfare Association prevented the company's employees from entering into a new agreement and thus stood in the way of the application.

The Welfare Association had been organized in 1937 and its grievance and safety committees had been active since then. In addition, Mr. Justice Gillanders stated that in the minds of its directors at least, matters which are normally within the scope of collective bargaining were also among the Association's objects. Its constitution provided that it would "advocate the maintenance of adequate remuneration of the employee" and that it would "maintain and advance the social and economic welfare of the membership." During its first year of activity it had submitted a brief to the management regarding holidays

with pay, overtime pay and other matters and in 1941-2 there was some discussion among the members of the Board of the desirability of negotiating an agreement with the company. No serious efforts were made, however, by either the Association or the company to conclude an agreement until the latter part of 1942. On November 10 of that year, after the applicant union had started to organize the plant, the company recognized the Welfare Association as the bargaining agency for the plant and entered into an agreement with it. The agreement was not submitted to the employees as a whole before it was signed, but it was claimed that the officers of the association had power to enter into it without submitting it to the membership.

The Court expressed the opinion that

if employees in an appropriate unit properly appoint and authorize representatives to negotiate an agreement on their behalf with employers, or if they, by proper means, approve of a draft agreement before execution, or ratify it after execution, they should be stopped, for a reasonable time, from seeking through some other agency to negotiate another agreement.

In the present case, however, it was held that

keeping in mind the history of the Association's activities, and particularly the fact that there is no specific provision in the constitution for entering into a written agreement which would affect the rights of the parties in the future, and that this was the first occasion on which the Association had ventured into this field, I must conclude that the directors of the Association did not possess authority themselves to bind all their members, and certainly not employees who were not members of the Association, in the future, by the execution of the agreement in the circumstances in this case.

The Court rejected, however, the union's claim that the Welfare Association had no status as a collective bargaining agency, holding that there was no evidence to show that it was dominated by the Company.

The Court decided that a vote should be held to obtain further evidence regarding the validity of the union's claim for certification. The usual direction prohibiting electioneering and organizing activities was made. In addition, it was ordered that one of the supporters of the applicant Union, who had previously been a director of the Welfare Association and had assisted in negotiating the agreement of November 10, should be personally stopped from recording his vote in favour of the applicant. It was held that all those who had executed the agreement and were still employees of the company should be regarded as supporting the agreement they had signed and that therefore their votes should be counted against the applicant Union at the present

time. *Local 637, International Union of Mine, Mill and Smelter Workers v. International Nickel Coy. of Canada, Ltd.*, (1943) Ontario Weekly Notes 528.

Where Agreement Made with One of Two Rival Agencies, Will of Workers Must be Determined

A point similar to that in the *International Nickel* case arose in connection with an application by a local of the United Steelworkers of America for certification as the collective bargaining agency in the plant of the Canada Machinery Corporation Ltd., in Galt. The Company had on February 25 entered into an agreement with the Canada Machinery Corporation Limited Employees' Association (the intervener) and argued that this precluded for the time being the recognition of any other organization.

As on previous occasions, Mr. Justice Gillanders rejected, on the ground of insufficient evidence, an argument of the union that the Employees' Association was dominated by the company. He also refused, however, to accept the company's contention that the agreement of February 25 stood in the way of recognition of the Union. The evidence showed that at the time the agreement was concluded, it was known that both the union and the association were organizing in the plant. Nevertheless, no effort was made to determine which of the two organizations the employees preferred, and no effort was made to secure their approval of the agreement before or after its execution. The Court, therefore, decided that a vote was necessary.

In the directions regarding the vote, the ruling in the *Babcock-Wilcox* case regarding employees illegally on strike was followed. The applicant union in the present case had

applied for a Board of Conciliation and Investigation and one had been constituted. Before it brought down its report, however, 102 employees of the company struck in protest at the delays which had been encountered. Of these, 51 had been discharged and 11 others had not been formally discharged only because their whereabouts were unknown. The Court decided that none of these workers was entitled to vote. *Local 2905, United Steelworkers of America v. Canada Machinery Corp., Ltd.*, July 22, 1943.

Workers Striking while I.D.I. Board Still Sitting Denied Vote even though I.D.I. Act Later Found not to Apply

In directing a vote in the Galt Brass Company, Ltd., the Court had to decide a point connected with workers on strike which differed somewhat from that in the *Babcock-Wilcox* and *Canadian Machinery Corporation* cases. A Board of Conciliation and Investigation had been established to deal with the dispute, and before it had arrived at any decision, a number of employees had gone on strike. Some of them had not been re-employed. There was some doubt, however, whether the plant came within the scope of the Industrial Disputes Investigation Act as extended, and the Board eventually reported that it had no jurisdiction in the matter. Counsel for the applicant union therefore argued that under the circumstances the workers had not participated in an illegal strike. The Court held, however, that at the time the strike occurred, nothing had been done to set the Board aside or question its jurisdiction, and that for that reason the strikers who had not been re-employed had no right to vote. *Local 2903, United Steelworkers of America v. Galt Brass Coy., Ltd.* (1943) Ontario Weekly Notes 526.

Prices and Price Control

Price Control in Canada During August, 1943

Rationing of Preserves—Control of Food Prices Extended to Certain Fresh Fruits—New Rental Regulations

IN accordance with the Wartime Prices and Trade Board's policy of securing an equitable distribution of goods in short supply, rationing of preserves was introduced in August. At the same time, however, the tea and coffee ration was increased, reflecting improved shipping conditions. Another measure designed to promote equitable distribution was the prohibition of the practice of requiring customers to make additional purchases when buying goods or services in short supply. This prohibition does not apply where such a condition of sale is an established trade practice or is required by law.

Extending its control of food prices the Board set ceiling prices on fresh peaches, pears, plums and grapes. Ceiling prices will be maintained on the 1943 pack of canned peaches, pears and plums, as well as tomatoes, peas, corn and beans, as a result of subsidy arrangements announced in August. Maximum wholesale prices were fixed for lamb cuts, and a flexible ceiling devised for retail beef prices, which will ensure that consumers benefit from any seasonal decline in cattle prices. As a result of meat rationing, standard prices had to be set for unrationed fancy meats, and standard prices were also established for sausages. Various varieties of canned Atlantic Coast fish were brought under the price ceiling.

Lumber subsidies paid to producers and retailers were replaced by consumer subsidies. Other pricing orders set maximum prices for used electric motors and equipment and regulated the pricing of women's and misses' suits and coats. Restrictions were introduced in the manufacture of construction equipment, stove and furnace pipe, and shipping cartons. A new order governing the termination of leases and maximum rentals for housing and rooming accommodation was designed to simplify and clarify regulations and to remedy grievances of both landlords and tenants.

Food Rationing

Preserves.—Rationing of preserves was introduced, starting September 2, owing to the

restricted supply of jams, jellies and canned fruits. The supply of these goods has been greatly reduced owing to the small fruit crop.

The ration for each two weeks' period consists of one half pound of jam, jelly, marmalade, apple butter, maple butter, honey butter, honey or sugar, or ten fluid ounces of canned fruit, molasses or maple syrup, or twelve fluid ounces of cane syrup or corn syrup. An alternative ration of sugar is provided, since there may still be occasional shortages of jams and preserves and since some housewives prefer additional canning sugar to a ration of preserves. When preserves are sold in standard containers, the nearest available size, *not exceeding* the value of the coupons presented, may be bought. Where more than one container is bought the total quantity of the contents must not exceed the value of the coupons used. Sugar may not be used as a make-weight.

Rationing regulations are similar to those for other rationed commodities. Hotels, restaurants, etc., will receive quotas from the Ration Administration, and industrial users will receive permits. In general, honey, maple sugar and syrups will not be available to industrial users.

In order to prevent excessive buying of preserves by consumers before the beginning of rationing and to enable retailers to stock up, sales of honey, jams, jellies and marmalades to consumers were suspended between August 22 and September 2. Sales of other preserves were suspended from August 29 to September 2. In order to provide for replenishment of their inventories, retailers and wholesalers are permitted to buy preserves without surrendering ration documents for a period of one month and two months, respectively, from the beginning of rationing (B-309, Aug. 20 and B-311, Aug. 28).

Tea and Coffee.—The tea and coffee ration was increased, starting September 2, as a consequence of improved shipping conditions. There is no change in the coupon value, but two coupons will become valid every three weeks, instead of every four weeks as formerly.

General.—Both the rationing of preserves and the increases in the tea and coffee ration were introduced in a new general rationing order, replacing the previous orders dealing with the rationing of sugar, tea and coffee, butter and meat. The new order established general rationing regulations governing present and future rationed foods, and specified the dates on which coupons in Ration Book No. 3 become valid (B-308, Aug. 17, effective Sept. 2).

Food Prices

Fresh Fruits.—The ceiling on the prices of fresh peaches, pears and plums, plans for which were announced in July, was implemented by an order fixing maximum prices on sales by country shippers, including growers, and setting wholesale and retail markups, to be added to the cost of fruit and transportation charges, for domestic and for imported fruits.

Maximum prices to country shippers were fixed for sales in three different zones, consisting of (1) the chief fruit-growing districts of Ontario, (2) the island of Montreal, (3) the rest of Canada.* The maximum prices set were considerably above last year's level, since owing to the severe winter this year's crop is much reduced (A-850, Aug. 12).

Maximum prices were also fixed for domestic and imported grapes, prices of British Columbia grapes being set three and four cents per basket higher than those established for Ontario grapes. The ceiling on imported grapes is based on the importer's cost in the United States, which is under O.P.A. ceiling (A-873, Aug. 31).

In spite of the administrative difficulties involved in setting maximum prices for fresh fruits, these steps were taken to protect consumers, in view of the limited supply of fresh fruit this year.

Canned Fruits and Vegetables.—A subsidy to canners on the 1943 pack of certain fruits and vegetables was arranged in order to enable them to pay the higher prices to growers and to meet other increases in their costs, without raising their selling prices above last year's level. The subsidy is paid by Commodity Prices Stabilization Corporation, on canners' sales of the 1943 pack of peaches, pears and plums, as well as tomatoes, peas, corn and beans. Canners' maximum prices for these products are fixed at the same level as last year, except in the case of peas, where prices are set slightly higher. Canners whose basic period prices were above the standard prices

set, are no longer permitted to sell at their basic period prices, since this provision gave such canners an advantage over the others in bidding for the scarce supplies of fruits and vegetables, and thus led to an inequitable distribution of these supplies and tended to raise the cost of living by increasing the proportion of high priced products.

The order includes a provision that after December 1, 1943, canners may sell portions of their pack of approved quality to C.P.S.C. In the case of canned vegetables and tomato juice, prices paid by canners in 1943 for the raw vegetables used, have to equal or exceed the prices paid in 1941. The price at which any product may be sold to the Corporation will equal the maximum price fixed on sales to other buyers, plus the subsidy, minus certain discounts (A-851, Aug. 12).

Meat.—During the month a flexible ceiling for retail beef prices was introduced, and maximum prices were set for wholesale lamb cuts, fancy meats, and sausages.

Beef.—A new order replaces all previous orders dealing with the wholesale and retail prices of beef. The system of standardized retail cuts that had been in operation in a number of Canadian cities was extended to all areas, and the order established a flexible ceiling for retail prices; prices of retail cuts are adjusted weekly on the basis of the weighted average carcass cost of beef of the same quality bought by the retailer in the previous week. Maximum wholesale prices for the different zones remained at the level that has been in force since last May. The new system of retail prices involves a reduction in retail markups, and compels retailers to lower prices when wholesale prices are below the ceiling. In this way consumers will benefit from any decline that may occur in cattle prices or wholesale beef prices (B-307, Aug. 23).

Lamb.—The Board has established maximum wholesale prices for lamb cuts. Previously the prices of lamb cuts were governed by the provision that they should bear a "proper and normal relationship" to the maximum prices established for carcasses and sides, but this provision has been open to too much variation in interpretation (B-304, Aug. 5).

Fancy Meats, etc.—The Board set standard wholesale prices and retail markups for a variety of fancy meats and meat by-products, such as liver, heart, tongue and sweetbreads. As these products are not rationed, the demand for them has increased greatly since the introduction of meat rationing, and this has in many instances resulted in price increases. Price control by reference to the basic period was in many cases ineffective, owing to the

*Zones eliminated by A-874, September 6, except for the purpose of allowing shrinkage of not more than 2 per cent in Zone 3 (except B.C.).

great variety and uncertainty of maximum basic period prices (A-849, Aug. 10). Similar difficulties in enforcing the basic period price ceiling led the Board to fix maximum prices for fresh sausages, bologna style sausages and wieners (B-305, Aug. 12).

Fish.—In order to keep prices of Atlantic Coast canned salmon in line with those established for the Pacific Coast product (by A-723, May 12, and A-807, July 12), the Board fixed canners' prices, and wholesale and retail mark-ups. Canning of Atlantic Coast salmon has been stimulated by the virtual disappearance of Pacific Coast canned salmon from the domestic market. There had been practically no canning of Atlantic Coast salmon in the basic period, so that prices were uncontrolled and had risen considerably (A-839, Aug. 6).

Standard canners' prices were fixed for Atlantic Coast canned chicken haddies, finnan haddies and mackerel. These products had also been exempt from the price ceiling, and their prices had increased in line with U.S.A. prices. The ceiling was imposed at approximately the current level of prices in line with O.P.A. ceilings (A-867, Aug. 28).

Prices of Other Goods

Lumber.—Subsidies paid to producers and retailers of certain types of softwood lumber were cancelled and replaced by consumer subsidies. Effective August 16, producers and retailers were authorized to increase their maximum prices by the amount of the subsidy previously paid. Retailers were also authorized to increase their prices to offset various other increases in manufacturers' and wholesalers' prices that had been allowed since January 1, 1942, and had been absorbed at the retail level.

Individual consumers of softwood lumber are to be compensated for these price increases by a subsidy temporarily set at 10 per cent of the invoice price, which came into effect on September 1. The subsidy is payable on retail sales to farmers, fishermen, growers of fruits and vegetables, trappers and other individual civilian users who purchase lumber for use in their personal occupation or for maintenance and repair purposes. Subsidized sales do not include lumber for the building or improvement of any dwellings, nor those to contractors or industrial users. Essentiality certificates must be filled out and signed by the purchaser before a subsidy will be paid.

Women's, Misses' and Juniors' Coats and Suits.—Under the Consumers' Goods Order, No. 214, manufacturers can sell products for which no maximum price has been fixed at the

same price as similar products for which maximum prices have been established, conditional on the administrator's subsequent approval. This provision was found to be unsuitable for the industry producing women's, misses' and juniors' coats and suits, owing to the great variety of styles and materials used.

These goods were therefore exempted from the provisions of B-214 and new regulations were passed requiring that manufacturers obtain the administrator's approval as to style and prices of their products before selling them. The new regulations also require the labelling of all garments by the manufacturer (A-859, Aug. 13).

Used Electric Motors and Equipment.—Maximum prices for "rebuilt" electric equipment and motors were set at 70 per cent of the basic period prices of similar new equipment and regulations were passed governing the sale and pricing of all used electric equipment. The price of used equipment that is not rebuilt must be fair and reasonable and must not exceed the maximum price of rebuilt equipment, less the cost of rebuilding. These regulations were passed in view of the increasing shortage of essential materials used in electric equipment (A-838, Aug. 5).

Simplification and Conservation

In order to conserve labour and materials restrictions were introduced during the month, covering the manufacture and use of construction equipment, the manufacture of stove and furnace pipe, inventories of book and writing paper and shipping cartons.

Construction Equipment.—Regulations were passed covering new and used construction machinery and equipment. They parallel limitations in force in the U.S.A., which is the principal source of the materials used in the manufacture of such equipment.

While production is not specifically curtailed by the order, the manufacturer must submit his proposed manufacturing program for new equipment which the Administrator may change. The manufacture of certain articles is prohibited and sales are placed under permit.

Control of used equipment established by A-246, June 29, 1942, was extended considerably. Such equipment is to be registered with the Administrator and he is to be informed of any changes in its location, use or ownership. Permission is required before certain critical articles may be sold, leased or rented. The order also fixed prices and rentals for used equipment. It was expected that these regulations, designed to secure more effective use of existing equipment,

would somewhat reduce the need for new equipment (A-843 and A-845, Aug. 7).

Heating Equipment.—Restrictions were placed on the manufacture of stove pipe, furnace smoke pipe, warm air pipe and furnace ducts with a view to saving both steel and manpower. The order prohibits the use of galvanized metal in the manufacture of various types of pipe. "Canada plate", used in the manufacture of stove pipe, may be employed in "B" weight only. It was found that both "A" weight and "C" weight were wasteful, the first because it is unnecessarily heavy, and the second because it wears out too quickly (A-844, Aug. 7).

Book and Writing Papers.—Prospects of a further reduction in the supply of paper made it necessary to reduce inventories of book, writing and specialty papers, and to enforce stricter control. By an order of the Administrator of Book and Writing Papers, covering all papers under his jurisdiction, inventories of processors and others who buy from manufacturers and wholesalers were limited to one fifth of the total amount of such papers used by each purchaser in 1942. Under the order previously in force inventories of each type of paper had been limited to 90 days' normal supply of the same type of paper. Owing to the great variety of types and grades of paper this method of inventory control was found to be less effective than control of total inventories (A-835, Aug. 14).

Shipping Cartons.—In the manufacture of solid fibreboard and corrugated paper cartons the Board prohibited printing or stamping on both sides of the sheet, and the cutting of holes where this requires an extra operation. These restrictions will go some way to offset the critical labour shortage in the industry, which has accumulated a backlog of highly essential orders. It is expected that by eliminating the time wasted in adjusting the machines for different types of slitting and scoring a manpower saving of 20 to 35 per cent can be obtained. The minimum number of cartons that may be produced in one lot was specified, in order to eliminate frequent stoppages. This provision was also expected to encourage those who require small lots to re-use old cartons (A-846, Aug. 7).

Rents

New regulations were issued governing housing of a county court or district court judge, order goes into effect on October 1, and is designed to clarify and simplify regulations and to remedy grievances. The main changes made by the order are the following:—

Administrative

1. The Rentals Committees, each consisting of a county court or district court judge, are replaced by qualified Rentals Appraisers, appointed by the Board, who fix rents and consider applications for changes in rent. This provision relieves judges of a considerable burden of work which does not require a great deal of legal knowledge.

2. The machinery for appeals is improved by substituting several local Courts of Rental Appeals for the single Administrator of Rental Appeals appointed under the previous system. These courts each consist of one judge, judicial officer or barrister, and in small communities, where no Rentals Appraiser is appointed, they directly replace the Rentals Committee. Their decisions are not subject to appeal.

Housing Accommodation

1. A landlord may not reduce heating, lighting or hot or cold water services supplied to his tenant, without a permit from the Rentals Appraiser. Where services are reduced, application for a reduction in the maximum rental is to be made.

2. An increase in the maximum rental may be applied for, among other cases, where the tenant is sub-letting more than two rooms and was not doing so at the time the maximum rental was last fixed. In this case the maximum rental is increased by ten per cent.

3. New regulations were made governing the termination of leases. In the case of a landlord who requires the accommodation for the use of his family, six months' notice to vacate is now necessary instead of twelve months in some cases and three months in others as provided in previous regulations. The requirement of one year's notice had caused considerable protests, and was said to deter potential purchasers of housing accommodation. Landlords planning to sub-divide accommodation so as to house more persons may give three months' notice to vacate. In the case of monthly and weekly leases tenants are protected by the provision that a notice to vacate must not terminate a lease in the winter i.e., between September 30 and the following April 30. Landlords are relieved of much legal procedure by the elimination of the tenant's right to challenge the landlord's notice to vacate in court. Once a landlord has given the notice, provincial law governs the rights of the parties.

4. Where tenants are ill-behaved, or fifteen days in default of rent, or in a number of other special cases mentioned in the order, they are disqualified from the protection

against eviction provided by the order, and their leases are governed by provincial law.

Rooming Accommodation

The order included regulations for rooming accommodation but only for the areas not covered by previous orders (A-421, Oct. 5, 1942 and A-488, Nov. 22, 1942).

1. Rooming accommodation ("shared accommodation") is clearly defined so as to distinguish it from self-contained accommodation.

2. Rooms may only be let on a "per person" basis if bedding, linen, and the laundering thereof is provided by the landlord for each occupant. Per person rates are frozen at the level charged on July 1, 1943.

3. Where rents are not charged on a "per person" basis but for the accommodation, irrespective of the number of tenants, they are governed by the regulations for housing accommodation.

4. The regulations protecting tenants of self-contained housing accommodation from eviction are not applicable to tenants of rooming accommodation, so that their leases are governed by provincial law (B-294, July 16, effective Oct. 1).

Other Price Orders

Maximum Prices of Eastern White Beans (Pea Beans). Sets maximum processors' prices of eastern white beans, and wholesale and retail markups (A-865, Aug. 27). *Maximum Price of Canned Pineapple Pulp.* Sets maximum prices for canned pineapple pulp sold by importers and wholesalers, at a level that facilitates imports from Mexico and Cuba (A-848, Aug. 10). *Cane Molasses.* Amplifies A-55 which set maximum prices for imported cane molasses. Also fixes ceiling prices for blackstrap, produced in Canadian refineries from raw cane sugar. Restricts canning of molasses to two grades for each packer and restricts wholesale sales of canned molasses (A-869, Aug. 30). *Soft Drinks.* Replaces A-531 and revises price structure of soft drinks so that most prices cover basic period

price plus any excise taxes not included in this price. Reduces minimum deposit charges and prohibits deterioration of quality (B-303, Aug. 4). *Maximum Prices for Ice in the Montreal District.* Replaces A-400 and sets higher maximum prices for ice for the period Aug. 8, 1943-Oct. 16, 1943, in order to permit customary seasonal price increase (A-847, Aug. 9). *Maximum Prices for Fuelwood.* Adjusts maximum prices of fuelwood in a number of areas in Northern Ontario in order to increase supplies and to regulate movements of fuelwood between the different areas (F-72, F-73, F-74, F-75, Aug. 3). *Prices of Fertilizers.* Amends A-601 as amended by A-684, setting maximum prices for fertilizers in the Central Provinces and the Maritimes. Reduces price of ammonium nitrate and sets prices for new grades of mixed fertilizers with reduced potash content (A-868, Aug. 30). *Fruit and Vegetable Packages.* Amplifies A-29, as amended by A-95 and A-354, setting prices and trade discounts for fruit and vegetable packages, and prohibiting certain types (A-836, Aug. 3).

Other Simplification and Conservation Orders

Incandescent Lighting Fixtures. Replaces A-401 and A-423 with respect to industrial and residential incandescent lighting fixtures. Removes restrictions on sale and installation and on the number of finishes. Modifies other restrictions and provides for further standardization (A-840, Aug. 5). *Fluorescent Lighting Fixtures.* Replaces A-401 with respect to fluorescent fixtures. Extends restrictions on sales, removes restrictions on finish, modifies other restrictions and provides for further simplification and standardization (A-841, Aug. 5). *New electric Stoves and Ranges.* Amends A-701 by permitting in the Province of Manitoba, the installation of a new electric range even though a gas, coal or wood range can be installed, in view of the fuel situation in the province (A-842, Aug. 6). *Used Steel Drums.* Exempts farmers from the provisions of section 13 of A-604 which requires the return of used steel drums within 30 days to the persons from whom they were acquired (A-858, Aug. 16). *Metal Containers and Closures.* Amplifies and modifies A-425 as amended by A-473, which restricted manufacture and use of metal containers. Permits additional metal containers for evaporated milk and whole milk, and provides containers for honey, jams, and baby foods (A-860, Aug. 23). *Salt.* Restricts sizes and types of salt packages. Eliminates pockets and barrels (A-866, Aug. 28).

Prices, Retail and Wholesale, in Canada, August, 1943

Cost of Living, Prices of Staple Articles and Index Numbers

COMMENCING with last month's issue the two tables on retail prices of certain staple foods, fuel and rent which have appeared hitherto in each issue of the LABOUR GAZETTE are being presented in a different way.

These tables formerly included certain data collected by the Dominion Bureau of Statistics and certain other data collected by correspondents of the LABOUR GAZETTE. The latter

have been discontinued, so that the prices included in the current issue are entirely those collected by the Dominion Bureau of Statistics.

The prices of the staple food items included in Tables III and IV are all used in the calculation of the index of the food group in the official index of the cost of living and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They

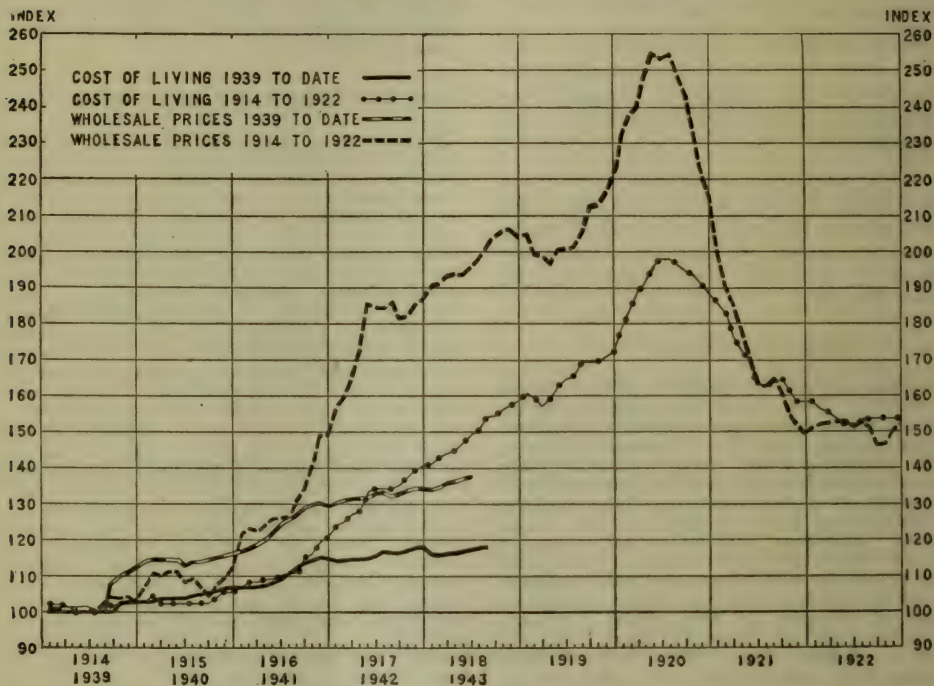
are the averages of prices of delivered goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices is almost identical with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

These rental figures are not comparable with the figures published hitherto because they show the usual or most common rates actually

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



Rental figures currently published in Table IV are typical of rents being paid by tenant households in each city. In some cities flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941

being paid in each of the various cities regardless of the size of the dwellings or of the number of rooms or the type of conveniences whereas the previous figures were for six-roomed workingmen's dwellings with modern conveniences. In many of the cities dwellings of four and five rooms are much more numerous than those of six rooms and the rent for the smaller dwellings would, other things being equal, be lower than for the larger.

Cost of Living, August, 1943

An unbroken rise extending over the past six months brought the Dominion Bureau of Statistics cost-of-living index to a new wartime peak of 119.2 for August 2 (1935-1939=100). Taking August, 1939, as 100, the wartime increase to August, 1943, totalled 18.3 per cent, as against an advance of 47.7 per cent in the corresponding period of the first world war.

The latest advance in the index shows an increase of 1.3 points over the July, 1942, index upon which the last previous cost-of-living bonus was authorized. However, no further action concerning the bonus is to be expected until the October, 1943, index is published, since adjustments can be made only at quarterly intervals according to Order in Council P.C. 5963.

Further increases in foods accounted for most of the August advance. Sharply higher prices for eggs coupled with lesser advances for beef, veal, lamb, onions, raisins and lemons moved the food series up 1.4 points to 133.2. Two other sub-groups, viz., clothing and home furnishings were also higher, each being up 0.1 at 120.6 and 117.9 respectively. Fuel and lighting at 113.4, rentals at 111.5 and miscellaneous items at 108.2 were all unchanged between July and August.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G. 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In each issue of the *LABOUR GAZETTE* the activities of the Board in the operation of the price control policy are summarized under the title, "Price Control in Canada."

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Wholesale Prices

Wholesale prices in August showed a further rise, the composite index for 526 commodity price series gaining a further 0.3 points to 100.4. While animal products continued to advance, the most important increase was for wood, wood products and paper group, which moved 1.7 points higher to 109.5. This rise followed the removal of subsidies on western lumber. Vegetable products eased 0.1 to 92.4, while the remaining five major groups were unchanged at July levels. Among the more important advances during August were wheat, canned salmon, calves, eggs, British Columbia fir and cedar, lemons, rosin and bricks. Decreases were recorded for steers, lambs, certain fresh meats, butter at Regina, codfish, oranges, potatoes at certain centres, onions at Toronto, and calcium carbide.

There was no net change in Canadian farm products in August, the composite index holding steady at 96.4. Field product prices were stronger at 83.1 compared with 82.6 in July, due to firmer quotations for wheat which overbalanced further seasonal weakness in potatoes, onions and hay. However, lower live-stock quotations outweighed strength in eggs, and the animal products index fell 0.8 to 118.6.

TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100-0 for August, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.6	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.2	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1	97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9	104.3
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1	120.3
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1	120.6
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1	120.9
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1	121.8
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
August 1.....	116.8	117.7	129.6	111.3	112.8	120.1	117.8	107.1	123.5
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1	123.0
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1	125.0
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2	125.2
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
February 1.....	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5	122.2
March 1.....	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5	122.7
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
May 1.....	117.2	118.1	129.9	111.5	112.7	120.2	117.8	108.0	124.0
June 1.....	117.6	118.5	130.9	111.5	113.0	120.4	117.8	108.2	124.5
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
August 2.....	118.3	119.2	133.2	111.5	113.4	120.6	117.9	108.2	125.8

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

‡ Commodities in the cost-of-living index excluding rents and services.

TABLE II—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1943

Base: August, 1939=100

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	118.7	141.3	105.7	105.9	117.6	114.8	108.4
Saint John.....	119.0	133.7	107.3	109.5	121.7	116.0	110.0
Montreal.....	121.3	139.5	108.3	116.3	123.3	117.7	105.8
Toronto.....	117.3	131.2	109.2	121.2	117.4	113.8	108.1
Winnipeg.....	115.6	131.2	104.4	107.1	118.1	115.5	106.1
Saskatoon.....	118.9	134.6	113.1	107.0	119.2	119.7	106.1
Edmonton.....	116.0	134.1	100.0	99.4	123.8	117.0	107.4
Vancouver.....	117.7	137.2	99.7	111.5	122.8	113.8	107.8

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—AUGUST, 1943, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR AUGUST, 1943

Commodities*	Per	Aug. 1939	Dec. 1941	Jan. 1942	April 1942	July 1942	Oct. 1942	Jan. 1943	April 1943	June 1943	July 1943	Aug. 1943	Price Aug. 1943
Beef, sirloin steak.....	lb.	100.0	120.7	120.4	122.6	141.6	131.9	136.9	141.6	144.8	145.2	145.5	cts. 40.6
Beef, round steak.....	lb.	100.0	125.7	126.2	128.7	150.6	140.1	146.4	153.2	157.0	157.8	158.2	37.5
Beef, rib roast.....	lb.	100.0	125.5	126.1	128.7	148.7	137.8	143.9	151.3	160.4	163.5	164.3	37.8
Beef, shoulder.....	lb.	100.0	132.7	132.7	137.1	163.5	150.3	159.1	168.6	176.7	178.0	178.6	28.4
Beef, stewing.....	lb.	100.0	136.7	137.3	142.1	169.8	157.1	167.5	177.8	183.3	184.1	184.1	23.2
Veal, forequarter.....	lb.	100.0	139.3	140.2	143.8	155.0	155.6	160.9	173.4	181.1	178.1	179.9	30.4
Lamb, leg roast.....	lb.	100.0	109.9	110.2	115.5	139.4	122.2	126.4	136.3	141.2	156.3	157.4	44.7
Pork fresh loins.....	lb.	100.0	125.3	124.6	126.9	130.0	129.2	131.2	134.2	137.7	138.1	138.5	36.0
Pork, fresh shoulder.....	lb.	100.0	127.0	127.6	129.1	134.2	133.2	136.7	141.3	145.9	145.9	145.4	28.5
Bacon, breakfast, sliced.....	lb.	100.0	129.4	129.5	129.8	131.3	132.8	134.9	136.4	136.1	136.7	137.0	45.5
Lard, pure.....	lb.	100.0	151.3	142.1	142.1	142.1	140.3	154.4	161.4	162.3	162.3	162.3	18.5
Shortening, vegetable.....	lb.	100.0	134.7	134.0	134.7	134.7	134.0	135.4	136.8	137.5	137.5	137.5	19.8
Eggs, grade "A" fresh.....	doz.	100.0	156.4	132.6	120.7	123.7	165.8	169.7	136.5	135.5	144.1	162.5	49.4
Milk.....	qt.	100.0	111.0	111.0	111.0	111.0	112.8	94.5	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints.....	lb.	100.0	140.5	140.3	142.9	142.5	144.3	146.2	146.2	142.9	142.1	141.8	38.7
Cheese, Canadian, mild.....	lb.	100.0	174.6	173.6	174.5	166.3	163.5	162.5	163.5	164.9	165.4	166.3	34.6
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	4.2
Rolled oats, bulk.....	lb.	100.0	112.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn Flakes, 8 oz.....	pkg.	100.0	101.1	101.1	101.1	101.1	101.1	101.1	101.1	101.1	101.1	101.1	9.3
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	129.2	130.2	130.2	130.2	130.2	132.1	132.1	132.1	132.1	14.0
Peas, canned, 2's.....	tin	100.0	117.5	117.5	117.5	119.2	120.0	120.0	120.0	120.8	120.8	120.8	14.5
Corn, canned, 2's.....	tin	100.0	128.3	128.3	129.2	130.1	131.9	131.9	131.9	132.7	132.7	133.6	15.1
Beans, dry.....	lb.	100.0	129.4	127.5	127.5	129.4	127.5	127.5	127.5	127.5	129.4	129.4	6.6
Onions.....	lb.	100.0	108.2	116.3	140.8	153.1	102.0	102.0	122.4	144.9	144.9	159.2	7.8
Potatoes.....	15 lbs.	100.0	89.9	95.1	122.9	185.7	120.4	125.6	143.3	160.4	166.5	169.2	55.5
Prunes, medium.....	lb.	100.0	115.8	116.7	118.4	119.3	121.1	124.6	124.6	124.6	127.2	125.4	14.3
Raisins, seedless, bulk.....	lb.	100.0	104.0	104.0	104.6	104.6	102.0	97.3	102.0	105.3	107.3	111.3	16.8
Oranges, medium size.....	doz.	100.0	132.5	116.7	109.2	119.1	140.3	136.5	136.2	144.7	143.3	143.7	42.1
Lemons, medium size.....	doz.	100.0	111.3	110.5	111.4	111.4	118.8	128.0	132.9	134.2	136.9	144.9	47.1
Jam, strawberry, 16 oz.....	jar	100.0	111.3	111.3	111.9	111.9	113.2	114.5	115.7	115.1	115.1	115.1	18.3
Peaches, 20 oz.....	tin	100.0	101.5	101.5	101.5	102.0	103.0	104.1	105.1	109.6	109.6	109.6	21.6
Marmalade, orange, 16 oz.....	jar	100.0	118.3	118.2	118.9	119.7	120.5	124.2	126.5	129.5	130.3	131.8	17.4
Corn syrup, 3½ lb.....	jar	100.0	138.0	138.0	139.0	139.7	140.3	140.7	155.7	154.7	155.0	154.7	46.4
Sugar, granulated.....	lb.	100.0	132.3	130.8	130.8	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	131.7	131.7	131.7	131.7	131.7	133.3	133.3	133.3	133.3	8.4
Coffee, lb.....	lb.	100.0	141.6	141.4	141.7	141.7	142.0	131.1	130.8	130.8	130.8	130.8	44.2
Tea, black, ½ lb.....	pkg.	100.0	145.2	144.9	146.6	148.0	148.3	131.6	131.3	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to August, 1943, prices.

TABLE IV—RETAIL PRICES OF STAPLE FOODS.

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, per lb.	Blade Roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
1—P.E.I.—Charlottetown.....	41.7	37.3	36.8	29.2	25.6	.....	.....	37.0	.....	44.6	18.9	19.7	46.4	9.0	39.6	33.8	7.3	4.5	6.0	9.9
Nova Scotia—																				
2—Halifax.....	40.7	38.6	36.4	30.0	23.8	.....	47.6	34.9	28.7	44.2	19.3	19.8	57.2	10.5	43.9	35.6	8.0	4.6	6.0	9.7
3—New Glasgow.....	43.5	38.5	35.5	29.9	24.3	.....	.....	38.0	30.4	46.9	20.0	20.0	51.0	10.0	42.9	36.0	7.3	4.8	6.1	10.0
4—Sydney.....	46.8	40.3	38.8	31.7	24.0	.....	.....	.....	44.7	18.8	19.9	55.1	11.5	42.5	37.5	7.3	4.3	5.7	9.9	
5—Truro.....	43.6	35.9	36.2	28.2	22.3	.....	43.5	36.6	29.1	44.6	20.3	20.7	55.1	10.0	42.4	38.3	6.7	4.8	5.9	10.1
New Brunswick—																				
6—Fredericton.....	45.8	38.2	36.6	29.8	22.3	28.3	48.3	35.3	28.5	46.5	19.4	19.7	53.6	10.0	41.5	35.3	7.3	4.8	6.3	9.5
7—Moncton.....	41.8	37.2	36.6	28.8	20.9	31.7	45.0	35.8	30.1	47.4	19.2	20.1	53.0	10.0	42.3	34.4	8.0	4.6	5.8	10.0
8—Saint John.....	42.3	39.6	36.7	29.2	22.6	31.0	45.3	38.7	30.5	43.5	19.3	19.6	55.7	11.0	41.5	34.7	7.3	4.3	5.9	9.7
Quebec—																				
9—Chicoutimi.....	39.9	40.0	38.3	30.3	22.9	.....	.....	31.7	30.3	48.7	19.7	21.0	51.8	9.0	38.4	.....	6.7	4.6	.....	10.0
10—Hull.....	38.8	36.3	35.1	26.7	21.2	30.7	.....	33.6	28.4	46.2	18.0	19.0	49.1	10.0	37.6	32.6	5.3	3.8	5.5	9.6
11—Montreal.....	40.6	38.1	42.7	26.8	21.3	26.3	42.8	33.0	26.4	45.8	18.8	19.2	53.7	10.5	38.1	33.6	6.0	3.8	5.4	9.6
12—Quebec.....	38.5	35.4	36.2	26.1	18.5	32.7	38.1	33.1	28.7	42.3	19.0	19.5	49.8	10.0	37.7	35.1	5.5	3.7	5.8	9.7
13—St. Hyacinthe.....	34.1	35.3	32.4	25.7	21.1	29.7	36.0	28.2	25.1	46.9	18.0	19.4	48.2	8.0	37.1	31.6	5.3	4.1	6.0	9.9
14—St. Johns.....	41.2	37.3	36.3	27.5	19.2	.....	.....	36.5	27.4	45.8	18.9	19.5	49.1	9.0	36.9	33.0	5.3	4.1	5.5	9.7
15—Sherbrooke.....	43.5	39.9	33.6	29.2	20.9	33.0	38.3	33.1	25.9	38.2	18.7	19.5	52.9	9.0	36.7	33.7	5.3	4.2	6.0	9.8
16—Sorel.....	38.7	38.7	31.5	24.8	18.3	26.3	.....	32.3	24.6	44.5	18.7	19.6	47.5	9.0	37.1	31.0	5.3	4.0	5.3	10.0
17—Thetford Mines.....	34.1	36.0	27.7	25.4	18.4	.....	.....	25.4	24.1	37.6	18.9	19.5	47.5	8.0	37.6	31.0	4.7	4.1	5.1	9.7
18—Three Rivers.....	40.4	36.5	34.3	25.4	20.6	30.0	.....	28.6	25.5	46.2	18.4	19.6	49.8	9.0	36.4	33.0	6.0	4.0	5.5	9.7
Ontario—																				
19—Belleville.....	39.0	37.0	39.3	28.7	25.0	30.5	48.3	35.7	29.8	46.7	18.7	19.1	46.9	10.0	38.1	33.3	6.7	4.3	5.2	8.9
20—Brantford.....	41.0	37.6	41.1	30.1	21.2	.....	49.3	36.9	28.8	46.3	18.3	19.3	49.7	10.0	38.6	35.3	6.7	4.1	5.3	9.1
21—Brockville.....	41.6	38.2	.....	30.6	23.5	.....	.....	.....	.....	46.4	19.0	19.5	48.3	10.0	37.5	32.0	6.3	4.1	5.6	9.0
22—Chatham.....	40.3	38.0	41.4	29.6	21.7	35.3	.....	37.6	33.1	46.1	18.3	19.4	44.3	10.0	37.3	35.0	5.3	4.1	5.0	8.9
23—Cornwall.....	40.5	38.4	37.2	27.2	21.3	27.7	42.3	36.5	26.9	45.1	19.2	19.4	50.5	10.0	38.5	31.0	6.0	4.2	5.8	9.2
24—Fort William.....	41.9	38.4	35.7	27.9	22.6	30.0	44.3	36.3	29.0	45.4	18.2	19.1	50.8	11.0	38.7	33.8	6.0	4.0	5.1	8.9
25—Galt.....	40.5	38.3	38.8	29.4	25.2	.....	43.3	37.7	28.7	46.1	18.6	19.3	47.7	10.0	38.2	37.9	6.7	4.1	5.6	8.8
26—Guelph.....	38.5	38.0	34.7	29.0	25.9	29.3	47.3	38.3	30.0	45.9	18.0	19.3	46.9	10.0	38.4	36.9	6.0	4.1	5.7	9.0
27—Hamilton.....	41.2	38.4	41.8	29.6	24.7	31.5	52.3	39.1	31.1	46.0	18.4	19.1	51.9	11.0	39.3	35.4	6.0	4.2	5.3	8.8
28—Kingston.....	40.5	36.8	36.4	28.0	19.1	.....	43.6	36.9	28.6	45.4	19.0	19.3	52.0	10.0	38.4	34.9	6.0	4.3	5.3	9.1
29—Kitchener.....	40.3	38.7	36.9	29.1	25.1	29.5	43.4	37.9	28.3	45.9	18.4	19.6	45.9	10.0	38.6	35.4	6.3	4.0	6.0	8.9
30—London.....	40.8	37.8	41.1	29.7	22.9	29.6	45.0	37.5	28.1	45.1	18.6	19.2	47.0	10.0	38.1	31.9	6.0	4.1	5.6	8.9
31—Niagara Falls.....	40.0	37.0	42.2	28.9	21.7	.....	.....	37.7	28.5	44.1	18.8	19.7	53.3	10.5	39.2	34.2	6.0	4.3	5.6	9.1
32—North Bay.....	41.9	38.3	43.3	30.6	27.2	.....	50.0	40.4	33.7	46.6	18.6	19.5	54.9	11.0	38.9	36.0	6.7	4.3	6.3	9.9
33—Oshawa.....	40.0	38.0	42.6	29.2	23.7	.....	.....	38.3	.....	45.6	19.2	19.5	51.3	10.0	38.9	.....	6.0	3.9	5.6	8.9
34—Ottawa.....	41.6	38.9	43.0	29.9	22.9	32.8	50.3	35.2	29.7	48.4	18.4	19.1	51.5	10.0	38.3	33.2	6.7	3.9	5.7	8.8
35—Owen Sound.....	39.4	36.6	38.4	28.0	24.2	.....	46.0	36.9	27.7	45.4	18.0	19.1	45.6	10.0	38.7	31.6	6.0	3.9	5.4	9.4
36—Peterborough.....	41.0	38.4	40.4	29.7	24.5	32.6	.....	37.2	29.7	46.5	18.5	19.1	46.1	10.0	38.3	37.0	6.0	4.1	5.4	8.7

COAL AND RENTALS, CANADA, AUGUST, 1943

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 34 lb. jar	Sugar			Tea, black, medium, per 1 lb. package	Coal		Rent (c)	
Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated per lb.	Yellow, per lb.	Coffee, medium, per lb.		Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$ (b)	\$ (b)	\$	
14.7	14.7	14.9	6.5	9.2	45.7	12.9	19.2	48.5	66.7	39.3	23.0	34.7	49.7	8.6	8.1	54.8	37.9	.....	10.62	24.00-28.00(d)	1
14.7	14.6	15.0	7.3	7.8	54.3	13.8	15.4	46.4	51.5	.....	.....	.....	49.4	8.5	8.2	50.2	38.0	.....	11.69	27.50-31.50	2
14.8	14.6	15.0	6.3	8.5	53.1	15.3	18.4	48.4	49.9	.....	.....	38.0	49.6	8.2	8.2	53.9	37.9	.....	7.47	16.00-20.00	3
14.7	14.9	15.0	6.4	8.8	57.1	13.4	18.7	46.2	68.6	.....	.....	.....	48.7	8.6	8.4	52.0	37.8	.....	6.12	18.00-22.00(d)	4
14.7	15.0	15.3	6.7	8.9	51.6	13.7	18.6	44.0	50.0	.....	22.0	35.0	49.6	8.7	8.5	53.0	38.0	.....	10.47	26.50-30.50	5
14.7	14.7	15.0	6.4	7.6	51.9	14.9	17.5	44.2	53.4	.....	.....	.....	49.6	8.4	8.3	52.1	38.0	.....	11.11	21.00-25.00(d)	6
14.9	14.5	.....	6.5	8.0	47.2	15.4	18.4	44.1	52.6	.....	.....	38.0	49.0	9.0	8.8	55.6	38.0	.....	11.00	26.00-30.00(d)	7
15.0	14.5	15.0	6.6	7.9	54.5	14.3	16.3	46.7	49.7	.....	.....	.....	49.3	8.4	8.2	49.3	38.0	.....	11.75	20.50-24.50(d)	8
14.0	16.0	15.8	7.3	9.4	54.5	16.5	17.6	49.1	.....	.....	.....	38.7	.....	8.5	8.1	50.3	39.7	18.36	.....	.....	9
13.1	14.7	15.5	7.3	8.2	56.8	14.3	16.0	38.7	42.4	.....	.....	.....	46.5	8.3	8.0	44.9	38.9	17.09	.....	15.50-19.50	10
12.4	13.1	15.0	6.2	8.8	48.9	14.2	16.8	42.4	51.0	.....	.....	34.6	44.2	8.0	7.9	46.1	39.6	16.97	.....	23.00-27.00(d)	11
13.7	14.3	15.0	6.6	8.0	52.8	14.8	17.0	42.6	57.9	37.5	.....	35.8	48.5	8.1	7.9	42.7	39.8	16.64	.....	26.00-30.00(d)	12
12.4	14.7	15.0	5.8	8.9	55.7	14.0	15.8	45.5	49.9	.....	.....	36.6	44.8	8.0	7.8	40.6	40.8	16.07	.....	16.00-20.00(d)	13
12.5	14.6	15.4	6.1	12.2	53.5	14.6	15.7	44.0	55.5	.....	.....	37.5	45.8	7.9	7.8	40.0	40.0	15.81	.....	.....	14
12.9	15.2	16.3	6.1	8.4	53.4	15.3	18.5	39.3	54.0	.....	.....	38.7	48.4	8.0	8.0	39.8	39.4	17.85	.....	20.00-24.00(d)	15
12.8	14.2	17.3	6.4	8.7	54.1	15.1	18.0	46.7	51.7	.....	.....	36.6	46.2	7.9	7.7	45.6	39.4	.....	.....	.....	16
12.6	14.3	15.1	5.7	.....	55.4	14.9	16.4	43.6	47.6	.....	.....	37.2	47.8	8.0	7.5	48.4	39.4	19.38	.....	14.00-18.00(d)	17
13.4	14.6	15.3	5.8	9.8	54.4	15.7	18.2	40.7	54.1	38.3	.....	36.7	49.3	8.5	8.0	47.3	40.6	16.32	.....	20.00-24.00(d)	18
13.0	14.4	14.7	6.1	8.1	57.0	15.4	15.7	39.0	46.3	.....	.....	.....	46.0	8.6	8.4	44.3	38.7	16.00	.....	22.00-26.00	19
13.7	13.9	14.6	6.0	7.3	58.1	14.6	15.9	42.3	45.4	.....	.....	33.2	45.8	8.4	8.3	45.9	39.4	16.00	.....	22.00-26.00	20
.....	.....	.....	6.3	8.4	57.0	.....	.....	41.6	55.2	.....	.....	.....	47.0	8.2	8.0	41.4	38.3	16.00	.....	20.00-24.00	21
13.6	13.6	.....	5.4	6.6	58.0	13.2	18.0	38.1	45.7	.....	.....	.....	45.3	8.7	8.4	40.3	38.5	16.00	.....	21.50-25.50	22
14.6	15.3	.....	6.8	8.7	56.6	15.3	.....	37.0	48.0	.....	.....	.....	.....	8.2	8.2	46.0	38.6	16.50	.....	23.00-27.00(d)	23
13.3	.....	.....	6.3	7.5	59.7	13.9	18.8	42.8	46.2	.....	.....	36.5	45.0	8.6	8.5	40.1	38.3	16.80	.....	25.00-29.00	24
13.7	13.7	14.0	6.1	7.5	57.0	15.0	17.6	40.2	49.2	.....	.....	34.5	45.6	8.9	8.6	43.1	39.5	16.00	.....	22.00-26.00	25
13.9	13.9	14.6	5.9	7.1	57.7	14.3	16.3	40.5	43.4	.....	.....	.....	45.3	8.6	8.5	42.2	38.5	16.00	.....	22.00-26.00	26
13.0	13.6	14.3	6.0	7.6	56.4	14.9	15.8	41.7	44.8	.....	.....	32.0	45.5	8.2	8.1	40.7	39.1	15.50	.....	26.00-30.00	27
13.4	14.4	.....	6.7	8.4	56.9	14.3	16.2	40.0	43.6	.....	.....	.....	46.6	8.1	7.9	43.1	38.5	16.00	.....	28.00-32.50	28
13.9	14.1	15.0	6.4	7.5	57.7	15.0	15.5	40.2	45.5	.....	.....	33.3	46.3	8.6	8.5	39.3	39.3	16.00	.....	26.00-30.50	29
13.5	14.3	14.3	5.9	7.0	57.5	14.6	16.0	41.9	45.6	.....	.....	33.5	44.8	8.6	8.4	44.3	39.2	16.50	.....	26.50-30.50	30
12.9	13.2	.....	7.3	7.3	58.3	14.3	17.4	44.2	44.5	.....	.....	.....	44.9	8.7	8.7	43.7	39.6	14.63	.....	25.00-29.00	31
14.3	14.1	14.6	6.6	9.4	58.1	13.9	17.7	42.0	49.6	.....	.....	.....	47.3	9.0	8.9	52.3	39.4	17.25	.....	23.00-27.00	32
13.5	14.4	.....	6.3	8.0	57.5	.....	.....	43.4	46.5	.....	.....	35.0	44.9	8.6	8.4	48.4	39.3	16.00	.....	23.00-27.00	33
13.5	14.7	.....	6.7	7.9	56.2	13.7	17.7	40.7	46.3	.....	.....	36.7	46.4	8.3	8.1	43.4	38.9	16.75	.....	31.00-35.00	34
13.9	14.7	.....	6.4	8.2	60.5	13.5	17.0	42.8	47.6	.....	.....	.....	45.4	8.5	8.4	50.0	38.9	16.50	.....	15.50-19.50	35
13.4	14.0	14.4	6.0	7.3	57.0	14.1	15.1	41.2	44.3	.....	.....	34.7	44.9	8.5	8.5	44.8	39.0	16.75	.....	24.00-28.00	36

TABLE IV—RETAIL PRICES OF STAPLE FOODS.

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, per lb.	Blade Roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
Ontario—Con.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
37—Port Arthur.....	42-3	39-2	34-4	27-7	24-3	29-5	42-4	36-2	29-0	49-3	18-0	19-0	52-9	11-0	38-7	35-0	6-3	4-2	5-6	9-5
38—St. Catharines.....	40-7	38-2	43-8	30-0	23-1	30-0	44-3	39-6	29-7	46-1	18-6	19-1	52-3	10-5	39-1	36-0	6-0	4-2	5-6	9-1
39—St. Thomas.....	40-6	37-9	41-1	29-9	24-9	30-2	41-0	38-7	30-4	46-4	18-9	19-5	47-9	10-0	39-0	33-3	6-0	4-2	5-8	9-6
40—Sarnia.....	39-9	37-9	41-4	29-4	22-7	33-3	47-7	36-9	30-6	45-9	18-5	19-5	50-3	10-0	38-8	33-7	6-0	3-9	5-9	9-4
41—Sault Ste. Marie.....	39-5	37-7	34-7	28-6	23-6	....	48-0	....	....	43-7	18-2	19-3	53-4	11-0	38-1	35-2	6-7	4-0	6-0	9-3
42—Stratford.....	39-0	36-8	38-4	29-2	23-8	....	....	37-0	....	46-6	18-8	20-3	45-1	10-0	38-7	36-0	5-3	3-9	5-8	9-2
43—Sudbury.....	40-3	38-0	38-3	28-3	23-0	....	41-3	37-0	29-5	43-4	18-9	19-5	54-3	11-0	38-0	34-5	6-7	4-2	6-3	9-3
44—Timmins.....	39-0	36-6	37-7	29-3	23-3	29-0	50-3	39-1	30-3	44-8	19-3	19-6	54-0	12-0	37-2	33-8	6-7	4-4	5-9	9-6
45—Toronto.....	40-5	37-9	43-6	29-6	23-7	32-7	46-7	38-5	28-7	48-1	18-2	19-1	52-6	11-0	38-8	37-0	6-7	4-3	5-4	8-8
46—Welland.....	39-8	37-6	41-7	29-2	23-0	....	....	37-2	28-4	42-7	18-0	19-2	48-3	11-0	38-7	34-5	6-7	4-2	5-3	9-1
47—Windsor.....	39-9	37-4	41-5	29-5	25-1	....	47-5	37-4	30-7	44-3	18-5	19-0	52-1	11-0	38-5	35-6	6-0	4-2	5-4	8-9
48—Woodstock.....	40-6	38-0	37-2	29-0	22-3	....	....	37-8	27-0	43-9	18-5	18-9	45-8	10-0	37-8	33-0	6-0	3-7	5-8	9-0
Manitoba—																				
49—Brandon.....	38-7	33-4	37-6	26-5	22-2	....	42-7	35-2	27-3	44-8	17-5	21-2	41-3	10-0	37-0	34-5	7-1	3-9	5-7	9-2
50—Winnipeg.....	38-9	35-9	35-1	27-1	24-5	29-5	42-1	36-2	29-8	46-5	17-3	19-6	46-4	9-0	35-5	34-2	8-0	3-7	5-5	8-9
Saskatchewan—																				
51—Moose Jaw.....	38-8	35-5	35-5	26-6	22-5	....	40-6	34-0	26-2	44-5	16-5	20-6	39-7	11-0	35-8	35-0	7-2	3-8	5-7	8-8
52—Prince Albert.....	31-2	29-2	30-3	23-0	19-6	30-0	....	33-3	25-3	35-9	17-1	20-3	39-3	10-0	37-1	33-6	6-0	4-4	5-8	8-8
53—Regina.....	39-0	34-9	33-4	25-2	22-5	25-7	38-3	32-3	24-1	42-8	16-5	21-6	42-9	10-0	35-6	....	6-8	4-0	6-1	8-8
54—Saskatoon.....	38-3	35-8	37-0	26-9	20-6	28-7	39-0	34-5	26-9	44-6	16-5	20-1	41-1	10-0	35-5	35-0	7-2	3-7	5-2	8-9
55—Calgary.....	41-6	36-9	38-9	27-3	25-6	28-0	42-7	....	....	47-8	17-0	20-1	48-0	10-0	37-2	....	7-2	3-9	5-4	8-9
56—Drumheller.....	37-3	34-5	32-5	....	22-7	....	....	36-3	....	45-4	17-9	21-3	43-3	10-0	38-1	37-0	8-0	4-3	5-7	9-2
57—Edmonton.....	38-1	33-2	35-5	24-2	20-8	28-7	40-1	36-4	27-2	44-8	17-3	20-1	44-9	10-0	37-2	34-3	7-2	3-8	....	8-7
58—Lethbridge.....	40-5	37-7	33-7	30-0	21-5	....	41-0	33-3	24-7	44-2	16-8	21-3	45-5	10-0	37-1	....	8-0	4-2	....	8-9
British Columbia—																				
59—Nanaimo.....	48-0	43-1	42-0	31-6	31-0	....	47-0	39-0	32-6	52-0	19-2	20-4	51-2	12-0	42-1	40-5	9-0	4-7	6-0	9-4
60—New Westminster.....	43-5	39-7	40-7	28-8	28-1	32-7	46-7	37-7	28-9	46-7	18-8	20-0	50-4	10-0	40-4	35-0	8-0	4-3	6-0	9-4
61—Prince Rupert.....	42-5	37-3	39-7	28-5	25-0	34-2	51-3	....	....	50-3	19-4	21-4	54-3	15-0	43-8	....	10-0	5-1	....	10-0
62—Trail.....	43-0	38-8	38-6	29-4	27-7	....	....	39-7	31-0	48-5	18-2	22-5	51-8	....	39-4	33-8	9-0	4-2	6-0	9-3
63—Vancouver.....	44-3	39-0	39-1	27-2	28-5	30-2	46-9	36-9	29-4	49-2	17-8	19-1	51-1	10-0	40-0	35-7	9-6	4-2	5-8	9-1
64—Victoria.....	46-2	40-7	41-9	28-6	30-4	33-8	47-5	37-5	29-2	48-1	19-0	20-7	51-9	11-0	41-0	36-6	9-0	4-3	6-6	9-2

(a) Ontario and East, 32 ounce jar; Manitoba and West, 4 pound tin.

(b) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, AUGUST, 1943.—*Con.*

Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 34 lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (c)	
Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$ (b)	\$ (b)	\$	
13-5	13-5	14-7	6-6	8-0	60-3	13-0	17-7	42-2	48-3	.....	36-3	44-3	8-5	8-4	41-7	38-2	16-50	.....	23-00-27-00	37
13-3	14-4	6-9	7-1	59-0	18-7	42-6	42-9	34-0	32-0	44-2	8-6	8-3	42-9	39-0	15-75	27-00-31-00	38
13-6	13-6	.....	6-1	7-4	57-9	15-4	15-3	48-7	47-1	.....	33-3	45-4	8-6	8-6	43-8	40-1	16-00	.....	21-00-25-00	39
14-1	14-1	.....	6-7	6-6	57-9	15-3	16-7	45-5	47-5	.....	.....	46-0	8-8	8-8	43-3	39-1	16-50	.....	23-00-27-50	40
14-3	14-7	15-5	6-5	6-3	58-1	13-7	16-8	38-7	46-2	34-2	46-2	8-6	8-5	40-8	39-6	17-00	23-00-27-00	41
13-6	14-8	.....	6-3	8-7	57-7	.....	15-4	40-6	44-0	.....	.....	47-0	8-7	8-7	44-4	38-7	16-00	.....	21-00-25-00	42
13-5	14-1	14-9	6-1	8-5	58-1	13-7	17-0	38-1	47-7	37-3	48-0	8-8	8-5	43-7	39-3	17-75	27-00-31-00	43
15-0	14-6	.....	5-8	8-5	59-2	14-2	17-6	43-9	48-2	.....	.....	48-1	8-8	8-8	39-4	39-1	19-50	.....	22-50-26-00	44
13-3	13-4	13-9	6-0	7-6	57-2	13-9	15-7	40-6	43-4	31-3	44-5	8-2	8-0	44-6	38-7	15-50	32-00-36-00	45
12-9	13-4	.....	7-3	7-5	57-2	.....	.....	42-6	42-0	.....	.....	.....	8-4	8-4	41-0	39-0	15-50	.....	23-00-27-00	46
12-8	14-1	14-1	5-5	7-6	57-4	13-3	.....	38-3	41-6	.....	.....	45-7	8-2	8-0	38-6	38-9	16-00	.....	25-00-29-00	47
14-1	14-7	.....	5-9	7-4	57-5	.....	.....	44-0	43-3	.....	.....	46-0	8-6	8-5	45-7	39-1	16-00	.....	22-00-26-00	48
16-0	15-8	.....	7-1	6-4	47-5	14-3	.....	39-5	43-5	.....	.....	43-0	9-1	9-0	45-0	37-8	.....	8-13	21-00-25-00	49
14-9	14-7	15-3	6-9	7-6	49-5	13-9	15-6	38-9	43-0	.....	.....	44-9	9-1	8-9	37-5	38-1	.....	12-45	26-00-30-00	50
.....	.....	.....	6-2	5-7	48-7	.....	16-7	38-4	44-0	.....	.....	46-7	9-3	9-4	41-8	38-8	.....	9-80	21-00-25-50	51
15-3	16-8	7-0	35-8	14-6	16-4	38-7	45-1	61-7	48-6	9-9	9-6	39-7	37-8	10-00	19-50-23-50	52
15-3	15-5	.....	6-6	6-0	47-0	14-3	16-3	40-5	39-8	73-7	.....	46-8	9-2	9-6	42-3	37-7	.....	11-00	27-50-31-50	53
16-7	15-0	.....	6-9	5-7	48-3	14-8	15-7	43-5	47-1	.....	.....	46-9	9-5	9-5	43-4	37-7	.....	9-60	23-00-26-00	54
15-2	14-6	15-3	7-2	6-0	52-8	14-4	16-0	39-4	47-2	68-3	22-3	45-6	9-0	9-2	40-7	37-4	.....	7-75	26-00-30-00	55
15-2	15-4	.....	7-4	6-8	54-6	13-9	17-7	44-4	49-5	71-3	.....	49-2	9-5	9-6	42-5	38-1	.....	.....	20-00-24-00	56
15-4	15-3	.....	7-2	7-0	51-1	14-1	.....	40-4	42-0	.....	.....	44-7	9-2	9-0	42-9	37-9	.....	4-90	24-50-28-50	57
.....	13-9	.....	6-9	6-1	52-9	.....	16-0	44-3	38-8	.....	.....	.....	9-2	9-3	43-5	37-5	.....	4-40	22-00-26-00	58
.....	.....	.....	8-1	.....	64-5	.....	.....	40-8	40-0	.....	.....	43-3	8-7	8-3	41-6	38-1	.....	.....	17-00-21-00	59
14-3	14-7	15-0	7-1	5-4	60-2	13-2	15-2	36-9	38-0	55-7	44-5	7-9	7-8	36-3	38-4	12-00	20-50-24-50	60
.....	.....	.....	8-6	.....	65-9	13-0	15-4	42-0	40-8	.....	.....	.....	8-7	8-5	44-7	38-7	.....	13-00	20-00-24-00	61
.....	15-7	17-0	8-6	.....	62-5	14-6	16-3	37-9	45-7	.....	58-6	48-2	8-9	8-9	39-5	38-1	.....	10-25	23-00-27-00	62
.....	14-3	.....	7-0	.....	61-0	13-0	15-0	38-2	38-8	.....	.....	.....	8-0	8-0	37-9	37-9	.....	12-00	23-50-27-50	63
14-7	15-1	15-4	7-3	8-0	60-7	13-9	15-7	42-5	38-5	69-0	.....	42-3	8-9	8-4	42-4	38-3	.....	12-25	21-00-25-00	64

(c) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the change indicated by these reports (see text, para. 4 and 5).

(d) Rents marked (d) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	Aug. 1926	Aug. 1929	Aug. 1933	Aug. 1939	Aug. 1941	Aug. 1942	July 1943	Aug. 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	99.1	98.4	69.5	72.3	91.8	95.6	100.1	100.4
Classified according to chief component material—													
I. Vegetable Products.....	135	58.1	127.9	167.0	86.2	98.6	100.1	65.9	58.7	77.7	85.1	92.5	92.4
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	97.8	109.9	59.7	69.7	96.9	99.5	107.6	108.0
III. Fibres, Textiles and Textile Products..	85	58.2	157.1	176.5	101.7	99.7	91.1	71.2	66.5	94.0	91.9	91.9	91.9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.1	94.0	63.2	78.4	97.7	101.5	107.8	109.5
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	99.3	93.8	85.4	97.1	111.6	115.3	115.7	115.7
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	100.7	98.5	68.0	69.9	78.2	78.4	79.7	79.7
VII. Non-Metallic Minerals and Products...	83	56.8	82.3	112.2	107.0	99.2	93.6	83.3	84.1	97.5	100.0	100.5	100.5
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	99.7	95.3	81.6	77.6	100.5	102.3	100.5	100.5
Classified according to purpose—													
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	98.9	96.3	72.1	72.7	93.3	95.3	97.5	97.4
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	97.8	103.7	66.6	69.6	92.8	97.2	103.6	103.5
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	99.5	91.3	75.9	74.7	93.7	94.1	93.4	93.4
II. Producers' Goods.....	402	67.7	133.3	164.3	98.8	99.6	100.2	66.8	66.7	84.5	88.7	95.2	95.7
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	97.1	94.9	84.9	94.9	107.1	110.5	114.2	114.2
Producers' Materials.....	378	69.1	139.0	171.0	98.2	99.9	100.8	64.8	63.6	82.0	86.3	93.1	93.6
Building and Construction Materials...	111	67.0	100.7	144.0	108.7	100.0	99.2	80.7	90.2	110.6	113.8	119.3	121.6
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	99.9	101.2	62.1	59.1	77.1	81.6	88.7	88.8
Classified according to origin—													
I. Farm—													
A. Field.....	186	59.2	134.7	176.4	91.2	98.3	97.0	65.1	57.3	77.0	81.8	88.1	88.2
B. Animal.....	105	70.1	129.0	146.0	95.9	97.2	105.4	61.8	71.1	95.3	96.4	101.4	101.4
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	97.3	109.2	57.2	58.4	72.1	81.2	96.4	96.4
II. Marine.....	16	65.9	111.7	114.1	91.7	100.2	108.0	65.4	66.3	93.8	109.7	130.3	135.3
III. Forest.....	57	60.1	89.7	151.3	106.8	100.1	95.8	63.5	73.0	97.4	101.0	107.3	109.0
IV. Mineral.....	203	67.9	115.2	134.6	106.4	99.8	93.0	80.4	84.1	90.7	98.7	99.3	99.3
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	97.6	102.3	60.9	62.8	83.3	89.7	100.0	100.5
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	99.3	94.5	71.7	72.6	90.8	91.8	92.8	93.0

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236; 1926 to 1933 inclusive, 502, and since January, 1934, the number is 567.

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Living, Dominion Bureau of Statistics	Cost of Living, Bureau of Labor and Statistics	Whole-sale, Bureau of Labor and Statistics	Cost of Living, Bureau of Labor and Statistics	Whole-sale, Federal Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
	526	1935-1939	889	1935-1939	200	1930	78	July 1914	183	1938 = 1000	1928-1929 = 1000	1928-1929 = 1000	1926-1930 = 1000	1926-1930 = 1000
Description of Index	Base Period:													
	Number of Commodities:													
1913.....	64.0	79.1	69.8	70.7		(a)	(a)	100	1125	814			748	628
1914.....	65.5	79.7	68.1	71.8		(a)	(a)	100	1090	855				676
1915.....	70.4	80.7	69.5	72.5		123	146	123	1204	908				724
1916.....	84.3	87.0	85.5	77.9		176		108	1379	996				786
1917.....	114.3	102.4	117.5	91.6		203		204	1723	1064				850
1918.....	127.4	115.6	131.3	107.5		215		224	1854	1177				912
1919.....	134.0	126.5	138.6	123.8		249		222	2512	1458				1019
1920.....	155.9	145.4	154.4	143.0		226		224	1805	1320				1034
1921.....	110.0	129.9	97.6	127.7		183		191.2	200	1445				952
1922.....	97.3	120.4	96.7	119.7		172		167.5	164	1101				1010
1923.....	100.0	121.8	100.0	126.4		166		144.5	162	1063				1006
1928.....	96.4	120.5	96.7	122.6		164		144.6	161	1358	(f)			1004
1929.....	95.6	121.7	95.3	122.5		157		141.2	158	1066	1000			988
1930.....	86.6	120.8	86.4	119.4		154		126.5	131	1041	997			981
1931.....	87.1	94.4	86.9	92.4		140		91.0	104	932	1000			994
1932.....	84.6	101.2	86.3	102.7		154		111.2	137	965	982			981
1933.....	78.6	102.2	78.6	100.8		156		107.1	137	1000	911			951
1934.....	75.4	101.5	77.1	99.4		158		111.2	138	999	916			984
1935.....	82.9	105.6	78.6	100.2		184		143.0	151	1034	949			1035
1936.....	90.0	111.7	87.3	105.2		199		183.5	174	1398	1033			1073
1937.....	95.7	117.0	98.8	116.5		200		209.6	193	1488	1023			1173
1938.....	94.1	115.4	96.0	112.9		200		201.8	186	1435	1108			1095
1939.....	94.6	115.7	96.7	114.3		200		206.8	188	1494	1129			1080
1940.....	95.0	115.9	97.6	115.1		200		207.8	189	1503	1150			1084
1941.....	95.2	116.1	98.6	116.4		200		209.2	191	1529	1156			1097
1942.....	95.8	116.7	98.7	116.4		200		209.5	193	1550	1167			1098
1943.....	96.0	117.9	98.7	117.5		200		212.2	196	1570	1182			1101
1944.....	95.5	117.7	99.2	117.8		201		211.4	195	1592	1177			1108
1945.....	95.8	117.4	99.6	117.8		200		211.8	195	1611	1184			1124
1946.....	96.6	118.6	100.0	119.0		200		212.1	197	1648	1193			1124
1947.....	97.0	118.6	100.3	119.8		200		213.7	197	1671	1202			1137
1948.....	97.1	117.1	101.9	120.6		200		214.8	200	1669	1202			1123
1949.....	97.5	116.9	102.5	120.9		199		215.2	201	1668	1211			1462
1950.....	98.5	117.2	103.4	122.8		199		216.8	201	1675	1236			1472
1951.....	98.9	117.6	103.7	124.1		198		217.2	203	1679	1258			1508
1952.....	99.2	118.1	104.1	125.1		198		217.9	203	1675	1258			1522
1953.....	99.5	118.5	103.8	124.8		198		218.1	203	1688	1248			1522
1954.....	100.1	118.8	103.2	123.8		200					1272			1000
1955.....	100.4	119.2												

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

Workmen's Compensation in Ontario and British Columbia

THE Annual Reports for the year 1942 of the Workmen's Compensation Boards of Ontario and British Columbia have recently

been issued. A brief summary giving the more important features of each of these reports appears below.

Ontario

Accidents reported to the Workmen's Compensation Board of Ontario in 1942 numbered 133,513. This included accidents not serious enough to involve payment of either compensation or medical aid and for which no claim was made, as well as others for which claims were made but not allowed by the Board. The comparative figure for 1941 was 113,822 and for 1940 it was 81,116. This progressive increase in the number of accidents is attributed to the rapid rise in industrial activity during the years 1940-1942. This industrial activity is also reflected in the increased annual pay rolls which had risen to \$999,769,000, in 1942, which is the largest covered by the Board in any single year of its existence.

The total benefits awarded during the year amounted to \$10,936,963.27, compared with \$9,898,893.75, in 1941 and \$7,282,877.57, in 1940. Of the total benefits awarded during the year, \$8,959,109.51 was for compensation and \$1,977,853.76 was for medical aid.

The provisional assessments in Schedule 1 for 1942, including estimated adjustments amounted to \$10,897,193.16 as compared with \$9,034,812.39, provisionally estimated, and \$9,458,811.62 actually assessed for 1941. For

1942 the average rate was \$1.10 for each \$100.00 of pay roll, as compared with \$1.08 for 1941 and \$1.02 for 1940. The Dominion Government (including Defence Industries), the Provincial Government, and employers in Schedule 2 pay for accidents as they arise, on the adjudication of claims by the Board. Hence while accidents from these sources are included in the above totals, there is no inclusion of wage roll or assessment figures as these industries do not pay assessments to the Board on a percentage of their pay roll.

The total amount of compensation awarded in Schedule 2 industries and Crown companies during 1942 was \$1,733,376.40. Of this amount \$207,327.51 was for workmen of municipal corporations; \$340,922.22 for steam railways; \$29,689.33 for electric railways; \$121,820.67 for navigation companies; \$7,980.81 for express and sleeping car companies; \$7,283.36 for telephone and telegraph companies; \$908,142.30 for Dominion Crown cases and \$110,158.92 for Provincial Crown cases. Of the total amount awarded, \$918,154.19 was for pensions in pension cases and \$815,222.21 was for cases other than pension cases and for compensation not pensions in pension cases. Total administration expenses in 1942, including contributions to staff pension funds were \$724,536.85.

British Columbia

The Annual Report of the British Columbia Workmen's Compensation Board for 1942 shows a sharp increase in the number of industrial accidents. In 1941, there were 46,496 and in 1942 there were 65,475. However, the difference in the number of fatal accidents was not so marked—200 in 1941 and 212 in 1942. The increase was attributed mainly to the greater number of men employed in 1942, coupled with the fact that many workmen unaccustomed to industrial occupations were employed in wartime plants and other hazardous tasks.

The percentage of accidents resulting in three or more days loss of time arose out of the various industries as follows: Lumber industry, 35 per cent; steel-ship building, 19 per cent; general manufacturing and delivery classes, 10 per cent; construction other than steel-ship building, 8 per cent; metal mining, 7 per cent; servicing and repairing, 6 per cent; railroading groups, 3 per cent; coal mining, 3 per cent; all other classes, 9 per cent.

Revenue of the Board during 1942 amounted to \$10,602,356.40, of which \$6,797,935.02 was collected from employers on account of 1942 payroll assessments. Medical aid contributions amounted to \$1,181,969.28; assessments collected on account of 1941 and prior years totalled \$1,072,895.14; and medical aid dues from workmen \$412,673.13. The balance of revenue accruing to the Board in 1942 amounting to \$1,136,883.83 was on account of penalties, interest on investments, premium on United States funds and profits realized on sales.

Disbursements during 1942 totalled \$9,832,625.19, the major component items being: compensation to workmen, \$2,972,371.62; medical aid, \$1,135,462.58; pension payments, \$1,577,529.05; investments purchased less sales, \$3,900,218.48; general administrative expense, \$247,043.46. A cash balance of revenue over expenditure in 1942 of \$1,695,120.45 therefore resulted.

THE LABOUR GAZETTE

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THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

**Mutual Aid
insignia symbolizes
war contribution
of Canadian
workers to
United Nations**

Reproduced on the cover of this issue of the LABOUR GAZETTE is an insignia which is to appear on all war supplies manufactured in Canada and shipped abroad to members of the United Nations.

The insignia was designed according to the specifications of Canada's Mutual Aid Board. It is centred on a maple leaf, and bears the name "Canada" in three languages, English, Russian and Chinese. The colouring is red, blue and gold.

Products of Canadian workers are being shipped under the Mutual Aid program to Great Britain, Russia, China, the French Committee of National Liberation, Australia, New Zealand, India, South Africa, and other allied nations. Canada has become the fourth producing member of the United Nations, and is dispatching a huge and sustained supply of foodstuffs, metals, weapons, and armament for use in every part of the world.

Although a great deal of Canadian war material and supplies has already found its way to the fighting fronts of the world, shipments to Russia, China and other countries were formerly made through Great Britain and the United States. There was no mechanism, prior to Mutual Aid, whereby Canada could make a direct contribution to these countries.

On May 20 of this year, however, such mechanism was created when Parliament authorized the setting up of a Mutual Aid Board, headed by the Minister of Munitions and Supply, Honourable C. D. Howe. An amount

of \$1,000,000,000 was placed at its disposal to purchase war materials and supplies for allocation to Great Britain and other United Nations on the basis of strategic need. Canada will thus deal directly with the countries concerned; and the Mutual Aid insignia will be a symbol of the contribution of Canadian workers and workmanship to the war effort of the United Nations.

**Appointment of
J. L. Cohen
revoked**

An Order in Council was passed on September 9 (P.C. 7143) revoking the appointment of Mr. J. L. Cohen, K.C., as a member of the National War Labour Board. Mr. Cohen had been a member of the Board since it was reconstituted in February, 1943.

**J. A. Bell
becomes member
of National
War Labour
Board**

J. L. Cohen, K.C.

Mr. Bell is Chairman of the General Committee of Adjustment, Order of Railroad Telegraphers, C.P.R. (Eastern Lines). He had already been a member of the National War Labour Board Advisory Committee and of the National Selective Service Advisory Committee. He was formerly a member of the National War Labour Board as it was originally constituted. A native of Utopia, Ontario, he is a resident of Toronto.

The appointment is made by Order in Council P.C. 7264, September 16.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

An increase in industrial activity at the beginning of August was again indicated by the Dominion Bureau of Statistics index of employment which recorded an increase of 1.2 per cent as compared with the

previous month and 4.5 per cent as compared with August 1942. The latest figure was fractionally lower however than the all time peak of 186.5, reached at December 1, 1942.

Aggregate weekly payrolls were 1.3 per cent greater than at July 1 and 12.1 per cent greater than at August 1, 1942. Per capita weekly earnings at \$30.98 were practically unchanged from the previous month but increased from

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	September	August	July	September	August	July
Employment Index ⁽¹⁾		185.9	183.7	179.3	177.8	175.7
Unemployment percentage (trade union members)..... ⁽²⁾	0.4	0.4	0.6	0.9	1.8	2.5
Index numbers, aggregate weekly payrolls..... ⁽³⁾		147.5	145.7	135.3	131.0	129.5
Per capita weekly earnings.....\$		30.98	30.97	29.24	28.62	28.49
Prices, wholesale Index ⁽¹⁾		100.4	100.1	96.0	95.6	96.0
Cost of living Index ⁽⁴⁾	119.4	119.2	118.8	117.4	117.7	117.9
Retail sales unadjusted index..... ⁽⁴⁾		142.5	147.8	153.2	147.5	137.3
Retail sales adjusted index..... ⁽⁴⁾		162.0	155.4	152.6	162.4	150.4
Wholesale sales..... ⁽⁴⁾		170.8	170.5	177.9	157.4	154.3
Common stocks index..... ⁽⁴⁾	189.3	88.4	91.0	62.6	61.6	62.4
Preferred stocks index..... ⁽⁴⁾		117.8	117.3	95.6	95.8	95.7
Bond yields, Dominion index..... ⁽⁴⁾	197.3	97.3	97.3	99.4	99.0	93.7
Physical Volume of Business Index ⁽⁵⁾		241.0	236.3	206.1	205.7	203.7
INDUSTRIAL PRODUCTION ⁽⁴⁾		276.8	270.2	235.1	232.5	229.4
Mineral Production..... ⁽⁴⁾		337.7	327.7	285.8	216.6	213.3
Manufacturing..... ⁽⁴⁾		290.8	284.8	253.3	248.8	246.2
Construction..... ⁽⁴⁾		84.9	69.5	127.8	114.3	118.7
Electric power..... ⁽⁴⁾		163.7	167.3	140.0	142.8	145.8
DISTRIBUTION ⁽⁴⁾		196.9	166.1	145.8	150.4	150.5
Carloadings..... ⁽⁴⁾		125.7	148.0	117.4	129.6	148.1
Tons carried, freight..... ⁽⁴⁾		182.8	160.3	127.1	163.0	176.2
Trade, external, excluding gold.....\$		444,240,556	457,409,956	333,858,851	309,661,021	338,522,221
Imports, excluding gold.....\$		149,134,664	159,883,144	126,344,011	131,877,571	139,342,042
Exports, excluding gold.....\$		292,861,098	303,644,968	206,034,251	176,467,101	197,333,103
Bank debits to individual accounts.....\$		4,020,266,715	4,405,946,075	3,519,107,197	3,479,744,886	3,704,132,691
Bank notes in circulation..... ⁽⁶⁾		718,000,000	693,600,000	563,700,000	546,300,000	514,200,000
Bank deposits in savings.....\$		1,915,732,321	1,825,759,345	1,749,248,134	1,699,553,037	1,653,596,566
Bank loans, commercial, etc.....\$		1,062,942,828	1,133,154,482		978,147,745	1,016,659,023
Railway—						
Car loadings, revenue freight cars..... ⁽⁷⁾	277,082	278,706	268,477	266,136	250,924	264,564
Canadian National Railways, revenues.....\$				29,930,100	30,563,100	29,287,800
Operating expenses.....\$				22,363,692	23,595,427	22,776,953
Canadian Pacific Railway, traffic earnings.....\$		26,855,759	26,642,582	22,113,749	22,053,767	21,926,008
Canadian Pacific Railway, operating expenses, all lines.....\$		23,011,872	22,712,535	18,544,572	18,833,737	18,657,557
Steam railways, freight in ton-miles.....				4,550,495,000	4,593,277,000	4,705,005,000
Building permits.....\$		7,080,395	9,843,479	10,540,657	8,542,168	10,677,733
Contracts awarded..... ⁽⁸⁾	18,570,000	23,865,300	16,166,900	29,675,100	31,771,200	32,093,400
Mineral production—						
Pig iron.....ton		164,906	151,369	155,900	162,578	172,153
Steel ingots and castings.....ton		246,820	250,508	244,922	248,868	256,560
Ferro-alloys.....ton		18,429	21,408	18,548	15,961	15,961
Gold.....ounces		202,561	202,561	380,703	408,316	428,323
Coal.....ton		1,426,032	1,365,648	1,463,187	1,468,448	1,497,196
Timber scaled in British Columbia.....bd. ft		242,524,636	296,333,274	245,564,067	228,144,123	245,869,370
Flour production.....bbls.		1,888,030	1,945,193	1,737,472	1,820,199	1,590,219
Footwear production.....pairs		2,777,758	2,848,408	2,807,764	2,773,448	2,597,862
Output of central electric stations.....k.w.h		3,428,513,000	3,404,077,000	2,946,626,000	2,989,690,000	2,965,671,000
Sales of insurance.....\$		44,791,000	50,277,000	55,065,000	39,347,000	44,259,000
Newsprint production.....ton		259,610	262,320	257,620	253,240	241,180

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended September 30, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public.

(7) Figures for four weeks ended September 25, 1943, and corresponding previous periods.

(8) MacLean's Building Review.

\$28.62 for August 1942, and \$25.69 for August 1941.

The index of the physical volume of business reflecting activity in the production and distribution of goods advanced to a new high point in August being 241 as compared with 236.3 in July and 205.7 in August 1942. The sub-indexes indicating the trend of mineral production, manufacturing and construction each recorded substantial advances as compared with the previous month. Minor advance was also shown in the index of distribution based on the movement of railway freight, retail and wholesale trade and the volume of trade with other countries. In manufacturing important increases were recorded in the slaughtering of sheep and hogs, in the production of factory cheese, boots and shoes and pig iron.

Factors indicating the trend of economic conditions averaged higher for the first eight months of 1943 than for the similar period of the preceding year reflecting the continued advance in business operations since the outbreak of war. The business index averaged 233 for the former period as compared with 198 for the corresponding period in 1942 an advance of 17.6 per cent. Manufacturing production advanced 23.5 per cent in this comparison, and mineral production 24 per cent in spite of a decline in receipts of gold at the mint of 21.1 per cent and in coal production of 6.3 per cent. In manufacturing flour production was 24.7 per cent higher, the number of cigarettes released 19.3 per cent higher, the production of creamery butter 15.1 per cent higher, and hog slaughtering 6.5 per cent higher while the production of cheese declined 26.8 per cent, newsprint production 8.7 per cent, and pig iron production 9.5 per cent.

Cost of living index again advances

The Dominion Bureau of Statistics cost-of-living index advanced from 119.2 on August 2 to 119.4 on September 1, 1943. Small

increases for foods, home furnishings, and in the miscellaneous group accounted for this further rise. The food index increased from 133.2 for August to 133.5 for September as advances for eggs, beef and pork outweighed declines for potatoes and lemons. The home furnishings index moved up from 117.9 to 118.2 on scattered increases for furniture and hardware. An advance in the transportation section caused the miscellaneous group index to rise from 108.2 to 108.3. Other groups remained unchanged, rents at 111.5, fuel and light at 113.4, and clothing at 120.6.

Industrial Disputes Investigation Act

Ten applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of September. One board submitted its report; five boards were established, and the constitution of seven boards was completed during the month. Seven disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from Commissioners in five cases. The settlement of four disputes was reported, agreements having been reached between the parties. Four applications were withdrawn during the month and one application rejected. In one case the Board was re-convened.

Guaranteed wage for Halifax longshoremen

Arthur MacNamara, Director of National Selective Service, announced that the guaranteed wage for longshoremen at the port of Halifax, provided by Order in Council of June 25, was put into operation from September 7. The first weekly payment was made on September 17.

The Order in Council provides that longshoremen regularly employed at the port of Halifax shall be paid wages for a minimum working week of 48 hours. The measure was put into effect to stabilize the working force for the unloading of ships at that port (L.G., July, 1943, p. 901).

Appointment of Chief Registrar for Canada

The Department of Labour announced on September 30 the appointment of Mr. J. K. Houston as Chief Registrar for Canada under the National Registration, 1940.

Mr. Houston will succeed Harry Hereford, M.B.E., formerly Chief Registrar, who recently became Director of Planning for National Selective Service.

Mr. Houston was formerly Assistant Chief Registrar for the National Registration.

Quebec sets up organization to study post-war problems

An Economic Advisory Council has been set up in the Province of Quebec to study the resources of the province and plan for the utilization of labour in the post-war period. The establishment of such a Council was authorized at the last session of the Quebec legislature (L.G., July, 1943, p. 1026), and the Premier of the Province, Honourable Adelard Godbout, has now announced its composition, consisting of 15

members under the presidency of Honourable Jules Brillant of Rimouski. Labour is represented on the Council by Mr. Gerard Picard, General Secretary of the Canadian and Catholic Confederation of Labour and Mr. Charles Masse, Provincial Vice-President of the Canadian Legislative Board, Brotherhood of Locomotive Firemen and Engineers.

The purpose of the Council is to conduct an inquiry into the agricultural, forestry, mineral and industrial resources of the Province and to suggest methods for their fullest development. It is to pay particular attention to the needs of farmers, fishermen, artisans, small industrialists and small traders, and is to draw up, in collaboration with the Dominion and the other Provincial Governments, a program for the utilization of the labour which will be made available at the end of the war.

Organizations to work on post-war problems have now been set up by most of the provinces. One of them, the British Columbia Post-War Rehabilitation Council has issued an interim report, which was summarized in the *LABOUR GAZETTE* for May, 1943, p. 589.

Commission of employers established in Quebec

A commission of employers has been set up in the Province of Quebec. Operating in conjunction with the Quebec Superior Council of Labour (*LABOUR GAZETTE*, Jan., 1942, page 7) the commission will study relations between employers and employees of the province. It consists of eight members, headed by Antonio Garneau, K.C., of Montreal, with Jean-Pierre Despres, Secretary-Treasurer of the Superior Council of Labour, acting as secretary.

A first sitting was held in Quebec on August 26, when the Honourable Adelard Godbout, Premier of the province, welcomed the committee. Subsequent meetings will be held in Montreal.

Educationists urge restrictions on employment of young persons

Among the resolutions adopted by the Canada and Newfoundland Education Association at its 21st convention in Quebec was one urging the incoming board of directors to devise a plan and seek legal means to prevent boys and girls under 18 from "taking employment incompatible with their age, their moral formation and their school work". The Association considered that many young persons were taking undesirable full and part-time jobs and school attendance was suffering as a result. Another resolution suggested that each province should establish regional vocational

schools which would include agricultural courses in their curriculum, and would be under the direct control of the central education authority in the province.

At the 1942 convention of the Association, a survey committee was set up to submit recommendations to the Dominion Government's Advisory Committee on Reconstruction. Among the educational needs listed by various departments of education for the survey were counselling programs and part-time education for young persons from 16 to 18 years of age. In its report, published last spring, the Survey Committee recommended that the school-leaving age in all provinces should be raised to 16 and that part-time attendance should be required up to the age of 18. It urged that special classes should be set up in disused factories for demobilized men and women to prepare them for employment or higher education, and suggested that the schools attempt to keep boys and girls at school during the post-war period, when their opportunities for employment will have diminished, "by offering instruction in subjects that appeal and train for future living". Other recommendations of the committee dealt with the need for raising teachers' salaries, for larger administrative units, for health services, school lunches, guidance programs, and adult education.

Publications on collective bargaining in Canada

Two bulletins, entitled *Recent Canadian Collective Bargaining Agreements* (No. 7) and *The Right to Organize* (No. 8), were published recently by the Industrial

Relations Section of the School of Commerce and Administration of Queen's University.

Recent Canadian Collective Bargaining Agreements reproduces the full text of 15 agreements covering 62,200 workers. The following industries are represented: asbestos, aircraft, steel, automobile, tobacco, brewing, soap, office supplies and gold mining. An agreement entered into between a "Crown Company" and an international union is included. The various agreements were signed on behalf of the workers by a union affiliated to the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Confederation of Catholic Workers of Canada or, in two cases, by an association whose membership is confined to a single plant. This bulletin may be regarded as supplementary to *Trade Union Agreements in Canadian Industry* (Bulletin No. 6), published in September, 1942, which contains a detailed analysis of the terms of 150 agreements but does not reproduce any agreements in full.

The Right to Organize contains the text of the provincial statutes relating to freedom of association and collective bargaining. The Acts are printed in eight columns with the parallel provisions in the various statutes being placed side by side to facilitate comparison. A bulletin of the same title (No. 2) was published in 1938 but is now out of date because the Ontario Collective Bargaining Act was passed in 1943 and all the other provinces but one have amended their legislation (in some cases substantially) since 1938.

**Accidental
falls prove
costly**

In a memorandum issued recently by the office of the Industrial Accident Prevention Association in Toronto it was stated that:

"in each 24-hour day there were three falls every two hours—falls of sufficient severity to justify some money payment by the (Ontario) Workmen's Compensation Board".

Of the 12,352 claims resulting from falls for which the Board paid out money in one year, 6,472 were made for falls on the level. Many of these accidents were attributed to the wearing of poor footwear by workmen, to defective floors and to "bad housekeeping".

**Precautions
recommended
against carbon
bisulphide**

Precautions against the dangers of poisoning, fire and explosion from the use of carbon bisulphide (carbon disulphide) in industrial operations are discussed in

a recent memorandum published by the Factory Department of the Ministry of Labour and National Service in Great Britain. The substance is used in the manufacture of artificial silk and "dipped" rubber goods and in the vulcanizing of rubber.

Carbon bisulphide, besides being very poisonous, vaporizes readily at ordinary temperatures and has an extremely low auto-ignition temperature. The minimum explosive mixture in air is .063 grammes per litre. Inhalation of the vapour can cause chronic poisoning with symptoms varying from nausea to mental disturbances, and may result in complete paralysis. In 1924 poisoning from carbon bisulphide was added to the list of industrial diseases, which it is compulsory to report to the Chief Inspector of Factories. Since that date 19 cases have been recorded, 9 in artificial silk plants, 4 in viscose paper plants, and 3 each in india rubber works and plants manufacturing carbon bisulphide.

Measures recommended to prevent carbon bisulphide poisoning include the provision of efficient exhaust ventilation to carry off the vapour, monthly medical examinations for

workers exposed to the vapour and alternation and limitation of employment in processes using the substance. It is suggested that workers in artificial silk plants should alternate a week in the churn room where carbon bisulphide is exhausted from the churn by pumps with one or more weeks in other processes. In india rubber works, which are governed by special regulations issued in 1922, monthly medical examinations are compulsory and employment is forbidden for more than 2½ hours at a time or 5 hours a day in rooms in which carbon bisulphide is used. A rest period of at least an hour must be granted after each spell. Moreover young persons under 18 may not work in any process in which carbon bisulphide is used and no child under 16 may be employed in any room in which such a process is carried on.

Detailed recommendations are made in the memorandum concerning safe methods of storing and conveying carbon bisulphide and the precautions necessary against fire and explosion. Diagrams of approved equipment are included. It is urged that workers should not be allowed to enter tanks which have contained carbon bisulphide until they have been thoroughly cleansed by hot caustic soda solution and hot water and then allowed to stand for three days. Unless the air in a tank has been tested and found free of vapour, no one should be permitted to enter it unless he is wearing breathing apparatus and a rescue belt and is attended by another worker outside the tank. Most of these precautions are already required by the Factories Act for all work in tanks and other confined places where dangerous fumes are liable to be present.

**Agreement on
employment of
women in
British building
industry**

The Ministry of Supply has recently signed an agreement with the National Federation of Building Trades Operatives in Great Britain providing for the extended employment of

women in the building industry during the war. The agreement stipulates that women may only replace skilled men with the approval of the union and to enable the men to be transferred to other work. A record must be kept of all such replacements. Women doing the entire job of a building trade craftsman without special assistance, guidance or supervision are to be paid the standard basic rate and bonus applicable to the job. When special assistance is required or jobs have to be broken down for women, they are to be paid from 75 to 85 per cent of the men's basic rate and bonus. The agree-

ment does not affect the employment of women on work formerly performed by women or by boys under 21 years of age.

United States ruling regarding colour or race of employees in collective bargaining

A recent ruling of the United States National Labour Relations Board sets down the principle that the colour or race of employees is an irrelevant consideration in determining appropriate collective bargaining units.

The case was brought about by a local of a certain union which was seeking to obtain recognition as the bargaining agency for all of the workers at the company's plant at Memphis, Tennessee, in place of the local of another union with which the company had a contract. In opposing the action of the new union, the company and the other union argued, first, that because of a shift during the past two years from a large preponderance of skilled workers at the plant to a preponderance of unskilled workers, a single collective bargaining unit would no longer be appropriate, and, second, that since the new union's membership was composed entirely of Negro employees, almost all of whom were unskilled workers, certification of that union as the sole bargaining agency at the plant would give the unskilled coloured workers control over bargaining for the skilled white workers.

In answer to the first argument the Board ruled that a shift from a preponderance of skilled to a preponderance of unskilled workers is not alone "sufficient to render an industrial unit inappropriate" in a plant in which an industrial unit has previously functioned effectively. In reply to the second argument the Board said that "the colour or race of employees is an irrelevant and extraneous consideration in determining in any case the unit appropriate for the purposes of collective bargaining", and that since the record "refuted any claim" that the new union had discriminated against white employees in membership or otherwise, the circumstances that its membership was exclusively coloured was "equally irrelevant".

Escape period provided when "maintenance of membership" clause renewed in U.S.A.

The United States War Labour Board Shipbuilding Commission recently made a significant ruling dealing with the "escape" clause of a "maintenance of membership" provision in a union agreement. The "maintenance of membership" provision, as devised by the Board, sets forth that after a specified date no existing members of the union con-

cerned may terminate their membership for the duration of the contract without losing their jobs. Before this clause of the contract comes into effect, however, union members are given a 15-day "escape period" during which they can resign from the union if they do not want to be required to maintain their membership in good standing as a condition of employment for the duration of the contract.

A recent ruling by the Shipbuilding Commission deals with the renewal of a contract containing a maintenance of membership clause. In this case the issue was raised for the first time as to whether the contract if renewed must contain a 15-day escape clause. The Commission ruled that it must. In this particular case the original maintenance of membership provision had not contained an escape clause.

In an opinion supporting the Commission's decision (against which the labour members dissented) the Chairman, Mr. William E. Simkin, declared:

It is conceivable that all employees who voluntarily assume the rights and obligations of membership in this union should be required to remain members at least for the duration of the war if that would strengthen the hand of responsible union leadership. But the fact remains that the maintenance-of-membership provision clearly provides that it is for the duration of the agreement. It is believed that more harm would be done if the WLB through its Shipbuilding Commission should, in effect, nullify that condition under which maintenance of membership was granted that can result from any possible loss of membership as a result of the escape clause. Moreover, there is something to be said for the idea that, in the long run, the union itself will be in a stronger position if it begins this new agreement with members who are really members in fact.

Survey showing results of union security clauses in U.S. agreements

The United States War Labour Board has recently issued a report covering a survey of the experience of thirty-one plants with maintenance of membership clauses written into union contracts as a result of Board action. The survey was conducted by the Bureau of Labour Statistics at the Board's request. The selection of plants to be studied was designed to give a representative picture of the effects of maintenance of membership clauses in different war industries and different geographical areas. Among the findings set forth in the report are the following:

1. A considerable degree of stability in union strength resulted from the maintenance of membership clauses. Although most unions awarded such clauses have increased their

membership, the relative union strength shows no marked increase, because total employment has also increased since adoption of the clauses.

2. With minor exceptions, very few members withdrew from unions during the escape periods and very few were discharged because of failure to maintain their union membership.

3. Difficulties from dues delinquency were alleviated but not removed.

4. There was some evidence that unions were better able to prevent or terminate work stoppages after securing maintenance of membership clauses.

5. Improvements in employer-union relations, as reflected in the effectiveness of the grievance program, were noted in a number of cases.

6. The great majority of employers seemed to be reconciled to maintenance of membership, at least as a war-time measure, but three were so strongly opposed to it "that they were obviously trying to prevent the union from making its security effective".

7. In most cases unions expressed considerable satisfaction with the maintenance of membership clause, but the majority made plain that they would prefer a stronger clause, and in four instances the unions said they had received almost no benefit from their maintenance of membership clause.

8. In general, the reaction of rank and file workers to maintenance of membership clauses depended upon the degree of their sympathy for the unions concerned.

State laws on labour matters held superseded by federal war powers in U.S.A. In a recent ruling the United States War Labour Board stated that the war powers of the President and Congress of the United States supersede, during the war, acts of state legislatures in labour relations matters.

The ruling involved a law of the State of Wisconsin which provides that an agreement for union security is invalid unless it has been approved by three-fourths or more of the employees.

The Board directed a leather manufacturing company in Wisconsin to grant a maintenance of membership clause to the union representing its employees, rejecting the company's argument that the Board did not have authority to grant maintenance of membership under the state law.

Referring to the authority given the Board under the recently enacted federal War Labour Disputes Act (L.G., July, 1943, p. 1037) Dean

W. L. Morse, public member of the Board, said that in time of war emergency the powers of the states in certain matters must give way to the war powers of Congress. He declared that maintenance of membership is awarded fundamentally in the interests of a nation at war.

"A union which has some appreciable degree of security to replace the loss of economic power consequent upon its no-strike pledge is certain to be more responsible and more co-operative with management than it could without some form of union security," he said.

Recording of absenteeism in U.S. firms

"Auditing Absenteeism" is the title of a bulletin recently published by the United States Division of Labour Standards. It is a supplement to an earlier bulletin entitled "Controlling Absenteeism" (L.G., June, 1943, p. 759) and contains copies of absence record forms in use by representative firms in war industries. The procedure adopted by both large and small plants for compiling absence statistics and dealing with returning absentees is described.

The importance of keeping records to determine the nature and extent of absence from work is stressed in the bulletin. In an effort to ensure comparability of absence statistics it is suggested that the term "absenteeism" should not include absences due to holidays, strikes or termination of employment, but should be defined as "the failure of workers to report on the job when they are scheduled to work".

To amplify the definition it is explained that "an employee is to be considered *scheduled to work* when the employer has work available and the employee is aware of it, and when the employer has no reason to expect, well in advance, that the employee will not be available at the specified time".

The form used by the United States Bureau of Labour Statistics in its nation-wide survey of absenteeism last March is included in the bulletin. This study revealed an average absence rate of over 6 per cent for the 3,000 firms which submitted returns. Information requested in the form included absence rates for day and night shifts, the day selected as pay-day, the number of hours and days worked each week and any unusual factors such as weather conditions affecting attendance during the week covered by the report. The bulletin also gives examples of cards used by various companies to impress on workers the necessity of regular attendance. In this respect, one company commented in its report that the

final answer to absenteeism will be found in working with the employee to correct the causes of his absence, and teaching the necessity for working steadily rather than trying to shame and drive the American worker into doing the thing he already wants to do whenever he can.

Labour turnover in United States Labour turnover in manufacturing industries in the United States in July was 7.3 per 100 workers. As reported by the Bureau of Labour Statistics at Washington this is not only the highest rate since the war began, but the highest on record in the United States.

In January, 1942, the average quit rate for all manufacturing industries was 2.36 per 100 workers and in July, 1942, it was 4.02. The Bureau stated that, in general, the quit rate is lower in war industries than in other industries and in every industry it is higher among women than men. It is highest in the food processing, furniture and tobacco industries for which rates averaging 8.7, 8.2 and 8.7 respectively were reported for July.

Training courses in safety for supervisors and foremen in the United States In June, 1940, the United States Secretary of Labour set up the National Committee for the Conservation of Man-power in Defence Industries to inaugurate a campaign against industrial accidents. The Committee contains representatives of labour, management, insurance companies, safety councils and State and Federal governments. It publishes popular and technical literature on safety questions, arranges safety-training courses for supervisors and has organized a flying squad of over 550 safety engineers from private industry who donate 20 per cent of their time to provide a field consultative service on safety for all plants with war contracts.

The latest pamphlet published on behalf of the Committee by the United States Division of Labour Standards calls the attention of employers to the facilities it has made available for safety training. Standard courses of 96 hours on the principles and technique of industrial safety and health are offered to supervisors and to both union and management members of safety committees. The cost is borne by the Office of Education and much of the instruction is provided by local engineering colleges. The supervisors are coached to conduct 20-hour courses in safety for foremen who, in turn, train the individual

workers in safe practices. Specialized courses in particular safety problems may be organized at the request of the employer for key supervisory staff. The United States Division of Labour Standards prepares training aids and pamphlets for the use of persons taking the course and the National Safety Council has made a series of ten films with lectures accompanying them to train foremen in methods of teaching safety.

Other pamphlets issued by the Committee deal with the control of welding hazards, the computation of industrial injury frequencies, industrial sanitation and hygiene, guards for machines, the safe handling of nitric acid and other topics. In addition leaflets have been published calling on both workers and employers to join in the safety campaign of the Committee.

Industrial accidents and war production Under the title "Accident Prevention a War Necessity" it is pointed out in the Annual Report for 1942, Division of Statistics and Research of the State of Illinois, that:—

"For the successful carrying on of the country's war effort, when the loss of even a single man-hour of production cannot be spared, the prevention of the time loss due to work accidents is more important than ever before.

"Every fatal accident, every eye lost, every hand or foot lacerated, crushed or amputated, every hour spent in the first-aid room—in a word every injury incurred by a worker—is just as much a victory for the enemy as if these workers...had been disabled by enemy guns...Safety-conscious employers have found that an efficient plant is a safe plant, that accident prevention pays dividends."

In these critical days, the report affirms, everything possible must be done by employer and worker alike to halt the inroads into our man-power by the accident evil. The building of planes and other war materials is being delayed because too many production man-hours that are required to build them are spent in first-aid rooms and hospitals by men who are unnecessarily injured.

Accidents and Absenteeism.—In referring to the causes and remedies for "absenteeism" and "industrial accidents", T. P. Kearns, Superintendent of the Division of Safety and Hygiene for Ohio, states in the "O.I.C. Monitor" for September:—

"Clean, sanitary working conditions, proper illumination, dispensary interest in minor ail-

ments, pure water and nutritious food where cafeterias are maintained, reasonable rest periods and a common appeal to the patriotic impulses of the individual worker, should go a long way in improving conditions that lead to absenteeism, both voluntary and involuntary. In brief, by doing those things which contribute to the morale of the worker, his mental attitude will be brought to the point where he will make cheerful sacrifices in the interests of greater production as well as greater safety."

Textbook on industrial and labour relations The first state-sponsored textbook on industrial and labour relations has just been issued by the New York State Joint Legislative Committee on Industrial and Labour Conditions. The book is entitled: "The American Story of Industrial and Labour Relations" and presents an economic history of the United States from 1790 to the present time. The compilation of the volume involved more than five years of study by the Chairman of the Committee. It is asserted that great care was exercised in the preparation of the book to "avoid prejudice and propaganda". State schools are expected to require about 300,000 copies during the present academic year. The plan is to issue revised editions every year to keep the book up to date.

Labour-management committees in New Zealand Although "workshop", or labour-management committees have been established in a number of industrial centres in New Zealand, the practice has not been given general application, according to the fifty-second Annual Report of New Zealand Department of Labour, which covers the financial year, April 1, 1942, to March 31, 1943. The report discusses trends in the work of these committees and suggests lines that they could follow to obtain better results in that Dominion.

The report makes it clear that some of these committees have done good work, and expresses the view that the following matters are such as could be discussed by a "workshop" committee representative of the management and the workers: (1) health and safety of the workers; (2) greater efficiency; (3) increased production; (4) prevention of wastage in the industry; and (5) cleanliness of the factory.

It warns against the committees being used for the ventilation of complaints, stating that such matters should be dealt with through the appropriately provided channels.

Reference is made in the report to the joint Production Consultative and Advisory Committees that have been set up in the Royal Ordnance factories in Great Britain and that are being organized in the British engineering and allied industries. Examples given of the matters to be discussed by the British committees are: "maximum utilization of existing machinery; upkeep of fixtures, jigs, tools and gauges; improvement in methods of production; efficient use of the maximum number of productive hours; elimination of defensive work and waste; efficient use of material supplies; efficient use of safety precautions and devices". In short, the British committees are consulted "on many matters that have normally been regarded as essentially the responsibility of management". (L. G., March, 1943, p. 306; April, p. 466.)

New Zealand and Australia arrange for reciprocity in pension benefits Australia and New Zealand have recently concluded a reciprocity agreement in regard to the payment of invalid and old age pensions. For a number of years New Zealand has been granting to Australians resident in New Zealand certain pension benefits which Australia was denying to New Zealanders living in Australia. Under the reciprocity agreement, residence in either Australia or New Zealand is now sufficient to establish eligibility for a pension in either country provided that the other conditions of eligibility are fulfilled. In addition, a person who becomes permanently incapacitated for work in either Australia or New Zealand is eligible for an invalid pension in whichever country he resides. In no case, however, may the pension paid to such persons exceed the maximum rate of the country which has the lower maximum rate. The agreement also stipulates that persons who are recognized as British subjects in either country will be considered British subjects in both countries for the purposes of the pension Acts. The agreement may be terminated by either country upon six months' notice, and will not come into effect until ratified by the Parliaments of the Commonwealth and the Dominion.

Swedish collective agreement implements anti-inflation policy In an effort to check inflation, Sweden has extended its price-control policy and employers' and workers' organizations negotiated in December, 1942, a national agreement adjusting wage bonuses to changes in the cost-of-living index. This is the fourth such agreement since the outbreak of war, and both the Swedish Confederation of Trade Unions and the Employers' Federation have undertaken, as in the case of previous agreements, to incorporate the terms of the agreement in collective agreements signed by all affiliated organizations in individual industries. Over a million Swedish workers and employers are affected by the agreement.

The first national agreement, signed in October, 1939, provided for a sliding scale of wage bonuses based on anticipated variations in the cost-of-living index. The scale was designed to compensate workers for approximately three-fourths of the increase in the cost of living. Subsequent agreements negotiated each year for incorporation in collective agreements coming up for annual renewal have reduced the compensation to about half of the increase as the general economic situation of the country has deteriorated radically with the virtual elimination of its export and import trade. The latest agreement provides that the existing war supplement amounting to 20·7 per cent of the 1938 basic wage rates is to remain unchanged unless the cost-of-living index which stood at 239 (base: July, 1914=100) at the time of the agreement rises by 10 points. In that case a further supplement of 5 per cent would be payable. Should the index reach 257, the agreement would be terminated and negotiations reopened.

The new agreement was negotiated shortly after the Government had issued a sweeping price-freezing order in the fall of 1942 and had convened a conference of economic experts, including representatives of workers' and employers' organizations, to plan a campaign against inflation. The conference recommended that all further increases in income must be prevented, the rise in cost-of-living bonuses checked and price increases confined to very exceptional cases. It suggested that the basis on which the cost-of-living index is calculated should be investigated and that tax increases should not be allowed to affect the index. An earlier study of the index had been made in 1941 when the Government appointed a special "Index Board" on which

workers and employers were represented to consider changes in the basis for calculating the index necessitated by the disappearance or extreme shortage of certain goods. The index was 178 in October, 1939, and had risen to 239 by October, 1942. Between that date and March, 1943, however, there was little change in the index, indicating that the price-control campaign was meeting with success.

The President of the Swedish Confederation of Trade Unions, in commenting on the new agreement, declared:

The leaders of the trade union movement gave their full support to the Government's efforts to bring about the price stop. All experience shows that it is the wage-earners who lose most when prices rise. . . . To bring about a price stop, there also had to be a wage stop. . . . A certain margin for rising prices has been allowed before compensation is granted. This must be regarded as a sacrifice which the workers make once and for all.

And the organ of the Swedish Employers' Federation commented:

The Confederation of Trade Unions has shown no small measure of self-control and insight into the danger to real wages of a general rise in prices even if there is a race between nominal wages and prices. The social sense which has thus found expression is all the more valuable in that a shortage of labour is usually an incentive to press general wage demands.

Trade unions make progress in Switzerland Trade union membership in Switzerland has increased steadily since 1940, according to an article in the September 1 *Bulletin* of the International Federation of Trade Unions. Membership in unions affiliated with the National Trade Union Centre of Switzerland has varied as follows in the last four years:

1939	223,073
1940	212,602
1941	217,251
1942	231,277

The population of Switzerland is approximately 4,300,000.

The largest gains in membership are reported by unions in war industries, ranging from 24·6 per cent for textile and factory workers to 7·3 per cent for transport workers. The biggest organizations are the metal-workers and watchmakers with over 75,000 members, the building and woodworkers with over 35,000, the railwaymen with nearly 34,000, and the commercial, transport and food and drink workers with over 25,000.

Manpower

Workers in Essential Industry "Frozen" in Employment

Control of Labour Turnover—Other Manpower Orders Relating to Military Rejects, Coal Delivery Men and Soldiers on Farm Duty

A FURTHER step in the Government's manpower control policy was taken recently by an order in council "freezing" workers employed in industries of high essentiality.

Under the order (P.C. 6625, September 1, 1943), employers in "A" or "B" priority industries may not release employees without the written permission of a Selective Service Officer. Similarly, employees in the same industries may not give notice of separation to their employers without first having secured the written permission of a Selective Service Officer.

The order applies to both male and female employees, but for the present female workers are not to be included in this control. (Special order number 10 under National Selective Service Civilian Regulations.)

By order of the Minister of Labour, Honourable Humphrey Mitchell, the order became effective on September 20.

"A" and "B" are the two highest priorities and include all war industries and essential civilian services, including the delivery of fuel in cities, food processing and meat packing plants and many other services.

Local Employment and Selective Service Offices were authorized to notify employers whose establishments are designated as in the two top priorities. Employers whose establishments are so designated were thereupon required to notify their employees by posting a notice.

Selective Service Officers were instructed to issue permits to change employment in cases where obvious hardship or unfairness would result from a refusal to grant permission.

"Many thousands of firms," the Minister of Labour explained, "fall in categories 'A' or 'B'. While every effort will be made to avoid imposing hardship on any individuals, the need of preventing avoidable labour turnover in industries highly important to the war effort is greater than ever, and the new rules are expected to give substantial assistance in that direction."

The Minister further pointed out that the principles involved in the new regulation, before being approved by the Governor in Council, were carefully considered by the National Selective Service Advisory Board, and were unanimously approved by that Board. The Board has representation from organized labour, employers, farmers, returned soldiers, and Government departments.

The standard penalties, contained in National Selective Service Civilian Regulations, will apply in the case of failure to comply with the new regulation regarding separation from employment in categories "A" and "B."

The new control on employment in "A" and "B" priorities does not constitute any interference with men joining the Armed Forces voluntarily, nor with men required to report for medical examination or military training under Mobilization Regulations.

In cases where a "designated establishment" is working only part of the normal working week and there seems to be likelihood of this condition continuing, managers of local offices have been instructed to notify immediately the Regional Office, so that consideration may be given to withdraw the arrangements regarding "freezing" from that particular establishment.

Most Construction Not Covered

In regard to the construction industry, Mr. Arthur MacNamara, Director of National Selective Service, later announced that although most of the construction industry across Canada at the present time calls for high labour priority, because of the working conditions peculiar to the construction industry the order will not apply to most building and construction projects. The order will apply only to long term projects, on high priority work, where the Regional Superintendent of the Unemployment Insurance Commission issues a ruling that the particular undertaking is covered by the control order. (Special Order Number 11 under Selective Service Regulations.)

The text of the order is as follows:

Text of P.C. 6625

His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to amend the National Selective Civilian Regulations (Order in Council P.C. 246, January 19, 1943) and they are hereby further amended by adding the following Section 202A immediately after Section 202:

- "202A-(1) (a) Every establishment which has been given an 'A' or 'B' labour priority rating pursuant to these regulations shall be classified as a 'designated establishment.'
- (b) The Director may classify any establishment which has not been given an 'A' or 'B' labour priority rating as a 'designated establishment.'
- (c) The Director may at any time except any establishment or group or class of establishments from the provisions of this section.
- (2) (a) Every employer whose establishment is classified as a 'designated establishment' pursuant to this Section shall notify his employees that the establishment is a 'designated establishment' by posting a notice on bulletin boards or in such other manner as may be approved by a Selective Service Officer.
- (b) A notice posted pursuant to paragraph (a) of this subsection shall be substantially in a form approved by the Director.
- (c) A specimen copy of the form of notice approved by the Director may be obtained on application to a Selective Service Officer.
- (3) On application of an employer a Selective Service Officer shall inform the employer whether his establishment is a 'designated establishment' pursuant to paragraph (a) of subsection (1) of this section.
- (4) (a) Subject to the provisions of Section 203 of these Regulations, no employer whose establishment has been classified as a 'designated establishment' may give notice of separation to an employee pursuant to Section 202 of these Regulations without the permission in writing of a Selective Service Officer.
- (b) No employee whose employer's establishment has been classified as a 'designated establishment' may give notice of separation to his employer pursuant to Section 202 of these Regulations without the permission in writing of a Selective Service Officer.
- (c) Where an employee applies for permission to give notice of separation to his employer in order to take similar employment in the same industry the Selective Service Officer shall, in accordance with directions and instructions issued by the Director, grant such permission unless special circumstances exist.
- (d) Application for permission to serve notice of separation shall be made in such form and such manner as the Director may prescribe.

This Section shall take effect on a date to be designated by the Director."

Military Rejects Subject to Employment Transfer

Persons subject to military call-up who have been found medically unfit for military service may now be directed into specified employment by a Selective Service Officer. Authority has been given Selective Service Officers to issue an order in writing to any male person who has been served with an "Order—Medical Examination" and who because of his physical condition has been found unfit for military training or for special duty in the Royal Canadian Mounted Police, directing such a person to accept and enter specified employment. If the person is not employed at the date of direction the order may become applicable immediately; otherwise at the end of seven days.

This authority is given under Order in Council P.C. 7260, September 16, 1943, which enlarges the scope of Section 210 of National Selective Service Civilian Regulations (LABOUR GAZETTE, April, 1943, page 450). As previously, it is stipulated that a Selective Service Officer shall not direct any person to apply for employment available in consequence of a stoppage of work due to a labour dispute; and that any person failing to comply with an order of a Selective Service Officer becomes liable to Alternative Service.

Coal Delivery-Men Retained in Present Employment

Mobilization boards have been authorized to grant postponement from military training to coal delivery-men in cities with a population of 50,000 or more. Honourable Humphrey Mitchell, Minister of Labour, announced on September 23 that provision for this action had been made by amending National Selective Service Mobilization Regulations. The purpose of the amendment was to provide, as adequately as possible, for the retail delivery of coal during the coming winter.

The authorization was given in the form of an Order embodied in P.C. 6632, dated September 7, 1943. The text of the Order reads in part as follows:

"1 (b)¹ Coal delivery-man means a person who as his sole or principal occupation is engaged or employed in physically handling coal in the unloading, storing or distribution thereof in any incorporated city having a population of 50,000 persons or over and has been continuously so engaged since June 1, 1943, but shall not include any person employed in a clerical or office capacity.

2. A mobilization board upon the application of a coal delivery-man, or upon the application of the employer of any such person,

¹The definition of coal delivery-man here given is as amended by P.C. 7261, September 16.

shall grant to such coal delivery-man a postponement order until February 1, 1944, and no Order—Military—Training to report before February 1, 1944, shall be sent to any such coal delivery-man unless a National Selective Service officer has given his consent in writing to the sending of such notice.

3. If an Order—Military—Training is sent contrary to this Order it shall be null and void if the person to whom it is sent delivers it to his employer, and the employer returns the notice to the Registrar by whom it was sent.

4. No coal delivery-man shall be accepted prior to February 1, 1944, for enlistment in any branch of the armed forces of Canada unless such person has first obtained a permit to enlist furnished by a National Selective officer."

Soldiers Employed on Farms

A review of the plan for assigning soldiers to temporary work on farms was given in the August issue of the *LABOUR GAZETTE* (page 1075). In the September issue (page 1213) reference was made to the Order in Council (P.C. 6434) that was designed to give practical effect to the plan. A further Order in Council (P.C. 6797, Sept. 15, 1943) modifies the terms of employment as prescribed under P.C. 6434.

Subsection one of Section seven of the latter order was revoked and the following substituted therefor:

"7. (1) Except for such days or parts thereof as rain or inclement weather prevents such person from utilizing the soldier's services, any person to whom a soldier is assigned for farm service shall pay remuneration in respect of the services of the soldier for each week day during which the soldier is assigned to perform such services the following rates in accordance with the place where the soldier is assigned to perform such farm service, namely:

four dollars for each week day or part thereof, in any part of Canada west of the dividing line between Military Districts No. 2 and No. 10; three dollars and fifty cents for each week day or part thereof in the Province of Ontario east of the dividing line between Military Districts No. 2 and No. 10; three dollars for each week day or part thereof in the Provinces of Quebec, New Brunswick, Nova Scotia and Prince Edward Island

or at such revised rates for each week day or part thereof as the Minister may, after consultation with the Government of the Province in which the soldier is assigned and the Minister of National Defence, fix as the rate to be paid in that province or any part thereof."

Labour Priority System in Canadian Industry

Outline of Government Policy in Regard to Classification of Industries

THE following statement contains an outline of the workings of the priority system in Canadian industry. It traces the development of the system from its inception in the spring of 1942, and describes its present operation.

Development of Labour Priority Schedule

Under authority of Clause (f) of Section 505 of Order in Council P.C. 246, January 19, 1943, National Selective Service Civilian Regulations, "The Minister may in consultation with the Department of Munitions and Supply and the Wartime Prices and Trade Board, classify, in such manner as he deems expedient, occupations, industries, firms or establishments according to essentiality in the prosecution of the war."

It was realized in the spring of 1942 that such classification is absolutely essential for the allocation of manpower to its most effective use in the war effort. At that time, representatives of the Wartime Prices and Trade Board, Department of Munitions and Supply, and National Selective Service consulted and commenced to build up a labour priority schedule on a broad industrial classification based on relative essentiality.

Also at this time, a selected list of Department of Munitions and Supply contracting firms was used as a nucleus group of establishments upon which to build a "Named List" of companies. Many firms are engaged in manufacture of essential articles outside of their normal production, and although these establishments are required to curtail their less essential work to supply manpower to maintain production of war materials, in many instances it is necessary to assign a special priority rating.

For this first classification the Dominion Bureau of Statistics employment breakdown and the industrial census breakdown were used. Late in 1942, a carefully worked out analysis of Canadian industries was prepared as an Industrial Classification Manual, which provided an indexed and much more detailed and complete classification of all industries, services, etc. This manual serves as the basis on which industries are selected for designation with respect to essentiality, and each of some 350 activities, classified on an establishment basis, has been assigned a relative priority rating for men and women.

Operation of Priorities

The Minister's authority to classify industries, etc., is exercised by the Labour Priorities Division in the Labour Supply Branch of the Department of Labour. Consultation with the Department of Munitions and Supply, Wartime Prices and Trade Board and the Employment Service and Unemployment Insurance Branch of the Department of Labour is provided by regular meetings of an informal committee on labour priorities. This committee meets once a week and has become known as the Interdepartmental Labour Priorities Committee. The Chief of the Priorities Division acts as Chairman and Secretary.

All industries are given one of four labour priority ratings, "A", meaning very high; "B", meaning high; "C", meaning low; and "D", meaning no labour priority. Occasionally the priority rating of an industry for men is different than for women.

On application to the Priorities Division and on recommendation of various associations and Governmental departments, individual firms are considered by the Priorities Committee for special ratings. Members of the Committee investigate and the authenticity of claims and, where justified, the firms are specially named with a rating other than that of their ordinary industrial classification, depending on the proportion of essential production carried on by the firm.

Each Local Employment and Selective Service Office is provided with:

- (a) *An Industrial Card Index*, which consists of a card for each industrial classification, showing the labour priority rating for the industry, and in some instances key occupations in the industry.
- (b) *List of Named Firms*, which includes those establishments and construction projects which are considered individually by the Priorities Committee and are

assigned special ratings other than those of the industries under which the firms are classified.

- (c) *An Industrial Classification Manual*, with which the classification and priority may be established by reference to the Industrial Card Index.

Local Offices are advised at once of priority revisions by the Labour Priorities Division, after consultation with interested departments. Each Local Office concerned with a change in priority is notified by means of a Revision List forwarded to these Offices each week.

On receiving an order for labour, Local Office officials decide the applicant's priority rating by reference to the Priority Records.

Available labour is referred to the highest priority vacancy for which it is suitable or qualified, subject to exceptions of an emergency nature.

The movement of manpower between and within priority groups can be and is being checked by the Quarterly Employment Survey Report. The Industrial Classification Manual is used as the basis for these reports.

Construction projects are independently authorized in eight separate Government offices. Reports from each of these sources are received regularly by the Priorities Division, so that consideration may be given to each project for labour priority rating. A temporary priority is assigned to the contractors and this rating expires when the job has been completed. At present, approximately 1,000 such current construction projects are on file. In many instances, special priority ratings are given to specific occupations or activities within an industrial classification. Priority rating for multiple production firms producing a wide range of commodities is difficult to determine accurately and decisively. The whole system is therefore continually being revised.

Use of Part-time Workers Expanding

Campaign for Women Workers in Ottawa, Halifax and Toronto

THE success attending the initial campaign for recruitment of women for part-time employment in essential services (L.G., Aug., 1943, p. 1077) has led to an investigation of this source of labour by other industries. Started in Toronto during July, to relieve critical labour shortages in such essential services as laundries, hospitals and restaurants, the recruitment of part-time workers has now spread, with equally successful results, to other centres.

One result of the part-time campaigns undertaken in Toronto, Ottawa and Halifax has been that an additional number of full-time workers has been uncovered, whose recruitment has brought welcome relief to many industries and offices where war services are carried on.

Ottawa

During September, the Civil Service Commission made an appeal to Ottawa housewives and women not otherwise employed to take

part-time work in Government offices. The campaign, following the pattern of the original plan, was sponsored by the Ottawa Local Council of Women, and run under the joint direction of the Local Employment and Selective Service Office and the Civil Service Commission.

Registration was taken over a period of four days commencing Wednesday, September 15. The evening period only was used for registration during the first three days and applicants were allowed to register all day Saturday. Campaign headquarters were located in an Ottawa collegiate institute. Applicants were advised by radio and advertisements in the newspapers of the dates and the order in which to apply. Under the direction of Mr. S. J. Daly of the Civil Service Commission, the registration of hundreds of women was handled in a smooth and efficient manner which avoided waiting lines and speeded up the work of the various examiners. Applicants were taken in alphabetical order commencing A to C during the first day. Close to 500 women registered during the first day and the total number for the four days of the campaign was 2,240.

Of this number 1,656 new workers were obtained for Government Services, including 175 who were willing to work full time. An analysis of registrants compiled by the Civil Service Commission showed the standard and number of successful applicants to be higher than the average percentage in open competition.

The campaign uncovered some excellent talent, including several dietitians who were immediately sent through National Selective Service to relieve the shortage of local hospitals, a woman camouflage expert, a professor of languages, women who had held executive secretarial positions and much other good material.

The objective set for the campaign was 800 workers but it was agreed between the Civil Service Commission and National Selective Service that any surplus of workers obtained for the Civil Service Commission or any number of workers found unsuitable through lack of sufficient training for Government offices should be referred to National Selective Service for placement with local firms.

Advertisements during the campaign called for junior full-time clerks, stenographers and typists at a salary of \$70.20 a month including bonus. Part-time workers were offered \$50 a month for Grade 2, \$35 for Grade 1, with an age limit of 18 to 55.

The Civil Service Commission was well satisfied with the high content and good calibre of registrants.

Halifax

The campaign in Halifax opened September 22 and appealed to all Halifax housewives to register for part-time paid work in bakeries, restaurants, laundries, dry-cleaning establishments, hospitals, hotels, the needle trades, stores and offices.

Directed by the Halifax Employment and Selective Service Office, the campaign was also sponsored by the Local Council of Women.

Orders from local firms totalled 1,235 and during an eight-day campaign the number of women registered—1,020—almost equalled the demand. 179 women registering expressed willingness to take full-time employment. At the time this issue goes to press indications point to the satisfaction of about 90 per cent of local needs.

Toronto

During the first week of September a war industry exhibition was staged in the Eaton Auditorium, Toronto, to inaugurate a local campaign through Employment and Selective Service Offices to obtain women for industrial jobs. About 123 industries set up booths in which girls from the factories carried out various plant operations for the benefit of visitors. Pictures of industries, which were shown during the exhibition, were provided by the National Film Board.

The campaign extended over 11 days and provided a total of 4,798 workers, 4,330 of whom were referred directly to war industries, 1,434 were placed in the first three days. Of the remainder 300 registered only for part-time work and have since been placed. In addition, 168 were married women awaiting arrangements for the day care of their children.

Campaigns for other centres throughout Canada are being planned and will be based upon the needs of the local situation. Advisory Committees are working in all districts where shortages are apparent and the details of the campaigns will be set up in accordance with their findings, with emphasis on employment of full-time workers in all districts where the supply has not been exhausted. Where full-time workers cannot be obtained, the part-time program will be put into effect.

Mrs. Rex Eaton reports that approximately 10,000 women have been recruited for industry since July in these campaigns and of this number about 5,000 have taken on full-time work.

Changes in Policy Under Military Call-Up Regulations

Position of University Students, Hockey Players and U.S. Citizens in Canada—Change in Procedure for Medical Examinations

THE Government has recently made announcements of policy in regard to the status of certain groups under the National Selective Service Mobilization Regulations. The groups affected include university students, hockey players, and United States citizens residing in Canada. A change has also been announced which is expected to expedite the procedure to be followed in regard to the medical examination of men called up for military training.

Change in Procedure for Medical Examination under Mobilization Regulations

An Order in Council (P.C. 6990) was passed on September 7 amending the National Selective Service Mobilization Regulations (P.C. 10924) in respect of procedure for medical examinations for men subject to military call-up and of certain other matters.

According to a statement by Mr. Arthur MacNamara, Director of National Selective Service, every effort is being made to speed up the work of medical examinations under the Mobilization Regulations. However, due to the scarcity of physicians in certain localities, considerable discretion is being allowed to the Registrars as to whether or not men will be ordered to report for medical examination to Army Reception Centres, to designated civilian physicians belonging to panels, or to the nearest civilian physician of their own choice.

Army Reception Centres are located at Halifax, Fredericton, Quebec, Montreal, Kingston, Toronto, London, Winnipeg, Regina, Calgary and Vancouver. Men within convenient distance from these Centres will be ordered to report there for medical examination.

Men who are not required to report at Army Reception Centres will be required to go for medical examination to one of the designated civilian examining physicians located conveniently nearby. The panels of civilian physicians will be arranged after consultation with the Canadian Medical Association.

Where there is neither an Army Reception Centre nor one of the designated civilian physicians within a convenient distance from the man's home, he will be ordered to report for examination to the nearest civilian physician of his own choice.

After the change is made, the civilian doctors belonging to the panels will carry out any further medical examinations of men in low

categories: these were previously carried out by the Army Medical Boards.

Mr. MacNamara pointed out that the new procedure, the effective date of which will be announced shortly, would tend to simplify matters for both the Mobilization Boards and for the men concerned. With most of the examinations conducted by a smaller number of doctors it will be possible to effect a greater standardization of examination. Also, in the case of those who receive their initial examination after the change has been made, further medical examinations should be required in relatively few cases.

University Students Under the Military Call-Up

In regard to university and college students liable for military training under National Selective Service Mobilization Regulations a policy was arrived at following a national conference of Canadian Universities, held at Ottawa on August 30, at which Selective Service and the Universities discussed in detail the application of the regulations to University students. Mobilization Boards across Canada have now been notified of the policy with a request from A. MacNamara, Director of National Selective Service, that it be followed when considering applications for postponement from University students or prospective University students.

The policy reads as follows:

1 (a) No male student of the age of 18½ years or more who is subject to call under the National Selective Service Mobilization Regulations, and who has not attained a standing in education which is equal to that recognized by the appropriate Provincial Department of Education as one which should have been attained by a person of his age, shall be considered eligible for postponement to permit him to continue his studies. (See 2 (a) and 2 (b) below.)

1 (b) Any male student of the age of 18½ years or more who is subject to call under the National Selective Service Mobilization Regulations and who has attained a standing in education which is equal to that recognized in the appropriate Provincial Department of Education as one which should have been attained by a person of his age, shall be considered eligible for postponement to permit him to continue his studies at the discretion of the Mobilization Board concerned. (See 2 (a) and 2 (b) below.)

1 (c) No male student of the age of 18½ years or more who is subject to call under the National Selective Service Mobilization Regulations and who has completed the requirements for admission to a university more than twelve months before the date of his application for admission to a university, shall be

admitted to such university without the consent of the Mobilization Board concerned.

2 (a) Any male student who has completed requirements for admission to a university at an age approved by the appropriate Provincial Department of Education shall be permitted to enter the university and receive postponement of his call under the National Selective Service Mobilization Regulations for not more than one academic session upon the report of the university. Such postponement will be cancelled in the event of failure at examination or failure to comply with military training.

2 (b) Any male student of the age of 18½ years or more who is subject to call under the National Selective Service Mobilization Regulations, who has been admitted to a university, and who has completed satisfactorily the work of at least one academic session in the University shall be served with an Order—Medical Examination in accordance with the National Selective Service Mobilization Regulations, unless he is enrolled in a course defined from time to time by the Director of National Selective Service on the recommendation of a University Advisory Board as essential to the national interest or contributing to the prosecution of the war; a student enrolled in a course so defined shall be granted a postponement of his call and shall continue his enrolment in the course until graduation. Such postponement, however, will be cancelled in the event of failure at examination or failure to comply with military training.

3. A bona fide candidate or student for the ministry of a religious denomination eligible to supply chaplains to the Armed Forces, who is certified as such by the appropriate ecclesiastical authority, shall be granted postponement.

4. The Conference re-affirmed its resolution of January 9, 1943, to "weed out incompetent students" and adopted the following resolution:

That any student, either man or woman, of the age of 18½ years or more who fails to pass any term or yearly examination required by his or her university or college be refused permission to continue his or her studies in the university or college concerned until he or she presents a permit so to do issued by the appropriate National Selective Service Officer.

"The policy as outlined", Mr. MacNamara stated, "meets with the approval of the heads of the Universities. We have endeavoured to be fair to all interests concerned. Continuation of University courses essential to the war effort, and of candidates for the ministry of recognized religious denominations will not be interfered with. Otherwise, encouragement will be given to young men to start on their educational courses—but where those courses do not have a direct bearing on the war effort, we could not very well grant postponements to students to continue them, when their services are so urgently needed by the Armed Forces."

Professional Hockey Players

Within certain limits Selective Service will not interfere with the release of hockey play-

ers during the forthcoming winter season. However, limitations will be placed on players who have been engaged in high priority employment, unless the consent of the employer is obtained. Moreover, postponement of military call-up is not contemplated in the case of those players who are in age or marital classes that are subject to mobilization regulations.

The principles and procedure to be observed follow:

1. Selective Service Permits to enter employment of a professional hockey club in Canada or the United States will be granted to any person who is not in the age groups designated under the Mobilization Regulations, or to any person in those age groups who has been rejected for military service, unless the applicant is employed by an establishment which has been given an A or B labour priority rating.

2. If the person is engaged by an establishment which has been given an A or B labour priority rating, a permit will not be granted without the consent of the employer and on the understanding that any time lost playing hockey will be made up in order that production will not suffer.

3. Labour Exit Permits will be granted under Section 400 of the Civilian Regulations and authorizations to leave Canada will be given under Section 23 of the Mobilization Regulations, to any person to whom a Permit to enter employment may be issued under items 1 or 2 above.

Procedure Affecting U. S. Citizens Resident in Canada

An important change has been made in the procedure for dealing with citizens of the United States residing in Canada under Mobilization Regulations.

In future, after three months' residence in Canada, an American citizen in a category liable to compulsory military service in Canada will be required to report either for service with the Canadian Armed Forces or with the United States Forces.

This action was taken on order of the Minister of Labour, who was authorized under Mobilization Regulations (P.C. 10924 as amended by P.C. 6990, September 7) to fix the time during which an American citizen may live in Canada without becoming subject to compulsory military service. Previously the rule had brought an American under the Regulations only after 12 months' residence in Canada.

After six weeks' residence in Canada, citizens of the United States are required to register under the National Registration, through the local Postmaster.

Proof Required of Army Rejection

ARTHUR MacNAMARA, Director of National Selective Service, announced on September 1 that active consideration is being given by the Minister of Labour to issuing an order under authority of National Selective Service Civilian Regulations, requiring employers to satisfy themselves that all male employees in age and marital classes designated under Mobilization Regulations, are in possession of papers to show that they have been rejected by the Army or discharged from the Forces, or otherwise that they have complied with Mobilization Regulations.

"While it may be some little time before an order to this effect is actually issued," Mr. MacNamara said, "the delay will be due largely to the necessity of giving the men an opportunity of securing the necessary documents, if they do not already possess them."

Mr. MacNamara pointed out the several types of documents which are involved. Men who tried to enlist voluntarily in the Army but were rejected because of medical unfitness, should apply to the district military Headquarters where they had applied for enlistment in order to obtain a rejection form if they do not already possess one. Men discharged from

the Navy, the Army, or the R.C.A.F., who may have lost their discharge certificates, should make application to the District Officer Commanding in the district where they were discharged. Unless the men have been granted a postponement of military training, men who were medically examined as a result of a Notice or Order—Medical Examination from a Divisional Registrar of a Mobilization Board, and who do not hold a Medical Unfitness Certificate, should immediately apply for such a Certificate to the Registrar for the Division in which they now live.

"In any event," Mr. MacNamara said, "under the employment permit system most men require sooner or later to go to an Employment and Selective Service Office. Before being dealt with at one of these offices, a man requires to have his documents."

Mr. MacNamara added that in any case where a man may be of military age, but is not in a class designated under the military call-up by reason of being a married man, he should be able to produce a copy of his marriage certificate proving marriage before July 15th, 1940.

Campaign for Farmers to Take Off-Season Work

A campaign to secure the services of farm workers for transfer to essential industries during the slack season on the farm is being carried out by the Department of Labour, in co-operation with the Provincial Departments of Agriculture, it was announced recently by Mr. Arthur MacNamara, Director of National Selective Service.

"To a considerable extent," Mr. MacNamara said, "fuel wood cutting and other woods operations have always depended upon the assistance of workers from agriculture during the Fall and Winter months, in order to secure their production. Similarly, in some parts of the country, coal mining, base metal mining and fish packing establishments have also in the past leaned heavily upon the farmer during his slack season. Due to the war, the large numbers of workers available for these seasonal industries—a regular feature of the Canadian employment situation—have virtually disappeared. Many have gone into the Forces, while others are now steadily engaged in essential industries. In view of this fact, we must depend to an even larger extent upon securing men from the land while they

are not needed at home. Moreover, due to labour shortages, additional industries now look for men off the land: railway track maintenance and packing plants are among the industries now asking the services of farmers for the Fall and Winter."

Mr. MacNamara said that it was impossible to form a close estimate of the number of farmers sought by industry, but probably it would exceed 150,000 across Canada.

The Department of Labour points out that workers in agriculture who have secured postponement of military training by reason of their occupation, will be allowed to continue on postponement if they accept approved essential employment during the slack season.

"There is no thought of interfering with farm production," Mr. MacNamara explained. "We do not want men while they are still required on the land for Autumn work, nor do we want to take away from the farm any man who is needed there for year round work. Nevertheless, there is a substantial margin of men who may be spared during the next few months, and those are the men whose services we wish."

The agreements between the Dominion and the Provinces for farm labour recruitment provide that Provincial Field Organizations will assist the Dominion in locating farmers for other essential industries in the off-season, and all the Provincial Organizations have

been approached and are co-operating with Selective Service in the present campaign. Also, several hundred local Farm Production Committees, organized by the Provinces have undertaken to participate in the campaign.

Further Control of Labour Turnover in Great Britain

STEPS have recently been taken in Great Britain to control the movement from job to job of workers not covered by Essential Work Orders. Transfers of the eight million workers subject to the Essential Work Orders are already controlled through the obligation on both employers and workers to obtain the permission of a National Service Officer before terminating any employment. The Essential Work Orders apply to designated industries of vital importance to the war effort or the life of the community such as munitions, shipbuilding, iron and steel, coal mining, etc.

The Control of Employment (Notice of Termination of Employment) Order which went into effect on August 20 is designed to prevent labour wastage through workers failing to register at an employment office or delaying their entry into new work immediately after leaving their job. It applies to both paid and unpaid work, and to full-time and part-time work of at least twenty hours a week. Under it, employers of men between 18 and 64 and of women from 18 to 59 are

required to notify a local office of the Ministry of Labour and National Service whenever a worker gives notice of his intention to leave his employment or leaves without notice. The worker is still free to seek new employment himself, provided he is not covered by any order which requires him to seek employment through a local office. However, if the local office finds that he has not taken up work of national importance, it may use its powers of compulsory transfer. These powers will not normally be exercised in respect of men and women who have not yet been called on to register for employment unless they have special skill or are being withdrawn from a concentrated industry. At present men up to 51 and women up to 45 have been registered. Exempt from the Order are groups such as dockers whose movements between jobs are already controlled through other administrative arrangements, persons directed into employment or called up for military service, casual workers, seasonal workers in agriculture, and clergymen, doctors and dentists.

Manpower Mobilization in Great Britain

THE following information recently published by the British Ministry of Labour gives an indication of the remarkable extent to which the men and women of Great Britain are mobilized for the war effort.

At mid 1942 the total male population in Britain between the ages of 14 and 64 numbered 15,900,000. Of these 15,200,00 were engaged in full-time paid service or employment for the country.

There were 17,230,000 women in the same age group. Of these 7,100,000 were in full-time paid service or employment, this figure including 2½ million married women. There

are in Great Britain over nine million children under 14 to be looked after.

Of single women between the ages of 18 and 40 over 90 per cent are engaged in the war effort.

The number of women in part-time employment is about 650,000.

Women have taken a large share of the munitions work in Great Britain. In engineering and allied industries 34.4 per cent of the workers are women; while in chemicals and explosives 50.0 per cent are women.

Over one million more men are employed on munitions than at the end of the last war.

Decisions of National War Labour Board

THE National War Labour Board has in recent months issued decisions in the following cases:—

In the matter of Ford Motor Company of Canada, Limited, and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 200.

Re Outboard, Marine and Manufacturing Company of Canada, Limited, and the Employees' Association of Outboard, Marine and Manufacturing Company of Canada, Limited.

In the matter of the Canadian Bank of Commerce and the rank of its junior managers in the Province of Nova Scotia.

Re United Mine Workers of America, Dist. 18—application for increase in basic rates and for overtime payments in domestic coal fields of Alberta and British Columbia.

In the matter of Lake of the Woods Milling Company, Limited, and the inauguration of a group life insurance plan for its employees.

In the matter of Viceroy Manufacturing Company Limited (West Toronto) and the extension of its group life insurance plan.

Re McKinnon Industries Limited, St. Catharines, Ontario.

Re United Steel Workers of America and Dominion Steel and Coal Corporation Limited, Sydney, N.S., and Algoma Steel Corporation, Limited, Sault Ste. Marie, Ontario.

Re National Maritime Federation, National Seamen's Association of Canada and various shipping companies.

In the matter of Ford Motor Company of Canada, Limited, and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 200

Reasons for Decision

This is an appeal from the Ontario Regional Board, and, in effect, is a rehearing of the parties' application to obtain approval of a new working condition provided in their agreement dated December 31, 1942, as follows:—

"The Company will pay all hourly rated employees, when commencing their work between the hours of 1 p.m. and the following 5 a.m., an extra five cents (5c.) per hour for time worked."

The National Board first dealt with this case on reference by the Regional Board and on April 19, 1943, it advised that a premium payment should be made but only "for the time worked between the hours of 7 p.m. and

In the matter of C. Beck Co., Limited, appeal from the Ontario Regional War Labour Board direction of payment of full cost-of-living bonus.

In the matter of International Harvester Company of Canada, Limited (Lethbridge, Alta.).

In the matter of Canadian Car Munitions, Limited, and Ammunition Workers' Union of Cherrier (Local 23216 AFL).

Re International Brotherhood of Firemen and Oilers, Round House and Railway Shopworkers and Canadian Pacific Railway Company.

In the matter of Rothwell Mine Workers' Union and W. Benton Evans.

Re Hamilton Construction Association and Builders' Exchange and United Brotherhood of Carpenters and Joiners of America Local 18.

Re Rogers Majestic Limited.

Re Safeway Stores Limited (Alberta).

Re Dominion Fire Brick and Clay Products Ltd., Claybank, Sask., and Clay Products Workers' Union C.C.L.

Re Metal Trades Section of the Canadian Manufacturers' Association at Vancouver, B.C., and Moulders and Foundry Workers' Union, Local No. 1, Vancouver, B.C.

Re Employing Printers' Association of Montreal, Inc., and L'Association des maîtres-imprimeurs de Montreal, Inc., and Federation of International Printing Trades Unions of Quebec and La Fédération des métiers de l'imprimerie du Canada, Enrg.

the following 7 a.m." The Regional Board issued a decision accordingly and the parties have taken this appeal on the ground that the restriction placed upon the scope of the clause has made the premium payment very difficult from a practical point of view. With the exception of 187 men of the 6,822 affected by the ruling, it would mean a splitting of each shift worked into two parts for payroll purposes; in some cases the fractional shift one way or the other would be as low as 15 minutes.

While it may be said in a general way that the Company operates three distinct shifts, it was disclosed on this hearing that the starting times are by no means uniform. Because

of transportation difficulties and for other reasons, large numbers of men begin work at odd hours in advance of the normal starting times of 8 a.m., 4 p.m. and midnight. This evidently provides the explanation for the wording of the clause in question—a fact on which no evidence was offered on the previous hearing.

In the light of this evidence it seems clear that to apply the 7 p.m. to 7 a.m. formula rigidly in these circumstances would result not only in grave difficulties in accounting from the Company's viewpoint but also in a great deal of confusion and perhaps suspicion on the part of the workers.

Having in mind the necessarily complicated system of times of starting work in this particular Company's operations—a matter on which both parties were silent unfortunately when the matter was dealt with before, we

feel that from a practical viewpoint we should allow the appeal and approve the clause as originally drafted.

The Union contends that the effect of this decision should be retroactive to the date of the agreement. We believe that effect should be given to this contention. Because, however, of the large labour turnover in the plant, we do not think that the Company should be called upon to pay the retroactive premium to employees who have left prior to June 30, 1943, unless they have gone into the Armed Forces.

The premium is not to exceed five cents (5c.) for overtime. In other words, for the purpose of calculating overtime, the wage rate without premium is to be the base with the premium subsequently added.

The appeal is, therefore, allowed in the terms above-mentioned. September 2, 1943

Re Outboard, Marine & Manufacturing Company of Canada, Limited, and the Employees' Association of Outboard, Marine & Manufacturing Company of Canada, Limited

Reasons for Decision

The parties join in an appeal from a decision of the Ontario Regional Board denying their application for permission to inaugurate payment of a 5 per cent premium for time worked on the night shift.

The Company is engaged in the manufacture of war supplies and operates two shifts: a day shift beginning at 7 a.m. and a night shift beginning at 6 p.m.

The evidence establishes that comparable employers representing approximately 85 per cent of industrial employment in the Peterborough area were paying a night shift differ-

ential prior to the effective date of the Wages Control Order. The applicant Company now finds itself at a disadvantage when it must increase its night shift personnel considerably to meet production schedules.

Having regard to the circumstances, we find it consistent with the principles of the Order to permit payment of the 5 per cent premium on straight time worked between the hours of 6 p.m. and the following 7 a.m.

The appeal is therefore allowed and the application granted as of January 16, 1943.

September 2, 1943

In the matter of the Canadian Bank of Commerce and the rank of its junior managers in the Province of Nova Scotia

Reasons for Decision

The appeal is taken from a decision of the Nova Scotia Regional Board. The application was made to have the junior managers employed by the Bank receiving a salary within the range of \$2,000 to \$3,000 per annum declared to be of or below the rank of foreman or comparable rank and therefore subject to P.C. 5963. The Regional Board decided that employees of this classification earning more than \$2,100 were not under the Wartime Wages Control Order because the "discretionary powers" which they exercised placed them above the rank of a foreman.

Under Section 13 of the Order the question turns on whether the duties and responsibilities

of these branch managers, earning between \$2,100 and \$3,000 per annum, are of an "executive character." The fact that they have certain discretionary powers, for instance in the making of small loans or in managing the day to day routine of the branch, does not in our opinion make them executives in the ordinary business sense of that term. They are, as the appellant's brief discloses, under the constant supervision of a Superintendent of branches and in our opinion, it would be more appropriate to classify them, for the purposes of P.C. 5963, as being not above the rank of foremen.

The appeal should therefore be allowed.

September 4, 1943

Re United Mine Workers of America, Dist. 18—application for increase in basic rates and for overtime payments in domestic coal fields of Alberta and British Columbia

Reasons for Decision

In this matter the Board following hearings on May 18 and May 19, 1943, issued an interim directive dated July 2, 1943, by which upward adjustments of wages in the Edmonton and Carbon areas were authorized. The question of adjustments in other areas and further adjustments, if any, in the Edmonton and Carbon areas was referred to Mr. W. H. Ley for investigation and report. (LABOUR GAZETTE, September, 1943, page 1257.)

Mr. Ley's report, after a considerable amount of time spent going into the situation in the coalfields with representatives of the Union and the operators, has now been received. We feel that we can proceed to dispose of the matter of wage adjustments on the basis of that report, without further hearings.

The application was to have the basic rates in the domestic coal mines made uniform and brought to \$5.78 per day, the rate prevailing in the bituminous coal mines. It was also requested that contract rates should be increased in certain mines.

It must be kept in mind that our authority to grant increases in wages is contained within the limits of section 25 of P.C. 5963. This limitation was paid little attention to by the applicant union in presenting the case before us. Hence the necessity of appointing a referee.

From the report submitted by Mr. Ley we have reached the following conclusions as to data rates:

(1) In the Coal Branch District where the existing rate is presently \$5.51 per day the conditions of mining and proximity of the mines to the bituminous mine area justifies us in advancing the rate to \$5.78 as requested.

(2) In the Saunders and Alexo District where the existing rate is \$5.59 per day, on the same evidence and reasoning we think the rate should be increased to \$5.78 per day.

(3) In the Drumheller and East Coulee District and the Lethbridge District where the rate presently paid is \$5.51 per day we

find that the 1926-29 rate was \$5.57 per day and on a comparative basis the present rate may be said to be to some extent depressed. Accordingly we think that an increase to \$5.57 per day is justified.

(4) In the Edmonton and Carbon Districts where the rate was increased by our former interim directive to \$5 per day we are of the opinion that the conditions of mining are sufficiently similar to those in the Drumheller and Lethbridge Districts that it should be increased to \$5.57 per day.

(5) In the Princeton District where the rate is \$5.51 per day we feel that it should be increased to \$5.78 per day, the rate now in effect at one of the mines on Vancouver Island.

As to contract rate increases applied for we have reached the following conclusions:

(1) The application for increase in mine contract rates and timbering at East Coulee Mines cannot be given effect to under Section 25.

(2) Timbering rates at Rosedale Collieries should be increased to the level of those prevailing at Drumheller, viz.:

	Per set
Entries and rooms notched and lagged	\$1.13
Entries and rooms round timber lagged .....	.75
Bridge sticks not notched	1.70
Needle sets .....	.42½

(3) In Edmonton and Carbon Districts contract mining rates should be increased by 12½ per cent.

(4) There should also be 12½ per cent increases in mining contract rates at the Chester Mine, the J. J. Hamilton Mine and the Strickland and Tenant Mine in the Lethbridge coal field.

All increases should be retroactive to the 16th day of May, 1943. The question of ability to pay is of importance and also we think that uniformity in retroactivity is desirable.

When formal finding and direction is issued a schedule of all rates involved will be attached.

September 4, 1943

In the matter of Lake of the Woods Milling Company, Limited, and the inauguration of a group life insurance plan for its employees

Reasons for Decision

The applicant company appeals from decisions of the Regional Boards for Ontario and Manitoba with respect to an application for permission to inaugurate a group life insurance plan. The plan provides coverage, scaled to

employees' earnings, for amounts ranging from \$750 to \$5,000. Premiums are to be paid by the company without contribution by the employees. The plan has been approved by all of the Regional Boards with the exception of Prince Edward Island and the two Boards whose decisions are now under review.

The Ontario Board withheld its approval on the ground that the plan did not provide for contribution by the employees to the extent of at least 30 per cent of the premiums. As a rule, plans such as this are on a contributory basis and we agree that they should be examined with particular care when the entire cost is to be borne by the employer. However, this is a case where there is more or less seasonal employment in many of the company's establishments and at wages which are perhaps not as high as those prevailing in many industries. The appellant operates none of the usual employee welfare plans which have become a common practice for many employers. Under these circumstances, we are of the opinion that the appeal from the Ontario Board should be allowed.

The Manitoba Board has approved the application but with the qualification that the limit of coverage for any one employee be \$2,500. The material filed in support of the

appeal discloses that there are only seven (7) employees affected by the restriction. We are in agreement with the Regional Board's view that for the higher-paid brackets, plans of this kind should be scrutinized with perhaps greater caution. However, we do not think that any inflexible level can be set. The company is of course desirous to have uniformity throughout the eight (8) provinces in which its business is conducted and the small number of employees involved here would seem to us to make it unnecessary to disturb the appellant's over-all plan. It may be that some of the higher-paid employees are "salaried officials" and therefore outside our jurisdiction. In so far as we have jurisdiction, we think the appeal should be allowed.

It should be understood that our decision is no assurance that the expense involved will be approved by the taxation authorities as a deduction from the company's income.

September 8, 1943

In the matter of Viceroy Manufacturing Company Limited (West Toronto) and the extension of its group life insurance plan

Reasons for Decision

The appeal is from a decision of the Ontario Regional Board. The Company in 1924 inaugurated a contributory group life insurance plan. The application was for permission to increase the coverage for certain employees, at the Company's expense and on the basis of length of employment. The Regional Board refused permission on the ground that the employees benefitting would make no contribution to the cost of the extended insurance.

It appears that the additional premium is little more than 10 per cent of the present cost of the plan of which the employees pay approximately one-half. If the extension be

allowed, the contribution of the employees will still be quite substantial. Also because the purpose of the extended coverage is one which, if possible, should not be discouraged and because it is confined within reasonable limits, we think the appeal should be allowed. Of course, we have no jurisdiction with respect to employees who fall under the wartime salaries order.

It should be understood that our decision is no assurance that the expense involved will be approved by the taxation authorities as a deduction from the company's income.

September 9, 1943

Re McKinnon Industries Limited, St. Catharines, Ontario

Reasons for Decision

The above named Company made application dated May 8, 1943, to the Ontario Regional Board for authorization to pay foremen and other salaried employees overtime at the rate of time and one-half, the prevailing rate paid production workers on hourly wages. The Regional Board declined to grant the authorization in the terms applied for but did authorize the Company to pay such employees at pro rata rates for all time worked beyond the standard work week. The Regional Board has granted the necessary leave to appeal under date of July 16, 1943.

As the subject matter of this appeal is one that is causing considerable confusion at the

present time, we feel it advisable to deal with the question in writing.

As regards the foremen in this particular plant, it appears that shortly before the application was made to the Regional Board some of them were paid on an hourly basis and for that reason were entitled to overtime payment on a time and one-half basis. Others were on a salaried basis. As a matter of policy all foremen were put on a salary basis just prior to the application to the Regional Board.

It would seem clear that under the Regional Board's ruling those foremen who had been working on an hourly basis have suffered a reduction in pay. This we deem contrary to

the principles of P.C. 5963. To this extent at least the decision of the Regional Board cannot be sustained.

However, the matter should be regarded on even broader principles. In these days of man-power shortage it is extremely difficult for an employer to obtain additional help. The one logical way to compensate for the difficulty is to ask the existing staff to work longer hours. If salaried workers are willing to do so and there is no evidence that their salaries are fixed on the assumption that overtime work will be required without extra remuneration we see no reason why they should not receive the same treatment as production workers on an hourly basis. In this particular case we understand the normal work week for foremen is 48 hours. Therefore we feel that a finding and direction should go authorizing the Company to pay time and

one-half for all hours worked in excess of 48 hours weekly.

The case of other salaried employees may be somewhat different. We assume that among the salaried employees in question are office workers. The standard week of office workers varies with different plants. It may be that war production necessitates an extension of the office worker's work week. Accordingly, in these cases we think that workers in this class should receive pro rata rates for the excess time worked over the normal work week up to 48 hours. If they work over 48 hours weekly they should be entitled to payment at the rate of time and one-half for time worked over the 48 hours.

The appeal should be allowed and finding and direction issued accordingly.

September 9, 1943

Re United Steel Workers of America and Dominion Steel and Coal Corporation Limited, Sydney, N.S., and Algoma Steel Corporation Limited, Sault Ste. Marie, Ontario

Reasons for Decision

This is an application under P.C. 689 and our former judgment dated 31st March, 1943, for restoration of differentials which obtained prior to increase of the base rate to 50 cents an hour. The application also in substance asks for a further increase in the base rate to 55 cents an hour.

With regard to the application for increase of the base rate to 55 cents an hour it seems quite evident that the jurisdiction given us under P.C. 689 has been exhausted by our judgment of the 31st day of March, 1943, which completely adjudicated on this matter. Accordingly, we must dismiss the application for any increase in the base rate without prejudice to any further application to the proper Regional Boards.

The question of restoration of differentials was dealt with in our former judgment with a view to having the matter cleared up reasonably promptly after an opportunity for negotiation had been given. However, the Union did not elect to file its application in this respect until the 14th of July, 1943. Since shortly after the 1st of August the Union has been putting on a great deal of pressure to have the matter heard and disposed of. Finally after the Union had signified its willingness to have the case heard by a quorum of the Board, September 8th was set as the date of hearing. On that day a further adjournment was requested until to-day, September 9th. At the opening of the case this morning counsel for the Union, in spite of the agreement, elected a further adjournment until it was arranged that the full Board would be available to deal with the matter. His application was granted.

However, since the adjournment, we have had an opportunity to examine carefully the written briefs filed. We feel we can proceed to dispose of this branch of the case without further argument. Furthermore, in the interest of the workers concerned, we are of opinion that this should be done without subjecting them to further delays.

We can understand and sympathize fully with the position of the more skilled workers whose differential was taken away when the base rate was increased to 50 cents per hour. There has been no valid reason why their case should not have been dealt with long ago.

Accordingly, in the case of Dominion Steel and Coal Corporation Limited, we have reached the conclusion that in the case of workers receiving more than the former base rate of 43½ cents per hour as at March 23, 1943, there should be a general increase of 6½ cents per hour. In the case of Algoma Steel Corporation Limited, workers receiving more than the former base rate of 45½ cents per hour as at March 23, 1943, should be entitled to a general increase of 4½ cents per hour. It should be understood that the increases hereby directed apply to maintenance men as well as to production workers. All increases should be retroactive to the first pay period commencing subsequent to March 23rd, 1943.

In view of the long delay in presenting the case the Companies should not be obliged to make retroactive payment to persons not presently in their employ except those who have become members of the Armed Forces.

There will be finding and direction accordingly.

September 9, 1943

Re National Maritime Federation, National Seamen's Association of Canada and various shipping companies

Reasons for Decision

This is an application for upward revision of salaries and wages for both licensed and unlicensed personnel.

As regards Captains and Chief Engineers, we have already decided (Canadian Navigators Federation Incorporated and National Association Marine Engineers of Canada Incorporated) that we have no jurisdiction, these coming under the Salaries Order.

This is in reality a renewal of a former application which was refused and in this type of case we have given the opinion that there is an unusual onus on the applicant to show that there has been a change in conditions or new evidence to justify a reversal of the former decision. See Brotherhood of Railway and Steamship Clerks, Freight Handlers,

Express and Station Employees at Port McNicoll. (LABOUR GAZETTE, September, page 1262.)

Far from trying to establish that new and different conditions now prevail, the applicant unions did not even try to put the case on a comparative basis as required by Section 25 of P.C. 5963. The only comparison offered was that with American rates, which, under P.C. 5963, is irrelevant.

Since the hearing took place we have made a careful analysis of comparative rates paid similar occupations by other Canadian shipping companies. This has led to the conclusion that we cannot raise rates as applied for.

Accordingly the application is denied.

September 9, 1943

In the matter of C. Beck Co. Limited appeal from the Ontario Regional War Labour Board direction of payment of full cost-of-living bonus

Reasons for Decision

This is an appeal from a decision of the Ontario Regional Board of March 27, 1943, by which the Regional Board increased the cost-of-living bonus to \$4.25 from 60 cents, which has been paid by the company prior to that date.

When it comes to a question of adjusting the cost-of-living bonus, the boards obtain their sole authority to do that under a proviso at the end of section 34, subsection (3) of order in council 5963; and in adjusting the cost-of-living bonus the board is limited to an adjustment within an industry. It is not the same principle that applies in connection with the matter of an increase in wages.

It appears quite clear that this company operates three plants, one at Toronto, one at New Toronto and one at Penetanguishene, and that in Toronto and in New Toronto the cost-of-living bonus paid to adult male employees is at the rate of \$3.50 weekly, while in Penetanguishene before the decision of the Ontario Regional Board, which is now appealed from, the cost-of-living bonus paid was 60 cents.

The Company's position in connection with this matter is one of inability to pay, and examination of the financial statements that have been filed—although they are rather unsatisfactory for the purposes of the Board—do indicate that the ratio of current assets to current liabilities is on the wrong side, and the company probably would be in a great deal of difficulty were it not for advances made to it by Mr. Beck personally.

However, I think we must reach the conclusion that in spite of the plea of inability to pay, the company has very recently, and since the decision of the Ontario Regional Board, increased wages by 5 cents an hour to men and by 2½ cents an hour to boys under eighteen, which to us seems to indicate that the company now finds itself in a position on prospects where it deems it advisable to grant those increases, although evidently the increases have been made without authority from the Regional Board.

In the circumstances here we have no comment to make in that regard, although the company may find itself in an awkward position in respect to the step which it has taken.

Therefore we feel that on the issue, the sole issue before us, which is the question of the cost-of-living bonus, there was no ground upon which the Ontario Regional Board could increase the cost-of-living bonus from 60 cents to \$4.25 weekly; but under order in council P.C. 2370 it would appear that there was authority, in adjusting the cost-of-living bonus within an industry, to increase the amount to \$3.50 a week, which is the cost-of-living bonus being paid in the Toronto and New Toronto plants.

Accordingly we will allow the appeal to the extent of reducing the \$4.25 weekly to adult male employees to \$3.50, with the ordinary adjustments in respect of male employees under 21 and female employees, if there are any.

What the company is going to do in the circumstances about the five cents and 2½

cents increases which it has recently given is a problem for it to adjust with the men.

So to that extent the appeal will be allowed, and the direction and finding will issue on

these terms. This will be effective from the same date that the judgment appealed from became effective, namely, December 15, 1942.

September 10, 1943

In the matter of International Harvester Company of Canada, Limited (Lethbridge, Alta.)

Reasons for Decision

This is an application for leave to appeal from a finding and direction of the Regional Board for Alberta. The Company had made application for permission to establish the following occupational classifications and basic wage rates:

Secretary	\$135.00
Senior stenographer.....	96.00
Junior stenographer.....	78.50

The Regional Board authorized increases to two stenographers from \$80 to \$85 and in

effect did not deal with the application as made, but reviewed a previous decision on an application for increases to two named employees. It appears that one of the two stenographers has left the employ of the appellant.

Leave to appeal should be granted and on the merits our opinion is that on the principle of comparison in section 25 of the order, the rates applied for are not enhanced and should be approved.

The appeal is therefore allowed with effect from March 22, 1943.

September 10, 1943

In the matter of Canadian Car Munitions, Limited, and Ammunition Workers Union of Cherrier (Local 23216 AFL)

Reasons for Decision

Leave is granted to the Union to bring this appeal from the Quebec Regional Board involving four issues with which we shall deal separately:—

1. *Allocation of occupational classifications to rated categories A, B, C and D.*—There is a contract between the employer and the Union, dated August 3, 1942. It does not specify rates of pay but clause 10 provides that the wages to be paid to the various occupational classifications would be "as directed and approved by the Government". The parties at the time were negotiating with respect to both rates of pay and occupational classifications and the contract merely noted that any wage increases would have to be either approved or directed by the Regional Board, depending upon the outcome of the negotiations. No agreement having been reached, an application was made by the Union to the Regional Board for a general 25 per cent wage increase. By finding and direction dated August 25, 1942, a 15 per cent increase was directed to all hourly-rated employees with the exception of skilled tradesmen and their helpers. The parties then proceeded to negotiate with respect to classifications. The workers affected, both male and female, were divided into four categories and a range of rates, within the increase authorized, was set by the Regional Board for each category. It was then left to the parties to allocate individual job classifications to one or other of the four categories.

As a result, grievances arose and the parties agreed to resort to the arbitration clause of their collective contract. The written submission is dated April 19, 1943, and states that "the question of categories at Cherrier will be arbitrated following the routine laid down in the agreement". It was further agreed that the decision of a majority of the Board of Arbitration would be final and binding upon all parties concerned. By unanimous report dated April 29, 1943, the Arbitration Committee under the chairmanship of Mr. Bernard Rose, K.C., dealt with the various complaints and allocated job classifications to the wage categories.

The appeal is in effect against the report of the Arbitration Committee. That being the case, we cannot overlook the presumption existing in favour of the validity of an arbitration award. It is a well established principle in arbitration matters that, in the absence of fraud or its equivalent, an award should not be interfered with unless it be shown that the arbitrators failed to give the parties a fair hearing or that they went outside the terms of the submission to arbitration. After a careful reading of the elaborate brief presented by Mr. Jodoin, we have come to the conclusion that the evidence submitted does not warrant interference on those grounds. To set aside the report of the arbitrators in this case would be doing violence to the fundamental purpose of the process of arbitration. We must therefore dismiss this branch of the appeal.

2. *Inauguration of wage rate for new category "E".*—On September 21, 1942, the Union applied to the Regional Board for the establishment of a new wage category "E" for certain classifications, with hourly increases, over category D, of 5 cents for women and 10 cents for men. By finding and direction dated October 14, 1942, the Regional Board refused the application on the ground that no case had been made out within the terms of section 25 of the order in council.

We are now asked to approve the new category and to direct hourly increases of 5 cents to both men and women classified within it, because of the more difficult or more hazardous nature of their work.

Our duty is to interpret and apply the wartime wages control order. The powers given to us by that order in the matter of wage increases are dependent upon a finding that the rate applied for is comparable with the rates generally prevailing for similar classifications in a comparable locality. The Union has not made out a case on that basis; and we have no alternative but to confirm the Regional Board's decision.

3. *Fifteen per cent wage increase to guards.*

—This issue is related to the decision of the Regional Board dated August 25, 1942, directing the general 15 per cent wage increase to all workers paid on an hourly basis with the exception of certain named tradesmen and their helpers. The question to be decided is whether the plant guards were included in the over all 15 per cent wage increase. The claim on behalf of the employees is that the Quebec Board's decision applied to all hourly rated workers and that the guards were not excepted. The company says that the application which brought down the decision was made on behalf of the "production workers" and that the company's police force were not meant to be within that description. It is also said that the guards did not participate in the representation vote by which the Union became the bargaining agency of the employees. By a finding and direction dated April 14, 1943, the Regional Board interpreted its previous decision and excluded the guards from the coverage of the general increase. The decision is based upon the terms of the application and upon the fact that the guards were given what amounted to more than a 15 per cent increase in January of 1942. The Regional Board also found that the present rate of pay for this classification at Cherrier was equal to or higher than that paid to similar classifications at other munition plants. Such a finding having been made by the Regional Board and no evidence offered to

show that the finding was erroneous, we cannot interfere.

4. *Transportation allowance.*—The Union's application is for a maximum daily transportation allowance of 40 cents to workers not enjoying the benefit of free train service from the city of Montreal. The allowance is computed on the basis of 2 cents per mile up to 20 miles per day. A considerable number of employees are unable to use the transportation service provided by the company, because in the main they reside east of Cherrier. This differential between workers is a source of dissatisfaction in the plant. The Union's proposal, on account of varying distances, does not appear to be one which can be put into effect without a good deal of difficulty and risk of confusion and we are not disposed to direct its adoption. However, we do think that the employer would be well advised to provide free transportation from Joliette and we are prepared to give the necessary authorization to that effect on application being made.

Findings and directions will go on in accordance with the above disposition of these four issues.

The Union introduced on this appeal a new matter which was not dealt with by the Quebec Regional Board—namely the enforced collection of Union dues by the Company. We are of course dealing with the matters presented in an appellate capacity and cannot undertake any original jurisdiction. Moreover we are quite definitely of opinion that this is a subject with which neither this Board nor the Regional Boards have any powers under the governing orders in council. Accordingly this application must be dismissed.

Before parting with the matter we should state that in our opinion a great deal of the difficulty has resulted from the manner in which Allied War Supplies Corporation has intervened in the negotiations and before the Regional Board and this Board as well. We can quite understand, in view of the contractual relationship between Canadian Car Munitions Limited and Allied War Supplies Corporation, that matters concerning labour relations should be subject to the approval of the latter Company. The continual intervention in these matters by Allied War Supplies Corporation has, however, quite evidently had an unnecessary and upsetting effect on the relationship between Canadian Car Munitions Limited and its employees. The question of whether a specific matter arising in the process of collective bargaining meets with the approval of Allied War Supplies Corporation is surely a matter between the two com-

panies. Any difficulties arising should not be given the appearance of an issue between Allied War Supplies Corporation and the

Union representing the employees of Canadian Car Munitions Limited.

September 17, 1943

Re International Brotherhood of Firemen and Oilers, Round House and Railway Shopworkers and Canadian Pacific Railway Co.

Reasons for Decision

This is an application for vacations with pay for employees represented by the applicant union.

In a recent decision (June 4, 1943) vacation with pay was granted to the Federated Trades Employees in the locomotive and car departments of the Canadian Pacific Railway upon the same terms and conditions as those enjoyed by like classes of employees of the Canadian National Railways. In that case (Division No. 4 case) it was pointed out that the most important consideration leading to the decision was the fact that some 60 per cent of the workers involved already enjoyed the privilege. It was also carefully pointed out that that decision was not to be construed as any precedent for establishing vacations with pay for other classes employed on the railways in time of war.

It appears that the employees, upon whose behalf the application is made, to a large extent work in the round houses where the Federated Trades (Division 4) work as well, although the corresponding classes on the Canadian National Railways do not enjoy vacations with pay.

As was pointed out in the Division 4 decision, there is manifest a growing tendency to

allow vacations with pay in industry. In the United States we believe the privilege is enjoyed by all railway classes except the running trades. It may be that the time has come when vacations with pay should be recognized as a general principle, subject to exceptions of course.

However, it appears that this Union has served notice of termination of its existing agreement and desires to renegotiate the same. In other words, the agreement is now open for bargaining on all its terms. We feel that it should be the policy of the Board to interfere as little as possible in the bargaining field, particularly when the Union alleges that the field is now wide open as a result of the notice served.

Accordingly, we refrain from making any direction on this question at this time but recommend that this matter be considered by the parties in the process of negotiating any new agreement. We do not shut the door to the applicant union when it is able to establish that it has a valid subsisting agreement. In the meantime, however, we do not think it fitting that we should deal with the case.

Finding and Direction accordingly.

September 17, 1943

In the matter of Rothwell Mine Workers' Union and W. Benton Evans

Reasons for Decision

We think we can dispose of this matter without reserving the question.

Somewhat the same principle that is involved here was involved in the case of the Malagash Salt Mines, which we dealt with some time ago. It is quite evident to us, that the wage level in the mine concerned here is low, compared with operations in Nova Scotia, which is perhaps the nearest point. As Mr. Evans has quite freely stated, mining coal in this mine is as difficult, or perhaps more difficult, than is the average in other mining operations, in this country at least.

The whole question from the point of view of the employer is his ability to pay with a price ceiling on his product. Accepting that statement as a correct view of the matter, it becomes quite apparent that any increase in wages has got to be found, in some way, from the office of the Coal Administrator.

Of course, this is a problem between the company and the Coal Administrator, and it appears plain from the material presented that the Coal Administrator has full knowledge of the company's financial position.

We feel that effect has got to be given to the application of the miners under section 25 of the Act, on a comparative basis, and since the employer, Mr. Evans, has taken the position that any increase awarded should apply also to the foremen and office staff, and any others who are not in the same category as belong to the union, we think we should grant an increase to all of the employees in the mine of 20 per cent over their present rates.

We may say it seems quite clear to us, that the relationship between the company and the union is one in which they are on the best of terms. We think the union will understand that, in view of the fact that the owner has to arrange to make recovery in some way or

other for the increase granted, through the office of the Coal Administrator, that the award cannot be made retroactive. We have dealt with the same situation in the same

way in the Malagash Salt Mines case. Accordingly the award now given will be effective from the 20th September, 1943.

September 24, 1943

Re Hamilton Construction Association and Builders' Exchange and United Brotherhood of Carpenters and Joiners of America Local, 18

Reasons for Decision

This is an appeal from a decision of the Ontario Regional War Labour Board granting an increase in wages to carpenters in the City of Hamilton from 90 cents to 95 cent per hour. Leave to appeal was granted by the Regional Board.

The case presented by the employers' association was founded largely on the proposition that the Joint National Conference of the Construction Industry of Canada held in February of 1941, composed of some thirty representatives of labour and some thirty representatives of employers, made the declaration that "wage levels in effect throughout the Industry at the outbreak of war were generally accepted as fair and equitable". They also relied on the wording of a resolution of the National Joint Conference Board of the Construction Industry dated May 3, 1943, to the effect that "any application to justify approval of any increase in basic wage rates would necessarily have to show exceptional conditions".

Since the hearing we have examined carefully the proceedings of the Joint National Conference and the National Joint Conference Board referred to. We are of opinion that these are both bodies of the nature of voluntary associations of employers and employees in the Industry and do not pretend in any way to exercise any rigid control of wage rates over and above the controls established by

Orders in Council of the Government. The fact is that in the resolution the right to individual members and labour bodies to invoke their rights under the Orders in Council of the Government is carefully preserved.

The Board has a great deal of confidence in the Joint National Conference and believes that the unions under its jurisdiction as well as the employers should fully subscribe to the principles of policy which it lays down. Undoubtedly this would be in the best long term interests of employer and labour alike. This is particularly the case in the matter of wages.

But we feel that we must decide this appeal not on the basis of the resolution referred to, but purely on that laid down in P.C. 5963. Viewing the matter this way, in order to allow the appeal we should have to reach the conclusion that the Regional Board was clearly wrong in its finding. Had the matter been before us originally we might have taken a different view. However, there was evidence on which the Regional Board's finding could be substantiated—particularly evidence to the effect that the rate of 95 cents per hour was already being paid in Hamilton to carpenters on war projects.

Accordingly, we have reached the conclusion that the finding and direction of the Ontario Regional Board cannot be disturbed in this particular case. The appeal must be dismissed

September 25, 1943

Re Rogers Majestic Limited

Reasons for Decision

This is an appeal from a decision of the Regional Board for Ontario declining approval of the appellant's application to extend from one to two weeks the paid vacation period of hourly-rated employees who had completed five years' continuous service with the company. Leave to appeal was granted by the Regional Board.

Prior to November 15, 1941, these employees were allowed a one-week paid vacation. The application to the Regional Board was to obtain permission to grant the one week vacation to all hourly-rated employees having completed one year's continuous service and for the extension of the vacation period for employees having five years' continuous service. The Regional Board has authorized the

first part of the application within the limits of the Board's decision bulletin No. 17, but has refused the extension. The result is that the older employees are now on the footing of employees who have been in the company's employ for one year, except possibly that they are not subject to certain of the bulletin's provisions, for example, with respect to absences from work. Under the circumstances, it is reasonable that the appellant should wish to restore a differential in the matter of paid vacations in favour of its older employees and we are of opinion that the appeal should be allowed. The appellant, however, should apply the conditions stated in decision bulletin No. 17 to the hourly-rated employees who will be receiving the two-week vacations.

September 29, 1943

Re Safeway Stores Limited (Alberta)

Reasons for Decision

The Company operates twenty-five retail meat and grocery stores in the Province of Alberta. On the effective date of the wartime wages control order, the basis of calculation of the wages paid to store managers and head meat cutters was the volume of business done in the particular store and, in the case of the other store employees, it was length of service and experience. In other words, on November 15, 1941, there was being paid to these occupational classifications a range of wage rates.

The Company applied to the Regional War Labour Board for permission generally to increase the wages of these employees, within the limits of the range, on the basis of calculation prevailing at the effective date. The Regional Board took the position that it could not deal with the matter broadly, and that increases would have to be viewed with reference to the rates prevailing in a given locality.

With due deference, we are of opinion that section 25 is not applicable here, because this is not an application for an increase in wage rates. The appellant is not asking for permission to alter the *basis* upon which it was remunerating its store employees. If it were, then we agree that section 19 would apply and that the yardstick of comparison prescribed by section 25 would have to be resorted to. The problem here finds its solution in the definitions of "wage rate" and "range of wage rates" provided by section 15 (1) (v) and section 17 (1) of the Order, and in the blanket authority given by section 24 (1).

What the Order stabilized was the basis of calculation of wage rates and the appellant is not seeking to alter the basis from what it was on November 15, 1941.

We take it that there is no question of new establishments or sites of operation, otherwise section 22 would have to apply.

The appeal is therefore allowed.

September 29, 1943

Re Dominion Fire Brick and Clay Products Ltd., Claybank, Sask., and Clay Products Workers' Union C.C.L.

Reasons for Decision

This is an appeal from a finding and direction of the Regional War Labour Board for Saskatchewan dated April 18, 1943, refusing to adjust cost-of-living bonus to \$4.25 weekly as applied for.

The only jurisdiction for adjustment of cost-of-living bonus is to be found in the proviso at the end of section 34. The adjustment must be one that is made *within an industry*. Comparison of the cost-of-living bonus paid by other industries in the locality is irrelevant under the proviso and no effect can be given to it in order to make the adjustment.

The case before the Regional Board and before us was based on the erroneous assumption that the adjustment could be awarded on the basis of comparison with other and different industries in the locality.

When the case came before us, some attempt was made to bring the matter within the proviso by examination of the cost-of-living bonus paid by other firms in substantially the same industry no matter where located. An examination of the wage data, however, in our opinion did not establish any inequitable combination of wage rates and cost-of-living bonus justifying any alteration in the decision of the Regional Board. To understand the intention of the proviso in question it is advisable to read the preamble to P.C. 2370 which brought about the amendment now incorporated in P.C. 5963.

Accordingly, we have no alternative but to dismiss the appeal.

September 29, 1943

Re Metal Trades Section of the Canadian Manufacturers' Association at Vancouver, B.C., and Moulders and Foundry Workers Union, Local No. 1, Vancouver, B.C.

Reasons for Decision

This is an appeal from a finding and direction of the British Columbia Regional War Labour Board dated the 24th day of March, 1943, in so far as it denied increases to moulders and coremakers, electric furnacemen, acetylene burners and welders, electric welders and machine moulders. As to increase granted

other classifications by the same finding and direction, there is no appeal.

The Metal Trades Section of the Canadian Manufacturers' Association represents a number of foundry operations in Vancouver, B.C., affected by the finding and direction.

From the record it is impossible to know whether there was before the Regional Board

certain evidence which was by admission before us on the appeal. The finding and direction of the Regional Board is in the usual form conforming with Section 25 of P.C. 5963, indicating that the comparative basis was used in finding that the increases asked should be denied. It appears that the rate paid moulders and the other classifications was 90 cents per hour in general. However, it was admitted before us that one of the companies concerned was already paying 92½ cents per hour and two others were paying 96 cents per hour. Besides this it was also admitted in evidence that certain firms were paying production bonuses in addition to the 90-cent hourly rate.

This is another example of where individual employers in their anxiety to retain or attract certain classes of workmen upset the wage structure throughout the industry, which in this case is substantial, and thereby produce unrest and dissatisfaction among the workers in other plants. It is regrettable that when all belong to the one representative organization they could not deal with the question in uniform fashion.

We feel in the circumstances and in conformity with Section 25 that part of the

increase requested should be granted. To grant the full increase asked for would quite evidently throw the whole wage structure out of line. When it comes to fixing the amount the only definite evidence we have are the present rates of 92½ cents and 96 cents presently being paid by some of the companies. What the net amount payable to these classes was under production bonus schemes, was not brought out in evidence. It would be a mere guess on our part to fix a wage at any figure higher than 96 cents per hour.

Accordingly, we are prepared to allow the appeal to the extent of an increase of 6 cents per hour bringing the hourly wage to 96 cents for the classifications concerned. However, in the case of the workers presently in receipt of a production bonus, the increase allowed is conditional upon them renouncing any right to a production bonus. To us this seems necessary to obtain peace in the industry as far as the workers are concerned.

Finding and direction accordingly.

September 29, 1943.

Re Employing Printers' Association of Montreal, Inc., and L'Association des maitres-imprimeurs de Montreal, Inc., and Federation of International Printing Trades Unions of Quebec and La Federation des metiers de l'imprimerie du Canada, Enrg.

Reasons for Decision

This appeal is from a decision of the Quebec Regional Board dated April 19, 1943, on an application by the unions for an increased minimum cost-of-living bonus to employees of the commercial printing industry in the Montreal area. Leave to bring the appeal was granted by the Regional Board.

The respective status of the parties in the industry was the subject of some discussion at the hearing. That these federations of trade unions and syndicates and associations of employers are representative of the employers and employees concerned, must, we believe, be taken as sufficiently established by the collective labour agreement governing employer-employee relationships in the industry and trades concerned. The parties before us were the parties to the collective agreement and their representative status was acknowledged by the provincial authorities when their contract was rendered obligatory and extended to non-parties under the terms of the Quebec Collective Agreement Act.

There is no provision in the agreement for payment of cost-of-living bonus. The evidence disclosed that a small minority of em-

ployers are paying the full bonus and that some of these operate private printing plants in conjunction with other businesses; a few others pay a bonus varying in amount between the high and low levels. By and large, however, the bonus paid in the industry is the 60 cents (2.4 points) made mandatory by general order of the Board on August 4, 1942.

Our jurisdiction with respect to the subject matter of this appeal is laid down in section 34 (3) of P.C. 5963, as follows:

"The National Board may direct any employer to pay a cost-of-living bonus calculated on the rise in the cost-of-living index number above the index number for such month prior to the month of October, 1941, as such Board finds fair and reasonable, but not, in any event, earlier than the effective date of the last general increase in wage rates paid by such employer and not earlier than August, 1939, whichever is the later."

A general increase of wages took place in January, 1940. It was an automatic 5-cent hourly increase flowing from an agreement made in 1937 providing increases for each of the years 1938, 1939 and 1940. These in-

creases were not specifically intended to indemnify workers against a rise in the cost of living and we cannot give effect to the contention of the employers that the 1940 increase should of necessity be considered as an instalment of \$2.20 (on the basis of a 44-hour week) on account of the full bonus. As far as the section in question is concerned, the effect of an increase since August, 1939, is merely to set a date for the calculation of the rise in the cost of living.

The employers have urged that the reduction of the work-week from 45 hours to 44 hours, effected in January, 1941, with maintenance of the prior weekly pay, was equivalent to a general wage increase. To reduce hours of work and maintain an over-all pay is undoubtedly to increase wages, although in the view we take of the matter it is unnecessary to decide that it is an increase of the type contemplated by the section.

We have come to the conclusion that in the circumstances of this case it would be fair and reasonable to direct payment of a cost-of-living bonus calculated on the rise of the 117.0 cost-of-living index number above the index number for January, 1941 (107.4 points), that is, a weekly bonus of \$2.40 or 9.6 per cent of basic weekly rates as the case may

be. This should be a minimum bonus and the higher bonuses being paid should not be disturbed.

The Regional Board apparently declined the general application, because it considered that any increase could be directed only upon applications concerning individual employers. We are, of course, faced with the same difficulty, but in reality it is one of enforcement only. Should it be necessary in the case of a particular employer, the usual finding and direction will issue on application to the Regional Board. However, in view of the apparently satisfactory collective bargaining relationship existing between the employer and employee associations, we are confident that our decision will be put into effect without difficulty.

Increases up to the \$2.40 or 9.6 per cent weekly bonus should be paid beginning with the first payroll period ending after September 1, 1943, in all of the commercial printing industry, contained in the zone to which we understand the appellants restricted their appeal, namely the Island of Montreal and the surrounding 10-mile area.

To that extent the appeal will be allowed.

September 30, 1943

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1942 appeared in the *LABOUR GAZETTE* for July, 1943.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Recent Proceedings Under the Industrial Disputes Investigation Act

DURING the month of September the report was received from the Board of Conciliation and Investigation established to deal with the dispute between the Peck Rolling Mills and its employees members of Local 2174, United Steelworkers of America.

Applications Received

Ten applications* for the establishment of Boards of Conciliation and Investigation were received in the Department during the month of September. These were:

(1) From employees of the Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ont., members of Local 189, United Rubber Workers of America. The dispute, which concerns the granting of a union shop and the failure of the company and the union to agree on the inclusion of certain employees under the agreement, was said to

* By P.C. 5063, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

affect 269 employees directly and 78 indirectly. On September 3, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(2) From employees of the Toronto Terminals Railway Company, Toronto, Ont., members of Division No. 123, Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute, which was said to affect 260 employees, concerns the negotiation of a collective labour agreement. Mr. J. P. Nicol, Toronto, Ont., was authorized on September 7, as Industrial Disputes Inquiry Commissioner to make an investigation of the dispute.

(3) From employees of the Butterfly Hosiery Limited, Drummondville, P.Q., members of the Full-fashioned Hosiery Association, Inc. The dispute, which developed out of a request for union recognition, was said to affect 355 employees.

(4) From employees of the Canadian Pacific Railway Company, Montreal, P.Q., members of the Brotherhood of Sleeping Car Porters. The dispute, which concerns union recognition, was said to affect 600 employees. On September 8, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner advised on September 22 that the parties to the dispute had agreed on the taking of a representation vote to determine the bargaining agency desired by the employees concerned. Accordingly the Commissioner was requested to proceed with the making of arrangements for balloting, which it was expected would be concluded about October 25.

(5) From employees of the Clare Shipbuilding Company, Meteghan, N.S., members of Local No. 6, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.). The dispute arose out of the alleged lockout of the employees and the refusal of the management to re-hire all employees on the termination of the lockout. The dispute was said to affect 380. On September 8, the Honourable Mr. Justice M. B. Archibald, Halifax, N.S., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dismissal of employees by the company. The commissioner reported on September 18, that he had secured a mutually satisfactory settlement of the dispute without finding it necessary to make a formal inquiry. Consequently, the application for the establishment of a Board of Conciliation and Investigation was

withdrawn on the request of the applicant union.

(6) From employees of the Scott Tool and Machine Company, Montreal, P.Q., members of Lodge 712, International Association of Machinists. The dispute, which developed out of the alleged refusal of the company to re-hire two employees who had been released, and to negotiate a collective labour agreement similar to that in effect in the large aircraft plants, was said to affect 39 employees.

(7) From employees of the Canadian Marconi Company, Limited, Montreal, P.Q., members of Division No. 59, Canadian Marconi System, Commercial Telegraphers' Union. The dispute was said to affect 36 employees, and concerns the refusal of the company to agree to the inclusion of a provision for a "closed shop" in the renewal of the agreement, alleged violation of seniority provisions and discrimination against shift engineers employed by the company. On September 23, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Investigation Commissioner to make an inquiry into the case.

(8) From employees of the General Engineering Company (Canada), Limited, Scarborough, Ont., members of Local No. 1, Chemical Workers of Canada (C.C.L.). The dispute which developed out of a desire on the part of the union to negotiate a collective labour agreement with the company, was said to affect 3,945 employees. At the end of the month the Company's statement in reply to the application was awaited.

(9) From employees of Dominion Textile Company, Limited, (Mount Royal, Colonial and Hochelaga Mills) Montreal, P.Q., members of the United Textile Workers of America. The disputes which arose out of the union's request for recognition and the negotiation of a collective labour agreement, was said to affect 2,050 employees. On September 30, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(10) From employees of the Dominion Rubber Company, Limited, St. Jerome, P.Q., members of Local No. 144, Rubber Workers Federal Union (T. & L.C.). The dispute, which concerns union recognition and the negotiation of a closed shop agreement, was said to affect 893 employees. On September 29, Mr. Frank LaFortune was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute. During July an application in this case was received and referred to Mr.

Bernard Rose, K.C., for investigation as Industrial Disputes Inquiry Commissioner. (LABOUR GAZETTE, Aug., 1939). On August 23 a representation vote was conducted under the supervision of Mr. A. Pepin, Industrial Relations Officer, Department of Labour, Montreal, which resulted in a substantial majority in favour of the Rubber Workers Federal Union as the bargaining agency between the employees. Subsequent negotiations between the union and the company broke down and a new application was submitted to the Department.

Boards Established

On September 24, a Board of Conciliation and Investigation was established to deal with a dispute between the Collingwood Shipyards, Limited, Collingwood, Ont., and its employees, members of Local No. 4, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.) (LABOUR GAZETTE, August, 1943, page 1091.) Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he had been unsuccessful in his efforts to bring about a settlement of the dispute and recommended a Board be established. Messrs. L. A. Forsyth, K.C., Montreal, P.Q., and Drummond Wren, Toronto, Ont., were appointed members of the Board on the nomination of the employer and employees respectively, and in the absence of a joint recommendation from them, the Minister of Labour appointed His Honour Judge Ian M. Macdonell, Toronto, Ont., as third member and chairman of the Board.

A Board of Conciliation and Investigation was established on September 23, to deal with a dispute between Ayers, Limited, Lachute, P.Q., and its employees, members of Local No. 9, United Textile Workers of Canada (LABOUR GAZETTE, August, 1943, page 1039). On September 22, Mr. Bernard Rose, K.C., Montreal, P.Q., who was authorized as Industrial Disputes Inquiry Commissioner, to investigate the dispute, recommended the establishment of a Board of Conciliation and Investigation as he had been unable to effect a settlement. Mr. Frank Querat, Cornwall, Ont., was appointed a member of the Board on the nomination of the employees, and at the end of the month the employing company had been requested to nominate a person to be appointed to the Board.

On September 1, a Board of Conciliation and Investigation was established to deal with a dispute between the Canadian Kellogg Construction Company, Limited, Sarnia, Ont., and its employees, members of Local B530, Inter-

national Brotherhood of Electrical Workers (LABOUR GAZETTE, Sept., 1943, page 1225). The personnel of the Board is as follows: His Honour Judge James Parker, Toronto, Ont., chairman, appointed on the joint recommendation of Messrs. J. J. Robinette and Cecil M. Shaw, both of Toronto, Ont., the employer's and employees' nominees on the Board.

On September 9, a Board of Conciliation and Investigation was established to deal with a dispute between United Shipyards, Limited, Montreal, P.Q., and its employees, members of Local 12, Boilermakers and Iron Shipbuilders' Union of Canada (C.C.L.) (LABOUR GAZETTE, Sept., 1943, page 1224). Mr. Bernard Rose, K.C., Montreal, P.Q., who was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he had been unable to effect a mutually satisfactory settlement of the dispute and recommended that a Board be established. The personnel of the Board is as follows: His Honour Mr. Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members: Messrs. D. A. Paterson and G. M. Desaulniers, both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

A Board of Conciliation and Investigation was established on September 10, to deal with a dispute between Dominion Textile Company, Limited (General Machine Shop and Merchants Branches), Montreal, P.Q., and its employees, members of Local 102, United Textile Workers of America (LABOUR GAZETTE, August, 1943, page 1091). Mr. Bernard Rose, K.C., Montreal, P.Q., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he had been unsuccessful in his efforts to bring about a settlement and recommended that a Board of Conciliation and Investigation be established. The personnel of the Board is as follows: His Honour Mr. Justice Alfred Savard, Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members; Messrs. Walter A. Merrill, K.C., and Paul Fournier, both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

Boards Fully Constituted

The Board of Conciliation and Investigation established on August 11, to deal with a dispute between Montreal Cottons, Limited, Valleyfield, P.Q., and its employees, members of Local 100, United Textile Workers of America (LABOUR GAZETTE, Sept., 1943, page 1224) was fully constituted on September 10.

The personnel of the Board is as follows: His Honour Justice Alfred Savard, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. D. A. Paterson and Edouard Larose, both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The constitution of the Board of Conciliation and Investigation established on August 26, to deal with a dispute between the Paton Manufacturing Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 101, Textile Workers Organizing Committee (C.I.O.) (LABOUR GAZETTE, Sept., 1943, page 1225) was completed on September 17. The personnel of the Board is as follows: His Honour Mr. Justice Alfred Savard, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from Messrs. D. A. Paterson and Guy M. Desaulniers, both of Montreal, P.Q., the employer's and employees' nominees on the Board.

The Board of Conciliation and Investigation established by the Minister of Labour on August 30, to deal with a dispute between the Consolidated Plate Glass of Canada Limited; Hobbs Glass Limited; J. P. O'Shea Company, Limited; Pilkington Bros. (Canada), Limited; and Star Glass Company, all of Montreal, P.Q., and their employees, members of Local 1135, Brotherhood of Painters, Decorators and Paperhangers of America (LABOUR GAZETTE, Sept., 1943, page 1224) was fully constituted on September 14. The personnel of the Board is as follows: His Honour Mr. Justice Wilfrid Lazure, Montreal, P.Q., chairman, appointed on the joint recommendation of the other two members; Messrs. Auguste Mathieu, K.C., and Isidore Ballon, K.C., both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

On September 2, Mr. H. R. Pettigrove, Industrial Relations Officer, Dominion Department of Labour, Fredericton, N.B., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute between the Atlantic Sugar Refineries, Limited, Saint John, N.B., and its employees, members of Local 20, Sugar Refinery Workers' Union (T. & L.C.) (LABOUR GAZETTE, Sept., 1943, page 1224).

Other Reports of Industrial Disputes Inquiry Commissioner

A report was received on September 3, from Mr. Bernard Rose, K.C., Montreal, P.Q., who had been authorized as Industrial Disputes

Inquiry Commissioner to investigate the dispute between the Torrington Company, Limited, Bedford, P.Q., and its employees, members of the National Union of Needleworkers (C.C.L.) (L. G., Sept., 1943, p. 1224). The Commissioner recommended against the establishment of a Board of Conciliation and Investigation in view of the fact that the company was not engaged in war work and consequently the dispute did not come within the provisions of the Industrial Disputes Investigation Act as extended by Order in Council P.C. 3495.

Settlements

On September 22, at the request of the applicant union, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between Electric Steels, Limited, Cap de la Madeleine, P.Q., and its employees, members of Local 409, International Moulders and Foundry Workers' Union of North America (L.G., July, 1943, p. 923), was withdrawn, the parties to the dispute having concluded a collective labour agreement. The agreement is summarized in the article entitled "Recent Collective Agreements" appearing elsewhere in this issue.

The Department was also advised during the month of September, that the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., and its employees, members of Local 3, Industrial Union of Marine and Shipbuilding Workers of Canada (L.G., July, 1943, p. 923) was withdrawn, as an agreement had been concluded between the parties concerned.

During September a Collective labour agreement was concluded between the Aluminum Company of Canada, Limited, La Tuque, P.Q., and its employees, members of Local 23435, International Union of Aluminum Workers (A.F. of L.) (L.G., Aug., 1943, p. 1091). In view of the agreement reached the applicant union was requested to withdraw its application for the establishment of a Board of Conciliation and Investigation.

On September 29, the Department was advised that an agreement had been signed between Sydney Foundry and Machine Works, Limited, Sydney, N.S., and its employees, members of Local 1, Industrial Union of Foundry and Machine Workers (C.C.L.) (L.G., Sept., 1943, p. 1224). Accordingly the application for the establishment of a board was withdrawn. The agreement between the company and the union is summarized in the

article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

Board Re-Convened

The Board of Conciliation and Investigation which dealt with the dispute between Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 2982, United Steelworkers of America was reconvened on September 9. It will be recalled that the Board had submitted a report during August (LABOUR GAZETTE, Sept., 1943, page 1227) in which it was recommended that a representation vote be conducted to determine the organization through which the employees desired to negotiate with their employer. The vote was conducted on August 12 under the supervision of Mr. L. Pepin, Industrial Relations Officer of the Dominion Department of Labour, Montreal, which resulted in 837 votes being cast; 399 of which were in favour of Local 2982, United Steel-

workers of America; 324 in favour of the Circo Employees Association; 110 voting in favour of "no union"; and four spoiled ballots. Subsequently the Company maintained that the result of the ballot indicated that no agency was qualified to represent its hourly rated plant employees for the purposes of collective bargaining and therefore refused to recognize or negotiate with the United Steelworkers of America or any other organization. The United Steelworkers maintained that it was the duly accredited bargaining agency of the employees and on that assumption had proceeded to make application to the Quebec Regional War Labour Board for certain wage adjustments. Whereupon the Company requested that the Board be reconvened under Section 28 of the Industrial Disputes Investigation Act to clarify the present status of Local 2982 United Steel Workers of America and its right, if any, to represent the Company's hourly rated employees.

Report of Board in Dispute between Peck Rolling Mills, Limited, Montreal, P.Q., and its Employees

On September 30, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Peck Rolling Mills, Limited, Montreal, P.Q., and its employees members of Local 2174, United Steelworkers of America (LABOUR GAZETTE, Aug. 1943, page 1090).

The personnel of the Board was as follows: The Honourable Mr. Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members: Messrs. Robert T. Ferguson and Guy M. Desaulniers, both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Mr. Desaulniers. Mr. Robert T. Ferguson submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between Peck Rolling Mills, Limited, Montreal, P.Q., Employer, and its employees, members of Local 2174, United Steelworkers of America, Employees.

TO THE HONOURABLE THE MINISTER OF LABOUR
OF CANADA

By an order of the Minister the undersigned have been appointed members of a Board of

Conciliation and Investigation to deal with the above stated matter; they have taken the oath prescribed by the Act and have sat, on August the 30th and 31st, in Room 24 of the Court House of Montreal, courteously placed at their disposal by the Sheriff of the District of Montreal. They now beg to report as follows:

THE DISPUTE

In the application of Local 2174 U.S.A. for the establishment of a Board which is dated the 26th June, 1943, the grievance of the employees is stated as follows:

"Refusal of Peck Rolling Mills Ltd. to meet representatives of the United Steel Workers of America for the purpose of negotiating a collective bargaining agreement, covering hours of work, seniority, grievance procedure, and other working conditions."

As an effort to adjust the dispute, the employees declare that on June 12, 1943, they wrote the General Superintendent of the employer and that their letter remained unanswered. The letter was in the following terms:—

"June 12, 1943.

Mr. S. Gardham,
General Superintendent,
Pecks Rolling Mills Ltd.,
851 Mill St.,
Montreal, Que.

Dear Sir:

The majority of the employees of the Pecks Rolling Mills Company have recently become members of Local 2174 United Steelworkers of

America and it is their desire to meet the Company at the earliest possible date with a view to securing a collective bargaining agreement.

It is our sincere desire to secure the co-operation of the management of your Company in this matter and the members of Local 2174 United Steelworkers of America take this opportunity of assuring the Company of their full co-operation.

Sincerely yours,

W. H. Shields, Representative
United Steelworkers of America."

The reply of the employer to the Local's application challenges the contention that it represents the majority of the workers of the plant. It reads as follows:—

"MONTGOMERY, McMICHAEL, COMMON & HOWARD
Barristers and Solicitors

P.O. Box 250 Place d'Armes
The Royal Bank Building,
Montreal.

24th July, 1943.

M. M. MacLean, Esq.,
Director of Industrial Relations & Registrar,
Department of Labour,
Ottawa, Canada.

Your File 720:1417.

Re: Industrial Disputes Investigation Act
and *re* dispute between the Peck Rolling
Mills, Ltd., Montreal, P.Q., and its em-
ployees, members of Local 2174, United
Steel Workers of America.

"Dear Sir,

In reply to your letter of the 19th instant I am directed, on behalf of Peck Rolling Mills, to inform you that in reply to the application for a Board of Conciliation and Investigation mentioned in your letter of the 29th ultimo to Mr. S. Gardham, General Superintendent of the above mentioned Company, the Company states as follows.

United Steel Workers of America, Local 2174, does not represent the employees of Peck Rolling Mills Limited and has no authority to do so.

Yours very truly,
(Sgd.) L. A. Forsyth"

This is, therefore, the dispute in respect of which the Minister declared that the provisions of the Act applied and which he referred to the Board by order of the 19th July, 1943 (D annexed).

THE SITUATION

The Board has heard evidence on behalf of Local 2174 U.S.A. on behalf of the employer and on behalf of the Shop Committee which was set up in the circumstances hereafter outlined. This evidence discloses the following situation.

Local 2174 United Steelworkers of America was first organized in 1939 in the plant of Peck Rolling Mills Limited, but remained more or less inactive until May and June of this year when, at the request of the employees of the plant, it was reconstituted by

the local organizers of the Union. It is claimed that within that period 161 workmen of the Peck plant signed joining cards by which they gave authority to the United Steelworkers of America to act for them in dealing collectively with the employer. This engagement is in the following terms:—

"UNITED STEELWORKERS OF AMERICA
Affiliated with the Congress of Industrial
Organizations (in Canada—Affiliated with
Canadian Congress of Labour)
Local Union No.

I hereby request and accept membership in the UNITED STEELWORKERS OF AMERICA, and of my own free will hereby authorize the United Steelworkers of America, its agents or representatives, to act for me as a collective bargaining agency in all matters pertaining to rates of pay, wages, hours of employment, or other conditions of employment."

The signers of this card have not yet been regularly initiated in accordance with the Constitution of the United Steelworkers of America. They have not, therefore, paid any initiation fees, have not started paying the regular monthly dues and have not been issued regular membership cards. They have been dispensed of paying the initiation fees by C. H. Millard, National Director, under paragraph 2 of article XIV of the Constitution, and the start of the collection of monthly dues has been deferred until such time as the Local could enter into negotiation with the employer. Local 2174, however, has functioned as a union, as it will be shown further, under the supervision of the local union organizers and is administered by the International Office until it can proceed independently on its own; it has held regular meetings the minutes of which have been recorded and have been exhibited to the Board. The meeting held on June 8 to decide to apply for a Board and to declare a strike failing the adjustment of the dispute was attended by 38 members. The members of Local 2174 in their present status would be entitled to strike pay.

On June 12 last, Local 2174, in the name of the workers of the Peck plant, made a request for negotiations to the employer. Their proposition was not acknowledged and further efforts to communicate with the Management of the plant also failed.

On June 13 last, Local 2174 for the employees presented to the Regional War Labour Board a petition for a wage increase and other improvements of working conditions. The petition has been held in abeyance pending the investigation of this Board.

On June 12, when Local 2174 attempted to enter into relations with the employer, and on June 26, when it made its application for a

Board, the number of employees at the Peck plant was 318 and 317 respectively and the average number for the period June 1 to August 21 was 317. But from the above totals 21 foremen, watchmen and storemen must be deducted as not eligible to become members of a labour union. Account must also be taken of absentee workers whose number average perhaps 40 in a month.

In the latter part of June and in the beginning of July last, after Local 2174 had been reorganized, a Shop Committee was set up in the plant to act for the employees in their relations with the employer. We were told that the plan originated spontaneously in the general labour Department and soon was made applicable to all Departments of the plant.

The Shop Committee claim the adherence of the majority of the employees of the plant. They base their assertion on the result of a vote to select the executive representatives or spokesmen of the Committee which took place at the plant on July 23 last, according to a plan which was posted beforehand in the plant and a copy of which was furnished to the Board by Mr. Romeo Pichette, one of the Shop Committee. It reads as follows:—

"PLAN DE REPRESENTATION

Ce plan est maintenant en force et reconnu par la Compagnie qui lui donne plein support et coopération.

C'est maintenant à nous employés d'élire un représentant pour chaque dépt.

Les employés élus, discuteront avec le représentant de la compagnie à une assemblée mensuelle, toute dispute ou malentendu.

Les employés élus le seront pour une année, après quoi il y aura élection.

De vos comités qui vous représentent actuellement, vous avez à vous choisir un représentant pour votre département.

Une boîte à scrutin sera placée dans le département Shear Shed. La votation aura lieu vendredi le 23 juillet 1943, de 9.00 a.m. à 6.00 p.m. pour l'équipe de jour et de 7.00 p.m. à 9.30 p.m. pour l'équipe de nuit.

Les noms de vos représentants vous seront donnés et vous n'aurez qu'à marquer un "X" au non de votre candidat.

S.V.P. votez sagement comme nous tenons que ce plan soit un succès.

Minutes de chaque assemblée seront prises et affichées dans chaque département."

On July 23, therefore, each Department elected a representative from a ticket of 6 or 7 names. The ticket of the 14" Mill on which Mr. Pichette was elected, may serve as an example. It reads thus:—

14" MILL

Clock No. 408—Hawkes—2
 " 468—Pichette—31
 " 480—Hogue—0
 " 475—Durocher—5
 " 429—Binnette—7
 " 425—Cunningham (withdrew)"

As a result of this vote a General Governing Body or Executive was elected to speak for the Shop Committee. The result of the vote was communicated to the employees by the following notice:—

"Le 26 juillet, 1943.

AVIS

Le comptage des votes de l'élection tenue vendredi le 23 juillet a donné comme résultat:

14" Mill.....	N° 468	Pichette
14" Mill.....	" 439	Binette
9" Mill.....	" 405	Demoulin
9" Mill.....	" 166	Perron
Gen. Labour.....	" 304	Boileau
Bending.....	" 363	Berrard
Machine Shop.....	" 17	McDonald

Ces hommes seront vos représentants pour tout sujet que vous désirez discuter avec la compagnie qui nommera un ou deux représentants pour assister aux délibérations.

Si vous avez quelque problème ou idée que vous voudriez soumettre à la compagnie n'hésitez pas voyez votre représentant de département qui vous présentera à la personne autorisée.

According to the evidence, 288 employees of the Peck Mills took part in the vote of July 23. Although the question to be decided by that vote was not as to whether Local 2174 U.S.A. or the Shop Committee should be chosen as agent of the employees to negotiate with the employer, the Shop Committee contend nevertheless that the vote shows that the majority of the employees favour the Shop Committee as against Local 2174. They argue that the employees who cast their votes did so because they wanted a Shop Committee to look after their professional interests and that those who abstained themselves did so because they preferred the Local of the U.S.A. to a Shop Committee. The members of the executive of the Shop Committee whom he heard further stated that, in their opinion, the majority of their fellow workers do not want in the plant the C.I.O. to which the United Steelworkers of America are affiliated. The Shop Committee did not seek incorporation under the Professional Syndicates Act (R.S.Q. 1941, Ch. 162); they hold when necessary informal meetings the minutes of which are not recorded. The Shop Committee has not developed into an employees-employer joint council as far as we are aware.

The Shop Committee made an application to the Regional War Labour Board for an increase in the remuneration of the employees and Mr. Adeodat Boileau, one of the executive, even went to Quebec at his own expense to press their demands. They secured an increase of 10 cents an hour for the general labour, a re-arrangement of the basis of pay for the piece workers and a change on the rate of the cost-of-living bonus from \$1.95 to \$4.25 a

month. An application for holidays with pay is still pending.

It might be useful to mention as showing the rivalry between the two organizations claiming the control of the majority of the employees of the Peck Mills, that at least three Departments: the Machine Shop, the Piece Workers and the Bending Plant, wrote the Regional War Labour Board to pay no attention to the demands made by Local 2174 on behalf of the employees. The letter of the piece workers is quoted as illustration.

PECK ROLLING MILLS LIMITED

MONTREAL, QUE.

July 21, 1943.

Secretary,
Regional War Labour Board,
d'Aiguillon Street,
Quebec City, Que.

DEAR SIR,—The undersigned Committee representing the Piece Workers of the Peck Rolling Mills Limited hereby applies with the concurrence of Peck Rolling Mills Limited, for approval by the Regional War Labour Board of rates of wages agreed upon between the Committee, on behalf of the employees and the above named employer. The change of rates for which approval is asked are: (Retroactive to June 21, 1943).

(1) That piece workers be paid on a basis of a net ton of 2,000 lbs. instead of the gross ton basis of 2,240 lbs.

(2) Piece work guaranteed rates that have not been increased beyond common labour rate of 45 cents shall be increased by the same margin that existed before June 21, 1943.

The undersigned have been in negotiation with the Management of the Company for these rates since the 22nd day of June, 1943, and have now reached an agreement upon them.

We understand that an application has been made to your Board, under date of July 13, 1943, by the United Steel Workers of America, Local No. 2174, for approval of wages rates for the employees whom they represent. Please be advised that such application is not made with the authority of the workmen concerned and should be disregarded.

It is in evidence that during the summer at least three walkouts, strikes or suspension of work have taken place at the Peck Mills. Local 2174 U.S.A. claim that they have had nothing to do with them.

Before concluding this review of the situation it may be proper to say that the Peck Rolling Mills prepare structural steel and plates for the building industry and for ship-building and are, therefore, engaged to a good extent in war work.

CONCILIATION

The representatives of Local 2174 handed the Board a written statement in which they request a vote to decide the question of representation. It follows:—

UNITED STEELWORKERS OF AMERICA
In Canada affiliated to the Canadian Congress of Labour

Room 114, Coronation Building
Montreal, Canada

Aug. 24, 1943.

To the Chairman and Members of the Board of Conciliation and Investigation

DEAR SIRS,—The United Steelworkers of America Local Union 2174 representing the majority of the employees of Peck's Rolling Mills Limited desire to secure a collective bargaining agreement with the Company.

We further desire the establishment of a government conducted vote among the employees of this company as proof of the desire of these employees to be represented by Local 2174 United Steelworkers of America.

Yours sincerely,

(Sgd.) IVAN J. CAMPBELL,
Int. Representative.

(Sgd.) W. H. SHIELDS,
Representative.

The members of the Executive of the Shop Committee who have been heard by the Board, although claiming that they control the majority, would not be averse to a vote to make sure of it and to put a stop to the agitation.

The employer takes the position that Local 2174 U.S.A. has no standing, no legal status and no real existence as a properly constituted labour body and refuse to recognize it and to deal with it, claiming further that the Local does not represent their employees, that there is no dispute between the employees and the employer and that there is no real strike impending. The employer submits, therefore, that the Board, in the terms and limits of the reference have nothing to adjudicate and report upon.

FINDINGS

1. The refusal of the employer even to recognize the existence of Local 2174 U.S.A. and to have anything to do with them, obliging them to have recourse to strike to force recognition, constitutes a dispute in the sense of the definition of the Act (art. 2 (d)). And, besides, the point has been settled by the Minister, according to article 7 of the Act, after a preliminary report by Departmental Investigator Wilson.

2. It is evident that the employees of the Peck Rolling Mills desire to deal collectively with their employer either through Local 2174 U.S.A. or the Shop Committee.

3. Both Local 2174 U.S.A. and the Shop Committee are de facto organizations of the Peck Mills employees, even if their legal status is not yet absolutely complete, and both have been working as agents of the employees in their relations with the employer.

4. The evidence does not permit the Board to decide with any degree of certainty which, the Local or the Committee, control the majority of the Peck employees, the Local claiming 161 adherents and the Committee 288 out of a possible total of 297 plant workers eligible to become members of a labour union.
5. The two groups in opposition have expressed through their representatives heard by the Board the desire of settling for themselves in the democratic way the question of representation by a vote of all the plant workers.
6. The indecision as to which group shall be the agent of the employees to bargain collectively with the employer is creating unrest, agitation and friction in the plant.
- This state of things is prejudicial to the good relations which should exist between employer and employees, to the morale of the workers and to the output of the plant which is urgently required for war needs.

RECOMMENDATIONS

- Therefore, the Board, taking a practical view of the situation and interpreting liberally the terms of the reference, beg to make the following recommendations for the settlement of the dispute, "according to the merits and substantial justice of the case".
1. That as soon as possible after the receipt of this Report a vote by secret ballot under the supervision of the officers of the Department of Labour be taken among all the employees of the Peck Rolling Mills, in order to determine which organization, Local 2174 of the United Steelworkers of America or the Shop Committee, shall represent those employees and act for them in bargaining collectively with the employer regarding wages, conditions of labour and other matters of interest to them.
2. That both the employer and the employees do abide by the result of the vote and do conduct their mutual relations in a proper spirit of understanding and co-operation, in accordance with the wish of the majority, for their own good and the good of Canada.

Respectfully submitted,

(Sgd.) O. L. BOULANGER,
(Sgd.) GUY MERRILL DESAULNIERS.

Montreal, September 21, 1943.

Minority Report

I have the honour to present to you, through the courtesy of Mr. Justice J. O. L. Boulanger, the Chairman of the Board of Conciliation

and Investigation appointed to deal with the matter of a dispute between Peck Rolling Mills Limited, Montreal, Employers and its Employees, members of Local 2174, United Steelworkers of America. My report, which since it differs from that of my colleagues, becomes a minority report. You will observe that while we have drawn inferences and conclusions and made recommendations which prevent unanimity, there is little or no difference between the other members of the Board and myself as to what may be called our findings of fact. To cover again this particular aspect of the matter, which has been so well and carefully done by Mr. Justice Boulanger, seems, in the circumstances, superfluous and except insofar as it has appeared necessary, I have refrained from doing so.

In the letter annexed to the application it is stated that "a majority of the employees have recently become members of Local 2174 United Steel Workers of America" which, if a fact, places the Union on strong ground. On investigating this claim, however, it did not appear to me that it had much substance. In the course of evidence, it was stated that the Union had a membership in this plant of one hundred and sixty-one and, at the request of the Board, there was produced a bundle of cards which it was claimed proved this membership. These cards were all signed in pencil and practically all undated, although a space is provided on them for that purpose, but we were informed that they had been obtained during a period comprising May and June of this year. The body of the card is as follows:—

Name Ledger No.....
Address
Street or Rural Route City Province

UNITED STEELWORKERS OF AMERICA
Affiliated with the Congress of Industrial
Organizations (In Canada—Affiliated with
Canadian Congress of Labour)
Local Union No.....

I hereby request and accept membership in the UNITED STEELWORKERS OF AMERICA, and of my own free will hereby authorize the United Steelworkers of America, its agents or representatives, to act for me as a collective bargaining agency in all matters pertaining to rates of pay, wages, hours of employment, or other conditions of employment.

Date..... Signature.....

Address
Employed by:
Company
Plant Department
Address of Plant
Initiation fee \$..... Paid.

Much stress was placed on the words "and accept" as establishing membership. It was

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admitted that neither initiation fees nor monthly dues were collected or paid and no membership cards or other evidence of membership was given to the signers of cards but it was offered in explanation of this that a special dispensation had been granted by Union Headquarters covering these omissions. A perusal of the Constitution of International Union United Steel Workers of America C.I.O., however, carries convincing proof that membership is a serious and formal matter.

While provision is made for granting dispensation from payment of initiation fees (Art. XIV. Sec. 2) there is none for granting dispensations from payment of monthly dues. Art. XI (which deals with membership) specifically states that no applicant for membership shall be regarded as being a member in good standing until the full amount of his initiation fee has been paid and the obligation has been administered, except in such cases where the applicant has religious scruples against taking the obligation.

Leaving the matter of initiation fee to one side because of the explanation given, it is important to note that not one of the one hundred and sixty-one signers of cards had, at the time of the hearing, taken the obligation of membership and it was not alleged that all or any of them had failed to do so because of religious scruples. The Article further continues to say that a member shall pay his dues promptly commencing with the month following that during which he shall have been admitted and shall continue to pay these when due in order to be and remain in good standing.

Formal admission to the Union is governed by a ritual such as is commonly found in fraternal societies (which, of course, the Union actually is) and the candidate does not become a member until he has taken the prescribed obligation and been declared a member by the presiding officer.

The Board ordered the production of the minutes of the meeting at which, according to the application, authority was voted to the officers of the Local to take the necessary steps to secure a Board of Conciliation to adjust the dispute and, failing such adjustment, to declare a strike. Three days' notice of this meeting was given by distribution of circulars throughout the plant and the invitation to attend was extended not only to those workmen who had signed cards but to all the workmen generally. The voting, however, was confined to those who had signed cards.

One would reasonably suppose that a momentous occasion like this would have brought out an impressive showing of the strength of the Union adherents but, while the result showed unanimity of decision, only thirty-eight workmen voted. Certain other circumstances create doubt as to whether even these thirty-eight would have passed the resolution had there been no representations made to them other than those in the resolution.

The minute book contains the statement that the workmen were told that the part of the resolution dealing with a strike was "a formality," the obvious meaning being that the statement that a strike would, failing adjustment, be declared was without substance and that no workman need fear that a strike would follow his vote.

To me, at least, such procedure is calculated not only to win otherwise unobtainable assent to the proposal to ask for the appointment of a Board but, more important, it is an abuse of the offices of the Department of Labour.

The Act under which the Board was appointed (Chap. 112, R.S. 1927) was passed for the purpose of aiding in the prevention of strikes, which I assume can only mean bona fide threatened and impending strikes, and not merely rhetorical material in the category of a formality to influence the Department regarding the appointment of a Board to determine who is or is not to be considered as representing workmen for the purposes of collective bargaining with employers.

The Board was told that in the event of a strike being called, the signers of cards would be eligible for strike pay and benefits as members of the Union, but it developed that this was conditional on the strike being approved by Union Headquarters. Since no strike was contemplated, the statement has little significance except in so far as it might have been an inducement to workmen to sign cards and vote in a particular way. So far from adding to the value of the vote, it in my view, detracts from its worth and leaves me quite unconvinced that even thirty-eight of the workmen conscientiously favoured the application in the exact terms in which it was forwarded to the Department of Labour and were entirely uninfluenced by the facts that their membership, such as it was, cost them nothing, imposed on them no present obligations and that there was little probability of their being involved in a strike.

A consideration of the whole position leads to the conclusion that what occurred in this

plant was simply that the workmen who, like workmen in other plants, are legitimate material to have in the ranks of Unions, were approached by Union officials who expounded the benefits of Union membership, one of these being the power which would accrue to them in dealing with the plant management. To be placed, however, in the position of having a right to represent the men in such bargaining, it was necessary to have some authority conferred on the Union. There can be little doubt that, if there had been any considerable number of the men ready and willing to become members of the Union in the ordinary way, their applications would have been accepted and the prescribed routine followed and that the present method of obtaining the necessary authority would not have been adopted. Apparently, however, the men had to be convinced that, all things being taken into account, the Union was a better bargaining agency than the means they themselves had developed for dealing with disputes, and so we find the Union virtually asking for a chance to demonstrate its worth on the basis that, if it did not do so, it would cost the workmen nothing, but pointing out that, unless the Union had something to show the Department of Labour in the way of substantiating its claim to represent the workmen, it was powerless to make the demonstration. Hence the signing of cards, the waiving of initiation fees, the dispensing with collection of monthly dues, the absence of membership cards and the failure to conduct any ceremony of initiation. To put it briefly, the whole affair was speculative and tentative and was so considered both by the Union and the workmen themselves.

It should be noted that the only dispute or matter of contention contained in the application is one of recognition of Local 2174 by the employers and that the only ground urged to compel such recognition was the claim that Local 2174 embraced within its membership a majority of its workers.

As the hearing progressed, it became evident, for reasons stated, that the claim could not be substantiated. There was then presented to us a letter dated August 24, or six days before the hearing, of which the following is a copy:—

"Aug. 24, 1943

To the Chairman and Members of the Board of Conciliation and Investigation

Dear Sirs:

The United Steelworkers of America, Local Union 2174 representing the majority of the

employees of Peck's Rolling Mills Limited desire to secure a collective bargaining agreement with the Company.

We further desire the establishment of a government conducted vote among the employees of this company as proof of the desire of these employees to be represented by Local 2174 United Steelworkers of America.

Yours sincerely,

(Sgd.) Ivan J. Campbell, Int.
Representative

(Sgd.) W. H. Shields,
Representative"

As will be seen, the claim to represent a majority of the workmen is included, but a new application is made, viz: to have a government conducted vote taken among the employees as proof of these employees' desire to be represented by Local 2174.

The conclusion I draw is that the Union officials themselves knew before the hearing—very probably at the time the application was made to the Department of Labour—that their allegation of having a majority of the employees in the Union's membership was just as nebulous as their declaration regarding a strike if the dispute was not adjusted to their satisfaction.

We have, however, to deal with the request contained in this letter on its merits. I conceive that the only justification for granting the request would be such a state of indecision in the minds of Board Members as to whether the applying party or the opposing party had conclusively established its case—for instance, where there seemed to be almost a balance between the Union membership and non-union employees. In such a circumstance, a government conducted vote would seem to be indicated, and should be recommended by the Board, as the only way of settling the matter. That circumstance does not exist here. There is no question whatever in my mind that there is no considerable number of the employees who are bona fide members of Local 2174, and I have grave doubts if even the thirty-eight employees who voted in favour of the application for the establishment of a Board can be so regarded.

These doubts are further increased by the statement made about the strike being only a formality. With every desire to meet the views of the other two members of the Board, I simply cannot see any justification for recommending such a vote.

The Union had at the hearing the widest possible latitude in producing proof of its allegations, and in my opinion it not only failed to do so but signally failed as, I suspect,

the officials themselves rather anticipated. A vote now will not only cost the Union nothing, but it gives it another chance by means of organization and propaganda—not open to anything like the same extent to its opponents and decidedly undesirable, even if it were—to effect a change in the sentiments of the workmen.

It is true that if a coin be tossed sufficiently often it is bound at some time to show the side desired. I admit that in ordinary times this would not be a matter of major importance, and probably if these were normal days I would bow to the opinion of my colleagues. The times, however, are not normal. It is of the first importance to the Nation that people everywhere should go about their tasks without interference, friction or diversion of any kind and that anything which fomented unrest or dissatisfaction should be promptly and effectively stopped. Moreover, complacency towards the outcome of efforts to make workmen alive to grievances real or imaginary, may well be encouragement of conduct culminating in a strike, which otherwise would not occur. I know it was contended that, in this particular plant, there was considerable unrest, that recently there had been cases of walking out and absenteeism on the part of employees, but investigation showed that these contentious matters had, with one exception, been amicably settled by joint action of employer and employees, and the one exception is under advisement and the award, which is expected soon, will be accepted by both parties.

There is at present no active or serious dispute between employers and employees, but human nature being what it is, there is every likelihood that if the employees are subjected to the propaganda of Unionism, that condition will change. It is practically impossible to find anywhere a plant where the working conditions of the employees are not susceptible of improvement. It is, therefore, not difficult, even for the inexperienced, to uncover grievances and to make workmen feel that something must be done about remedying them, especially on the easy terms indicated as being offered in this case. I wish it to be understood that, in saying this, I am not criticizing the aspirations and objectives of any Union or its representatives. On the contrary, I am keenly alive to, and appreciative of, the good work which Unions have done for workmen and through them for employers also.

My point is that this is not the time for continuous and heavy pressure for or against

Unionism to be brought to bear on employees and that is, in my view, exactly what a vote would involve.

Some emphasis has been laid on the fact that, at the hearing, the workmen who appeared before the Board expressed willingness to have a vote, but since they represented a method of negotiating with the employers which the Union desires to have abolished, they could hardly say anything else without admitting that they did not represent a majority of the employees and that the bargaining method they exemplified was not successful and satisfactory. The important and pertinent part of their testimony was that they did not ask for a vote or indicate one was necessary.

If, however, the Department of Labour considers that there is any merit in the application for a government conducted vote, then it seems to me that the least the Department can do before granting the application, is to insist on having presented to it indisputable evidence that an apparent majority of the employees are bona fide members of Local 2174 and are in good standing in the Union. By this I mean that they have paid initiation fees (or been properly excused from doing so) and monthly dues; have been duly initiated into membership and accepted as members in the manner prescribed in the Constitution of the Union; and have been made the recipients of membership cards. There should be no objection to this on the part of Union supporters, and anything short of it would be unsatisfactory to everyone else. After all, it is giving the Union—with what appears to me little or no justification—another chance to prove that it is in the position it claimed to be in when the application was made for the appointment of this Board. I must repeat, however, that my strong view is that, in all the circumstances here present and keeping in mind national considerations, there should be no government conducted vote granted.

With very great respect to my colleagues and with sincere regret at finding myself at variance with them, I would dismiss the application that Local 2174 be recognized as the collective bargaining agency in Peck Rolling Mills Limited, and I would refuse the request made on its behalf that the Board recommend the taking of a government conducted vote among the employees of this Company, as set out in letter dated August 24, 1943.

Respectfully submitted by

(Sgd.) ROBERT T. FERGUSON
Montreal, P.Q. 18th September, 1943.

Conciliation Work of the Department of Labour During September, 1943

NEW industrial disputes to the number of 45 were handled by the Industrial Relations Branch during August, under the provisions of the Conciliation and Labour Act, while 24 "old" cases also received attention. These disputes were distinct from, and in addition to, those dealt with under the Industrial Disputes Investigation Act, which are described on previous pages. In the previous month of August, 84 new Conciliation cases and 34 others received attention.

The disputes were dealt with by Industrial Relations Officers or, in Ontario, by the additional services of the Provincial Conciliation Officers. Those of chief interest or importance are summarized in the statement below.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Ontario; four officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Sydney, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

FREIGHT HANDLERS AND LONGSHOREMEN, LAKEHEAD, SARNIA AND TORONTO, ONT., MONTREAL, P.Q., AND HALIFAX, N.S.—During September and early October a series of strikes involving freight handlers and longshoremen on the Great Lakes, St. Lawrence and at Halifax, N.S., hampered the movement of war materials and other commodities towards seaboard and overseas, and, to a lesser extent, interfered with the provisioning of Labrador, the Gaspé Coast and North Shore and the Magdalen Islands. The object of the strikes was to secure prompt and favourable action by the National War Labour Board upon a group of applications of the International Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, involving, in various degrees and at different points, increases in basic wage rates and cost-of-living bonuses, vacations with pay, overtime rates and conditions to conform with those extended to longshoremen, and wage

differentials for handling certain commodities. The applications covered members of the Union employed by Canada Steamship Lines Limited at the Ports of Quebec, Montreal, Toronto, Hamilton, Windsor, Point Edward and Sarnia, Fort William and Port Arthur; Montreal wharf freight handlers employed by the Canadian National Railways and Canadian Pacific Railway Company and C.P.R. freight handlers at Saint John, N.B.; and in the Port of Halifax freight handlers employed by Eastern Canada Stevedoring Company, Limited. Trouble arose first at the Lakehead where about 477 freight handlers and longshoremen quit work the morning of September 9, demanding "definite action" by a fully constituted National War Labour Board. (At that time no appointment had been made by the Government to replace Mr. J. L. Cohen, K.C., former representative of organized labour on the Board.) On September 10, Mr. R. H. Hooper, Industrial Relations Officer, Winnipeg, arrived at the Lakehead and conferred with a "joint emergency committee" representing the two local lodges of the Union. This joint committee had agreed to call a mass meeting and try to get the employees to return to work when word was received that similar strike action had occurred at Sarnia, Ontario, and Montreal, P.Q. The prospects of an immediate settlement evaporated at once and at mass meetings the two following days the employees voted to remain on strike. On Monday morning, September 13, another joint meeting was convened at the instance of Mr. Hooper, and after appeals by the secretary of the Port Arthur Trades and Labour Council and the Mayor of Fort William, the employees decided to resume work at noon, but went on record that further direct action would be considered unless the National Board rendered a favourable decision by Wednesday, September 15. As intimated, strikes had developed at Sarnia and Montreal where some 90 and 250 freight shed and wharf employees walked out, respectively, on September 10. At Montreal about 50 employees of Clarke Steamships Limited were involved as well as those of Canada Steamship Lines. These workmen all resumed work on September 14, but not before a statement the previous evening by Mr. F. H. Hall, Vice-President, International Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, to the effect that the Union would not "recognize" a two-man quorum of the National War Labour Board,

nearly upset the Lakehead situation a second time. Meanwhile the strike sentiment had spread to Halifax where approximately 350 freight handlers employed at the Ocean and Deep Water Terminals by Eastern Canada Stevedoring Company ceased work at 6 p.m., September 13, and to Toronto where about 63 employees of Canada Steamship Lines walked out for two and a half days. The National War Labour Board held a "quorum" meeting on September 15, but adjourned when no union representatives appeared to present the case of the employees. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., met a Union Committee at Halifax but met with no success in having the men resume work. Difficulty was experienced at that point by the Canadian National Railways in having its freight cars iced, owing to the shortage of men, and numerous cars containing important quantities of bacon for overseas had to be re-routed to Truro, N.S., for icing. On September 17, the Director of Industrial Relations, Ottawa, notified Union headquarters that a third member, representing Labour would be appointed to the National Board by September 20. The Halifax freight handlers resumed work at noon on the 18th, and the Lakehead men decided the same day to continue at work pending the outcome of the Board's hearings. On September 24, the Lakehead dock workers staged a half-day strike in an endeavour to force the Board to release its decision at once. The Board issued Reasons for Decision in the various applications on September 30. Employees of Canada Steamship Lines from Quebec City to the Lakehead were granted increases in basic rates from 50 cents to 55 cents per hour and increases in the night differential, for hours worked between 7 p.m. and 7 a.m., from 2 cents to 5 cents per hour. The cost-of-living bonus was increased from 6½ cents to 9 cents per hour. At Halifax, the freight handlers of the Eastern Canada Stevedoring Company received increases in basic wage rates from 52 cents to 56 cents per hour, but were denied an increase in the night differential which already stood at 10 cents per hour. Railway freight handlers at Montreal and Saint John had their basic rates increased to 57 cents per hour, with the existing 5 cents night differential remaining unchanged. At all points upward adjustments for workers presently receiving more than basic wage rates were permitted in order to maintain existing differentials. Demands for vacations with pay and the authorization for freight handlers of certain working conditions now enjoyed by longshoremen were denied. Dissatisfaction with the amount of the increase authorized for employees of Eastern

Canada Stevedoring Company led to a further strike on October 1 by about 350 freight handlers at Halifax. This cessation of work was not sanctioned by either the local or international officers of the Union who asked the men to resume work without success. Various appeals for a termination of the strike were made in vain by the Minister of Labour and on October 4 uniformed men drawn from the Navy, Army and Air Forces were sent to the Ocean and Deep Water Terminals to move perishable goods from the dock sides to waiting vessels. On October 4 and 5 progressively larger groups of longshoremen, acting in sympathy with the freight handlers, refused to handle goods transferred to them by the armed Forces. This work was then taken over by the three Services, whose men were increased to a total of over 1,700. Loading of the vessels proceeded without incident. Following representations from the Minister of Labour, the International President of the International Longshoremen's Association ordered the members of his organization to resume work at once or to give up the Charter of their local union. The longshoremen decided at a mass meeting on October 6, to resume work. Further conferences took place between the Minister of Labour and the head of the Freight Handlers' Union and following a strong warning from the Minister, the freight handlers resumed work on the morning of October 9.

COAL MINERS, SYDNEY MINES, N.S.—On September 2, 30 employees of the Indian Cove Coal Company, Limited, and Sullivan Coal Company, Limited, Sydney Mines, N.S., members of the United Mine Workers of America, Local 5659, went on strike demanding that rates of wages be levelled up by the company to the rate paid similar employees of the Dominion Coal Company, as authorized by the National War Labour Board. Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., investigated the situation. The strike lasted one day, and at a joint conference on September 9, it was agreed that the men would remain at work subject to a joint application being made to the Emergency Coal Production Board, for an increase in the price of coal of fifty cents per ton. On September 15, 125 employees of the Tomson, Greener and Sullivan Mines of the Indian Cove and Sullivan Coal Companies went on strike protesting the delay of the National War Labour Board in dealing with the wage adjustments, but on September 20, Mr. Allan MacDonald was successful in having the men return to work for a two-week period. The employees set this time limit in the belief that

the Emergency Coal Production Board needed to grant a specific subsidy. Actually this board had already advised the Company and the Union that should the company's financial position be such that it was unable to absorb the wage increases which had been directed to the National War Labour Board, the Emergency Coal Production Board would be prepared to pay whatever production subsidy might be necessary. The parties were advised that they had failed to understand the meaning of the finding and direction of the National War Labour Board, and that all that was necessary to secure favourable action on the rates which had not been adjusted was for the parties to get together and adopt occupational classifications identical with those of the Dominion Coal Company for comparable work, or alternatively, to change the authorized rates so that existing classifications will receive remuneration comparable to similar Dominion Coal Company classifications.

CARPENTERS, MALTON, ONT.—From September 25 to 27, about 100 carpenters, employed by the Russell Construction Company, Limited, on the erection of dormitories for Wartime Housing Limited, at the plant of Victory Aircraft, Malton, Ontario, were involved in a strike which concerned a delay in meeting their demands for a 25-cent per day transportation allowance. The men were members of two trade unions, the United Brotherhood of Carpenters and Joiners of America and the National Union of Carpenters, Bricklayers and Painters. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, investigated the situation, and was informed by the Company that they could not pay the allowance unless authorized to do so as it was not in their contract with the Department of Munitions and Supply. The men had an application for this allowance before the Regional War Labour Board, and they agreed to Mr. Nicol's proposal that they return to work and give the Board an opportunity to render a decision, with the proviso that they would not work after October 1 without a decision.

COAL MINERS, BELLEVUE, ALBERTA.—About 100 employees of the Hillcrest-Mohawk Collieries, Bellevue, Alberta, staged a pit-head strike on September 13, which indirectly affected 290 miners and caused No. 1 mine to shut down. The cause of the dispute was that certain employees were denied motor transportation from the wash house to the upper portal on the mountain side. The trucks were out of order, having broken down while negotiating the steep incline. The dispute lasted one day and was settled when the Company

agreed to secure a truck as soon as possible and transport the men as far as possible whenever the road was passable. Mr. F. E. Harrison, Western Representative, Department of Labour, investigated on behalf of the Department.

ELECTRICAL WORKERS, TORONTO, ONTARIO.—A sit-down strike by approximately 60 employees, members of Local 512 of the United Electrical, Radio and Machine Workers of America, took place on September 1, at General Dry Batteries of Canada Limited, Toronto, in protest against alleged "stalling" tactics of the management in negotiating an agreement. The dispute arose after a representation vote had been conducted by the Department of Labour, as reported in the September issue of the *LABOUR GAZETTE*. The Company discharged the 60 demonstrators. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, investigated the situation and reported a settlement of the dispute which followed the management's undertaking that collective bargaining would commence and that there would be no discrimination in reinstating the workers who had been dismissed. The employees agreed that there would be no more stoppages of work.

CARPENTERS, CAMPBELLTON, N.B.—In early August a dispute arose between the J. and D. A. Harquail Company, Limited, Campbellton, N.B., and its employees, members of Local Union 2539, United Brotherhood of Carpenters and Joiners of America, concerning the alleged refusal of the company to sign a proposed collective bargaining agreement. Mr. H. R. Pettigrove investigated the situation, and after conferences with the parties, made a check of union records and the company's list of employees. The check disclosed that 61.5 per cent of the 320 employees who were eligible for union membership were union members in good standing. Subsequently the manager of the company agreed to sign the proposed agreement with a few minor amendments. The agreement was signed, effective as of September 1, 1943.

COAL MINERS, NANAIMO, B.C.—The Department was advised on September 10 by the secretary of Local 7355, United Mine Workers of America, that difficulty had arisen in connection with the transportation of men living in the Extension and Cedar districts near Nanaimo and employed at No. 10 Mine of the Canadian Collieries (Dunsmuir), Limited, Nanaimo, B.C. The men had requested that the Company furnish a bus for the 25 or 30 employees involved, because the men had experienced difficulty in securing approval for new tires for their own cars. The Company

refused this service because the existing agreement provided that men living off the established bus routes should make their own transportation arrangements. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, investigated the situation. Although the company refused to provide the bus service, the union itself decided to proceed with the organization of a bus line which would serve the district in question.

COAL MINERS, MINTO, N.B.—On September 28 a strike began among 68 unorganized employees of the Newcastle Coal Company, Limited, Minto, N.B., concerning the demand of employees for wage increases similar to that granted employees of the Rothwell Coal Company by the National War Labour Board. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., held joint conferences with the parties concerned. After being on strike one day the employees agreed to return to work and submit an application to the National War Labour Board.

COAL MINERS, SPRINGHILL, N.S.—The Department was informed on September 16 that 1,500 employees of the Cumberland Railway and Coal Company, Springhill, N.S., members of the United Mine Workers of America, Local 4514, stopped work on that date. The strike arose out of a previous dispute over the docking of wages of employees, engaged on other than a "task performance" basis, for leaving work before the end of their shift. (An earlier strike for the same cause was reported on page 1244 of the *LABOUR GAZETTE* for September, 1943). Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., investigated the situation. The union was advised that the men should resume work and negotiate any grievances with the company in accordance with established procedure. The miners returned to work on September 29 and investigations concerning the cause of the strike are at present being carried on by mine representatives and the company.

COAL MINERS, GLACE BAY, N.S.—A strike which involved about 200 employees of No. 1B Colliery of the Dominion Coal Company, Limited, Glace Bay, N.S., members of the United Mine Workers of America, Local 4520, began on September 29. It concerned wages for the loading of coal left on the longwall. Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., investigated and conferred with the parties concerned. Work was resumed on October 4.

RAILWAY SHOP EMPLOYEES, MONTREAL, P.Q.—In the August issue of the *LABOUR GAZETTE* (page 1121) reference was made to a strike during July of certain employees of the Angus

Shops of the Canadian Pacific Railway in Montreal. Following the strike an employee named Rossaire Dubuc was charged in court with inciting the employees to go on strike. He pleaded guilty on September 22 and was sentenced to a fine of \$100 and costs, or in the default of payment, three months in jail. The accused did not belong to any union.

PAPER MILL WORKERS, MERRITTON, ONTARIO.—On September 23, 330 employees, including 33 female workers, of the Alliance Paper Mills, Limited, Merritton, Ontario, went on strike in protest against a supposed delay in the hearing of an appeal from a Finding and Direction of the Regional War Labour Board. The strike action was strongly opposed by officers of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, of which the employees involved were members of Local No. 77. When renewing a collective agreement which expired on May 1, 1943, the Company and the Union were unable to agree on increased wage rates for some occupational classifications and the adjustments proposed by each side were submitted to the Regional War Labour Board, which directed payment of the rates put forward by the Company. The Union took exception to this decision and on September 14 the Regional Board granted its permission for an appeal to the National War Labour Board. On the afternoon of the day the strike occurred, Mr. H. Perkins, Industrial Relations Officer, of the Toronto office of the Dominion Department of Labour, and Mr. J. B. Metzler, Chief Executive Officer, of the Regional War Labour Board, addressed a mass meeting of the strikers and explained that, although many employees believed that appeal proceedings were in progress, no formal appeal from the Union had been submitted to the National Board. Regardless of this misunderstanding, the employees declined to resume work. Further negotiations took place and the number of disputed classifications was reduced to thirteen. At another mass meeting on September 24, with Mr. Perkins in attendance, the employees decided to resume work on Monday, September 27. It was reported that the Company later agreed to make a joint application with the Union to the Regional Board, and it was understood that the Board would grant a re-hearing of the case within a fortnight.

HOTEL EMPLOYEES, QUEBEC, P.Q.—During the early part of September the Department was informed of a dispute which arose between employees of the Chateau Frontenac, Quebec City, members of the Hotel and Restaurant Employees International Alliance, and the hotel management, which concerned union recognition, the negotiation of a collective

agreement, and matters affecting wage rates. In connection with the last problem, the union was referred to the National War Labour Board. Mr. Raoul Trepanier and Mr. L. Pepin, Industrial Relations Officers, Montreal, investigated the situation. The union stated that it was in favour of a representation vote, but the hotel manager was not. The union postponed strike action voted on September 18, pending an application for the establishment of a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act.

COAL MINERS, RIVER HEBERT, N.S.—On September 21, 13 longwall men went on strike at the Standard Coal Company, River Hebert, N.S., over working conditions, and on September 22, the entire working force remained idle in support of the longwall men. The union involved was Local 741, United Mine Workers of America. The extension by the Company of the length of the wall from 276 feet to 300 feet and the payment of rates therefor was source of the trouble. Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., investigated the dispute. The company agreed to meet the union demands.

COAL MINERS, MINTO, N.B.—Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B. investigated on September 28, a dispute between the Miramichi Lumber Company, Limited, Minto, N.B., and its employees, 124 in number, members of the Miramichi Mine Workers' Union (C.C.L.). The employees demanded a 20 per cent wage increase similar to that granted employees of the Rothwell Coal Company by the National War Labour Board. After discussion, both parties agreed to submit a joint application for wage adjustments to the National War Labour Board, and the employees agreed to continue work pending the application.

CHEMICAL WORKERS, NIAGARA FALLS, ONTARIO.—Following receipt of a complaint from the field representative of the United Gas, Coke and Chemical Workers of America Organizing Committee (C.I.O.), that an employee had been dismissed by the North American Cyanamid Company of Niagara Falls, Ontario, for union activity, and a preliminary investigation, on behalf of the Department by Mr. James Hutcheon, of the Ontario Conciliation Service, the Minister of Labour appointed His Honour Judge J. G. S. Stanbury, of St. Catharines, Ontario, as an Industrial Disputes Inquiry Commissioner to investigate the case under the provisions of Order in Council P.C. 4020. The Commissioner reported that the charge laid by the Union was not sustained by the evidence.

COAL MINERS, EDMONTON, ALBERTA.—Eighteen miners and two surfacemen went on strike at the Ottewell Coal Company, Edmonton, Alta., on September 21, because of a mistaken belief that the Company was not authorized to pay an increase of 59 cents in basic wage rates for which it had applied. On September 16, the National War Labour Board had issued a finding directing the Company, with effect not earlier than July 2, to increase basic wage rates of its occupational classification by 59 cents. The Company wired the National War Labour Board on the day of the strike asking it to approve an additional 57 cents per day but the Board was unable to regard this as a sufficient application. Mr. F. E. Harrison, Western Representative, Department of Labour investigated the situation. The strike lasted one day only, the company agreeing immediately to put into effect the basic wage increase approved by the Board and to file a formal application in respect of the secondary adjustment.

TEXTILE WORKERS, MILLTOWN, N.B.—On September 13, 1943, the Department received a complaint from Local 10 of the United Textile Workers of Canada, that one of their members had been dismissed by an overseer of Canadian Cottons Limited (St. Croix Mill), Milltown, N.B. Alleged grievances in regard to bad warps and fillings were also involved in the dispute. Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., investigated the situation. The dismissed employee was reinstated and reported for work on September 16. The other matters were left for further discussion between the local mill committee and the Company.

COAL MINERS, ALBERTA AND BRITISH COLUMBIA.—By an overwhelming majority coal miners affiliated with District No. 18, United Mine Workers of America, employed in the bituminous coal mines of Alberta and British Columbia voted in favour of strike action to secure wage increases and overtime pay after a five-day work-week in a strike vote conducted on September 21 under the auspices of the District Officers of the Union. The ballot, which read: "Are you in favour of taking strike action to enforce Convention demands and policies on wage increases?" arose out of a special Convention of District No. 18 of the Union which met at Calgary from August 2 to 6. Resolutions were adopted at that time demanding flat wage increases of \$2 per day for all day-wage and contract miners, with time and one-half and rate and one-half for the sixth working day of the week. Instructions were given by the Convention to the District Officers and the District Executive Board to

proceed with negotiations with the coal operators and with "Government authorities" and secure "the best possible agreement" and submit same to a referendum vote of the District membership. In the event of negotiations being unsuccessful the union officers were instructed to take a strike vote of the entire membership on or before October 14. In addition, the Convention demanded two weeks' holidays with pay at basic wage rates after twelve months' employment with the respective coal companies, and a revision of the present cost-of-living index prepared by the Dominion Bureau of Statistics. Mr. F. E. Harrison, Western Representative, Department of Labour, Vancouver, attended the Convention as an observer, and, because of the critical situation which appeared to be developing, remained in Calgary afterwards, where he was in almost continuous daily consultation with representatives of the Union and of the Western Canada Bituminous Coal Operators' Association. The Operators' Association refused to negotiate in regard to the Union's demands, informing the District officials that authority for the adjustment of wages, etc., lay with the Dominion Government, that the life of the contract between the Union and the operators was for the duration of the war and that no good purpose could be served by meeting to discuss the matters at issue. The Union, on its part, refrained from making application to the National War Labour Board, which constitutes the only Governmental body capable of dealing with the demands of the men. Instead it made representations to the Coal Controller, and to the Emergency Coal Production Board, the main function of which is not to deal with wage increases but to grant subsidies to coal companies to ensure full production in cases where wage increases directed by the National War Labour Board are beyond the financial capacity of an operator to meet. Every effort was made by officials of the Department of Labour to have the operators meet union officials with a view to negotiation of the differences between them, and also to have the district officers file a proper application with the National War Labour Board. No success attended these efforts, and, notwithstanding the resolution of the Calgary Convention that the District Officials should "proceed with negotiations with the . . . Government authorities" before taking a vote, the officers of the union proceeded with the strike vote, as mentioned, on September 21. It resulted in 7,849 miners voting in favour of strike action, with 399 opposed, and 53 spoiled ballots. On September 27, the Minister of Labour appointed the Honourable Mr. Justice G. B. O'Connor, of Edmonton, who is Chairman of the Western War Labour

Board, and Mr. F. E. Harrison, as Industrial Disputes Inquiry Commissioners, under the provisions of Order in Council, P.C. 4020, to investigate the dispute in view of the seeming imminence of a general strike. The Commissioners brought representatives of the operators and the Union together but were unable to initiate negotiations between the parties or to persuade the Union that it should properly have recourse to established procedure through the National War Labour Board. As this issue of the *LABOUR GAZETTE* went to press, the Department was still endeavouring to avert a stoppage of production but a strike was reported to have been called for October 15.

Union Representation Votes

EXPLOSIVES WORKERS, NOBEL, ONTARIO.—On September 1 and 2, by joint consent of the parties, Mr. H. Perkins, Industrial Relations Officer, Toronto, supervised a representation vote among the employees of Defence Industries Limited, Nobel, Ontario. The ballot read as follows: "In your dealings with the management of Nobel Works of Defence Industries Limited, do you wish to be represented in collective bargaining by Defence Workers Union, Local No. 1, an affiliate of Canadian Congress of Labour?" A total of 797 employees voted "yes" and 177 voted "no" and there were 2 spoiled ballots.

AIRCRAFT WORKERS, WINNIPEG, MANITOBA.—By joint consent of the parties, a representation vote was conducted in September 22 among the employees in the engine division of Mid-West Aircraft Limited, Winnipeg, by H. S. Johnstone, Industrial Relations Officer. The text of the ballot was as follows: "Are you in favour of being represented for the purpose of collective bargaining with Mid-West Aircraft Limited, Winnipeg by:—Mid-West Employees Association or a Committee affiliated with Lodge 764, International Association of Machinists?" The results were as follows: For Mid-West Employees Association, 154; for union affiliation, 199. There were 399 eligible voters and 7 of the 360 votes cast were spoiled ballots.

PACKING PLANT EMPLOYEES, WINNIPEG, MANITOBA.—Following the expiration on August 15, 1943, of an agreement between the employer and the Western Packing Employees' Federal Union No. 122 (TLCC), a consent ballot was conducted on September 14 among the employees of the Western Packing Company of Canada, Limited, Winnipeg, Manitoba, to determine if they were in favour of being represented for the purpose of collective bargaining with the company by Local 228, United Packinghouse Workers of America. There were 142 persons eligible to vote and 126 ballots were cast. A total of

112 employees voted "yes" and 11 voted "no". There were 3 spoiled ballots.

ALUMINUM WORKERS, BEAUHARNOIS, P.Q.—On September 1, the Department of Labour received a request from Mr. Rene Harmegnies, Organizer of the National Syndicate of Aluminum Workers of Beauharnois, Inc., that immediate steps be taken to institute a vote among employees of the Aluminum Company of Canada, Beauharnois, P.Q., to ascertain whether the employees favoured the National Syndicate of Aluminum Workers or the International Union of Aluminum Workers agreed to such a vote and Mr. Raoul Trepanier, Industrial Relations Officer, Montreal, was asked by the Department to make the necessary arrangements. The vote took place on September 28, the balloting among production workers and office employees being held separately. There were 589 eligible voters among the production workers, of whom 490 cast votes. In this group, 260 voted in favour of the International Union of Aluminum Workers; 214 voted in favour of the National Syndicate of Aluminum Workers of Beauharnois, Inc.; 12 voted against representation by any union; and there were 4 spoiled ballots. Among the office staff 46 out of 55 eligible employees cast their ballots. A total of 43 voted in favour of representation through the National Syndicate, while 3 voted in favour of the International Union.

ELEVATOR EMPLOYEES, SARNIA, ONTARIO.—On August 13 the Brotherhood of Railway and Steamship Clerks informed the Department of its difficulties in securing a conference with

the Sarnia Elevator Company for the purpose of negotiating an agreement covering the employees, members of the Brotherhood. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, investigated the situation, and secured the joint consent of the parties to a representation vote. The vote was held on September 22 on the question. "Do you wish Lodge 856 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees to act as your collective bargaining Agency in dealing with the Sarnia Elevator Company, Limited?" The results were as follows:—Number of eligible voters, 20; number of votes cast, 15; number voting "yes", 12; number voting "no", 3; spoiled ballots, 0. In view of the result of the vote, Mr. Nicol advised the parties to meet together without delay.

AIRCRAFT WORKERS, STONEY CREEK, ONTARIO.—A representation vote was taken on September 27 at the Noury Aircraft Limited, Stoney Creek, Ontario, on whether the employees wished to be represented in collective bargaining by the International Association of Machinists or the United Automobile and Aircraft Workers of America. The results were as follows: Number of eligible votes, 47; number of votes cast, 40; number voting for International Association of Machinists, 18; number voting for United Automobile and Aircraft Workers of America, 22; number of spoiled ballots, 0. The President of the Company agreed to enter into negotiations with the United Automobile and Aircraft Workers of America upon receipt of a draft agreement.

Strikes and Lockouts in Canada During September, 1943

THE number of strikes and lockouts recorded for the month of September was 42, involving 11,076 workers, with a time loss of 36,896 man working days, as compared with 50 strikes in August, with 35,201 workers involved and a time loss of 236,948 days. In September, 1942, there were 43 strikes, involving 13,357 workers with a time loss of 37,808 days.

During the month under review twelve strikes in the coal mining industry, involving more than 3,000 workers, and seven strikes involving about 2,000 freight handlers and longshoremen caused about 60 per cent of the time loss. In August the large number of workers involved and the high time loss recorded were caused mainly by a strike of aircraft workers at three plants in Montreal.

The following table gives information for September and August, 1943, and September, 1942:—

Date	Number of strikes	Number of workers involved	Time loss in man working days
*September, 1943.....	42	11,076	36,896
*August, 1943.....	50	35,201	236,948
September, 1942.....	43	13,357	37,808

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

Three strikes, involving 463 workers, were carried over from August and 39 commenced during September. Of these 42 strikes, 40 were terminated during the month. Seven resulted in favour of the workers, one in favour of the employer, thirteen were compromise settlements and 19 were indefinite in result, work being resumed pending final settlement of each strike. At the end of the month, therefore, there were two strikes recorded as unterminatad, namely: coal miners at Glace Bay, N.S.,

and clothing factory workers at Marievalle, P.Q.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Information is available as to one dispute of this nature, namely: fur factory workers, Quebec, P.Q., one employer, May 12th, 1943, to August 31st, 1943.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to September, 1943.

MANUFACTURING—				
<i>Textiles, Clothing, etc.—</i>				
Clothing factory workers, Quebec, P.Q.	2	413	5,000	Commenced August 27, 1943; for a week's vacation with pay and against agreement signed with another union; terminated September 21; conciliation (federal); return of workers pending determination of bargaining agency; indefinite.
SERVICE—				
<i>Business and Personal—</i>				
Laundry and dry cleaning plant workers, Waterloo, Ont.	1	(a) 11	99	Commenced August 27, 1943; for a closed union shop agreement providing for increased wages; terminated September 11; negotiations; return of workers pending settlement; indefinite.
Laundry and dry cleaning plant workers, Kitchener, Ont.	1	(b) 39	350	Commenced August 27, 1943; for a closed union shop agreement providing for increased wages; terminated September 11; negotiations; return of workers pending settlement; indefinite.

Strikes and Lockouts Commencing During September, 1943.

MINING—				
Metal miners, Black Lake, P.Q.	1	(c) 40	75	Commenced September 1; for payment of bus fare for transportation to mine; terminated September 2; negotiations and reference to NWLB†; compromise.
Coal miners, Sydney Mines, N.S.	3	125	150	Commenced September 1; for wage adjustments as approved by NWLB; terminated September 2; conciliation (federal); return of workers pending settlement; indefinite.
Coal miners, Bellevue, Alta.	1	(d) 250	250	Commenced September 13; for transportation from wash-house to working place on mountain side; terminated September 13; conciliation (federal); (truck to be used while weather permits) compromise.
Coal miners (brushers), Glace Bay, N.S.	1	125	125	Commenced September 14; against change in width of brushing; terminated September 14; negotiations; return of workers pending settlement; indefinite.
Coal miners, Sydney Mines, N.S.	3	125	500	Commenced September 15; for adjustment of occupational classifications following award of NWLB re wage adjustments; terminated September 18; conciliation (federal); return of workers pending settlement; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1943*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing During September, 1943—Con.

MINING—Con.				
Coal miners, Springhill, N.S.	3	1,500	14,500	Commenced September 16; against deductions from wages of certain miners for quitting work before end of shift; terminated September 27; conciliation (federal); return of workers pending investigation; indefinite.
Coal miners, Clover Bar, Alta.	1	15	90	Commenced September 16; for increased wages and cost of living bonus; terminated September 22; conciliation (federal); return of workers pending reference to the NWLB <i>re</i> cost of living bonus (wage increase previously approved); in favour of workers.
Coal miners, Camrose, Alta.	1	10	50	Commenced September 21; against discharge of a worker; terminated September 25; conciliation (federal); return of workers pending investigation; indefinite.
Coal miners, River Hebert, N.S.	1	130	142	Commenced September 21; <i>re</i> payment for certain work; terminated September 22; conciliation (federal); in favour of workers.
Coal miners (drivers), Drumheller, Alta.	1	(e) 12	12	Commenced September 21; misunderstanding <i>re</i> placing a driver after absence and against change of work of another; terminated September 21; conciliation (federal); in favour of employer.
Coal miners, Blairmore, Alta.	1	500	500	Commenced September 27; <i>re</i> quality of coal for miners' domestic use; terminated September 27; negotiations; compromise.
Coal miners, Minto, N.B.	1	68	68	Commenced September 28; for wage increases equal to those approved for neighbouring mine; terminated September 28; conciliation (federal); return of workers pending joint application to NWLB; indefinite.
Coal miners, Glace Bay, N.S.	1	205	410	Commenced September 29; <i>re</i> payment for loading coal left on long wall; unterminated.
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i>				
Canning factory workers, Tecumseh, Ont.	1	(f) 180	35	Commenced September 10; for increased wages; terminated September 10; negotiations; return of workers pending reference to RWLB‡; indefinite.
<i>Rubber and Its Products—</i>				
Tire factory workers, Kitchener, Ont.	1	(g) 156	156	Commenced September 1; against working on time standard for new work; terminated September 2; negotiations; return of workers pending further trial; indefinite.
Synthetic rubber factory workers, Sarnia, Ont.	1	800	50	Commenced September 27; against quality of food served in camp restaurant; terminated September 27; negotiations; (improvement promised) indefinite.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Marieville, P.Q.	1	140	490	Commenced September 22; for closed union shop and reinstatement of worker; terminated September 25; conciliation (federal); (worker reinstated) compromise.
Textile factory workers, Montreal, P.Q.	1	357	850	Commenced September 27; for a week's vacation with pay, increased wages and full cost of living bonus; terminated September 29; conciliation (federal); return of workers pending decision of NWLB; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1943*—Continued

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts Commencing During September, 1943—Con.

MANUFACTURING—Con.				
Clothing factory workers, Marieville, P.Q.	1	(h) 64	96	Commenced September 27; for union recognition and closed shop agreement; terminated September 28; conciliation (federal and provincial); return of workers pending signing of agreement; indefinite.
Clothing factory workers, Marieville, P.Q.	1	(i) 64	64	Commenced September 30; for union recognition and closed shop agreement; un-terminated.
Pulp and Paper—				
Pulp and paper mill workers, Merritton, Ont.	1	330	990	Commenced September 23; against finding and direction of RWLB re increased wages; terminated September 25; conciliation (federal); return of workers pending joint application to RWLB; indefinite.
Printing and Publishing—				
Compositors, Winnipeg, Man.	1	60	200	Commenced September 22; for union recognition; terminated September 26; conciliation (provincial); return of workers pending negotiations for a new agreement; in favour of workers.
Miscellaneous Wood Products				
Sawmill workers, Kelowna, B.C.	2	109	295	Commenced September 17; for union recognition following certification of employees' association as bargaining agency; terminated September 20; conciliation (provincial); return of workers pending settlement; indefinite.
Metal Products—				
Steel products factory workers, Vancouver, B.C.	1	100	12	Commenced September 2; against dismissal of a worker; terminated September 2; negotiations; return of workers pending settlement; (worker reinstated on probation) compromise.
Steel mill workers (firemen), Trenton, N.S.	1	(j) 45	90	Commenced September 5 and 12; for time and one-half for Sundays and holidays; terminated September 12; return of workers pending decision of RWLB; indefinite.
Motor vehicles factory workers, Windsor, Ont.	5	(k) 600	2,400	Commenced September 3; against dismissal of a worker for refusal to transfer to another shift; terminated September 9; conciliation (provincial) and reference to arbitration; (worker re-employed after two weeks' suspension) compromise.
Dry battery factory workers, Toronto, Ont.	1	(l) 62	110	Commenced September 1; against alleged delay in negotiating a union agreement; terminated September 4; conciliation (federal); return of workers pending negotiations; indefinite.
Foundry workers (moulders), Sackville, N.B.	1	(m) 45	180	Commenced September 21; for adjustments in piece work rates and full cost of living bonus; terminated September 24; conciliation (federal); return of workers pending joint application to RWLB; compromise.
Shipbuilding—				
Shipyards workers, Quebec, P.Q.	1	2,146	2,146	Commenced September 4; for adjustment of wage rates for steel caulkers; terminated September 4; negotiations; return of workers pending settlement; indefinite.
Shipyards workers, Meteghan, N.S.	1	382	1,200	Commenced September 6; for union recognition; terminated September 9; conciliation (federal); in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1943—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing During September, 1943—Conc.				
MANUFACTURING—Con.				
Non-metallic Minerals, Chem- icals, etc.—				
Lime kiln workers, St. Marc des Carrieres, P.Q.	1	49	150	Commenced September 13; for increased wages; terminated September 15; conciliation (provincial) and reference to RWLB; in favour of workers.
Miscellaneous—				
Bedding factory workers, Ottawa, Ont.	1	9	10	Commenced September 1; for increased wages; terminated September 2; conciliation (federal); in favour of workers.
TRANSPORTATION—				
Water—				
Freight handlers, Fort William and Port Arthur, Ont.	2	477	1,675	Commenced September 9; for increases in wages, cost of living bonus and overtime rates, etc.; terminated September 13; conciliation (federal); return of workers pending decision of NWLB; compromise.
Freight handlers, Montreal, P.Q.	3	300	1,000	Commenced September 10; for increases in wages, cost of living bonus and overtime rates etc.; terminated September 14; conciliation (federal); return of workers pending decision of NWLB; compromise.
Freight handlers, Point Edward, Ont.	1	90	315	Commenced September 10; for increases in wages, cost of living bonus and overtime rates, etc.; terminated September 14; conciliation (federal); return of workers pending decision of NWLB; compromise.
Freight handlers, Toronto, Ont.	1	63	150	Commenced September 11; for increases in wages, cost of living bonus and overtime rates, etc.; terminated September 13; conciliation (federal); return of workers pending decision of NWLB; compromise.
Freight handlers, Halifax, N.S.	1	350	1,650	Commenced September 13; for increases in wages, cost of living bonus and overtime rates, etc.; terminated September 18; conciliation (federal); return of workers pending decision of NWLB; compromise.
Longshoremen, Pugwash, N.S.	1	53	26	Commenced September 15; for re-employment of two workers who had asked for transfer permit; terminated September 15; negotiations; in favour of workers.
Freight handlers, Fort William and Port Arthur, Ont.	2	477	235	Commenced September 24; for increases in wages, cost of living bonus and overtime rates, etc.; terminated September 24; return of workers pending decision of NWLB; compromise.

* Preliminary data, based where possible on reports from parties involved, in some cases incomplete, subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board.

NWLB—National War Labour Board.

(a) 12 indirectly. (b) 17 indirectly. (c) 85 indirectly. (d) 140 indirectly. (e) 158 indirectly. (f) 100 indirectly. (g) 222 indirectly. (h) 40 indirectly. (i) 40 indirectly. (j) 155 indirectly. (k) 200 indirectly. (l) 49 indirectly. (m) 105 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *Labour Gazette* from month to month, bringing down to date that given in the July issue; in the review of "Strikes and Lockouts in Canada and Other Countries, 1942." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and

lockouts, as noted in the *Labour Gazette*, August, 1940, page 760.

The number of disputes beginning in July was 103 and 14 were still in progress from the previous month, making a total of 117 disputes in progress during the month; 34,300 workers were involved in the disputes in progress during the month and the time loss was 97,000 working days.

Of the 103 disputes beginning in July, 19 arose out of demands for increased wages and 41 over other wage questions; 2 on questions as to hours; 12 over questions as to employment of particular classes or persons; 26 over other questions as to working arrangements; one on a question of trade union principle; 2 were sympathetic stoppages. Final settlements were reached in 90 disputes, of which 13 were settled in favour of the workers, 56 in favour of employers and 21 resulted in compromises; in 18 other disputes, work was resumed pending negotiations.

United States Conciliation Service Considers Wide Range of Disputes

ACCORDING to the *Monthly Labour Review*, for September, the United States Conciliation Service "disposed of 17,559 situations, involving 10,974,611 workers", during the (American) fiscal year ending June 30, 1943. Of these "situations", 1,701 were strikes and lockouts involving 799,465 workers; 9,457 were threatened strikes and controversies involving 4,905,237 workers. During the fiscal year 2,539 disputes were certified to the National War Labour Board. Jurisdiction was assumed by other agencies in 647 others. The remaining 3,215 situations included investigations, technical services, arbitrations, requests for information, consultation, etc.

The facilities of the Conciliation Service were used in 29 major industrial fields, such as

building trades, and the manufacture of food, iron and steel, textiles, transportation equipment, etc., and were utilized by employees and employers in 48 states, the District of Columbia, Alaska, Puerto Rico, Hawaii and the Virgin Islands.

Of the total situations disposed of, 1,532 cases, involving 800,197 workers were adjusted, subject to the approval of the wage provisions of the National War Labour Board.

During the month of July, 1943, the Service disposed of 1,744 situations, involving 852,136 workers. Of these situations, 168 were strikes and lockouts involving 55,862 workers; 893 were threatened strikes and controversies involving 392,892 workers.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec and a schedule under the Industrial Standards Act of Alberta are summarized in a separate article following this.

Manufacturing: Pulp, Paper and Paper Products

LA TUQUE, P.Q.—BROWN CORPORATION AND THE NATIONAL SYNDICATE OF PULP EMPLOYEES OF LA TUQUE, No. 16, AND THE NATIONAL CATHOLIC FEDERATION OF EMPLOYEES OF PULP AND PAPER MILLS, INC., PORT ALFRED.

Agreement to be in effect from May 5, 1943 to May 15, 1944, and thereafter from year to year, subject to notice. The company recognizes the union and will not discriminate against employees because of union membership.

Hours: for day workers, 8 per day, 48 per week; for shift workers, 8 hour shifts, 48 per week. Overtime for day workers is payable at time and one half; all work on Sundays and holidays by both day and tour workers is payable at time and one half. There are four recognized mill holidays. Vacation: one week with pay to employees with more than a year's continuous service if the plan is acceptable to the Regional War Labour Board. The wage scale was agreed upon and submitted to the Regional War Labour Board for approval. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Printing and Publishing

MONTREAL, P.Q.—PUBLISHERS OF TWO ENGLISH DAILY NEWSPAPERS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 176.

Agreements to be in effect from November 1, 1941, to October 31, 1942, which were renewed to October 31st, 1943. One of these agreements was signed and the other verbally accepted. Only union members to be employed.

Hours: 8 per day, a 5-day week, 40 hours per week, for both day and night work. When necessary to work split shifts running from day into night hours or vice versa, shifts to be 7½ hours with pay at night rates. Wages: journeymen \$38.94 for day work, \$42.68 for night work; the same minimum rates are also payable to machine operators, machinist-operators and machinists; foremen to receive at least 15 per cent over regular rates. Overtime is payable at time and one half for the first three hours and double time thereafter; double time for work on shifts beginning on Sundays or holidays. Provision is made for apprentices, for seniority rights, and for the settlement of disputes.

Manufacturing: Metal Products

SYDNEY, N.S.—SYDNEY FOUNDRY AND MACHINE WORKS, LTD. AND INDUSTRIAL UNION OF FOUNDRY AND MACHINE WORKS LTD. LOCAL No. 1.

Agreement reached with the assistance of an Industrial Disputes Inquiry Commissioner, as noted on page 1358. Agreement to be in effect from September 24, 1943, to September 23, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agency for all employees who are eligible for membership. No discrimination against employees because of their union affiliations.

Hours: 8 per day, a 48-hour week; overtime is payable at time and one half; double time for work on Sundays and six specified holidays. The wage scale was not included in the agreement. The cost of living bonus to be paid in accordance with federal government legislation. Charge hands to be paid 10 cents per hour extra; men performing work recognized as "dirty work" also receive 10 cents per hour extra. Arrangements are made for seniority rights and for the settlement of grievances.

CAP DE LA MADELEINE, QUEBEC.—ELECTRIC STEELS LTD. AND INTERNATIONAL MOULDERS' AND FOUNDRY WORKERS' UNION, LOCAL 409.

Agreement reached after an application had been made for a board under the Industrial Disputes Investigation Act (see page 1358 of this issue). Agreement to be in effect on or about September 16, 1943, to September 17, 1944, and thereafter subject to notice. The company agrees that if they are unable to settle any dispute with a union committee of employees, they will meet the representative chosen by the employees to discuss the matter.

Hours: 54 per week of 6 days. Overtime is payable at time and one half; if a man works seven consecutive days he shall receive double

time for the seventh day. Double time for work on seven holidays. Vacation: one week's vacation with pay each year.

PETERBORO, ONTARIO.—GENELCO LTD. AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 524.

Agreement to be in effect from April 29, 1943 to April 28, 1944, and thereafter from year to year, subject to notice. The Company recognizes the union as the bargaining agency for hourly rated employees and will not discriminate against any employee on account of union membership; the union agrees not to intimidate or coerce employees.

Hours: 9 per day, 5 on Saturdays, a 50-hour week. Overtime: for day shifts, time and one half for work over 9 hours Monday to Friday and over 5 hours on Saturday and for all work on Sundays; for night shifts, time and one half for all work over 9 hours per night, Monday to Friday, and for all work on the night shifts of Saturday and Sunday nights. Time and one half for all work on Statutory holidays. Wages: it is the policy of the company to pay wage rates equal to or better than the average of rates paid in the community for comparable work. A cost of living bonus is paid in accordance with government regulations. Night shift: a bonus of 5 per cent to be paid for recognized second and third shifts. Provision is made for seniority rights and for the settlement of grievances.

A supplementary agreement also dated April 29, 1943, provides: that the membership of this local union will consist only of employees of this company; that if unable to agree on a rate for an occupation either party may make a submission to the Regional War Labour Board; if unable to agree on a vacation policy, this also may be submitted to this board.

Manufacturing: Shipbuilding

NANAIMO, B.C.—NEWCASTLE SHIPBUILDING CO. LTD. AND AMALGAMATED BUILDING WORKERS OF CANADA, NANAIMO UNIT No. 1.

Agreement to be in effect from January 14, 1943, for the duration of the war and wartime contracts. If the union is unable to supply competent mechanics, other men may be hired and will be accepted into the union, but the company agrees not to hire any man who has been unfair to the union.

Hours: 8 per day, 44 per week for day shift; for second shift $7\frac{1}{2}$ per shift, with pay for 8 hours; for third shift, 7 hours per shift, with pay for eight hours; for second and third shifts, 40 hours per week except for a second shift employed on emergent war work when they may

work 44 hours. For tide work, 8 hours' pay for each tide worked. Overtime is payable at time and one half for first four hours and double time thereafter; double time for work on Sundays and holidays. Time and one quarter allowed for all dirty work. Hourly wage rates: carpenters, joiners and shipwrights 90 cents, caulkers 93 cents, leading hands \$1, painters 85 cents, electricians \$1, improvers 80 cents, mechanics' helpers with no tools 72 cents, general labourers 55 cents. These rates to be subject to adjustment quarterly in accordance with the cost of living as ascertained by the Dominion Department of Labour.

Construction: Buildings and Structures

CANADA.—ELEVATOR MANUFACTURERS AND INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS.

The terms of this agreement covering all locals of this union in Canada were summarized in the LABOUR GAZETTE, February, 1940, p. 169. The 1941 wage rates were noted in the issue of December, 1941, p. 1567, and the 1942 rates in the issue of December, 1942, p. 1484. The hourly wage rates reported by various locals for mechanics and helpers on construction work as at June 1, 1943, were: Halifax, N.S. and Saint John, N.B.—\$1 for mechanics, 70 cents for helpers; Quebec City 90 cents for mechanics, 63 cents for helpers; Ottawa \$1 for mechanics, 70 cents for helpers; Toronto \$1.10 for mechanics, 77 cents for helpers; Hamilton, St. Catharines, Kitchener and London \$1 for mechanics, 70 cents for helpers; Windsor \$1.12 for mechanics, 78 cents for helpers; Edmonton, \$1.04 for mechanics, 73 cents for helpers; Vancouver, \$1.12 for mechanics (78 cents for helpers). The rates for mechanics and helpers on maintenance work is 10 per cent less than the above construction rates.

VANCOUVER, B.C.—THE GENERAL CONTRACTORS' ASSOCIATION AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCALS 452 AND 1251.

Agreement to be in effect from August 4, 1943, to August 3, 1944, and thereafter from year to year, subject to notice. This agreement is similar to the ones previously in effect and summarized in the LABOUR GAZETTE, April, 1941, p. 471, with these exceptions:

The minimum wage rate for journeymen carpenters is \$1 per hour (an increase of 10 cents per hour) plus a cost of living bonus as prescribed and changed from time to time by the National War Labour Board; the rate of such bonus is now \$4.25 per week. All carpenters in charge of work to be paid at least \$1 per day of 8 hours over the minimum rate.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

N QUEBEC, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have

the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of

such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement and the amendment of nine others, all of which are noted below. A request for the amendment of the agreement for the paint manufacturing industry throughout the province was published in the *Quebec Official Gazette* of September 4, and for the amendment of the agreement for the shoe manufacturing industry throughout the province, in the issue of September 25.

Manufacturing: Fur and Leather Products

TANNERY INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated September 23, and gazetted September 25, amends the previous Orders in Council (*LABOUR GAZETTE*, March, 1940, p. 282; February, 1941, p. 183; August, p. 1008, October, p. 1313; March, 1942, p. 353, September, p. 1097, December, p. 1490; April, 1943, p. 489) by increasing the minimum wage rates shown in the agreement by 10 per cent; this 10 per cent increase also applies to all employees governed by this agreement and is computed on the wages in force on April 1, 1943.

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC CITY AND DISTRICT.—

An Order in Council, dated August 27, and gazetted September 4, extends the period of this agreement (*LABOUR GAZETTE*, April, 1940, p. 388; October, 1941, p. 133; April, 1943, p. 490, July, p. 989, August, p. 1131) to October 15, 1943.

Manufacturing: Metal Products

SHEET METAL MANUFACTURING INDUSTRY, MONTREAL.

An order in Council, dated August 27 and gazetted September 4, amends the previous Orders in Council for this industry (March, 1943, p. 340). Welders are classified into classes "A," "B" and "C," with hourly wage rates of 90 cents, 80 cents and 70 cents respectively; production welders to be paid from 50 cents per hour during first six months to 65 cents during fourth six months, after which they became

eligible for class "C" welder if they qualify. For female workers (whose rate is 40 cents per hour after six months) increases may be granted based on ability within the limit prescribed by the Regional War Labour Board.

Another Order in Council, dated September 23, and gazetted September 25, corrects the wording of the August 27, Order in Council.

Trade

RETAIL STORES, CHICOUTIMI.

An Order in Council, dated September 10, and gazetted September 25 makes obligatory on all employers and employees in retail stores in Chicoutimi and within five miles of it (except Arvida) the terms of an agreement between the Retail Merchants Association of Canada, Chicoutimi branch, and Les Syndicats Nationaux et Catholiques des Employés de magasins de détail de Chicoutimi, inc. (The National Catholic Unions of Retail Store Employees of Chicoutimi). Agreement to be in effect from September 18, 1943, to July 1, 1944, and thereafter from year to year, subject to notice.

Hours: 51 per week for female employees, 54 for male employees. Eleven holidays are observed during the year and employees are paid for such holidays. Overtime is payable at time and one half. Minimum weekly wage rates: for men and women from \$8 during first six months to \$15 during fourth year; after four years' experience, minimum for men is \$20, for women \$18; departmental managers and assistant managers—men \$35, women \$20, managers—men \$45, women \$25, delivery boy with bicycle (furnished by employer) \$7; part time workers—men 35 cents per hour, women 25 cents. The cost of living bonus is payable in accordance with federal government regulations. Vacation: one week's vacation with pay after one year's service; after two years' service, one week annually and an additional day for each year of service up to a 15 day vacation.

HARDWARE AND PAINT STORES, QUEBEC.

An Order in Council, dated September 10, and gazetted September 18, amends the previous Orders in Council for these stores (*LABOUR GAZETTE*; April, 1940, p. 391, Dec., p. 1312; January, 1941, p. 70, June, p. 705; June, 1942, p. 739, September, p. 1097, Dec., p. 1490). Delivery men and helpers and any employees receiving \$26 per week or more may occasionally work 3 hours overtime in a week without pay.

DAIRY EMPLOYEES, QUEBEC.

An Order in Council, dated August 27, and gazetted September 4, amends the previous Orders in Council for these employees (*LABOUR GAZETTE*, July, 1938, p. 799; July, 1939, p. 729, August, p. 862; Dec. 1940, p. 1312; April, 1941, p. 473) by providing for a cost of living bonus in accordance with federal government regulations.

Another Order in Council, dated September 16, and gazetted September 25, makes a further amendment by changes in the definition of classes of employees.

GROCERS AND BUTCHERS, SHERBROOKE.

An Order in Council, dated September 8, and gazetted September 11, amends the previous Orders in Council (LABOUR GAZETTE, July, 1940, p. 734, August, p. 868; June, 1941, p. 706). Weekly hours are reduced from 63 to 54 per week.

Service: Public Administration

MUNICIPAL EMPLOYEES, SHERBROOKE.

An Order in Council, dated September 10, and gazetted September 18, amends the previous Orders in Council for these workers (LABOUR GAZETTE, December, 1942, p. 1490) by increasing the hourly wage rates in the agreement by 4 cents per hour. Another holiday is added to the holidays to be observed.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, QUEBEC.

An Order in Council, dated September 10, and gazetted September 18, amends the previous Orders in Council (LABOUR GAZETTE, August, 1941, p. 1013; May, 1942, p. 631, August, p. 978; May, 1943, p. 639). The amendment does not affect the summaries previously given.

BARBERS AND HAIRDRESSERS, HULL.

A correction to the previous Orders in Council (LABOUR GAZETTE, October, 1941, p. 1316; December, p. 1573; September, 1942, p. 1098; March, 1943, p. 341) reduces the hours barber shops are open by 1½ per week.

*Industrial Standards Acts, Etc.***Schedule of Wages and Hours Recently Approved by Provincial Orders in Council in Alberta**

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a

conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the LABOUR GAZETTE, October, 1940, page 1077. A schedule of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Alberta*Trade***DAIRY INDUSTRY, CALGARY.**

An Order in Council, dated September 9, and gazetted September 15, makes binding the terms of a schedule of wages and hours for the dairy industry in Calgary, to be effective from September 25, 1943 to September 24, 1944, or thereafter "during pleasure."

Maximum hours: for male workers, 10 per day, 54 per week; for female workers, 9 per day, 48 per week; one day's rest in seven which may be computed on a semi-monthly or monthly basis. Overtime is payable at time and one half. Vacation: one week's vacation with pay for employees who have one year's service at May 1 of each year; for those with less service

at this date, one day's vacation allowed for each 50 days worked. Minimum monthly wage rates: plant—store (female, experienced) \$54.16, store (male) \$78, shipping \$95, machinery and maintenance \$108 for experienced, \$78 for inexperienced workers, butter department \$54.16 for experienced female workers and \$105 for experienced male workers, ice cream department \$60 for experienced female workers, \$95 for experienced male workers, unclassified \$85, unclassified helper \$80, janitors \$78; stable \$95, temporary \$3.50 per day, garage \$78; delivery—retail drivers \$92 plus commission, wholesale driver \$119, spare driver \$125 plus commission, route helpers \$92, other truck drivers \$85 for male and \$80 for female. Commission rates are specified.

War Emergency Training

Summary of Program—Progress of Enrolment during August— Additional Plant Schools Approved—Changes in Per Capita Cost of Training

THE War Emergency Training Program provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the up-grading of persons already employed;

(3) Training in plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health.

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

From the beginning of the program up to August 31, 1943, gross enrolment has been as follows:—

Training for Industry.....	174,913
Army	34,225
Navy	5,869
R.C.A.F.	51,733
Rehabilitation (discharged persons from the forces).....	1,711
University students.....	2,906
	<hr/>
	271,357

The accompanying tables give detailed statistics showing the progress of the various branches of the Program. Table 1 records the training given in vocational schools to men and women taking pre-employment classes, part-time classes and rehabilitation classes; table 2 shows the number enrolled in vocational schools from the Armed Forces; and table 3 gives the figures for those engaged in plant schools and part-time classes in industry.

Progress of Enrolment during August

Enrolment during August showed a further decrease of industrial trainees in the full-time pre-employment classes and in the part-time classes for persons already employed. This decrease applied equally to both men and women. There was also a decrease in the placements made from the full-time pre-employment classes during the month of August as compared with the months of June and July.

New Plant Schools

Approval was given to six new plant schools during this period, four of them in Ontario, one in Manitoba and one in British Columbia. This brought the total number of plant schools approved up to August 31 to 107. During the month there was a substantial increase in the number of trainees enrolled in plant schools, particularly in the case of women where the enrolment increased over 50 per cent in the course of the month.

Training in Armed Forces

In the classes provided to train members for the armed forces there was a substantial decrease in the enrolment of R.C.A.F. personnel. This was due to the termination of the special training centres opened during the summer months only for pre-aircrew personnel.

The enrolment of Army Tradesmen showed a very slight increase during the month. The enrolment in the classes for the Navy increased nearly 25 per cent during the month.

Per Capita Cost of Training

The smaller enrolment in many of the industrial classes has been attended by an increase in the cost of operations as compared with the previous fiscal year. The cost per trainee per day, less allowances for capital expenditures, has been \$1.14 from the 1st of April to end of August, 1943, as compared with \$1.09 for the fiscal year ending March 31, 1943. The cost of instructors and supervisors per trainee day has shown an increase in the same period from 73 cents to 84 cents. The cost of materials, supplies and small tools, on the other hand, has decreased from 17 cents to 15 cents per trainee per day. In the Air Force classes, on the other hand, due to an increase in the enrolment, the cost per trainee per day, less allowances for capital expenditures, has decreased from 82 cents in the previous fiscal year to 67 cents for the period April 1 to August 31, 1943.

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF AUGUST, 1943
(WITH TOTALS FROM APRIL 1, 1943, TO AUGUST 31, 1943)
(Subject to revision)

	NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
	From April 1/43 to Aug. 31/43	At First of August	Enrolled in August	At End of August	From ⁽²⁾ April 1/43 to Aug. 31/43	In August
DOMINION SUMMARY						
Pre-employment Classes {men.....	7,473	1,901	934	1,727	4,300	851
{women.....	4,280	873	467	838	3,081	422
Part-time Classes ⁽¹⁾ {men.....	5,741	859	162	719		
{women.....	1,078	90	27	55		
Rehabilitation Classes—men.....	711	236	99	225	350	76
Total.....	19,283	3,959	1,689	3,564	7,731	1,349
NOVA SCOTIA						
Pre-employment Classes {men.....	269	118	41	103	141	44
{women.....	162	25	73	77	68	10
Rehabilitation Classes—men.....	20	11	3	10	7	2
Total.....	451	154	117	190	216	56
NEW BRUNSWICK						
Pre-employment Classes {men.....	227	75	67	65	118	57
{women.....	87	18	15	14	71	18
Rehabilitation Classes—men.....	22	8	7	9	5	2
Total.....	336	101	89	88	194	77
QUEBEC						
Pre-employment Classes {men.....	3,722	906	479	864	1,701	388
{women.....	379	75	34	74	237	24
Part-time Classes ⁽¹⁾ {men.....	594	33		33		
{women.....	22	8		8		
Rehabilitation Classes—men.....	222	63	33	62	103	22
Total.....	4,939	1,085	546	1,041	2,131	434
ONTARIO						
Pre-employment Classes {men.....	2,128	486	192	414	1,615	233
{women.....	2,704	621	209	513	2,040	282
Part-time Classes ⁽¹⁾ {men.....	2,924	291	47	193		
{women.....	678	15	2			
Rehabilitation Classes—men.....	78	25	8	22	47	9
Total.....	8,512	1,438	458	1,142	3,702	524
MANITOBA						
Pre-employment Classes {men.....	391	124	57	111	154	35
{women.....						
Part-time Classes ⁽¹⁾ {men.....	85	39		39		
{women.....						
Rehabilitation Classes—men.....	71	15	12	24	25	3
Total.....	547	178	69	174	179	38
SASKATCHEWAN						
Pre-employment Classes {men.....	120	43	13	27	71	18
{women.....	257	37	29	35	187	25
Part-time Classes ⁽¹⁾ {men.....	55	12				
{women.....	63					
Rehabilitation Classes—men.....	77	27	4	19	50	9
Total.....	572	119	46	81	308	52
ALBERTA						
Pre-employment Classes {men.....	121	62	12	56	57	13
{women.....	235	40	56	59	136	29
Part-time Classes— ⁽¹⁾ {men.....	77	12	3	13		
{women.....	3					
Rehabilitation Classes—men.....	99	42	10	30	61	15
Total.....	534	156	81	158	254	57
BRITISH COLUMBIA						
Pre-employment Classes {men.....	495	87	73	87	353	63
{women.....	456	57	51	66	342	34
Part-time Classes ⁽¹⁾ {men.....	2,006	472	112	441		
{women.....	313	67	25	47		
Rehabilitation Classes—men.....	122	45	22	49	52	14
Total.....	3,392	728	283	690	747	111

⁽¹⁾ Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees

⁽²⁾ Includes those graduates who, though actually placed prior to August 1, 1943, were not so reported until after August 1, 1943.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF AUGUST, 1943, WITH TOTALS FROM APRIL 1, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/43 to Aug. 31/43	At First of August	Enrolled in August	At End of August	From April 1/43 to Aug. 31/43	In August
DOMINION SUMMARY						
R.C.A.F. Classes.....	19,867	8,442	1,965	7,058	12,115	3,194
Army Classes.....	7,412	2,123	987	2,241	4,861	804
Navy Classes.....	2,408	950	335	1,113	1,235	178
Total.....	29,687	11,525	3,287	10,412	18,211	4,176
NOVA SCOTIA						
R.C.A.F. Classes.....	226	49	30	50	165	29
Army Classes.....	432	132	50	108	298	62
Navy Classes.....	23	11	11	17	2	2
Total.....	681	192	91	175	465	93
NEW BRUNSWICK						
R.C.A.F. Classes.....	667	277	132	269	337	135
Army Classes.....	640	213	101	256	374	50
Navy Classes.....	1				1	
Total.....	1,308	490	233	525	712	185
QUEBEC						
R.C.A.F. Classes.....	1,831	506	248	515	1,120	211
Army Classes.....	1,233	393	130	356	824	161
Navy Classes.....	169	15	29	44	44	
Total.....	3,233	914	407	915	1,988	372
ONTARIO						
R.C.A.F. Classes.....	8,628	4,155	706	2,970	5,333	1,805
Army Classes.....	2,263	542	286	548	1,577	261
Navy Classes.....	1,914	698	292	816	1,124	173
Total.....	12,805	5,395	1,284	4,334	8,034	2,240
MANITOBA						
R.C.A.F. Classes.....	1,729	523	252	634	1,015	130
Army Classes.....	495	97	90	116	371	68
Total.....	2,224	620	342	750	1,386	198
SASKATCHEWAN						
R.C.A.F. Classes.....	2,166	891	154	678	1,473	366
Army Classes.....	418	234	18	274	144	8
Total.....	2,584	1,155	172	952	1,617	374
ALBERTA						
R.C.A.F. Classes.....	2,372	1,159	161	894	1,592	416
Army Classes.....	597	181	60	168	399	73
Navy Classes.....	207	156		156	50	
Total.....	3,176	1,496	221	1,218	2,041	489
BRITISH COLUMBIA						
R.C.A.F. Classes.....	2,248	882	282	1,048	1,030	101
Army Classes.....	1,334	301	252	415	874	121
Navy Classes.....	94	80	3	80	14	3
Total.....	3,676	1,263	537	1,543	1,968	225

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF AUGUST, 1943, WITH TOTALS FROM APRIL 1, 1943, TO AUGUST 31, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED TO PRODUCTION BEFORE TRAINING FINISHED	
	From April 1/43 to Aug. 31/43	At First of August	Enrolled in August	At End of August	From April 1/43 to Aug. 31/43	In August	From April 1/43 to Aug. 31/43	In August
DOMINION SUMMARY								
Plant Schools...../Men	4,762	910	848	1,083	2,530	503	667	48
...../Women	4,781	850	1,353	1,304	2,516	627	505	138
Part-time Classes...../Men	1,112	96	158	114	964	137	16	
...../Women	418	38		14	400	24	4	
Total.....	11,073	1,894	2,359	2,515	6,410	1,291	1,192	186
NOVA SCOTIA								
Plant Schools...../Men	118	58		44	38		30	10
...../Women	18	7		5	10		3	2
Part-time Classes...../Men	28	13		13	15			
...../Women	2	2		2				
Total.....	166	80		64	63		33	12
NEW BRUNSWICK								
Plant Schools...../Men	40	4	5	8	25			
...../Women								
Total.....	40	4	5	8	25			
QUEBEC								
Plant Schools...../Men	1,705	300	471	592	269	107	566	5
...../Women	488	82	219	241	144	42	61	
Part-time Classes...../Men	94		78	34	41	41	16	
...../Women	4						4	
Total.....	2,291	382	768	867	454	190	647	5
ONTARIO								
Plant Schools...../Men	2,814	540	356	435	2,156	396	59	13
...../Women	3,332	579	893	902	2,175	522	24	5
Part-time Classes...../Men	875	78	68	55	806	91		
...../Women	397	36		12	383	24		
Total.....	7,418	1,233	1,317	1,404	5,522	1,033	63	19
MANITOBA								
Plant Schools...../Men	27				15		9	
...../Women	643	72	137	83	115	22	360	83
Total.....	670	72	137	83	130	22	369	83
ALBERTA								
Plant Schools...../Men								
...../Women	182	84	24	21	62	39	7	
Total.....	182	84	24	21	62	39	7	
BRITISH COLUMBIA								
Plant Schools...../Men	58	8	16	4	27		23	20
...../Women	118	26	80	52	10	2	50	47
Part-time Classes...../Men	115	5	12	12	102	5		
...../Women	15				15			
Total.....	306	39	108	68	154	7	73	67

Recent Activities of the Unemployment Insurance Commission

Contributions and Benefit Regulations—Vocational Rehabilitation of Handicapped Persons—Staff Training in Employment Offices—Insurance Registration—Claims for Benefit—Unemployment Insurance Fund

FOLLOWING the recent amendments in the Act (L.G., Sept., 1943, p. 1268), the unemployment insurance regulations relating to contributions were completely revised and minor amendments were made in the benefit regulations. The contribution regulations are now arranged under five headings: Coverage, Computation of Contributions, Payment of Contributions, Records of Contributions and General. New tables have been added for calculating the amount of contributions payable in respect of each worker and for determining the deductions which may be made from workers' wages for their share of the contributions. A full summary of these regulations and of the changes in the benefit regulations is given in the Labour Law section of this month's *LABOUR GAZETTE*, p. 1414.

Vocational Rehabilitation of Handicapped Persons

In an effort to utilize further every available source of manpower in the promotion of the war effort, intensive study is being given to the enrolment and placement of physically handicapped workers. With a view to determining the most efficient means of achieving this purpose, particularly in Ontario and Quebec, a conference was held in Toronto on September 27, 28 and 29, under the auspices of the Employment Service and Unemployment Insurance Branch of the Department of Labour. Mr. H. C. Hudson, Supervisor of Special Placements, acted as General Chairman.

Included in the organizations represented at the Conference were: National Selective Service, Department of Labour; Department of Pensions and National Health; Department of Public Health, Ontario; Ontario Workmen's Compensation Board, Ontario; Quebec Workmen's Compensation Clinic; Canadian National Institute for the Blind; National Institute for the Deaf and Hard of Hearing; Society for Crippled Civilians; The Samaritan Club; University of Toronto; Local Council of Women; Children's Aid Society; Toronto Board of Trade; Civil Service Commission; Rotary Club, Kiwanis Club; Royal Canadian Air Force; Y.W.C.A.; Hydro-Electric Power Commission; Post-War Rehabilitation Com-

mittee; and the Canadian Manufacturers Association. In addition, a number of leaders in education and industry were present and the Government of Mexico sent its representatives.

Addresses were given by expert authorities on such subjects as Vocational Rehabilitation in Great Britain and the United States; the Rehabilitation Service of the Ontario Workmen's Compensation Board; Psychological Testing of Handicapped Persons; Occupations for the Handicapped; The Employers' Point of View Regarding the Placement of Handicapped Workers; the Need for a Program of Civilian Rehabilitation; Day to Day Problems in the Placement of Handicaps; The Deaf and Hard of Hearing in the Occupational World; Special Services for Handicaps in Montreal; Employability of the Blind; Specialized Employment Services for the Blind; Techniques and Procedures in Handicap Placement Work and the Rehabilitation Program of the Department of Pensions and National Health.

Careful and detailed discussions followed the pronouncements of the experts. In this way, a fund of information was brought together which it is expected will be of great value not only to physically handicapped persons, but to the employment services throughout Canada.

The conference formally went on record as urging the immediate development of a comprehensive plan for the more efficient registration and effective utilization of handicaps. It also recommended the formation of an advisory committee to guarantee that the needs of handicapped persons could be adequately met and the interest and co-operation of employers broadened.

Staff-training in Employment Offices

What has the employer of labour and the applicant for employment a right to expect from the Employment Service, is the question that motivates the staff training program of the Unemployment Insurance Commission. For several months instruction has been given in Regional and Local Employment and Selective Service offices across Canada, and

the success attained thus far warrants its continuance. (L.G., June, 1943, p. 820.)

Zone conferences in the Ontario region have disclosed a general similarity in the problems confronting the staffs in all of the offices and provide a guide to the nature and quality of the instruction required.

At the present time, training is being given to staffs in a number of offices to equip them for interchangeability of work, so that one section can assist another which may have a temporary rush of work. Emphasis is also being placed in two of the largest offices on "Coverage" problems and on procedure in the women's division, including induction training for new members of the staffs. This "on-the-job" instruction is proving of great practical value and apparently achieves the desired purpose more quickly than class-room work.

The Regional staff training advisors have completed their surveys of almost all the offices in their respective regions and will henceforth devote their energies to the development of programs of instruction that these surveys have demonstrated are particularly necessary.

Claims for Benefit

The amount paid in claims for unemployment insurance benefit during the period from April 1, 1943, to August 31, 1943, was \$406,860.98. In this period 11,387 claims were received for adjudication at the nine offices of the Commission, of which 8,534 claims were allowed, 2,455 claims were not allowed with 323 claims pending.

An analysis of the 2,455 claims not allowed by insurance officers reveals the following reasons for non-allowance: 666 claims under Section 28 (i) in which claimants had insufficient contributions; 127 claims under Section 28 (ii) in which 83 claims were not made in the prescribed manner, and 44 of the claimants were not unemployed; 65 claims under Section 28 (iii) in which 49 were not capable of work and 16 were not available for work; 77 claims under Section 43 (a) for loss of work due to labour dispute; 34 claims under Section 43 (b) (i) for refusal of an offer of work; 10 claims under Section 43 (b) (ii) for neglect of opportunity to work; one claim under Section 43 (b) (iii) for failure to carry out written directions; 1,450 under Section 43 (c) of which 150 were discharged because of their own misconduct, and 1,300 were disqualified for voluntarily leaving without just cause, one claim under 43 (d) for being under 16 years of age;

24 claims under Section 43 (f) in which 17 were in class "O" contributions and 7 for other reasons.

Appeals and References

During the period April 1, 1943, to August 31, 1943, there were 349 references and 79 appeals made by claimants to Courts of Referees. In addition there were 10 references by insurance officers to Courts of Referees. Of the 548 cases, 438 were heard, 70 had not been heard and 40 had been withdrawn. The Courts of Referees allowed 110 cases and disallowed 328.

Appeals to Umpire

Eleven claimants (including 2 not heard at March 31, 1943) sought permission from the chairmen of Courts of Referees to appeal to the Umpire, under Section 58 (c) (ii); 4 other permits were asked for, either by claimants or associations of employed persons, under Section 58 (b) and one by an insurance officer under Section 58 (a). Of these, nine were not granted permission. Of the 7 granted, four were heard and three had not been heard. None of the appeals heard were allowed, but two were referred back to the Courts of Referees for further evidence and consideration.

Insurance Registration

Reports received from Local Offices of the Unemployment Insurance Commission showed that at October 1, 1943, 134,724 employers with insured employees were registered and 2,833,326 employees had been issued with insurance books. The total of insured persons includes those becoming insurable under the recent Amendments to the Unemployment Insurance Act, effective September 1, 1943.

A breakdown of employers and employees according to Regions in which registration took place is shown in the following table:—

TABLE I

PROGRESS OF REGISTRATION AS AT OCTOBER 1, 1943

Region	Employers establishments registered	Insured persons registered
Maritimes	10,895	202,276
Quebec	35,403	905,845
Ontario	51,095	1,115,366
Prairies	24,713	355,920
Pacific	12,618	253,919
Total for Canada..	134,724	2,833,326

TABLE II

REPORT ON CLAIMS RECEIVED FOR ADJUDICATION, PERIOD* APRIL 1, 1943, TO AUGUST 31, 1943

(Inclusive of claims pending on March 31, 1943)

Insurance Offices	Claims Received at Local Offices	Claims Received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton.....	1,753	1,739	1,400	214	125
Montreal.....	4,621	4,684	3,540	1,065	79
Toronto.....	1,721	1,614	1,044	542	28
London.....	237	221	154	50	17
North Bay.....	118	114	77	25	12
Winnipeg.....	1,208	1,190	868	293	29
Saskatoon.....	400	419	340	69	10
Edmonton.....	479	474	389	77	8
Vancouver.....	850	837	722	120	15
Total.....	11,387	11,312	8,534	2,455	323

* Cumulative figures of claims received for adjudication for the period February 1, 1942, to Mar. 31, 1943, were published on page 653 of the May issue of the Labour Gazette. Commencing with the June issue the figures published monthly will be cumulative for the current fiscal year only.

TABLE III

REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD APRIL 1, 1943, TO AUGUST 31, 1943

Districts	Not Heard Mar 31/43	REQUESTS FROM CLAIMANTS		Refer- ences by Insurance Officers	Total Refer- ences and Appeals	Not Yet Heard	With- drawn	Heard	COURT'S DECISION	
		Refer- ences	Appeals						Allowed	Dis- allowed
Moncton.....	1	12	6	.....	19	1	2	16	3	13
Montreal.....	64	143	37	1	245	40	8	197	47	150
Toronto.....	20	95	24	1	140	15	21	104	27	77
London.....	.....	8	.....	3	11	1	3	7	3	4
North Bay.....	1	4	.....	.....	5	.....	.....	5	1	4
Winnipeg.....	9	63	3	4	79	8	4	67	19	48
Saskatoon.....	3	3	4	.....	10	2	1	7	2	5
Edmonton.....	7	16	5	1	29	1	1	27	8	19
Vancouver.....	5	5	.....	.....	10	2	.....	8	.....	8
Total...	110	349	79	10	548	70	40	438	110	328

TABLE IV

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY-SIX MONTHS ENDED AUGUST 31, 1943

REVENUE										EXPENDITURE			
Month	CONTRIBUTIONS (Gross, less refunds)							Interest	Monthly Total Revenue	BENEFITS		Balance	
	Stamps		Meter	Bulk		Misc.	Total Employer and Employee			Government	Monthly Total		Cumulative Total
	\$	\$		\$	\$								
Total from July to December 31, 1941.....	14,958,205 22	4,240,303 34		4,388,192 15	44 17	23,587,904 88	4,717,360 97	177,720 00	28,481,885 85	Nil	Nil	28,481,885 85	
Total for the year ended December 31, 1942.....	29,869,803 00	13,065,439 53		12,159,023 40	2,242 62	55,067,108 65	11,019,421 74	1,409,797 30	67,526,327 78	349,655 94	349,655 94	95,658,557 69	
1943													
January.....	2,470,473 51	1,174,517 53		1,237,776 61	544 05	4,882,311 70	976,662 34	22,778 38	5,882,752 42	69,851 82	419,507 76	101,471,458 29	
February.....	2,343,199 32	1,087,403 58		1,134,346 80	997 90	4,565,947 06	913,189 53	12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37	
March.....	3,202,971 58	1,286,165 19		1,240,228 75	2,428 33	5,757,793 85	1,147,558 77	238,960 00	7,124,312 62	195,190 49	743,810 68	113,762,974 50	
April.....	2,431,365 31	1,103,912 32		1,256,407 64	103 94	4,791,789 22	958,357 84	315,887 50	6,006,034 50	141,990 92	885,801 60	119,687,018 14	
May.....	2,252,602 00	1,053,514 83		1,304,413 23	824 08	4,611,354 20	922,270 84	708,057 95	6,241,682 90	128,162 33	1,013,963 93	125,800,538 80	
June.....	2,421,430 32	1,078,241 28		1,336,325 58	995 35	4,836,992 73	907,398 55	296,976 92	6,101,368 20	64,999 84	1,078,963 77	131,836,907 16	
July.....	2,725,682 68	1,066,808 21		1,401,810 03	9,244 48	5,203,575 40	1,040,715 08	621 37	6,244,911 85	44,391 09	1,123,354 86	138,037,427 92	
August.....	2,524,674 15	1,036,821 65		1,266,599 41	5,371 04	4,833,756 23	986,751 25	47,125 57	5,847,633 05	27,359 61	1,150,714 47	143,857,701 36	
TOTAL.....	20,372,399 13	8,887,384 58		10,184,228 05	20,509 23	39,464,529 99	7,892,904 20	1,642,777 01	49,000,202 20	801,058 53	1,150,714 47	143,857,701 36	
GRAND TOTAL.....	65,200,407 44	25,193,187 45		26,732,043 60	22,796 03	118,148,434 52	23,629,686 91	3,230,294 40	145,008,415 81	1,150,714 47	1,150,714 47	143,857,701 36	

The interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to August 31.

The miscellaneous column includes the following:—

Penalties.....	\$ 1,132 19
Contributions in respect of service in the Armed Forces.....	20,037 81
Miscellaneous.....	1,628 03
	<u>\$ 22,796 03</u>

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of August, as reported by employers.

—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

A further upward movement in industrial activity is shown in the report this month, according to data submitted by 13,834 establishments employing a total of 1,867,898 men and women at the beginning of August; this total was greater by 22,033 persons, or 1.2 per cent, than that reported at the beginning of July.

The majority of the persons added to the working forces at the date under review were taken on in the non-manufacturing industries, which absorbed some 72 per cent of the 22,033 persons additionally employed. Co-operating manufacturers reported an increase of 6,200.

The index number of employment (based on the 1926 average as 100) was 185.9, as compared with 183.8 per cent in the preceding month, and 177.8 at August 1, 1942.

Information concerning payrolls, which is furnished each month by the co-operating firms, is incorporated in this article. The per capita average weekly wage in the industries submitting returns rose from \$30.97 at July 1, to \$30.98 at the beginning of August, as compared with \$28.62 at August 1, 1942.

Report on employment conditions for September.—A summary of employment con-

ditions for the month of September has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, August, 1943.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from Employment and Selective Service Offices of the Unemployment Insurance Commission for the five-week period July 30, to September 2, inclusive, showed 325,233 positions offered, 257,661 applications for employment and 189,214 placements effected. Of the latter 185,226 were in regular employment and 3,988 were in employment of one week's duration or less. There was a decrease of 14 per cent in the daily average of placements when compared with the preceding four weeks but a gain of 225 per cent in comparison with August, 1942.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of September, 1943, the percentage of unemployment among trade union members was 0.4 which was identical with that recorded in August; the unemployment percentage in September, a year ago was .9. The September figure was based on returns compiled from 2,335 labour organizations with a total membership of 462,870.

The Employment Situation at the Beginning of August, 1943 as Reported by Employers

INDUSTRIAL activity showed a further upward movement at August 1, when the general increase exceeded the average at that date in the experience of the years since 1920; it approximated the general gain at the beginning of August in 1942, but was smaller than in 1940 or 1941. The Dominion Bureau of Statistics received information from 13,834 establishments employing 1,867,898 men and women; this total was greater by 22,033 persons, or 1.2 per cent, than that reported at the beginning of July. The amounts disbursed in weekly payrolls were also higher by 1.2 per cent.

Based on the 1926 average as 100, the index of employment, at 185.9, exceeded by 4.6 per cent that of 177.8 at August 1, 1942, previously the maximum for midsummer. (See Table I and accompanying chart.) The latest figure was, however, fractionally lower than the all-time peak of 186.5, reached at December 1, 1942. Since the increase in the index at the first of August was above normal, the seasonally-adjusted index showed a further advance, rising from 180.2 at July 1, to 180.9 at August 1.

As has usually been the case at midsummer, the majority of the persons added to the working forces at the date under review were taken on in the non-manufacturing industries, which absorbed some 72 per cent of the 22,033 persons additionally employed. The co-operating manufacturers reported an increase of some 6,200, a gain which exceeded the average at the beginning of August in the period since 1920, but which was nevertheless considerably smaller than that at August 1 in any other year since 1938; prior to that, the trend in manufacturing had usually been downward. Within this group, there was further expansion in iron and steel, lumber, electrical apparatus and other branches of the durable goods industries. In plants turning out non-durable goods, further considerable curtailment was indicated in chemical works; the production of textiles, tobacco and some other commodities also showed a falling-off, which in some cases was seasonal in character. On the other hand, animal and vegetable food, pulp and paper, beverage and petroleum factories reported greater activity.

Within the non-manufacturing industries, logging recorded seasonal curtailment of about average proportions, while the trend was upward in trade, communications, services, mining, transportation and construction and

maintenance. The largest increase of over 13,300 employees, took place in construction, but this gain of 7.9 per cent was considerably smaller than usual at the beginning of August. Except for the advance of more than 3,200 persons in transportation, and 1,200 in mining, the improvement in the remaining industries was rather slight. The expansion in coal-mining, which absorbed most of those taken in the extractive industries, was the largest indicated since September 1, 1941.

Payrolls

The amounts expended by the co-operating employers in salaries and wages at August 1 were given as \$57,870,495, an average of \$30.98 per employee. At July 1, these firms had reported the disbursement of \$57,168,949, a per capita average of \$30.97. The mean at August 1, 1942, had been \$28.62, and at August 1, 1941, \$25.69. It is probable that under normal circumstances, there would be a falling-off in the general average per employee at midsummer, partly because of vacations, and partly because the considerable increase in the number in recorded employment would ordinarily take place in the industries in which the earnings tend to be less-than-average. Although loss of working time during vacations affected the latest payrolls to some extent, they are nevertheless the highest in the record of 27 months; the average per employee, however, continued rather below the April 1, 1943, high figure of \$31.14. As compared with August 1, 1942, there was a rise of 12 per cent in the index of payrolls, while the gain in the general index of employment was 4.6 per cent. The weekly average earnings of those in recorded employment have risen by 8.2 per cent in the 12 months.

A brief review of the statistics of payrolls from their institution shows that since June 1, 1941, the contents of the average pay envelope of the typical employee in the eight leading industries has advanced by 22.2 per cent. During this period, the cost-of-living index has risen by 7.9 per cent, while increases in taxation and other expenses have also tended to offset a considerable part of the gain in the weekly earned income of the average employee. Nevertheless, the general rise in current earnings, together with the employment of additional members of many of the families, has resulted in a considerable improvement in the financial position of a large proportion of the total population.

If the statistics of employment and payrolls for financial institutions are added to those given above for the eight leading industries, the latest survey depicts the situation reported by firms employing a total personnel of 1,932,350, as compared with 1,909,188 at the beginning of July. The aggregate weekly payroll in the nine leading industries (viz., manufacturing,

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at July 1, 1943, and August 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



logging, mining, communications, transportation, construction and maintenance, services, trade and finance) was \$59,906,132, as compared with \$59,161,576 at July 1. The per capita average in the nine industries was \$31, a figure insignificantly higher than that of \$30.99 at July 1. The average at the beginning of August, 1942, was \$28.68.

firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups

has shown an increase of 21·6 per cent, while the aggregate weekly payrolls of those workers are higher by 47½ per cent. Including finance, the gain in employment from June 1, 1941, to August 1, 1943, amounted to 21·0 per cent, and that in payrolls, to 46·3 per cent. The explanation given in preceding bulletins for the much greater rise in the salaries and wages than in the numbers employed may again be stated: (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the payment of cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been increased on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been granted.

The influence of the war has resulted in particularly marked expansion in employment and payrolls in factories, in which the rate of acceleration in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 35·5 per cent from June 1, 1941 to August 1, 1943, and that of payrolls has advanced by 66·2 per cent, por-

tions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

Employment and payrolls in the production of durable goods in the period of observation have shown especially marked expansion, there being an increase of 58 per cent in the index of employment, and of 96·6 per cent in the salaries and wages distributed by the co-operating employers from June 1, 1941, to August 1, 1943. Although there has more recently been a slackening in some of the non-durable goods industries, the index number of employment in this group at the date under review was higher by 15·2 per cent than that indicated at June 1, 1941, since when there has been an increase of 34 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
			\$			\$
June 1, 1941.....	100·0	100·0	25·25	100·0	100·0	25·57
July 1.....	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1.....	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1.....	105·4	109·8	26·04	103·0	110·8	26·22
Oct. 1.....	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1.....	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1.....	110·4	119·5	27·32	112·1	123·4	28·15
Jan. 1, 1942.....	108·4	112·1	26·13	111·4	114·3	26·32
Feb. 1.....	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1.....	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1.....	108·0	121·4	28·41	118·7	133·9	28·94
May 1.....	109·5	123·8	28·59	120·4	137·0	29·19
June 1.....	112·3	125·3	28·20	122·6	137·2	28·73
July 1.....	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1.....	115·3	131·6	28·62	126·4	143·2	29·08
Sept. 1.....	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1.....	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1.....	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1.....	122·0	144·3	30·06	132·0	160·1	31·17
Jan. 1, 1943.....	120·1	131·9	27·92	130·7	142·9	28·11
Feb. 1.....	118·5	139·5	29·96	132·8	157·4	30·65
Mar. 1.....	118·7	143·2	30·72	133·0	162·5	31·49
Apr. 1.....	118·1	144·3	31·14	133·4	164·7	31·81
May 1.....	116·5	139·8	30·59	132·7	159·9	31·09
June 1.....	118·4	143·6	30·93	133·5	163·5	31·02
July 1.....	120·1	145·7	30·97	134·8	165·1	31·62
Aug. 1.....	121·6	147·5	30·98	135·5	166·2	31·67

The matter of short-time or over-time may also considerably influence the reported aggregate and average, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Employment and Payrolls by Industries

Manufacturing.—The trend of employment in manufacturing continued upward; as in recently preceding months, the expansion at August 1 was greater-than-average according to pre-war standards, but was considerably

smaller than at the same date in any other year since 1938. A combined working force of 1,188,869 was reported by the 7,720 establishments furnishing information, as compared with 1,182,740 at the beginning of July. The increase of 6,129 persons, or 0.5 per cent (which was accompanied by a gain of 0.7 per cent in the reported payrolls) raised the index from its previous all-time peak of 226.5 at July 1, to 227.7 at the beginning of August; it then exceeded by 7.2 per cent the figure of 212.4 at August 1, 1942. This increase, though not inconsiderable, was the smallest recorded in the 12 months' comparison over a lengthy period.

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at August 1, 1943 by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, Together with Index Numbers of Employment and Payrolls as at August 1 and July 1, 1943 and August 1, 1942, Based on June 1, 1941 as 100 p.c.

(The Latest Figures are Subject to Revision.)

Geographical and Industrial Unit	Number of Employees Reported at Aug. 1, 1943	Aggregate Weekly Payrolls at Aug. 1, 1943	Per Capita Weekly Earnings at			INDEX NUMBERS OF					
						Employment			Aggregate Weekly Payrolls		
			Aug. 1, 1943	July 1, 1943	Aug. 1, 1942	Aug. 1, 1943	July 1, 1943	Aug. 1, 1942	Aug. 1, 1943	July 1, 1943	Aug. 1, 1942
(a) PROVINCES											
Maritime Provinces..	147,279	4,158,777	28.24	28.53	25.58	127.6	121.2	111.8	166.1	159.3	135.4
Prince Edward Isl.	2,347	58,518	24.93	24.14	22.30	112.9	104.9	104.4	132.5	119.3	109.6
Nova Scotia.....	92,521	2,653,526	28.68	30.10	26.62	133.8	121.0	105.1	171.8	163.0	141.0
New Brunswick....	52,411	1,446,733	27.60	26.26	24.02	119.1	122.9	107.9	158.1	155.2	127.5
Quebec.....	590,824	17,337,220	29.34	28.81	27.05	127.7	126.3	121.7	158.6	154.0	140.3
Ontario.....	751,102	23,953,881	31.89	32.13	24.80	114.1	114.2	112.1	135.9	136.1	124.6
Prairie Provinces....	196,453	5,950,223	30.29	30.60	28.45	113.1	110.4	111.8	131.1	129.3	122.4
Manitoba.....	92,149	2,761,353	29.97	30.25	28.37	112.6	110.9	110.7	127.6	126.8	110.2
Saskatchewan.....	38,480	1,117,782	29.05	30.34	27.20	108.9	106.4	107.9	126.8	126.4	118.4
Alberta.....	65,824	2,071,088	31.46	31.67	29.30	116.3	112.1	116.0	138.7	134.7	129.5
British Columbia....	182,240	6,470,394	35.50	35.48	31.31	145.1	142.3	129.9	164.5	180.7	150.0
CANADA.....	1,867,898	57,870,495	30.98	30.97	28.62	121.6	120.1	116.3	147.5	145.7	131.6
(b) CITIES											
Montreal.....	289,430	8,845,735	30.56	30.10	28.14	133.9	133.2	121.8	162.6	159.4	138.9
Quebec City.....	39,695	1,095,078	27.59	26.25	23.93	169.1	169.6	139.6	227.2	216.8	164.0
Toronto.....	247,127	7,885,207	31.91	31.86	29.42	125.2	127.1	117.9	149.9	151.8	131.1
Ottawa.....	22,406	606,045	27.05	26.91	25.44	112.6	111.7	108.2	132.4	130.6	120.7
Hamilton.....	59,588	1,941,448	32.59	32.39	31.70	112.6	115.1	116.2	133.6	135.7	134.3
Windsor.....	41,852	1,691,001	40.40	42.01	37.90	133.7	132.2	128.8	142.1	146.1	128.8
Winnipeg.....	59,300	1,656,673	27.94	28.24	27.04	115.5	113.7	109.2	127.8	127.8	117.3
Vancouver.....	89,089	3,074,999	34.52	34.28	30.58	175.5	172.9	156.3	234.0	228.7	186.7
(c) INDUSTRIES											
Manufacturing.....	1,188,869	37,649,459	31.67	31.62	29.08	135.5	134.8	126.4	166.2	165.1	143.2
Durable Goods.....	671,188	23,359,284	34.80	34.81	32.07	153.0	156.0	139.7	196.6	194.2	161.4
Non-Durable Goods...	498,771	13,612,784	27.29	27.26	25.45	115.2	115.8	114.4	134.0	134.6	124.1
Electric Light and Power.....	18,910	677,391	35.82	35.86	33.99	99.1	96.0	102.0	110.1	106.8	107.8
Logging.....	40,737	1,092,292	26.81	26.09	22.98	85.0	93.7	89.8	118.2	125.2	110.4
Mining.....	74,404	2,666,904	35.84	36.51	34.64	89.8	88.3	97.2	102.3	102.5	108.6
Communications.....	28,630	829,749	28.99	28.89	27.56	110.2	107.8	109.8	117.9	114.9	111.6
Transportation.....	151,223	5,373,784	35.54	35.66	34.38	120.7	118.1	111.3	135.2	132.8	120.9
Construction and Maintenance.....	181,991	5,380,175	29.56	29.71	26.72	103.4	95.8	105.2	134.3	125.0	127.3
Services.....	43,918	814,666	18.55	18.64	17.26	115.0	112.9	110.8	133.3	131.5	119.8
Trade.....	158,136	4,063,466	25.70	25.56	24.25	96.8	96.6	97.3	108.5	107.7	104.1
Eight Leading Industries.....	1,867,898	57,870,495	30.98	30.97	28.62	121.6	120.1	116.3	147.5	145.7	131.6
Finance.....	64,452	2,035,637	31.58	31.47	30.34	107.5	105.6	105.4	117.9	115.4	111.1
Total—Nine Leading Industries.....	1,932,350	59,906,132	31.00	30.99	28.68	121.0	119.6	115.8	146.3	144.5	131.0

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

The fact that the latest advance was above normal is reflected in a gain in the seasonally-adjusted index; from 221.9 at July 1, this rose to 222.7 at the date under review.

There was further expansion in the durable goods industries at August 1, but the number of employees added (viz., 8,185) was less than at the beginning of July; the gain was also considerably smaller than that at August 1, 1942. The largest increase at the date under review was in iron and steel plants, which employed some 5,300 additional workers. Electrical apparatus and lumber mills also reported considerable advances, while there were small gains in clay, glass and stone factories.

The non-durable goods industries as a whole were quieter, mainly as a result of losses in chemicals and textiles; those in the latter were seasonal. The leather, tobacco and miscellaneous manufactured products divisions were also quieter. On the other hand, animal and vegetable foods, pulp and paper, beverage and petroleum factories showed considerable improvement. Employment in the production of non-durable goods as a whole was at a rather lower level at August 1 than at the same date in 1942. A gain of some 3,500

workers had then been indicated, while at the latest date, there was a reduction of over 2,600.

The manufacturers furnishing data at the beginning of August reported that they had distributed \$37,649,459 in salaries and wages, a sum which was greater by 0.7 per cent than that of \$37,403,056 expended by the same firms at July 1. The per capita average, at \$31.67, was slightly higher than that of \$31.62 at July 1, and considerably exceeded the average of \$29.08 and \$26.06 at August 1 in 1942 and 1941, respectively.

Based on the disbursements at June 1, 1941, as 100, the latest index of payrolls was 166.2, being a little higher than that of 165.1 at July 1, 1943, and 16.1 per cent higher than that of 143.2 at August 1, 1942, since when the index of employment has risen by 7.2 per cent. The reasons for the disparity in the rates of gain have already been given. In the manufacturing industries, the upgrading of employees as they acquire experience is of especial and increasing importance, tending to offset the effect of the large scale dilution of labour resulting from the shortage of workers which has become acute with the development

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Aug. 1, 1927	110.5	113.2				109.8	109.2	114.0				110.0
Aug. 1, 1928	119.3	117.0				114.1	118.9	132.5				116.4
Aug. 1, 1929	127.8	127.5				121.3	128.0	144.8				122.7
Aug. 1, 1930	118.8	140.9				114.7	115.7	126.2				115.8
Aug. 1, 1931	105.2	106.8				102.4	100.7	129.1				98.0
Aug. 1, 1932	86.3	90.1				84.4	86.9	90.1				81.4
Aug. 1, 1933	87.1	93.0				84.8	86.6	90.5				87.3
Aug. 1, 1934	99.9	101.3				94.9	106.0	93.0				97.6
Aug. 1, 1935	101.1	106.7				97.2	102.4	98.7				106.8
Aug. 1, 1936	105.6	113.9				101.3	107.1	103.9				107.9
Aug. 1, 1937	120.0	134.3	82.5	131.5	140.8	120.8	122.2	105.6	99.0	118.8	107.1	116.9
Aug. 1, 1938	112.1	112.6	99.2	118.3	106.6	117.8	111.2	104.9	97.3	116.1	109.2	107.1
Aug. 1, 1939	117.5	115.6	111.0	124.2	105.4	126.4	114.2	109.4	99.4	123.5	115.6	117.0
Aug. 1, 1940	127.9	124.5	110.6	135.5	111.9	130.6	132.8	114.9	106.9	119.7	123.9	119.0
Aug. 1, 1941	160.6	164.2	134.6	184.5	140.7	167.6	166.3	135.6	130.9	134.2	143.8	146.6
Aug. 1, 1942	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.3
Jan. 1, 1943	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1, 1943	181.2	167.4	108.3	184.2	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Mar. 1, 1943	181.5	168.4	110.9	184.8	151.5	198.9	186.4	135.4	133.1	122.8	147.5	182.4
Apr. 1, 1943	180.6	171.3	108.0	190.6	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
May 1, 1943	178.2	170.5	102.3	193.8	145.0	192.1	181.8	135.9	135.0	125.6	144.2	186.8
June 1, 1943	181.2	175.3	108.3	195.5	153.7	197.8	182.9	138.5	136.2	132.1	146.4	187.6
July 1, 1943	183.7	184.7	112.4	203.1	165.8	198.7	184.9	141.6	138.3	135.6	150.8	191.9
Aug. 1, 1943	185.9	194.4	120.9	224.6	160.7	200.9	184.8	145.1	140.4	138.8	156.4	195.8
Relative weight of employment by Provinces and Economic Areas as at Aug. 1, 1943	100.0	7.9	.1	5.0	2.8	31.6	40.2	10.5	4.9	2.1	3.5	9.8

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

of the war effort. As has previously been pointed out, the changing industrial distribution of the wage-earners in recorded employment has also contributed materially to the relatively greater gain in payrolls, there being a growing proportion of workers in the more highly-paid heavy industries. At August 1,

1943, such industries provided work for 57.4 per cent of all those engaged in manufacturing, exclusive of electric light and power, while at the same date in 1942, the proportion was 53.4 per cent. The importance of this growing concentration in the durable goods group is emphasized by the fact that the latest per

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	¹ Relative Weight	Aug. 1 1943	July 1 1943	Aug. 1 1942
Manufacturing	63.6	227.7	226.5	212.4
Animal products—edible.....	2.1	196.1	194.8	183.5
Fur and products.....	0.2	124.7	127.3	123.0
Leather and products.....	1.5	138.8	140.5	137.3
Boots and shoes.....	0.9	125.0	126.6	128.1
Lumber and products.....	3.6	125.8	122.5	126.5
Rough and dressed lumber.....	2.0	106.1	103.8	117.9
Furniture.....	0.5	107.6	106.2	112.5
Other lumber products.....	1.1	217.1	208.3	172.1
Musical instruments.....	0.1	51.8	52.1	41.6
Plant products—edible.....	2.6	153.6	147.1	155.3
Pulp and paper products.....	4.5	135.1	132.2	133.8
Pulp and paper.....	2.0	126.7	122.3	127.4
Paper products.....	0.9	199.6	196.7	182.6
Printing and publishing.....	1.6	124.0	123.0	125.4
Rubber products.....	0.9	127.0	126.3	126.6
Textile products.....	7.2	156.2	158.7	165.8
Thread, yarn and cloth.....	2.6	158.4	159.9	177.0
Cotton yarn and cloth.....	1.2	115.3	117.0	128.0
Woolen yarn and cloth.....	0.7	171.5	173.3	202.5
Artificial silk and silk goods.....	0.6	553.7	554.0	592.7
Hosiery and knit goods.....	1.2	142.3	143.6	137.9
Garments and personal furnishings.....	2.6	157.0	162.2	167.4
Other textile products.....	0.8	167.9	167.5	172.0
Tobacco.....	0.5	119.5	126.8	123.2
Beverages.....	0.7	229.8	218.8	242.9
Chemicals and allied products.....	4.5	676.2	707.4	720.6
Clay, glass and stone products.....	0.8	134.1	132.6	135.1
Electric light and power.....	1.0	148.5	143.9	152.9
Electrical apparatus.....	2.4	310.2	302.7	256.4
Iron and steel products.....	25.5	348.6	344.7	298.2
Crude, rolled and forged products.....	1.9	267.3	265.5	248.6
Machinery (other than vehicles).....	1.4	243.4	249.3	256.6
Agricultural implements.....	0.6	136.0	135.6	139.3
Land vehicles.....	9.8	288.3	285.7	243.5
Automobiles and parts.....	2.4	306.6	306.2	293.1
Steel shipbuilding and repairing.....	4.7	1,667.8	1,563.4	1,151.5
Heating appliances.....	0.3	169.8	170.3	157.5
Iron and steel fabrication (n.e.s.).....	1.1	316.6	316.8	303.4
Foundry and machine shop products.....	0.7	261.0	259.6	293.6
Other iron and steel products.....	5.0	448.4	456.7	473.9
Non-ferrous metal products.....	3.6	438.6	439.0	363.7
Non-metallic mineral products.....	0.9	215.0	211.9	202.5
Miscellaneous.....	1.0	364.2	377.7	351.1
Logging	2.2	136.1	148.3	142.1
Mining	4.0	159.1	156.5	172.3
Coal.....	1.4	92.9	88.8	92.8
Metallic ores.....	2.0	300.8	302.0	349.7
Non-metallic minerals (except coal).....	0.6	166.1	162.9	167.7
Communications	1.5	107.1	104.8	106.7
Telegraphs.....	0.4	137.3	133.2	127.3
Telephones.....	1.1	98.9	97.0	101.1
Transportation	8.1	119.7	117.2	110.4
Street railways and cartage.....	2.2	171.2	168.2	157.0
Steam railways.....	4.5	105.4	103.2	96.9
Shipping and stevedoring.....	1.4	114.7	111.3	108.7
Construction and Maintenance	9.7	144.2	133.6	146.8
Building.....	3.7	159.5	159.5	164.8
Highway.....	3.8	179.6	149.9	172.3
Railway.....	2.2	96.0	92.3	104.9
Services	2.4	196.6	193.0	189.4
Hotels and restaurants.....	1.5	193.4	187.3	186.1
Personal (chiefly laundries).....	0.9	202.0	202.7	195.1
Trade	8.5	151.8	151.4	152.5
Retail.....	6.4	157.9	158.3	159.0
Wholesale.....	2.1	136.1	133.6	135.4
All Industries	100.0	185.9	183.7	177.8

¹ The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

capita average earnings of persons engaged in these classes, at \$34.80, were \$6.98 higher than at June 1, 1941, while in the light manufacturing industries, the latest average, standing at \$27.29, has risen by only \$3.99 in the 27 months.

From the institution of the payroll statistics early in 1941, there have been extremely marked advances in salaries and wages distributed to persons employed in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured products, electrical apparatus and tobacco industries. The advances in those industries have been accompanied by noteworthy, though relatively smaller gains in employment. In practically every case, and notably in the industries just mentioned, the per capita average earnings in the various branches of manufacturing were considerably higher at the date under review than at August 1, 1942.

Many factors contribute to the differences found in the average weekly earnings in the various industries. Prominent among these is the sex distribution of workers in the various industries, a factor which is associated with that of age, the women workers, in general, tending to belong in the younger age groups, where earnings normally are less than among more experienced employees. The presence or absence of overtime work also substantially affects the per capita average earnings.

Logging.—Seasonal curtailment was noted in employment in logging; the losses were generally below-average, being considerably smaller than those indicated at August 1 in either 1942 or 1941. Statements were tabulated from 502 employers with 40,737 persons on their working forces, as compared with 44,373 at the beginning of July. The salaries and wages disbursed at the date under review amounted to \$1,092,292, an average of \$26.81 per employee; the payrolls at July 1 had aggregated \$1,157,509, while the average had been \$26.09. At August 1, 1942, the mean was \$22.98. As has previously been stated, the figures of aggregate and per capita earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings; these differ greatly in various parts of the country, the average in British Columbia being decidedly higher than in any other province.

The August 1 index of employment stood at 136.1; this was 12.2 points below that at July 1, and 4.2 per cent lower than at August 1, 1942. There was, however, an increase of

7.1 per cent in the index of payrolls in the 12 months.

Mining.—Activity in mining was greater than in any of the three months preceding; the improvement took place in the extraction of coal and other non-metallic minerals, there being continued declines in metallic ore mining, in which there was also a considerable reduction in the payrolls. Statistics furnished by 467 operators indicated the employment of 74,404 workers, exceeding their July 1 staffs by 1,204, or 1.6 per cent. This gain was greater than usual for the time of year.

The salaries and wages paid in mining as a whole at August 1 were given as \$2,666,904, as compared with \$2,672,831 reported at the beginning of July. The average per employee at that rate was \$36.51, and at August 1, \$35.84. The latter was \$1.20 higher than the figure at the beginning of August of last year. Since then, the index of employment has fallen by 7.7 per cent, while there has been a loss of 5.8 per cent in the index of payrolls.

Communications.—The tendency continued favourable in communications, there being heightened activity at the date under review in the telephone and telegraph divisions. The payrolls also were higher, standing at \$829,749, as compared with \$808,736 in the preceding period of observation. The per capita average advanced from \$28.89 at July 1, to \$28.99 at the first of August, as compared with \$27.56 at the same date last year. The latest index of employment at 107.1, was slightly higher than that of 106.7 at August 1 of last year, since when the index of aggregate payrolls has gained by 5.6 per cent.

Transportation.—Employment in transportation showed further seasonal advances at the beginning of August, when the expansion was above-average in the experience of the years since 1920. The trend was upward in employment on steam railways, in local transportation and shipping and stevedoring. Returns were furnished by 592 employers having 151,223 workers, as compared with 147,992 at July 1. The index rose from 117.2 at that date, to 119.7 at the beginning of August; it was then higher than in any other month in the record. As compared with August 1, 1942, there was a gain of 8.4 per cent.

The payrolls disbursed at the date under review, for services rendered in the week preceding, totalled \$5,373,784, exceeding by 1.8 per cent, the sum of \$5,277,810 reported at July 1. The per capita average stood at \$35.54, being a few cents lower than the July 1, figure of \$35.66, but considerably higher than that of \$34.38 at August 1, 1942.

Construction and Maintenance.—Heightened activity was again indicated in construction and maintenance; the increase was larger than in the preceding report, and also exceeded that at August 1 of last year. Most of the advance took place in the highway division, while there were smaller gains in railway construction and maintenance. There was a slight decline in building. Data were received from 1,550 contractors whose employees numbered 181,991, as compared with 168,665 at the beginning of July. This increase of 7.9 per cent was accompanied by that of 7.3 per cent in the salaries and wages paid, which aggregated \$5,380,175, as compared with \$5,011,825 in the preceding report. The per capita average fell from \$29.71 at July 1, to \$29.56 at the beginning of August, as compared with \$26.72 at August 1, 1942. The index of employment, at 144.2, was slightly lower than that of 146.8 at the same date of last year; the index of payrolls, however, has risen by 5.5 per cent in the intervening period.

Services.—Employment in hotels and restaurants showed further improvement, while there was a small decline in laundries and dry-cleaning establishments; the 637 firms making returns had a personnel of 43,918, as compared with 43,115 in their last report. The recorded payrolls amounted to \$814,666, an average of \$18.55 per employee; at July 1, the total of \$803,579 represented a per capita average of \$18.64. The August 1, 1942, average had been \$17.26. Over the 12 months, the index of employment has advanced by 3.8 per cent, and that of payrolls, by 11.3 per cent.

In connection with the average weekly earnings in the service division, attention must

again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 62 per cent of the total personnel reported in the service division as a whole at the date under review. Part-time work is also an important factor in the service group, particularly under wartime conditions.

Trade.—There was a contra-seasonal increase in trade at August 1, according to information from 2,305 employers with a working force of 158,136, as compared with 157,783 at the beginning of July. The weekly salaries and wages distributed by the co-operating firms totalled \$4,063,466, as compared with \$4,033,603 in the preceding period of observation. The average per employee at August 1 was \$25.70, 14 cents higher than the July 1 figure, and \$1.45 more than the August 1, 1942, average. Since then, the index of employment has fractionally declined, while that of payrolls has risen by 4.2 per cent.

Financial Institutions.—Statistics were furnished by 753 financial institutions which reported a staff of 64,452 at August 1, as compared with 63,323 at their last report. The weekly salaries and wages distributed totalled \$2,035,637, as compared with \$1,992,627 at July 1. The average per employee advanced from \$31.47 at July 1, to \$31.58 at the beginning of August; the figure at the same date of last year had been \$30.34. The index of employment in financial institutions, at 124.8, was rather higher than that of 122.4 at the beginning of August, 1942, since when the index number of payrolls has advanced by 6.1 per cent.

Report on Employment Conditions for September, 1943

THE following summary of employment conditions for the month of September has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

Agriculture, as one of Canada's primary seasonal industries, has been a focal point of manpower needs during the Spring and Summer months. Farmers, like all other employers, were unable to procure as many workers as they desired, but on the whole the labour shortage was not as critical as had been anticipated. High school students on vacation and members of the armed forces on leave made a valuable contribution during the harvest and fruit picking season, and harvest

excursions from west to east in August, and east to west in September, were an important reciprocal contribution to the farmers' vital labour requirements.

With crops almost in, harvesting manpower is being rapidly diverted to the logging industry, where labour needs far exceed the supply. With men required by thousands, German prisoners of war are being used to eke out the labour shortage on some of the larger limits. The needs of lumber camps and mills are so pressing that there is danger of closure in some centres should labour requirements remain unsatisfied.

As a leading agricultural country, Canada also has to cope with a tremendous demand for labour in the country's countless food-processing plants. This demand naturally

reaches its peak at the close of the fishing and agricultural season, and here as in the logging industry, agricultural helpers have been diverted to make up some part of the shortage in vital manpower.

It is of special interest to note in how many branches of industry women are taking over the work of men—and carrying it on most successfully. In the assembly lines, in the pulp and paper laboratories, at the wheel of a taxi or a bus, in field and factory, women are playing a vital part in national employment.

Maritime Region

Agriculture.—With the near completion of harvesting in the Maritime provinces, the call for farm labour was steadily lessening. In the Moncton area and in Prince Edward Island farmers complained of a labour shortage; but other sections seemed to be well covered. The hay and grain were almost all in, and adequate plans had been made to ensure sufficient workers for the apple picking and packing in the Annapolis Valley, which wind up agricultural activity in the region for the season.

Fishing.—Every fisherman in the Maritimes has been employed to meet the needs of a highly satisfactory fishing season. These operations were now practically wound up, with the resultant release of a certain number of men to the fish packing and processing plants presently running at full capacity. Nova Scotia reported no shortage of labour in the fish processing industry but New Brunswick was in need of more workers.

Forest Industries.—Increased activity in all branches of forest industries has made steadily mounting demands on labour in the Maritimes. Lumber mills were operating at reduced capacity, and every district reported shortages in all types of labour. It has been impossible to satisfy this demand until the harvest was over. However, with the harvesting completed, agricultural workers were being diverted to fuelwood cutting and logging.

At Campbellton, N.B., a survey of the pulp and paper industry was being conducted with a view to ascertaining what mill employees could be replaced by women. It was anticipated that about 100 positions could be filled in this way.

Coal Mining.—In Nova Scotia the coal mines have been operating full time, with the demand for experienced men far exceeding the supply. For the most part the men cleared by the Local Employment and Selective Service Offices have been inexperienced, though some certified miners have been transferred to western Canada and Cape Breton. The return of soldier miners and ex-miners to their

former employment has been encouraging. Under the existing Compulsory Transfer Regulations (P.C. 4092, P.C. 6077 and P.C. 6433) every effort was being made to procure men with the necessary physical qualifications for the work, and these orders have, to some degree, met the requirements for mine labour.

Manufacturing.—In the manufacturing field the return to school of many students engaged in industry during the summer vacation has caused an increasing shortage of workers. In some areas factories in high priority manufacturing were working steadily, some at full twenty-four hours in order to fill government contracts. Aircraft and shipbuilding plants were working full time, but with fewer skilled men than complete efficiency demanded. In the Moncton area some of these companies have endeavoured to relieve skilled labour by a training plan in conjunction with the Technical School, but such training of necessity involves a considerable lapse of time before the trainees are ready for duty.

Construction.—With the approach of cold weather, construction companies were making every effort to complete their contracts. Men have been transferred from one job to another as contracts were completed, but the impossibility of procuring an adequate supply of skilled and unskilled labour was a great handicap. In the Moncton district the setting up of a labour pool has assisted the construction companies in the field of unskilled labour, but this type of labour has not been found very satisfactory, since it was subject to the volume of work required of these men by the stevedoring agency. Halifax had succeeded in alleviating the acute situation somewhat, by referring men from the labour pool, which was originally formed to assist in longshoring work. This pool when it reaches its complete quota of 500 labourers will be of material assistance to the various industries in the area.

Quebec Region

Agriculture.—Throughout the Quebec region there has been very little demand for farm labour though even the few requirements have somewhat exceeded the supply of workers available. In some districts the harvest has been far behind schedule, with much diminished crops reported, and the probability of non-completion before the middle of October. In other areas the season was almost ended and farm labourers were gradually being freed for other work. For the most part these men were desirous of going into manufacturing or construction.

Logging.—As a result, forestry, which plays such an important part in this region, has been

appreciably handicapped in fulfilling its labour requirements. Some farmers have been turning their energies to fuelwood cutting. The demand for workers was greatly in excess of the supply and the situation was considered acute. In order to produce their quota the old-established lumber companies were utilizing the services of loggers who have been in their employ for some time, but contractors for woodcutting alone experienced great difficulty in finding workers because of the serious shortage of manpower. At Chicoutimi, 500 prisoners of war were being used to cut fuelwood, but about 200 local men would be required to assist them. From Levis came the report that, with the local calls for woodsmen filled at the close of harvest, there would still be required some 200 men for work in Maine, U.S.A., where the wild cherry tree is cut and shipped back to Canada for aeroplane construction.

Manufacturing.—As one of the foremost manufacturing provinces, Quebec has felt the labour shortage in this field acutely. Production in chemical, oxide, and dry colour plants has lagged seriously behind, while packing and flour mills have also been held up on delivery because of this shortage. In munition plants a great shortage of female workers was reported; and with the stepping up in the replacement of men by women in war plants, the shortage of women in non-essential industries has also become more acute. (One plant alone required 1,500 women workers immediately; another was able to absorb applicants as quickly as available). Textile and rubber plants and clothing manufacturers were reported to be in constant need of women operators, with the available supply becoming continually more restricted.

Shipbuilding yards at Quebec have been supplied with 140 workers, with still further manpower required. On the other hand, at Montreal the demand for skilled men in shipyards has decreased.

The rise in aircraft production in the Quebec region was accompanied by an increase in orders for electric welders, with the flow of untrained applicants remaining stable. Machine shops and foundries reported a constantly more urgent need of fully qualified men, as well as strong unskilled labour, with no supply of either available.

Construction.—There has been no great shortage of construction workers in the Quebec region, except for such centres as Montreal, Quebec, Valleyfield and Arvida. As jobs have been completed workers were moved from one project to another. Skilled tradesmen—electricians, carpenters, plumbers, etc.—were, of course, in constant demand, but on the whole there have been sufficient labourers to fulfil the demands of high priority construction.

Ontario Region

Agriculture.—Throughout the Ontario region the labour demand of agriculture seemed to have been well met. Threshing and silo-filling was expected to be the immediate occupation of the majority of farmers. Many have completed their farm work and some have gone to the bush for fuelwood cutting, while the number of farmers who have applied for transfer for the western harvest has exceeded the number of transfers arranged. High school students have been of great assistance in the fruit and tomato picking, and the shortage of labour for the almost completed tobacco harvest (cut short by frost) has not been at all serious; so that whilst the over-all demand for labour during the Summer was greater than the supply, no acute shortage was presently indicated.

Logging.—Logging operations in the region were in full swing, but the demand for bushmen was still mounting and few applicants were available for the work. It is reported that through lack of workers logging was practically at a standstill in the Pembroke area, while in the Arnprior district 400 bushmen were required for sawmill production, which has been curtailed thirty per cent owing to labour shortage. Prisoners of war were being put in to solve the labour shortage on several of the larger limits, but the over-all logging picture showed that 5,000 men at Timmins, 3,000 at North Bay, 1,000 at Kapuskasing and 1,800 at Sudbury were required for vital lumber work, with other districts asking for smaller (but still substantial) numbers—all alike reporting comparatively slight prospect of meeting requirements. Sawmills were affected in lesser degree. Some of the smaller ones had been forced to close when men were absorbed into larger mills, and some of these in turn had to close down temporarily because of lack of labour for loading and despatching.

Manufacturing.—The labour shortage in the manufacturing industries was reported as the most acute in this region, with the result that more and more female help was being employed. In many instances employers were willing to train inexperienced assistants, and the services of women were being utilized for the first time in many new occupations. The return to school of many high school students who have been temporarily employed in industry had increased the demand for labour, and many complaints have been received from employers of the slow-down in production due to manpower shortage. Unskilled labour was not obtainable in sufficient quantity and skilled workers were at a premium. Salvage companies were reported to be urgently in need of workers, with applicants scarce owing to the nature of the work and the rate of pay.

In the manufacture of iron products, chiefly required for aeroplane equipment, the demand

for semi-skilled and unskilled workers has increased in all factories: skilled mechanics were also in great demand. Very few men were needed in the low priority textile industries, but many women were required. Food factories, too, needed hundreds of female workers, and women have been supplied as painters, helpers and research laboratory testers in the pulp and paper plants.

Construction.—In construction, as in manufacturing, the labour supply has not met the demand in the Ontario region. The switch-over from agriculture has brought some reinforcements to the industry but not enough to relieve the situation to any appreciable extent. Airport construction in various parts of the province has created a demand for carpenters and labourers. A certain shortage of unskilled labour was reported throughout the entire region but it assumed large proportions only in some localities and it was not an over-all lack of workers, as in manufacturing.

Mining.—Gold mining, in the low priority bracket, had no hope of securing men for its many existing vacancies. All available labourers were being directed to the fluorspar mines in the Madoc area, the mica mines at Perth and the Nickel Mines at Sudbury—all in the high priority group. Agriculturists in some instances were filling these urgent labour vacancies.

Prairie Region

Agriculture.—In the prairie provinces harvesting was proceeding according to schedule and crop conditions have been sufficiently varied to assure that adequate farm help was obtainable throughout the entire area with the co-operation of the military and local authorities. The demand for harvesters was partially met by volunteers from Ontario, and while there was a serious shortage of harvest help reported in many districts of Saskatchewan, on the whole there seemed to be no severe labour shortage in this field.

Logging.—Until the harvesting in the western region was over, it was difficult to fill the requirements of the logging companies. There was an urgent demand for bushmen, loggers, pulpcutters, etc., with very few applicants for this work, but it was anticipated that this lack of labour would be rectified as soon as the crops were in and farmers were released for other activities.

Mining.—Among the low priority industries, an acute shortage was reported in the northern district gold mines: in fact, one mine has been forced to close down because of the increasing shortage of mine labour, which for some time had made operations difficult and now impossible. This action, while regrettable, would release men for employment with other mines presently experiencing labour difficulties. The gold mines were eking out the shortage of

manpower by the employment of more Indians, with fairly satisfactory results.

In the coal mines farther south, transfers-in and releases of ex-coal miners from the armed forces have helped the labour situation, but coal production could be substantially increased if adequate housing for the men were available. There was still a strong demand for certified miners, with the referral of additional unskilled labour awaiting the filling of these skilled requirements. The oil fields also needed far more men than were available, physically fit labourers being in great demand and the current supply meagre.

Manufacturing.—The return to school of students who had been engaged in vacation employment aggravated the shortage of labour in manufacturing. A large shipbuilding company at Port Arthur was reported to be seriously affected by the shortage of skilled men in the metal trades, essential for ship construction. There was also a continuingly heavy demand for workers in the aircraft industry.

Packing and steel plants were also having difficulty in securing men, although the shortage was not so drastic since men had begun to return from harvest operations. Canning factories were completing the season's run and sugar factories, due to commence operations on September 20, were now busily engaging workers for the season. Woollen mills complained of the large turn-over of labour, due to girls leaving to obtain higher wages elsewhere. On the whole, the labour shortage in manufacturing was felt most acutely in the food processing industry of the region.

Construction.—Construction throughout the prairie provinces has been seriously handicapped by the shortage of labour, with no prospect of obtaining the necessary workers. Contractors were, of course, anxious to push work to conclusion before the freeze-in, and it was hoped that the diversion of labour after the harvest would be of material assistance, as well as the completion of some projects well under way and the ensuing quick release of skilled workers for other jobs. Labourers were urgently needed throughout the region, especially in the areas of Steep Rock, Winnipeg, Saskatoon, Edmonton and Calgary.

Pacific Region

Agriculture.—With the harvesting almost completed there has been very little lack of farm workers, except in the Duncan and Okanagan districts. In the former area voluntary helpers and the women's land army were meeting the problem of the potato crop, and in the Okanagan area the gathering of the fruit crop was still in full swing. With the picking of soft fruits past, the main harvest—apple picking—was under way. No serious labour difficulty was anticipated, although in Kelowna

many female orchard workers were proving unsuitable as pickers, making more workers per orchard a necessity. The one extensive demand for workers in the agricultural field was for year-round labour on dairy farms, and applicants for such work were very scarce.

Logging.—The requirements of the lumber camps were probably the most pressing throughout the entire Pacific region. Owing to fire hazards in the woods, one of the largest operators in the Nanaimo district had been forced to close down for three days, with 250 to 300 men affected by the stoppage. Others were threatened with imminent closure or reduced operations if their labour requirements were not filled. Men on leave from the services were the only source of supply in sight, with the probability of the off-seasonal employment of agricultural workers later on. Transportation difficulties were a deterrent factor and absenteeism in camps a grave problem, with which operators were unable to cope. In view of the shortage of log supplies sawmill production continued fairly stable with little call for labour.

Mining.—In the mining field, the problem of supplying labour for coal and base metal mines remained still unsolved. In several areas, it was apparent that the limit had been reached in the absorption of unskilled labour until further certified coal miners were obtained. The cessation of operations of War-time Metals Corporation's tungsten operation at Salmo, B.C., was expected to release 160 men to be absorbed into other base metal industries. The shortage of housing accommodation was one of the chief drawbacks in the placing of mine labour.

Manufacturing.—During the latter part of the month, the high priority war industries in the Pacific region were reported as being less exigent in their demands for men. The requirements of the Boeing Aircraft Company were still considerably in excess of the labour supply available and women from 18 to 60 years were being taken by the company in large numbers to meet this pressing need. Skilled men released from any one plant on account of lessening requirements were at once placed elsewhere.

Construction.—Despite the extended period for launching cargo vessels, shipbuilding yards were still calling for experienced help, with very few suitable applicants responding. (In this respect it must be noted that since reports for September were compiled, there has been a complete reversal of the shipbuilding picture, with plans already being implemented to bring the work of the shipbuilding yards to a close when the contracts presently in hand are completed.) As in manufacturing, the majority of high priority jobs in construction were being satisfactorily maintained, with less essential work suffering accordingly from the labour shortage. Vancouver, Victoria and Prince Rupert reported an urgent need for building labourers for civilian projects.

Services.—Two aspects of the labour situation in the service industries continue to reflect acute shortage. Owing largely to the diversion of female labour to essential war industries and to enlistment in the forces, all regions have reported that women for the professional and domestic services were practically non-procurable. The demand for domestic servants and assistants in hotels, restaurants, laundries and hospitals far exceeded the supply. Experienced stenographers and bookkeepers, too, were non-available.

Transportation.—The situation as regards transportation was likewise one of Canada-wide shortage. School reopening was a salient factor in this respect. Alike on the Great Lakes and the Pacific Coast, there was an acute shortage of shipping crews, aggravated by the heavy labour turn-over. Many crew members were getting no time off, and ships short of crew were in danger of being withdrawn from an already overburdened transportation service. Section men and labourers for railway maintenance were at a premium and there was a heavy demand for bus drivers, etc., without any prospect of sufficient supply.

Even with the transfer of labour across Canada from seasonal occupations to the year-round industries of war and peace time, the consensus of reports for all areas has made it clear that an over-all shortage of skilled and unskilled labour will continue to make heavy demands on Local Employment and Selective Service Offices during the months ahead.

Applications for Employment; Vacancies and Placements; August, 1943

DURING the five week period July 30 to Sept. 2, 1943, reports received from Employment and Selective Service Offices of the Unemployment Insurance Commission showed a loss of 14 per cent in the average daily placements effected when compared with those of the preceding four-week period July 2 to July 29, 1943, but a daily average gain of 225

per cent in comparison with the month of August, 1942.

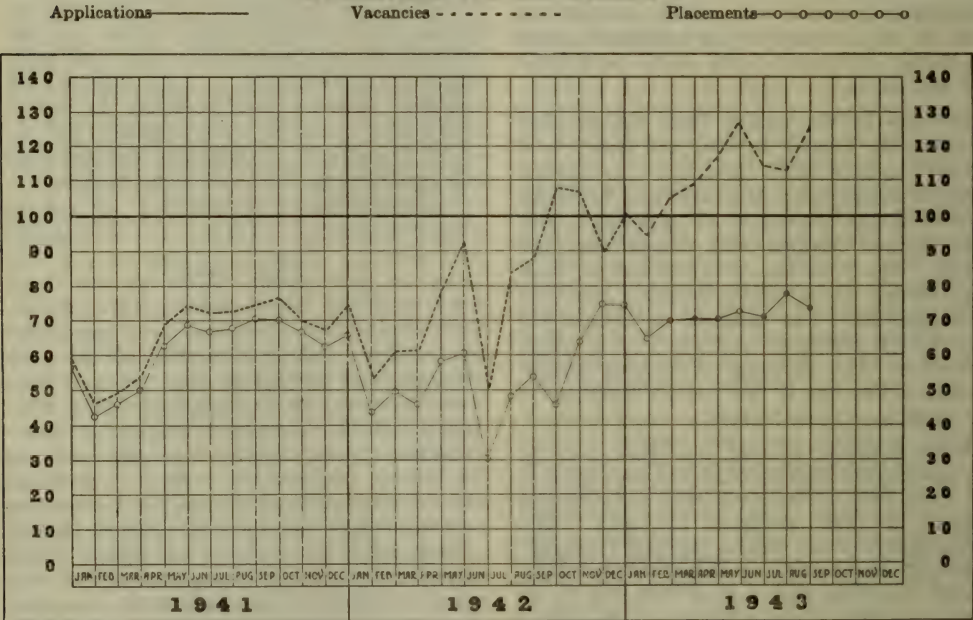
The accompanying chart shows the trend of employment since January, 1941, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It

will be seen from the graph that the trend of the curve of vacancies in relation to applications took an upward course while the curve of placements in relation to applications showed a moderate decline. The ratio of vacancies to each 100 applications being 126.2 during the five weeks ending September 2, in contrast with 112.8 during the previous four weeks, and 88.3 during the month of August, 1942. The ratio of placements to each 100 applications, during the period under review, was 73.4 compared with 77.8 during the four weeks July 2 to July 29, 1943, and 53.6 during August last year.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the period July 30 to September 2, 1943, was 10,841 compared with 10,650 during the preceding period ending

During the five weeks July 30 to September 2, 1943, the offices referred 256,781 persons to vacancies and effected a total of 189,214 placements. Of these, the placements in regular employment were 185,226, of which 116,674 were of men and 68,552 of women, while placements in casual work totalled 3,988. The number of vacancies reported by employers was 206,260 for men and 118,973 for women, a total of 325,233, while applications for work numbered 257,661, of which 154,463 were from men and 103,198 from women. Reports for the four weeks July 2 to July 29, 1943, showed 255,597 positions available, 226,622 applications made and 176,311 placements effected, while in the month of August, 1942, there were recorded 83,027 vacancies, 94,018 applications for work and 50,360 placements in regular and casual employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



July 29, 1943, and with 3,194 during the month of August, 1942. The average number of applications for employment received daily by the offices during the five weeks ending September 2, 1943, was 8,588 compared with 9,443 during the four weeks July 2 to July 29, 1943, and with 3,617 during August last year. The average number of placements made daily by the offices during the period under review was 6,307, of which 6,174 were in regular employment and 133 in work of one week's duration or less, compared with a total daily average of 7,346 during the preceding four weeks. Placements in August a year ago averaged 1,937 daily, consisting of 1,692 in regular and 245 in casual employment.

The following table gives placements effected by the offices, each year, from January, 1933, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,131	382,265
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,593	507,763
1942.....	809,983	85,638	895,621
1943 (35 weeks).....	1,292,653	38,829	1,331,482

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS JULY 30 TO
SEPTEMBER 2, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
P.E.I.	896	470	881	654	571	4	261
Charlottetown.....	563	293	685	478	415	4	236
Summerside.....	333	177	196	176	156		25
Nova Scotia	11,819	14,331	9,418	9,082	6,912	88	2,548
Amherst.....	491	276	524	562	427		109
Bridgewater.....	450	437	139	141	133		14
Dartmouth.....	590	507	358	328	300		66
Digby.....	1,014	127	217	210	213		33
Glace Bay.....	162	895	270	253	172		74
Halifax.....	4,142	6,445	2,703	2,972	2,118		715
Inverness.....	49	90	128	73	34		67
Kentville.....	706	1,568	303	166	144	4	227
Liverpool.....	394	637	151	153	129		49
New Glasgow.....	1,016	1,010	1,183	1,099	782	54	268
New Waterford.....	41	681	96	74	58		20
Pictou.....	460	163	650	645	495		169
Shelburne.....	82	65	80	74	73		10
Springhill.....	24	206	69	69	62		2
Sydney.....	1,164	372	1,355	1,223	974	30	467
Sydney Mines.....	335	285	462	356	273		75
Truro.....	407	411	448	418	277		112
Yarmouth.....	292	156	282	266	248		71
New Brunswick	8,100	7,832	7,208	6,477	4,703	51	2,072
Bathurst.....	505	253	470	397	405		94
Campbellton.....	625	552	499	291	247	23	208
Edmundston.....	212	1,755	340	595	230		229
Fredericton.....	355	188	352	396	307		60
Minto.....	107	236	174	212	157		0
Moncton.....	2,504	1,492	1,837	1,655	1,111	13	672
Newcastle.....	170	54	168	159	137		42
Saint John.....	3,003	2,242	2,929	2,447	1,860	15	627
St. Stephen.....	350	658	179	113	83		48
Sussex.....	124	103	135	111	72		55
Woodstock.....	145	299	125	101	94		37
Quebec	96,254	85,397	74,143	72,385	54,896	223	18,314
Acton Vale.....	94	58	99	95	86	1	25
Asbestos.....	112	63	185	89	49	46	72
Baie St. Paul.....	377	667	372	270	261		92
Beauharnois.....	302	182	387	311	233		62
Buckingham.....	251	53	376	225	203	1	67
Campbell's Bay.....	213	903	125	114	80		75
Causapscal.....	530	706	498	500	343		149
Chandler.....	834	1,189	960	927	863		255
Chicoutimi.....	2,452	3,114	1,512	1,580	1,043		328
Coaticook.....	133	57	136	139	94	27	30
Cowansville.....	172	145	172	185	134		34
Dolbeau.....	206	690	216	120	149		49
Drummondville.....	673	140	789	671	573		415
East Angus.....	376	269	102	89	88		18
Farnham.....	146	150	142	159	145		10
Granby.....	347	180	406	399	312		64
Hull.....	1,391	1,129	1,140	1,007	804		95
Joliette.....	328	203	249	372	192		58
Jonquiere.....	1,380	777	1,850	1,421	1,338		347
Lachine.....	1,615	1,364	1,084	1,231	989	5	358
Lachute.....	525	496	498	498	419		201
La Tuque.....	376	77	424	424	365		31
Levis.....	610	198	1,080	856	772		392
Longueuil.....	1,194	867	974	884	736		285
Louiseville.....	475	360	263	211	199		69
Magog.....	217	41	282	353	187		73
Matane.....	615	1,311	1,143	1,105	1,103		19
Megantic.....	231	216	177	175	142		70
Mont Laurier.....	462	587	297	258	274		44
Montmagny.....	214	65	367	261	289	3	96
Montmorency.....	251	36	366	240	230		67
Montreal.....	52,426	43,640	31,720	34,434	24,233	57	8,155
Nicolet.....	29	6	80	29	63		5
Plessisville.....	183	89	214	279	129	1	47
Pointe aux Trembles.....	814	765	644	734	563		161
Port Alfred.....	342	217	419	412	323		69
Quebec.....	5,561	7,409	6,128	5,215	4,003		1,923
Richmond.....	93	76	122	75	71	4	10
Rimouski.....	587	473	996	1,087	970	29	5
Riviere du Loup.....	615	560	805	764	610		296
Roberval.....	70	67	71	70	99		73
Rouyn.....	1,224	1,922	870	838	583	1	222
Ste. Agathe.....	259	236	104	77	58	2	33

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Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Con.)							
St. Anne de Bellevue.....	347	121	239	218	173		43
St. Hyacinthe.....	961	609	679	661	554	0	132
St. Jean.....	761	245	1,035	862	632		91
St. Jerome.....	404	305	590	394	325		104
St. Joseph d'Alma.....	464	198	698	614	406		155
St. Paul l'Hermite.....	658	143	451	428	355		61
St. Therese.....	448	1,753	492	412	378		76
Shawinigan Falls.....	1,139	155	1,722	1,483	1,119		344
Sherbrooke.....	1,732	775	1,546	1,394	954	36	287
Sorel.....	1,476	946	1,151	1,001	808		364
Thetford Mines.....	326	102	649	498	416		80
Three Rivers.....	1,581	1,060	2,266	1,484	1,476		463
Val d'Or.....	1,519	1,939	287	281	282		43
Valleyfield.....	453	609	939	846	662	1	361
Verdun.....	4,380	4,418	2,141	2,316	1,659		611
Victoriaville.....	300	266	414	310	297		131
Ontario	129,717	99,840	97,167	100,134	69,972	1,213	26,418
Arnprior.....	90	89	112	123	94		39
Barrie.....	661	351	644	436	324	52	55
Belleville.....	1,075	614	722	585	674	2	163
Brazebridge.....	714	426	370	317	330		96
Brampton.....	1,694	1,987	385	411	319		101
Brantford.....	1,460	1,569	1,572	1,482	1,146	14	250
Brockville.....	336	138	412	448	301		60
Carleton Place.....	109	62	148	113	108		18
Chatham.....	873	634	1,283	1,217	777	27	434
Cobourg.....	144	54	225	150	132	2	37
Collingwood.....	347	505	292	237	220		103
Cornwall.....	1,324	198	1,699	1,459	1,382	2	239
Dunnville.....	94	128	128	107	74		6
Fergus.....	46	43	185	49	54		100
Fort Erie.....	153	636	263	263	171		32
Fort Frances.....	1,075	1,020	367	260	217		74
Fort William.....	1,897	3,963	1,413	1,456	1,210	6	295
Galt.....	867	1,089	735	859	632		169
Gananoque.....	97	36	119	116	108		17
Goderich.....	245	140	288	212	198		70
Guelpf.....	829	499	900	714	541		244
Hamilton.....	7,807	4,944	7,061	8,441	5,516	77	850
Hawkesbury.....	143	103	360	340	276		96
Ingersoll.....	315	180	305	269	198		37
Kapuskasing.....	377	1,037	488	487	512		73
Kenora.....	286	651	215	206	168		43
Kingston.....	1,516	1,511	1,435	1,678	1,032	18	500
Kirkland Lake.....	693	534	1,540	728	732	1	215
Kitchener-Waterloo.....	1,538	1,241	1,047	1,421	1,032	9	89
Leamington.....	783	666	291	278	198		75
Lindsay.....	232	89	205	202	160	8	66
Listowel.....	121	61	118	124	90		2
London.....	3,543	3,115	3,111	3,592	2,261	148	601
Midland.....	374	314	429	380	306		123
Napanee.....	116	181	122	168	116		33
Newmarket.....	96	85	161	106	91		24
New Toronto.....	5,527	4,437	1,849	1,722	1,388		343
Niagara Falls.....	1,712	1,069	1,207	1,180	502	4	245
North Bay.....	1,524	1,671	1,120	1,008	871	42	665
Orangeville.....	125	50	78	70	54		15
Orillia.....	384	483	430	487	300	14	203
Oshawa.....	2,390	1,780	2,015	1,543	1,166	33	781
Ottawa.....	6,916	3,557	6,791	5,828	4,319	110	771
Owen Sound.....	477	306	532	547	399		133
Paris.....	76	65	70	70	46		26
Parry Sound.....	400	73	528	393	376		109
Pembroke.....	791	571	544	450	325		148
Perth.....	190	132	320	288	258	1	47
Peterborough.....	1,534	1,536	1,197	1,356	915		262
Pictou.....	284	326	258	221	201	11	73
Port Arthur.....	2,943	3,928	1,243	1,270	1,020	1	838
Port Colborne.....	448	270	480	367	272	1	175
Port Hope.....	266	152	247	246	158	2	49
Prescott.....	255	215	257	257	208		73
Renfrew.....	289	136	249	311	271	1	170
St. Catharines.....	2,414	1,667	2,102	2,748	1,736		477
St. Thomas.....	978	679	649	748	530	21	190
Sarnia.....	3,660	2,036	1,895	1,794	1,645		529
Sault Ste. Marie.....	1,818	2,361	1,481	1,443	1,277	5	111
Simcoe.....	803	320	671	458	512	12	126
Smith's Falls.....	146	61	213	193	124		54
Stratford.....	580	310	481	549	317	33	109
Sturgeon Falls.....	173	148	221	147	124		68

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	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario (Con.)							
Sudbury.....	2,604	2,403	1,959	1,712	1,537	32	533
Timmins.....	1,546	1,216	1,750	1,308	1,137	25	1,089
Toronto.....	39,276	23,602	25,454	29,561	17,941	346	9,351
Toronto Junction.....	5,010	4,719	3,754	3,355	2,292		1,213
Trenton.....	417	444	432	466	349		125
Walkerton.....	222	205	298	183	169		320
Wallaceburg.....	594	526	355	360	262		55
Welland.....	1,682	1,281	1,270	1,152	660		183
Weston.....	3,905	3,782	726	807	573		136
Windsor.....	4,608	3,843	4,836	5,181	3,290	153	969
Woodstock.....	690	587	535	621	398		97
Manitoba	14,378	8,603	14,221	15,282	9,306	1,053	3,586
Brandon.....	582	607	464	508	349		203
Dauphin.....	277	186	402	197	195		66
Flin Flon.....	392	417	174	169	138	9	30
Portage la Prairie.....	299	252	314	266	265	2	70
Selkirk.....	161	74	167	138	128	2	14
The Pas.....	147	161	168	127	137	2	45
Winnipeg.....	12,520	6,906	12,532	13,877	8,094	1,038	3,158
Saskatchewan	10,076	5,657	8,765	8,146	5,755	283	1,839
Estevan.....	466	523	127	131	103		47
Moose Jaw.....	974	635	1,047	943	690	4	322
North Battleford.....	232	167	213	205	144		45
Prince Albert.....	962	548	662	735	542	4	126
Regina.....	3,840	2,014	3,397	2,953	2,132	140	411
Saskatoon.....	2,644	1,340	2,462	2,539	1,623	120	711
Swift Current.....	308	128	205	185	177		35
Weyburn.....	285	131	237	208	196	4	21
Yorkton.....	365	171	415	247	148	11	121
Alberta	15,060	9,587	13,995	13,444	10,319	532	3,212
Blairmore.....	323	432	135	135	132		9
Calgary.....	4,374	1,849	5,461	4,545	3,383	234	1,631
Drumheller.....	234	383	427	364	206		113
Edmonton.....	8,541	5,561	6,534	6,901	5,519	292	1,045
Edson.....	170	295	45	42	45		3
Lethbridge.....	786	562	765	847	547	6	243
Medicine Hat.....	445	234	479	450	370		134
Red Deer.....	187	271	149	160	117		34
British Columbia	38,933	27,644	31,863	31,177	22,792	541	9,927
Courtenay.....	264	301	272	219	216		105
Cranbrook.....	278	637	271	267	217		80
Dawson Creek.....	959	1,015	237	809	299		73
Duncan.....	463	319	344	357	287	2	92
Kamloops.....	653	417	546	464	413		101
Kelowna.....	434	211	527	477	376		154
Nanaimo.....	310	108	476	361	260		206
Nelson.....	490	405	642	492	490		189
New Westminster.....	2,140	786	2,313	2,206	1,698	43	877
Penticton.....	308	31	366	361	334		34
Port Alberni.....	624	609	309	315	268		55
Prince George.....	883	761	909	904	850	9	58
Prince Rupert.....	1,547	1,572	1,360	1,277	1,163		161
Princeton.....	130	243	107	103	101		11
Trail.....	355	416	451	436	371	5	336
Vancouver.....	24,972	16,825	18,730	18,028	12,479	368	5,926
Vancouver North.....	389	232	453	327	278		350
Vernon.....	876	381	939	974	705	67	283
Victoria.....	2,769	2,362	2,531	2,735	1,933	47	823
Whitehorse.....	89	13	80	65	54		13
Canada	325,233	259,361	257,661	256,781	185,226	3,988	68,177
Males.....	206,260	177,816	154,463	152,367	116,674	1,232	33,727
Females.....	118,973	81,545	103,198	104,414	68,552	2,755	34,450

Unemployment in Trade Unions at the Close of August, 1943

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are unemployed because of sickness, or who are engaged at work outside their own trades are not regarded as being without work. As reports from unions making returns vary from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only, to the organizations reporting.

Returns were tabulated at the close of August from 2,335 labour organizations, having a total membership of 462,870 persons. Of these 1,950, or a percentage of .4 were listed as unemployed. This was the same percentage as that shown in the preceding month. In August, a year ago, the percentage of union members without work was .9. The Dominion percentage of .4 was the lowest registered in any month in trade union records, which were begun on a quarterly basis in December, 1915, and changed to a monthly report, as from January, 1919. This percentage was identical also, with that shown at the end of the second quarter in June, 1918, when employment stood at the highest point ever attained in any of the quarterly reports. Although the Dominion unemployment percentage remained unchanged, there were some fluctuations within the various groups. Union members in the building trades reflected a slightly higher employment level, as the percentage declined from 1.4 to 1.3, while in mining the percentage of members listed as unemployed was up slightly from .5 to .7. In other large groups such as those of manufacturing and transportation, the percentages of .2 and .4, respectively, remained unchanged, while in organizations with smaller memberships, such as trade and services, the percentages of unemployed members stood, as in July, at full employment and .5 respectively.

In table I, the unemployment percentages are shown by provinces. As will be seen therein, these figures ranged from .1 per cent in Alberta to .7 per cent in Quebec. In Alberta there was a slight betterment, when compared with July, while in Quebec, Ontario and Manitoba the unemployment percentages remained unchanged. Union members in Nova Scotia, New Brunswick, Saskatchewan and British Columbia recorded minor employment recessions. In comparison with the situation in August, a year ago, noteworthy expansions in work were reflected in New

Brunswick, Manitoba and Alberta, while in Quebec and Ontario, likewise, there were appreciable employment advances. A slight betterment was observed in Saskatchewan, while in British Columbia the percentage of those without work was identical with that shown in August, 1942; in Nova Scotia, there was a minor recession in activity.

A separate compilation is made each month of unemployment among trade unions in the largest city in each province with the exception of Prince Edward Island. At the close of August, these figures ranged from less than .1 per cent in Halifax to .6 per cent in Montreal. Slightly higher employment levels than those of July were observed in Halifax, Montreal, Toronto and Winnipeg. The unemployment percentages in Saint John and Edmonton remained unchanged, while in Regina and Vancouver, there were minor employment recessions. In comparison with conditions in August, a year ago, noteworthy employment increases were indicated in Winnipeg and Edmonton, while gains of lesser degree were reflected in reports received from Toronto, Regina, Halifax and Montreal unions; in Saint John there was a minor betterment while in Vancouver the unemployment percentage remained unchanged.

The accompanying chart shows the trend of unemployment from January, 1938, to date. The curve in August continued at the same level as in July, thus continuing to reflect the highest employment level of the year, to date. In comparison with August, 1942, the point of the curve was appreciably lower, thus indicating a rather substantial employment expansion since that period.

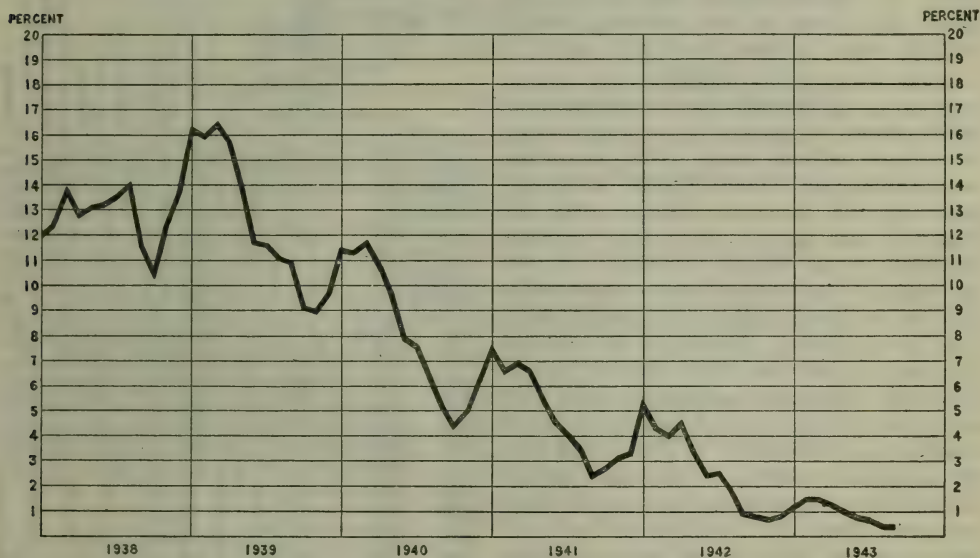
For the manufacturing industries 843 reports were tabulated, having a combined membership of 266,514 persons, of whom 599, or a percentage of .2 were unemployed. This percentage was identical with that of July; in August, 1942, the percentage of those without work was .5. In comparison with the situation in the preceding month, while the main percentage remained unchanged, there were fluctuations within the various trades. Due to improved conditions for leather workers, the employment level was substantially better for members in the animal products division. As will be seen in table II this group percentage declined from 1.9 to .6. Union members in the non-ferrous metal division were fully employed, in comparison with less than .1 per cent of inactivity in July, while in the vegetable products group, which

includes soft drink workers, cigar and tobacco workers and bakers and confectioners, conditions were very slightly improved, also. Among electric current employees, etc., and unclassified manufacturing workers, there were minor increases in work, while printing and publishing, papermakers and woodworkers unions reported the same percentages of unemployment as in the preceding month. Textile and carpet, rubber, clay, glass and stone and mineral products union members were reported as fully engaged at both dates. Slightly lower employment levels were reflected among garment workers and union members in the iron and steel trades, while for smaller organizations such as hat, cap and glove and

no unemployment, either in July, 1943, or in August, a year ago. In the month under review, as in July, no unemployment was reflected in reports received from unions in New Brunswick, Alberta and British Columbia, while in Nova Scotia there was a moderate contraction in available work. In comparison with conditions in August, 1942, as in July, coal miners in each of the above provinces, with the one exception of Nova Scotia, indicated that the members were fully engaged at both dates.

Reports were received covering 10,119 workers in the metallic ores unions and 3,779 members in the non-metallic minerals division. The percentages of unemployment in these

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



chemical products workers, also, there were minor decreases in work available. In comparison with the situation in August, a year ago, an impressive expansion in work afforded was observed among unclassified manufacturing workers, while among union members in the animal products division and in the printing and publishing trades, employment levels, likewise, were considerably higher. On the other hand, slight contractions in available work were reflected among garment workers and union members in the iron and steel trades.

Returns were received from 60 unions of coal miners, having a total membership of 20,180 persons, of whom 100, or a percentage of .5 were without work, as compared with

groups remained, as in July, at .3 and 3.3 respectively. In comparison with conditions in August, 1942, no reports were tabulated for the metallic ores group during that period, while the percentage of unemployed members among non-metallic mineral workers was 4.5.

Unions in the building and construction trades returned 207 reports having a combined membership of 34,633 persons. Of these 446, or a percentage of 1.3 were without work, in comparison with percentages of 1.4 in July and 3.3 in August, a year ago. In comparison with the preceding month, carpenters and joiners manifested a slightly higher employment level, while for smaller groups, also, such as painters, decorators and paperhangers, plumbers and steamfitters, hod carriers and

unclassified building workers and steam shovel men, there were minor increases in available work. The percentage of unemployment among bridge and structural iron workers remained unchanged, while wood, wire and metal lathers were fully engaged at both dates. On the other hand, slightly reduced activity was apparent among bricklayers, masons and plasterers, electrical workers and granite and stonecutters. In comparison with conditions in August, 1942, a noteworthy employment expansion was in evidence among carpenters and joiners, while for bricklayers, masons and plasterers and hod carriers and unclassified building workers also, substantial increases in activity were apparent. With the exception of wood, wire and metal lathers, in which group, no unemployment was reported at either date, each of the remaining trades recorded minor increases in available work.

In the transportation industries, 881 returns were tabulated, having a total membership of 83,992 persons, of whom 314, or a percentage of .4 were without work. This percentage was identical with that of July, while the percentage of members without work in August, a year ago, was 1.2. Steam railway employees, whose returns constituted over 79 per cent of the entire group membership, indicated a slightly higher employment level. The unemployment percentages for navigation workers and street and electric railway employees remained unchanged, while no unemployment was reported by teamsters and chauffeurs, at either date. In comparison with the situation in August, a year ago, navigation workers reflected noteworthy employment expansion, while the employment level for union members in the steam railway division was substantially higher also. As in the previous comparison, no change was indicated by street and electric railway employees, while again reports from teamsters and chauffeurs did not reflect any unemployment at either date.

As will be seen in table II, the percentages of unemployment, as in July, remained very low among such groups as trade and services, of which the latter includes civic, hotel and restaurant, theatrical employees, barbers, stationary engineers and firemen, etc. In comparison with conditions in August, a year ago, there was slightly less employment in the miscellaneous group; this was due mainly to

some recessions in activity for hotel and restaurant employees.

Among lumber workers and loggers, no unemployment was reported which was the case also, in the previous month, and in August, 1942; the reports received from these workers covered 6 unions with 5,550 members. Among fishermen, full employment was recorded, also, in comparison with an unemployment percentage of .2 in July and .4 in August, a year ago.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	16.4	13.7	20.6	15.8	22.6	21.4	22.0
Average 1933.....	16.0	13.0	25.3	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.4	22.8	18.1	17.7	13.1	17.8	20.1	18.2
Average 1935.....	6.9	8.6	20.4	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.1	12.0	10.1	9.6	12.0	11.0	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.4	10.0	17.4	12.1	11.4	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.4	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.4	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.4	2.2	2.5	1.7	2.6	1.0	2.2
Aug. 1932.....	8.9	13.7	25.0	23.6	18.2	13.0	24.0	19.4	21.4
Aug. 1933.....	12.6	11.1	22.6	21.7	17.4	14.3	22.0	19.6	19.9
Aug. 1934.....	7.8	6.1	18.8	17.0	16.5	9.6	18.5	20.5	16.5
Aug. 1935.....	8.3	8.1	18.3	13.3	10.7	7.9	18.4	13.1	14.2
Aug. 1936.....	6.8	7.7	16.7	8.4	7.8	7.1	10.7	8.3	10.8
Aug. 1937.....	5.4	5.5	11.1	4.3	6.5	7.2	12.5	8.2	7.6
Aug. 1938.....	5.3	12.0	16.7	9.4	8.3	5.7	13.3	11.3	11.6
Aug. 1939.....	4.2	8.2	15.2	10.0	4.2	4.7	13.1	10.5	10.9
Aug. 1940.....	2.2	3.5	7.6	3.7	4.6	3.7	7.4	4.8	5.2
Aug. 1941.....	1.8	1.7	3.7	1.6	2.3	2.1	2.1	1.9	2.4
Aug. 1942.....	4	2.3	1.4	7	1.6	8	9	9	9
Sept. 1942.....	8	1.1	1.3	5	5	9	9	3	8
Oct. 1942.....	7	1.2	1.2	5	4	5	9	2	7
Nov. 1942.....	7	1.5	1.1	5	1.0	6	1.3	4	8
Dec. 1942.....	3	2.4	1.6	1.0	2.6	1.1	1.7	6	1.2
Jan. 1943.....	4	2.3	2.1	8	2.7	4	1.4	1.6	1.5
Feb. 1943.....	5	2.6	2.0	1.1	1.6	1.1	3.2	1.1	1.5
March 1943.....	6	8	2.2	1.1	1.1	1.0	1.1	4	1.3
April 1943.....	3	1.3	1.6	9	1.3	4	8	4	1.0
May 1943.....	2	1.2	1.3	4	8	6	9	2	7
June 1943.....	3	1.1	1.0	4	6	6	1.1	1	6
July 1943.....	1	4	7	3	5	3	2	1	4
Aug. 1943.....	5	5	7	3	5	6	1	2	4

Table I shows by provinces the average percentage of union members who were unemployed each year from 1932 to 1942 inclusive and also, the percentage of unemployment for August of each year from 1932 to 1941, inclusive, and from August, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in table I.

TABLE 11.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibre, textiles and textile products	Textile workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manu- facturing industries	Building and construction	Transportation	Shipping	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations		
August, 1932	5.7	45.4	11.8	22.5	11.9	35.3	15.8	15.1	6.5	31.2	23.1	137.5	17.9	97.0	610.1	...	26.6	21.7	38.4	...	...	51.9	61.2	12.3	34.1	2.1	13.6	1.3	10.9	11.1	0	7.1	12.1	5.3	23.1	21.4
August, 1933	21.3	20.5	13.1	20.1	7.6	13.4	10.5	14.6	6.5	31.2	11.1	117.1	10.6	11.5	16.0	...	24.1	13.8	34.4	...	...	53.1	63.6	11.4	35.0	12.5	8.6	8.1	10.6	11.1	0	1.1	10.6	4.8	19.7	19.9
August, 1934	66.7	37.0	14.1	13.6	6.9	10.8	11.1	10.5	0.29	5.2	21.9	4.3	5.6	8.7	...	...	18.0	3.0	36.6	...	...	53.1	67.3	39.2	44.9	8.6	8.6	8.1	10.6	11.1	0	8.2	7.7	3.4	16.8	16.5
August, 1935	4.2	7.2	14.3	14.0	13.0	7.1	3.1	10.4	0.19	4.3	13.3	25.8	13.3	8.8	13.7	...	...	17.9	12.6	49.3	...	...	26.1	44.1	6.9	31.9	7.4	8.1	10.6	11.3	0	12.3	9.8	3.0	22.0	14.2
August, 1936	4.2	1.5	12.1	10.8	8.9	6.5	3.2	9.3	0.68	12.6	5.9	13.5	14.5	14.7	...	...	9.8	14.2	37.0	...	...	41.3	39.9	5.3	37.1	5.4	9.9	5.5	9.7	0	4.7	6.5	3.7	10.2	10.8	
August, 1937	16.3	1.4	11.4	8.2	5.7	9.3	12.6	5.2	0.44	3.7	4.4	2.2	16.9	11.6	...	...	8.6	1.8	5.1	...	...	31.6	15.6	4.4	23.1	4.5	7.5	7.7	0	0	3.2	6	6.2	7.6	...	
August, 1938	5.0	23.3	9.7	14.0	7.1	5.8	4.6	7.3	...	9.1	16.6	20.4	17.2	6.1	15.9	...	18.1	9.1	41.0	...	...	24.1	30.3	5.5	20.4	6.1	4.6	6.8	7.7	0	0	3.2	4	6.8	11.6	...
August, 1939	3.3	23.0	11.5	11.9	3.6	9.2	9.9	8.3	0.21	2.8	8.8	1.4	7.0	3.2	20.0	...	0.14	2.6	24.2	...	...	18.3	11.1	4.8	37.3	4.7	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
August, 1940	2.1	13.0	7.3	5.1	2.3	2.9	6.9	6.6	...	2.6	2.5	1.0	2.9	2.6	14.0	...	0.63	5.5	9	...	...	11.5	6.9	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
August, 1941	1.5	6.4	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
August, 1942	4.1	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
September, 1942	9.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
October, 1942	1.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
November, 1942	4.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
December, 1942	5.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
January, 1943	4.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
February, 1943	9.3	2.0	0.8	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
March, 1943	7.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
April, 1943	0.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
May, 1943	0.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
June, 1943	0.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
July, 1943	0.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...
August, 1943	0.0	0.8	4.1	4.1	4.5	1.1	5.2	6.6	4.3	1.1	4.1	1.0	1.1	1.0	1.0	...	1.4	2	4	...	...	11.0	3.3	1.8	13.8	1.5	1.5	5.6	5.7	0	0	3.2	1.1	8.1	10.9	...

Labour Law

Labour Legislation in New Brunswick, Northwest Territories and Yukon in 1943

New Brunswick

THE New Brunswick Legislature, which opened on March 2 and closed on April 17, 1943, enacted a law prohibiting fee-charging employment agencies, and amended Acts relating to factories, steam boilers and workmen's compensation.

Factories and Steam Boilers

A number of changes were made in the Factories Act passed in 1937 (LABOUR GAZETTE, 1937, page 1331) and the Act and amendments were proclaimed in force on September 15, 1943, repealing the statute enacted in 1920. As amended, the 1937 Act defines a factory to include all places in which one or more persons are employed in handicraft or in manufacturing, preparing, repairing or conditioning goods for trade or sale. It also includes laundries and dry-cleaning establishments, these having been added this year.

No child under 14 may be employed in a factory without the written authorization of the Minister of Health and Labour who is also given power to prohibit employment of boys and girls under 18 in factories where he considers the work to be dangerous or unwholesome. Hours of employment for women and boys under 18 are limited to 9 per day and 54 per week unless the Minister gives a written permit for their extension, which he may revoke at any time. The employer must keep posted a notice of the conditions on which the permit was granted and must keep a record of the overtime worked by each person. All employees must be allowed an hour for food and rest at the end of each six-hour period except where the eight-hour shift system is in effect when a full shift may be worked without intermission. Under a section added this year the employer must provide rest-room facilities satisfactory to the Minister.

Little change has been made in the provisions for health and safety. These require cleanliness, proper space and ventilation, guarding of dangerous places and machinery, sufficient fire escapes, precautions against fire, and suitable chairs or seats for female employees. Provision for inspection and posting

of notices is also similar to that of the former Act. Except in cases of wilful and serious misconduct on the part of the employee, the employer is now made responsible for the enforcement of the section forbidding a woman or young person under 18 to work between the fixed and traversing part of any self-acting machine while it is in motion.

Where an accident in a factory causes injury or death to a person unlawfully employed, the employer is liable to the same extent and in the same manner as the Workmen's Compensation Board would be if the person were lawfully employed. Formerly the employer was only liable in such cases if the employment was unlawful because the injured person was under age. The parent of a boy under 18 employed contrary to the Act is now liable to a penalty unless the employment was without the parent's consent, connivance or wilful default. Formerly this provision applied only to parents of children and young girls.

Sections of the former Factories Act dealing with inspection of steam boilers and licensing of stationary engineers were omitted from the new statute, but a special Act dealing with these matters was passed in 1937 (LABOUR GAZETTE, 1937, page 1331) and was amended at the recent session and proclaimed in force on September 15, 1943. This Act, as amended, provides for the appointment of a Board of Examiners of three members with at least ten years experience as stationary engineers and forbids any person not possessing a certificate of competency under the Act to operate a steam plant or steam boiler, except in emergencies, with a permit from the Minister of Health and Labour. It is also forbidden to employ any person not possessed of such a certificate. No person may use a boiler unless he has an inspection certificate issued under the Act or the boiler is insured in a company licensed under the Insurance Act. The Lieutenant-Governor in Council may make regulations classifying certificates, prescribing qualifications of candidates, laying down rules for the construction and operation of boilers, and generally, for carrying out the provisions of the Act.

Workmen's Compensation

An amendment in the Workmen's Compensation Act enables the Board to pay a lump sum in any case where it considers it would be to the advantage of the workman, instead of only in cases where the disability is ten per cent or less. The amount to be paid, however, may not exceed what the Board considers the equivalent of that payable in respect of a ten per cent impairment of earning capacity, the balance of compensation, if any, being paid periodically.

Private Employment Offices

The Employment Agencies Act forbids the keeping of a fee-charging employment agency, under penalty of a fine not exceeding \$25. The Lieutenant-Governor in Council is authorized, however, by Proclamation published in the *Royal Gazette*, to exempt any person or class of persons from the operation of the Act. Fee-charging employment agencies, with some exceptions, are now prohibited by provincial law in all provinces except Ontario and Prince Edward Island.

Motor Vehicle Drivers

A section which was added to the Motor Vehicle Act gives statutory effect to an Order in Council passed in June, 1942. This section enables the Department of Public Works, for the duration of the war, to issue a special driver's licence to any male person 16 years of age and over who is engaged in an occupation requiring him to operate a motor vehicle and

whose competence is certified by a qualified person. The licence may only be issued with the consent of the parent or guardian and on the application of the employer, who must furnish proof of financial responsibility. The licence is only valid for operation of vehicles weighing not more than 10,000 pounds gross which belong to the employer and are specified in the licence.

Compulsory Labour for Fighting Forest Fires

The Forest Fires Act was amended to make male persons between the ages of 16 and 65, instead of only those between 18 and 50, liable to be summoned to fight forest fires. As formerly, trainmen, telegraphers and dispatchers on duty, doctors, and persons who are physically unfit are exempt.

Housing

An Act to enable Municipalities to enter into Agreements in respect of Wartime Housing provides that where the Dominion Government or Wartime Housing Limited (a Crown Company), or both, undertake to provide housing, school or other accommodation in the Province for employees of an industry, any municipality may enter into and carry out an agreement with them to provide services in respect of the undertaking and accept a fixed payment for such services.

An amendment in the New Brunswick Housing Commission Act, authorizes a housing commission to borrow for purposes of the Act up to \$5 per capita of the population of the municipality instead of \$2.50, as formerly.

Yukon

Under the Workmen's Compensation Ordinance, as amended, a workman who suffers partial disablement through loss of a member is entitled, in addition to the lump sum provided in the Schedule for his specific injury, to be paid fifty per cent of his average daily wages while he is under treatment and until he is restored to fair health, but in no case for longer than twelve months. The waiting period was reduced from fourteen days to three. The clause was deleted which provided that where an injury developed or proved to entitle the workman to compensation other than that provided for temporary disability and the workman had been paid compensation for temporary disability, the amount so paid was to be deducted from the amount to which

he became entitled. An employer is now exempt from liability to pay compensation or damages for an accident to a workman who is entitled to compensation for such accident under any United States law.

An Ordinance to Prohibit Fee-charging Employment Agencies forbids the keeping of such an agency, whether for profit or not, under penalty of a fine of \$100 and in default of payment of fine a prison term not exceeding two months.

An amendment in the Health Ordinance enables the Medical Health Officer to require any person who handles food in the course of sale, cooking or preparation, in a place other than a private dwelling, to submit to a medical examination.

Northwest Territories

An Ordinance Respecting Employment Agencies, which was assented to February 9, 1943, forbids any person, firm, corporation or association to keep a fee-charging employment agency under penalty of a fine of \$75 and in default of payment of the fine a prison term not exceeding six months.

Amendments in the Steam Boiler and Pressure Plant Ordinance were assented to on March 3. The inspector is required to set and seal the safety valve of every boiler, air receiver and refrigerating plant, test the pressure gauges of every pressure vessel and satisfy himself that the boiler or pressure vessel is safely installed. The master mechanic or chief engineer in charge of mechanical equipment or, failing such, the engineer operating the plant must keep a boiler record book giving full particulars of the condition of the boiler at the

time of each cleaning and the book is to be open to inspection by the boiler inspector, at any time. The section enabling a second-class engineer to take charge of a steam or pressure plant of over 50 h.p. where two or more engineers are employed and a third class engineer to act as his assistant was amended to limit such arrangement to plants not exceeding 100 h.p.

Correction

In the summary of the National Physical Fitness Act in the September LABOUR GAZETTE at page 1294 the total amount which may be expended by the Dominion Government in assistance to the provinces should have been given as \$225,000, not \$250,000.

Recent Regulations under Dominion and Provincial Legislation

Seamen—Unemployment Insurance—Housing—Licensing of Guides and Drivers in Alberta—British Columbia Minimum Wages—Projectionists and Workmen's Compensation in Saskatchewan—
—Restaurant Workers in New Brunswick

THE recent Orders in Council relating to labour supply, listed below, are summarized in the Man-power section of this issue. A consolidation and revision of the unemployment insurance regulations concerning contributions has been issued, and the benefit regulations have been amended slightly. The Department of Pensions and National Health has been authorized to provide free medical treatment for merchant seamen who have served in war zones. Another Order in Council restricts, in regard to Canadian ships under bareboat charter, the application of the schemes under which compensation is paid to seamen or their dependents for death, disability, damage to effects or loss of remuneration due to enemy action.

In the provincial field, Alberta has revised its regulations relating to drivers and chauffeurs under the Public Service Vehicle Act and also those concerning the licensing of guides under the Game Act. In addition, permission has been given to carry farm labour in trucks to and from work during the harvest season. In British Columbia, two additional classes of workers have been exempted from the overtime provisions of the minimum wage order governing the logging industry. New Brunswick has made regulations to ensure sanitary conditions in restaurants. Revisions of the regulations under the Workmen's Compensation (Accident Fund) Act and the Theatres and Cinematographs Act in Saskatchewan have been issued.

Dominion

Unemployment Insurance Act

New regulations relating to contributions and minor amendments in the regulations concerning benefits were gazetted on September 3, 1943. The contribution regulations rescind the original regulations issued in May, 1941, and amendments (LABOUR GAZETTE, 1941, page 633; 1942, pages 69, 1046, 1443; March and May, 1943, pages 350, 688). A summary of these regulations was given in the revised handbook, Information for Employers, which was issued

last February. The new regulations are arranged in different order and a number of changes have been made to give effect to the recent amendments in the Act (LABOUR GAZETTE, Sept., 1943, page 1268), and to simplify administrative procedure. The new Contribution Regulations are divided into five parts: Coverage, Computation of Contributions, Payment of Contributions, Records of Contributions, General. They also contain tables of contributions and of deductions.

CONTRIBUTION REGULATIONS

Coverage (Part I). The amended Act covers all workers earning \$2,400 or less, instead of \$2,000 as before, and in addition, all those whose remuneration exceeds \$2,400 if they are paid an hourly, daily or weekly rate, or a piece rate including a mileage or other rate. In cases where it is difficult to estimate the yearly remuneration, the earnings of the worker or of other persons in the same job during the previous year are to be considered. However, workers in an excepted employment listed in Part II of Schedule I of the Act, or specially exempted are not covered. The Commission has power under the Act to declare classes of workers non-insurable in order to remove anomalies, to prevent duplicate payment of contributions for workers subject to the Acts of more than one country, or to deal with persons in insurable employment to an inconsiderable extent; and also to remove anomalies by declaring classes of workers insurable. This power had been used to bring under the Act a number of special groups such as temporary government employees, persons whose earnings exceeded \$2,000 due to war conditions, and miners, building tradesmen, and railway employees whose earnings fluctuated about the \$2,000 mark. However, the amendments in the Act have automatically brought these groups under the Act and the special provisions relating to them in the regulations have been repealed. Special provisions continue in effect for certain other groups such as life-insurance agents (excluding officers and salaried employees of an insurance company), who are declared excepted from the Act. Another regulation stipulates that persons partly in insurable and partly in non-insurable employment under the same employer may be covered if their employer registers consent, unless such persons are employed for 15 consecutive weeks in non-insurable employment. Persons employed in insurable employment by one or more employers, but less than four hours a day for each of them, and those not available for insurable employment more than two days a week may secure a Certificate of Excepted Employment. The first employer of the day is usually deemed to be the employer for contribution purposes, but employers may agree that one shall pay the contributions and be re-imbursed by the others on a pro rata basis, or, in the absence of such an agreement, the Commission may designate any one employer to pay the contributions.

Stipulations are also laid down in regard to the manner of applying for Certificates of Exemption, which are issued to seasonal workers not ordinarily employed in other insurable employment who wish to be relieved

of the obligation to pay their own share of the contributions. Both Certificates of Exemption and Certificates of Excepted Employment are to be valid for the period specified therein unless the holder's circumstances change so as to make him ineligible for one.

By an agreement between Canada and the United States, in force since April 12, 1942 (Schedule A to the regulations), provision is made to avoid duplicate payment of contributions in respect of workers who might otherwise be subject to unemployment insurance acts in both countries, and for the taking of claims for benefit in one country on behalf of the other. Workers not covered by this arrangement who are employed outside of Canada for a period exceeding eight months by an employer in Canada and were insured before leaving the country, are, generally speaking, excepted from the Act. In the case of workers living in Canada and insured under the laws of a foreign country for work done outside of Canada, contributions must be paid only on earnings for work done in Canada; but workers resident outside of Canada and insured under the law of another country for work performed in Canada are not covered by the Canadian Act.

Computation of Contributions (Part II).—New provisions in this Part give effect to the amendments in the Act authorizing the Commission to determine the value of board, lodging, living quarters or other non-pecuniary remuneration in order to determine a worker's earnings for contribution purposes, and giving it power to determine the contributions payable by an employer who fails to keep adequate records, by taking 3 per cent of the total remuneration paid by him.

In general, six unemployment insurance contributions are to be paid by workers and employers for each full working-week. For workers paid monthly or semi-monthly, contributions may be made either for the actual number of days worked or for 26 or 13 days respectively in each pay-period. If a worker does not work on every working day in a pay-period, contributions are to be paid either for the number of days actually worked or for the number of days for which he is paid, whichever is the greater.

Provision is also made in the regulations for determining the number of contributions payable in the case of workers whose daily period of employment extends over midnight, and in the case of those whose working-week is normally less than six days but whose daily hours are often abnormally long, and for railway employees paid on a mileage basis.

Payment of Contributions (Part III).—Now included in this Part are regulations concern-

ing methods of payment, amount of payment, time for payment and refunds of contributions. A number of provisions have been simplified. The scheme for paying contributions in bulk, formerly confined to employers of at least 500 workers, has been made available to all employers. Employers desiring to pay contributions by bulk payments at stated intervals must agree to maintain records in a form approved by the Commission, to furnish a deposit equal to the estimated amount of the contributions payable by him, to submit a certified contribution statement at the end of each insurance year for each employee, to place a similar statement in the insurance book of each worker who leaves their employ during the year, and to supply any other information requested by the Commission. The tables in Schedule B have been added to the regulations to simplify computation of the amount of contributions payable by employers using meters or the bulk-payment scheme. These tables are also to be used in calculating the deductions to be made from workers' wages for their contributions. Provision is made for adjusting deductions from wages when fractions of a cent are involved. Employers using stamps will continue to determine the amount of their contributions by means of the tables in the Second Schedule to the Act. Provision has also been made for the payment of contributions in cases of adjustment through the use of an adjustment form.

Contributions may, therefore, now be paid either by unemployment insurance stamps, meters, bulk payment or adjustment forms. Employers using stamps must apply to the Commission for a licence to purchase stamps and for a registration number which is used for identification purposes and in cancelling the stamps affixed to a worker's book or card. Stamps may be sold only by the Post Office Department or other authorized persons and unused stamps may be rebought by the Commission. It is an offence to deface a stamp intentionally. Permission to use a metering device must be obtained from the Commission and detailed stipulations are laid down to prevent the improper use of such devices.

Refunds will be granted to both workers and employers in cases where contributions have been paid and wage deductions made under the erroneous belief that a worker was covered by the Act, but any benefit paid to the worker must be deducted from the refund. Expenses of adjusting cases may also be deducted. Time limits are set for applications for refunds and a new clause implements the amendment in the Act declaring that a mini-

mum of 50 cents must be involved. Inspectors of Insurance Revenue are authorized to make adjustments in the case of employers making over-payments or under-payments of contributions if not more than \$5 is involved.

Contributions must be paid within 72 hours of the worker's pay-day, but when a worker leaves his employment all unpaid contributions must be paid immediately. Contributions for workers receiving no pecuniary remuneration or less than 90 cents a day must be paid at least once a week or at some other stated interval specified by the Commission. The employer pays both the worker's and his own contributions in such cases. A new clause stipulates that an employer who is behind in his payments must pay his arrears within 24 hours of a request by an officer of the Commission.

Contribution Records (Part IV).—Contributions made on behalf of each worker must be recorded in insurance books or on insurance cards by employers using stamps or meters, on contribution statement by employers making bulk payments, or on adjustment forms by employers adjusting contributions. A new clause declares that insurance cards may be used only by employers designated by the Commission. An employer must obtain an insurance book from the nearest Local Office for each insurable employee who does not deliver one to him when hired. Application for the book must be made within 72 hours after the employee commences work but those making bulk payments need not apply for the book until the last day on which the worker performs services for them. On separation from employment, an employer must give the worker his insurance contribution records in the form of an insurance book, card or statement not later than the day after the last day on which the employee worked for that employer. When a worker dies, or is unlikely to resume insurable employment immediately, the records must be sent to the nearest Local Office by the employer within a week after the worker leaves his employ. If a worker is himself in possession of his records when he dies, becomes permanently incapacitated or enters non-insurable employment, he or his relatives must deliver his records to the nearest Local Office. Employers are to receive receipts from Local Offices or workers when they give up a worker's contribution records. The employer is responsible for the custody of the records of all persons in his employ and must produce them for inspection by any officer of the Commission or by an employee. The latter has the right to inspect his contribution records at reasonable times but not more than twice a

month. The Commission may require that all contribution records be returned to the nearest Local Office at the end of the fiscal year or at any other time and officers of the Commission may take possession of any contribution records. When insurance records are lost, destroyed, or defaced, duplicate records may be issued by the Commission and a charge of \$1 may be made but the Commission may refuse to trace the record of a worker's contributions if the insurance number of the worker is not supplied.

General (Part V).—Employers and workers are forbidden to make alterations on contribution records except to note changes of address, although the former regulations also permitted them to change the name in case of marriage. Employers must post notices for the information of their employees at the request of the Commission. The information obtained by the Commission from employers and workers is to be treated as confidential but the Commission has authority to divulge such facts as are necessary to an insured person claiming benefit, to publish information relating to employees of the Commission and statistical data and other facts not relating to any particular person, and to supply information to any Government Department or any Court dealing with a case involving interpretation of the Act or regulations. The penalty clauses in the old regulations prescribing a maximum fine of \$50 for specific offences have been replaced by a general penalty clause which provides for a maximum fine of \$250 or imprisonment up to three months or both for violations of the regulations.

BENEFIT REGULATIONS

The Benefit Regulations were fully summarized in the 1942 *LABOUR GAZETTE*, page 196. Certain minor amendments have been made in Part II, which deals with application for benefit, by an Order in Council of September 3 (P.C. 6951).

Under the regulations, persons with dependents on applying for benefit are required to submit a declaration by a "responsible person" or persons to the effect that the husband, wife or child of the claimant actually is dependent on him. A list of "responsible persons" was included in the regulations but an amendment eliminates this list and declares that a responsible person is anyone designated as such by the Commission.

Another amendment adds a new regulation relating to the clauses in the Act which stipulate that an applicant for benefit must have been in insurable employment for at least 180 days in the two years immediately

preceding the date of the claim, unless he was incapacitated for work, employed in an excepted employment or employed in business on his own account for any period during the two years. In that case, the two-year period is extended by the length of the time the worker was incapacitated, in excepted employment or running his own business, provided that the total period does not exceed four years. The new section in the regulations declares that the Commission is to prescribe the form and manner in which applicants must submit proof that they were incapacitated, in excepted employment or carrying on their own business during any period in the two years.

Another new regulation gives effect to the amendment in the Act authorizing Insurance Officers appointed by the Commission to disallow claims and in certain cases to declare persons ineligible for benefit for a period not exceeding six weeks on four grounds which were formerly forbidden as grounds for disallowance by Insurance Officers. Insurance Officers must notify the claimant when they disallow a claim and advise the claimant of his right of appeal to a tripartite court of referees appointed under the Act. The regulation also stipulates that the Commission may determine the benefit claims and questions which an Insurance Officer may deal with and may lay down the procedure to be followed by such Officers in considering claims and questions.

A final amendment stipulates that in cases where money is payable out of the Unemployment Insurance Fund to any person resident in the United States, as authorized by an Order in Council passed last March (*LABOUR GAZETTE*, May, 1943, page 688), payment is to be made subject to such conditions as the Commission may determine.

Seamen

Free Medical Treatment. Under the terms of Order in Council P.C. 164/6991 passed September 4 under the War Measures Act, free medical treatment is now available for merchant seamen on a parity with that offered to persons discharged from the Armed Forces for non-pensionable disabilities. All seamen on ships of Canadian registry and all Canadian seamen on non-Canadian ships operating in war zones are eligible for treatment for any non-pensionable sickness or disability incurred while serving on such ships. The Order does not apply to seamen eligible to receive free medical treatment under Part V of the Canada Shipping Act. The latter makes provision for free medical treatment for seamen employed on any ship paying the duty levied on most ships entering Canadian ports, but a seaman is not eligible for such treatment if he arrives

in Canada otherwise than on the ship to which he belongs. The new Order in Council is designed to provide treatment for indigent and disabled seamen returning to Canada after service in war zones.

Treatment will be given in Canada only and will be provided by the Department of Pensions and National Health. It must be authorized within 12 months from the date on which the seaman terminated his service, and the period of treatment may not exceed 18 months. The Order is effective from May 1, 1943.

Compensation Schemes. By Orders in Council P.C. 163/6991 and P.C. 138/7590, passed September 4 and October 1 under the War Measures Act, non-Canadian seamen on ships of Canadian registry or licence chartered on a bareboat basis are no longer eligible for compensation under the Orders in Council providing for compensation to seamen (or their dependents) who suffer death, disability, damage to personal effects or loss of remuneration due to enemy action (LABOUR GAZETTE, 1942, pages 691, 1173, April and July, 1943, pages 527, 1031). These Orders apply to all seamen on ships of Canadian registry or licence, to Canadian seamen on non-Canadian ships certified by the Transport Controller to be engaged in essential war work on behalf of the British Commonwealth or its allies, and to Canadian salt-water fishermen. At present many Canadian ships are being chartered on a bareboat basis by foreign charterers with the result that the crews of such ships may become eligible for compensation under schemes set up by the country in which the charterer resides. In order to "avoid inequalities by reason of variations in the provisions of the various authorities but to retain the rights of Canadian nationals serving on the aforesaid ships," it has been decided to declare that all ships of Canadian registry or licence under bare-

boat charter to any charterer resident outside Canada are to be considered ships of non-Canadian registry or licence for the purposes of determining the eligibility of any person to receive compensation under the Canadian scheme.

Housing

Additional centres have been included in the Government's scheme for relieving the housing shortage by converting large houses into apartments (LABOUR GAZETTE, Sept., 1943, page 1295). An Order in Council passed September 20 (P.C. 7324) under the War Measures Act extends the scheme to the cities of Windsor, Sarnia, Halifax, Moncton, Saint John, Edmonton and Calgary and the municipalities contiguous to them.

Other Orders in Council

The following Orders in Council are summarized in the Manpower Section, page 1333:

P.C. 6625, Sept. 1, and P.C. 7260, Sept. 16, amending the National Selective Service Civilian Regulations (LABOUR GAZETTE, Jan., 1943, page 19) in regard to labour turnover in "designated establishments" and direction into essential employment; P.C. 6990, Sept. 7, amending the National Selective Service Mobilization Regulations (LABOUR GAZETTE, January, 1943, page 153) in a number of matters; P.C. 6632, Sept. 7, as amended by P.C. 7261, Sept. 16, preventing coal-delivery men from being called up for military service or enlisting voluntarily without the permission of a Selective Service Officer; P.C. 6797, Sept. 15, amending P.C. 6434 (LABOUR GAZETTE, Sept., 1943, page 1213) regarding the remuneration of soldiers employed on farms; National Selective Service Orders No. 10, Sept. 10, and No. 11, Sept. 21, declaring that P.C. 6625 does not apply to females or to construction workers unless specially designated.

Provincial

Alberta Game Act

New regulations gazetted on August 31 under this Act revise the provisions relating to the examination and licensing of Class A and Class B guides and establish a third classification for which no examination is required. Class B guides may only act as assistants to Class A guides, and Class C guides are limited to employment by persons hunting game birds. A Class C guide may act for a maximum of five persons on a trip but the other two classes may act for only two.

Alberta Public Service Vehicles Act

A special regulation gazetted August 31 declares that the carrying of farm labourers on trucks to and from work during the harvest season is to be considered as necessary during the present emergency and is therefore permissible under the Public Service Vehicles Act. The Act forbids the carrying of passengers in any truck operated as a public service or commercial vehicle except in emergencies unless the passengers are members of the owner's family or are employees of the truck owner.

or of the owner of livestock being transported in the truck.

New general regulations under the Act, as revised in 1942, were gazetted September 15, rescinding regulations passed in 1940 and amendments (LABOUR GAZETTE, 1940, page 446; 1941, page 691). There has been no change in the provisions limiting the hours of drivers of public service vehicles carrying passengers to the maximum permitted by the Alberta Hours of Work Act—nine a day and 54 a week except in special cases. Hours must be recorded in a log-book carried by the driver. As before, owners of passenger-carrying vehicles or holders of a liveryman's certificate may be required to file lists of their drivers with the Highway Traffic Board and to notify the Board of all dismissals and the reasons therefor. Candidates for a chauffeur's licence are still required to furnish medical certificates. Temporary chauffeur's permits may be issued for a specified period to employees of specified employers provided that the parent or guardian of the applicant endorses the application form and the vehicles are covered by satisfactory public liability and property damage insurance. Applicants for temporary certificates must have a driver's licence and may be required to take a special driver's test in addition. A fee of \$3 a year is required for a chauffeur's licence but it is reduced to \$1 for employees of the Alberta government, and drivers of school vans, who must have a chauffeur's licence, are exempt from the fee. The fee for temporary permits is 50 cents for periods of six months or less and \$1 for a period of a year.

British Columbia Male Minimum Wage Act

Order 1 (1943) governing the logging industry (LABOUR GAZETTE, Aug., 1943, page 1173) has been amended by Order 1A (1943) gazetted September 23. The amendment adds two groups to the list of persons exempt from the overtime provisions of the Order: emergency fire-fighters, and boatmen when employed on a monthly basis.

New Brunswick Public Health Act

New Restaurant Regulations designed to prevent the contamination of food were gazetted September 15. They require restaurant employees to wear clean clothes and keep their hands clean when handling food or equipment. No person suffering from a communicable disease may be employed in or about a restaurant nor may any person be employed while there is a communicable disease in his home except with the written permission of a District Medical Health officer.

Employers must provide adequate hand-washing facilities for workers, including warm water, soap and individual towels. Toilet facilities must be clean, well-lighted and ventilated, and lavatories may not open directly into any room where food is handled or stored. Other provisions of the regulations relate to the ventilation, lighting and cleanliness of rooms, waste disposal, refrigeration, water supply and the cleansing and bactericidal treatment of utensils and equipment.

Saskatchewan Theatres and Cinematographs Act

Following the revision of this Act in 1940, new regulations governing theatres, public halls, moving-picture machines, operators, itinerant exhibitors, film exchanges and censors were gazetted September 7, replacing regulations issued in 1931. The new regulations are a revision and consolidation of the former ones with their amendments (LABOUR GAZETTE, 1931, page 658; 1941, page 1271; 1942, page 799).

The minimum age for motion-picture machine operators has been reduced from 18 to 17 but applicants for an apprentice's licence must still be 18 unless the Minister uses the discretionary power granted to him by the regulations to issue licences to applicants over 16 but under 18 in cases of necessity. Under the former regulations, applicants for a first-class operator's licence were required to serve as a second-class operator under a first-class operator for at least 20 hours a week for three months. The new regulations omit the stipulation in regard to minimum weekly hours but still require the three months' service. The other provisions relating to operators have not been changed.

Saskatchewan Workmen's Compensation (Accident Fund) Act

A new consolidation of the regulations under this Act was gazetted on September 7, replacing regulations issued in 1941 and subsequent amendments (LABOUR GAZETTE, 1941, pages 139, 1271; 1942, pages 588, 799). They became effective September 30.

There has been one change in the list of industries excluded from the Act. An amendment in 1942 had substituted "commercial flying" for "all operations in connection with flying machines except the manufacture thereof" in the list, but the new regulations revert to the original wording. The other general regulations, the revised medical regulations and the schedule of medical, surgical and X-ray fees remain unchanged.

Decisions of The Labour Court of Ontario

Court, Finding that Agreement With Employees' Association was Ratified by Workers, Refuses Certification of Trade Union

A case in which a local of the United Electrical, Radio and Machine Workers of America applied to be certified as the collective bargaining agent for the hourly-rated employees of Atlas Steels Limited, Welland, was decided by Mr. Justice Kelly on September 4. The Atlas Workers Independent Union intervened and also applied to be certified. The Court refused to certify the applicant union on the ground that a valid agreement had already been entered into between the company and the intervener. It also refused to certify the intervener.

The applicant union began organizing the plant in December, 1942. The evidence showed that as a result, some of the employees started to organize an independent association. A meeting called by the existing welfare association rejected a proposal to amend its constitution to permit it to act as a collective bargaining agent. This meeting was held on the company's premises during working hours, the employees who attended did not suffer deductions from pay for the time spent there and the General Manager of the company addressed the meeting. At a second meeting the General Manager again spoke. According to the applicant union he offered proposals for future organization but his own evidence, which was accepted by the Court, was to the effect that he attended to answer questions. Subsequently an organization was formed and a constitution drawn up. The applicant claimed that foremen were active in organizing the association.

On April 21, an agreement was signed by representatives of the company and the association. The company had at first refused to negotiate until there was evidence that the association represented a majority, but the General Manager stated that he was ultimately satisfied of this through personal contact and by an affidavit of two of the officers who swore that they believed they represented a majority. The agreement was endorsed at a meeting which was attended by about 70 of the 2,500 employees.

Meanwhile the applicant union had continued its organizing activity and on April 30 it applied for a board of conciliation and investigation under the Industrial Disputes Investigation Act. An Industrial Disputes Inquiry Commissioner appointed by the Dominion Department of Labour, conducted a vote on June 16 at which 1,383 out of a

possible 2,480 ballots were cast, 1,263 for the applicant and 110 for the intervener with 10 being spoiled. The company, however, had withdrawn its permission to hold the vote and refused to recognize its results.

The company in turn took a vote on July 12 to determine if its employees supported the agreement it had just concluded. The vote was supervised by a firm of chartered accountants and of the 1,543 votes cast, 820 were in favour of the agreement, 701 against and 22 ballots were spoiled. 2,380 employees were eligible to vote. The applicant union had urged its members either to refrain from voting or to vote "no".

The Court held that the agreement entered into between the company and the intervening association barred the applicant's claim for certification. It rejected the applicant's contention that the intervener was improperly influenced by the company, holding that the evidence fell far short of proving this and that "at most, the only inference that could be taken . . . is that the management may have favoured the organization of the Independent Union [intervener] preferably to the organization among its employees of the applicant." On the question of whether or not the majority of the employees supported the agreement, the Court held that the meeting of about 70 employees at which the agreement was originally endorsed was completely inadequate as an indication of the workers' views. The vote subsequently conducted by the company, however, was accepted by the Court as sufficient evidence to show that the workers endorsed the agreement. The Court found that the company took all reasonable precautions to ensure secret balloting and gave all workers a chance to indicate their opinions. In its view "those refraining from voting were either in favour of the agreement or were so indifferent as to the result of the vote as to signify that they were quite willing to be bound by the majority of those voting." The approval signified in this vote was held to relate back to the date of execution of the agreement.

The agreement had been in operation for four months and was to be effective for the "comparatively short term" of one year. The employees, having taken advantage of it, could not now ask for a new union and a new agreement. Moreover, there was evidence that the grievance committee established under the agreement was active and letters from the Minister of Munitions and Supply complimenting the company on its production indicated that the employees were satisfied with working conditions.

In view of the fact that the vote at which the workers endorsed the agreement was not taken until the present proceedings were pending, it was held that the dismissal of the application would be without prejudice to a further application six months after the date of judgment. *Local 523, United Electrical, Radio and Machine Workers of America v. Atlas Steels Ltd.*, Sept. 4, 1943.

Vote Ordered in Massey-Harris Plant at Toronto

On September 13 Mr. Justice Barlow ordered a vote to be taken to determine if the hourly-rated employees of Massey-Harris Company Ltd., wished to be represented for the purpose of collective bargaining by the United Automobile, Aircraft and Agricultural Implement Workers of America. The union had applied to be certified and the Industrial Council of the Employees of Massey-Harris Company Ltd., had intervened. The Court decided that the evidence adduced by the applicant to show that it represented a majority of the employees was sufficient to entitle it to a vote, though not to certification without a vote.

A preliminary question was decided by the Court on September 7. The intervener moved the dismissal of the application on the grounds that the applicant, which was an international union, was not a trade union or other association of the company's employees within the meaning of the Act and that no constitution of an association had been filed as required by the Act. The Court, however, held that the applicant was in fact a collective bargaining agency as defined by the Act:—

The applicant is a trade union. It claims to represent a majority of the employees of the respondent. It would be too narrow an interpretation of the Collective Bargaining Act to hold that certification of an applicant as the collective bargaining agency could only be made of a local of the employees of the respondent. If I were to so hold, it would prevent craft unions from making application for certification. Sec. 1 (b) of the Act defines "collective bargaining agency" as "Any trade union or other association of employees which has bargaining collectively amongst its objects." The Applicant is a trade union, and comes within Sec. 1 (b).

The main point to be decided before a vote could be ordered was whether or not an agreement entered into on November 4, 1942, between the company and the intervener was a bar to certification. In 1919 an Industrial Council was set up in the Toronto works of Massey-Harris Company Ltd.,

to provide effective communication and means of contact between the employees and management on matters pertaining to industrial relations so as to establish those rela-

tions upon a definite and durable basis of mutual understanding and confidence and to promote the common welfare.

This Council, which consisted of an equal number of representatives of workers and management, was directed by its constitution

to consider questions of policy relating to wages, hours, employment and working conditions, works practice and rules, safety and prevention of accidents, sanitation and health, and other similar matters of mutual interest.

There had never been a written agreement, however, between the employees and the company until November 5, 1942, when the employee representatives on the Industrial Council, calling themselves the Industrial Council of the Employees of Massey-Harris Ltd., entered into an agreement with the company.

It was admitted that the agreement was not submitted to the employees generally for an expression of opinion. The respondent and intervener argued, however, that the employee representatives on the Council, who were elected every six months by the workers in the plant, were empowered to enter into such an agreement.

The Court rejected this argument. It found it impossible, after taking into account the purpose for which the Council was formed and the way in which it operated, to conclude that the employee representatives were elected for the purpose of acting as bargaining agents of the employees. Moreover, there was evidence that the employee representatives were not entirely independent of the management, both because they were elected to a council on which the management was entitled to equal representation and because all expenses, including that of printing the agreement in question, were borne by the company,

In order for the agreement to stand it must be found that the employee representatives were elected as, and in fact did become, the agents of the employees for the purpose of bargaining and entering into the said agreement on behalf of the employees.

In regard to the question of who should be allowed to vote, the respondent company and intervener made two suggestions, first, that employees who were absent on military service should be allowed to vote since they were eligible for re-instatement, and second, that a separate vote should be taken of the workers who had been employed by the company for more than a year. Both suggestions were rejected by the Court on the ground that they were impracticable, and, in the case of the second, that it might lead to discrimination as far as this particular vote was concerned and that in any case it would not be helpful in finally determining the matter. The usual

direction was made prohibiting organizing activity and electioneering while the vote was pending. *United Automobile, Aircraft and Agricultural Implement Workers of America v. Massey-Harris Company Ltd.* (1943) Ontario Weekly Notes 571.

Vote Refused When Applicant Fails to Give Reasonable Evidence that it Represents Majority

On September 17 Mr. Justice Barlow rejected the application of both the Victoria Employees' Independent Union, Canadian Furnace Ltd. (Applicant) and a local of the United Steelworkers of America (Intervener) for certification as the collective bargaining agency for the employees of Canadian Furnace Ltd., Port Colborne. He held that neither party had produced sufficient evidence to lead to the presumption that it represented the majority of the workers and that therefore there was no justification for incurring the expense which a representation vote would involve.

Sec. 13 (1) of the Act provides that a collective bargaining agency claiming to represent the majority of the workers may apply to the Court for certification. The Court stated that in making such an application the applicant must make out a prima facie case that it represents a majority, and merely to say "I claim to represent the majority" is not enough.

In the present case the applicant claimed 70 members out of the 180 who were eligible and stated that sufficient others were friendly to it to give it a majority. The intervener called as its only witness a field representative of the international union who stated that the local had 156 members. On cross-examination, however, it appeared that his statement was based on hearsay, and the intervener did not call as a witness any official of the local itself, who would have personal knowledge of the situation. *Victoria Employees' Independent Union, Canadian Furnace Ltd., v. Canadian Furnace Ltd.* (1943) Ontario Weekly Notes 576.

British Columbia Minimum Wage and Maximum Hours Orders

THE Board of Industrial Relations in British Columbia which administers the Male and Female Minimum Wage Acts and the Hours of Work Act has issued a compilation of all orders and regulations in effect under these three Acts on August 2, 1943. The male and female minimum wage orders are summarized and arranged in alphabetical order. The orders under the Male Minimum Wage Act now cover indentured apprentices, bakers, barbers, box-manufacture, bus drivers, carpenters, Christmas-tree industry, construction, elevator operators, stationary steam engineers, first-aid attendants, fruit and vegetable industry, manufacture of household furniture, janitors, logging, mercantile industry, painters, decorators and paper-hangers, patrolmen, sawmills, shingle industry, ship-building, taxicab drivers, transportation industry and wood-workers. Orders under the Female Minimum Wage Act govern indentured apprentices, bus-drivers, elevator operators, fishing industry, fruit and vegetable industry, hotel and catering industry, janitresses, laundries, cleaning and dyeing, manu-

facturing, mercantile industry, office workers, personal service, public places of amusement, shingle industry, telephone and telegraph workers and transportation industry.

The regulations under the Hours of Work Act are given in full and printed in numerical order. The Act limits hours in "industrial undertakings" to eight a day and 48 in a week but permits the Board to make permanent or temporary exceptions. Special arrangements are made for the following industries and occupations: lumbering, logging, fish-canning, cook- and bunk-house workers, engineers, firemen and oilers, shipping staff, emergency repair men, manufacture of seasonal boxes and shooks, seasonal lithographing, barbering, mercantile industry, drug-stores, baking, catering, retail florists, elevator operators, fruit and vegetable industry, transportation industry, hotel clerks and taxicab industry. Other regulations provide for the issue of temporary exemption permits and impose certain obligations on employers in regard to records, posting of notices, etc:

Prices

Prices, Retail and Wholesale, in Canada, September, 1943

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

A FURTHER advance of 0.2 points to 119.4 occurred in the cost-of-living index between August 2 and September 1, 1943. (See Table I.) This latest advance has brought the index 1.5 points over the July, 1942, level upon which the last previous cost-of-living bonus was authorized. However, the bonus is not subject to review until the October index has been released.

The advance of 0.2 points in the index between August 2 and September 1 reflected small scattered increases in the foods, home-furnishings and miscellaneous sub-groups. Foods advanced 0.3 points to 133.5 for September 1, with increases for eggs, beef and pork outweighing declines for potatoes and lemons. Furniture and hardware were responsible for a rise of 0.3 to 118.2 for home-furnishings and services, while an increase of

0.1 to 108.3 for miscellaneous items was due to higher transportation costs. Other groups were unchanged at 111.5 for rents; 113.4 for fuel and light, and 120.6 for clothing.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table III) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

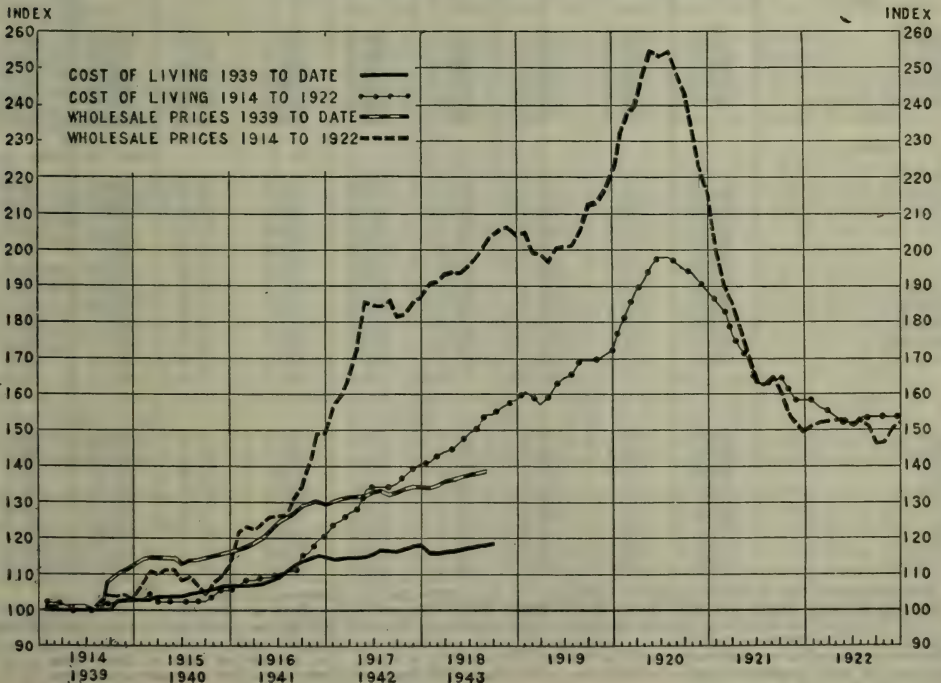


TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100.0 for August, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	120.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.2	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	123.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
November 1.....	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9	104.3
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.0
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1	120.3
March 2.....	115.9	115.9	123.7	111.2	112.9	119.8	118.0	107.1	120.6
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1	120.9
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1	121.8
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1	123.5
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1	123.0
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1	125.0
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2	125.2
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
February 1.....	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5	122.2
March 1.....	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5	122.7
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
May 1.....	117.2	118.1	129.9	111.5	112.7	120.2	117.8	108.0	124.0
June 1.....	117.6	118.5	130.9	111.5	113.0	120.4	117.8	108.2	124.5
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
August 2.....	118.3	119.2	133.2	111.6	113.4	120.6	117.9	108.2	125.8
September 1.....	118.5	119.4	133.5	111.5	113.4	120.6	118.2	108.3	126.0

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

‡ Commodities in the cost-of-living index excluding rents and services.

particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent

single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centered around each city average.

Table II is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding

TABLE II—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—SEPTEMBER, 1943, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR SEPTEMBER, 1943

Commodities*	Per	Aug. 1939	Dec. 1941	Feb. 1942	May 1942	Aug. 1942	Nov. 1942	Feb. 1943	May 1943	July 1943	Aug. 1943	Sept. 1943	Pri ce Sept. 1943
													cts.
Beef, sirloin steak.....	lb.	100-0	120-7	121-1	124-0	138-7	135-8	137-3	143-0	145-2	145-5	145-5	40-6
Beef, round steak.....	lb.	100-0	125-7	127-0	130-8	147-3	145-6	147-3	154-9	157-8	158-2	157-8	37-4
Beef, rib roast.....	lb.	100-0	125-5	127-4	129-6	143-9	143-0	145-7	155-7	163-5	164-3	170-9	39-3
Beef, shoulder.....	lb.	100-0	132-7	133-3	140-3	159-7	157-2	161-0	172-3	178-0	178-6	181-1	28-8
Beef, stewing.....	lb.	100-0	136-7	138-9	143-7	165-1	165-1	169-8	180-2	184-1	184-1	183-3	23-1
Veal, forequarter.....	lb.	100-0	139-3	142-0	145-0	153-3	159-2	164-5	176-3	178-1	179-9	181-1	30-6
Lamb, leg roast.....	lb.	100-0	109-9	112-3	117-3	135-6	121-8	132-7	137-7	156-3	157-4	149-1	41-5
Pork fresh loins.....	lb.	100-0	125-3	125-4	127-3	129-6	130-4	131-9	135-4	138-1	138-5	136-2	36-2
Pork, fresh shoulder.....	lb.	100-0	127-0	128-1	129-6	133-7	134-7	137-8	144-4	145-9	145-4	146-9	28-8
Bacon, breakfast, sliced.....	lb.	100-0	132-3	132-3	132-9	134-5	136-3	138-5	139-1	139-7	140-0	140-3	45-6
Lard, pure.....	lb.	100-0	151-3	141-2	143-0	141-2	143-0	157-9	162-3	162-3	162-3	162-3	18-5
Shortening, vegetable.....	lb.	100-0	134-7	134-0	134-7	134-7	134-7	136-1	137-5	137-5	137-5	137-5	19-8
Eggs, grade "A" fresh.....	doz.	100-0	156-4	129-3	116-8	131-6	183-2	146-7	134-2	144-1	162-5	171-7	52-2
Milk.....	qt.	100-0	111-0	111-0	111-0	111-0	112-8	94-5	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints.....	lb.	100-0	140-5	140-3	143-6	142-1	146-2	146-2	145-8	142-1	141-8	141-8	38-7
Cheese, Canadian, mild.....	lb.	100-0	174-6	174-5	171-6	165-4	163-0	162-5	164-4	165-4	166-3	166-3	34-6
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	4-2
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn Flakes, 8 oz.....	pkg.	100-0	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	9-3
Tomatoes, canned, 2½'s.....	tin	100-0	129-9	129-2	130-2	130-2	130-2	131-1	132-1	132-1	132-1	131-1	13-9
Peas, canned, 2's.....	tin	100-0	117-5	117-5	118-3	119-2	120-0	120-0	120-0	120-0	120-0	121-7	14-6
Corn, canned, 2's.....	tin	100-0	128-3	128-3	129-2	131-0	131-9	131-9	131-9	132-7	133-6	134-5	15-2
Beans, dry.....	lb.	100-0	129-4	127-5	129-4	129-4	127-5	127-5	127-5	129-4	129-4	129-4	6-6
Onions.....	lb.	100-0	108-2	132-7	146-9	128-6	98-0	110-2	132-7	144-9	159-2	153-1	7-5
Potatoes.....	15 lbs.	100-0	89-9	115-5	125-6	174-7	121-3	131-1	154-3	166-5	169-2	158-2	51-9
Prunes, medium.....	lb.	100-0	115-8	116-7	118-4	120-2	121-9	124-6	123-7	127-2	125-4	125-4	14-3
Raisins, seedless, bulk.....	lb.	100-0	104-0	104-6	104-6	104-0	100-7	98-0	103-3	107-3	111-3	111-3	16-8
Oranges, medium size.....	doz.	100-0	132-5	111-3	113-7	112-9	156-3	129-7	141-3	143-3	143-7	145-7	42-7
Lemons, medium size.....	doz.	100-0	111-3	112-0	110-8	124-6	126-5	129-5	133-8	136-9	144-9	146-2	47-5
Jam, strawberry, 16 oz.....	jar	100-0	111-3	111-3	111-9	112-6	113-8	114-5	115-1	115-1	115-1	115-1	18-3†
Peaches, 20 oz.....	tin	100-0	101-5	101-5	102-0	102-0	103-6	104-1	105-6	109-6	109-6	109-6	21-6†
Marmalade, orange, 16 oz.....	jar	100-0	118-3	118-2	119-7	119-7	121-2	125-8	129-5	130-3	131-8	130-3	17-2
Corn syrup, 3½ lb.....	jar	100-0	138-0	138-3	139-0	139-7	140-7	142-7	154-7	155-0	154-7	154-7	46-4
Sugar, granulated.....	lb.	100-0	132-3	130-8	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	131-7	131-7	131-7	131-7	133-3	133-3	133-3	133-3	133-3	8-4
Coffee.....	lb.	100-0	141-6	141-7	141-7	141-4	142-0	130-5	130-5	130-8	130-8	130-8	44-2
Tea, black, ½ lb.....	pkg.	100-0	145-2	145-9	147-3	148-3	148-3	131-3	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to September, 1943, prices.

† Nominal price.

‡ Revised Series.

TABLE III—RETAIL PRICES OF STAPLE FOODS.

LOCALITY	Beef					Pork														
	Sirlion steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, per lb.	Blade Roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb. in 7 lb. bag	Roller oats, bulk, per lb.	Corn flakes, 8 oz. package
1—P.E.I.—Charlottetown.....	42-8	37-0	38-4	30-6	25-2	.....	.....	36-8	.....	44-6	18-9	19-8	49-1	9-0	39-6	33-9	7-3	4-5	6-0	9-9
Nova Scotia—																				
2—Halifax.....	40-6	38-8	37-7	29-8	23-9	.....	43-0	34-9	28-9	44-4	19-3	20-0	58-2	10-5	43-8	35-9	8-0	4-6	6-0	9-8
3—New Glasgow.....	43-3	38-2	37-3	30-2	24-4	.....	43-0	38-0	30-4	46-9	20-0	20-0	55-6	10-0	42-9	37-0	7-3	4-8	6-1	10-0
4—Sydney.....	45-5	40-0	38-0	31-0	24-5	.....	.....	.....	.....	45-3	18-8	19-9	57-0	11-5	42-5	37-0	7-3	4-3	5-7	9-9
5—Truro.....	43-6	36-0	36-4	28-2	22-3	.....	43-5	36-5	29-2	44-6	20-3	20-7	57-3	10-0	42-4	37-4	6-7	4-8	5-9	10-1
New Brunswick—																				
6—Fredericton.....	46-0	36-7	40-5	29-4	21-7	29-7	40-7	37-3	31-7	46-4	19-4	19-7	53-3	10-0	41-4	35-6	7-3	4-8	6-3	9-5
7—Moncton.....	42-5	37-8	38-9	29-3	20-7	.....	42-3	35-9	30-0	47-4	19-2	20-1	55-9	10-0	42-3	34-4	8-0	4-6	5-8	10-0
8—Saint John.....	42-3	39-5	37-8	30-1	23-4	31-0	41-7	39-1	30-8	44-6	19-4	19-7	57-7	11-0	41-5	34-8	7-3	4-3	5-9	9-7
Quebec—																				
9—Chicoutimi.....	39-0	40-0	37-3	29-7	22-5	.....	.....	31-7	30-4	48-7	19-7	.....	53-3	9-0	38-4	.....	6-7	4-6	.....	0-0
10—Hull.....	39-4	36-6	38-2	27-1	21-7	30-7	40-5	33-7	28-2	46-1	18-0	19-0	53-0	10-0	37-6	32-8	5-3	3-8	5-5	9-5
11—Montreal.....	40-1	37-8	42-9	26-6	21-6	26-4	40-4	33-2	27-0	45-8	18-8	19-3	57-1	10-5	38-1	33-6	6-0	3-8	5-4	9-5
12—Quebec.....	38-4	35-3	36-9	27-5	18-7	33-0	37-6	33-1	28-6	42-1	19-0	19-5	52-2	10-0	37-7	35-0	5-5	3-7	5-8	9-7
13—St. Hyacinthe.....	34-5	35-1	34-4	25-6	21-4	30-9	38-7	28-2	25-2	46-9	18-0	19-4	52-7	8-0	37-1	31-6	5-3	4-1	6-0	9-9
14—St. Johns.....	41-0	37-5	37-0	27-7	19-2	34-5	.....	36-5	27-4	45-8	19-1	19-6	52-6	9-0	37-2	33-0	5-3	4-1	5-5	9-7
15—Sherbrooke.....	42-7	39-5	33-6	28-9	20-9	33-0	38-3	33-2	25-9	38-4	18-7	19-5	54-7	9-0	37-1	34-0	5-3	4-2	6-0	9-8
16—Sorel.....	38-3	37-8	32-5	25-1	18-6	.....	.....	32-4	24-6	45-3	18-7	19-6	49-8	9-0	37-3	31-0	5-3	4-0	5-3	10-0
17—Thetford Mines.....	34-1	35-7	27-7	25-0	18-0	.....	.....	25-4	24-1	37-6	18-9	19-5	49-1	8-0	37-6	31-0	4-7	4-1	5-1	9-7
18—Three Rivers.....	40-8	36-6	35-6	26-4	20-8	30-0	.....	28-8	26-0	46-2	18-4	19-6	54-2	9-0	36-4	33-0	6-0	4-0	5-5	9-7
Ontario—																				
19—Belleville.....	39-2	36-8	39-2	28-8	25-0	30-5	45-0	35-8	30-2	46-8	18-8	19-1	49-4	10-0	38-2	32-7	6-7	4-3	5-2	8-9
20—Brantford.....	40-7	37-4	41-9	30-3	21-2	32-0	44-8	36-9	28-7	46-2	18-3	19-3	52-2	10-0	38-5	35-4	6-7	4-1	5-3	9-2
21—Brockville.....	40-4	37-7	41-4	29-7	23-1	.....	40-0	35-0	28-7	46-4	19-0	19-5	52-1	10-0	37-5	.....	6-3	4-1	5-6	9-0
22—Chatham.....	40-3	38-0	40-9	29-7	21-6	32-0	43-3	37-6	33-1	46-2	18-4	19-4	47-2	10-0	37-2	35-4	5-3	4-1	5-0	8-9
23—Cornwall.....	40-3	37-2	38-6	28-2	21-2	27-5	41-7	36-5	27-2	45-1	19-2	19-5	52-6	10-0	38-6	31-1	6-0	4-2	5-8	9-2
24—Fort William.....	40-8	37-6	37-9	28-0	22-5	30-0	43-3	36-7	29-0	45-8	18-2	19-1	54-0	11-0	38-7	33-8	6-0	4-0	5-1	8-9
25—Galt.....	40-0	37-6	40-8	29-2	24-6	.....	42-0	37-7	28-7	46-1	18-6	19-3	51-2	10-0	38-2	37-9	6-7	4-1	5-6	8-8
26—Guelph.....	38-4	37-4	34-2	28-6	25-2	29-3	45-8	38-1	30-0	46-1	18-1	19-3	51-7	10-0	38-4	36-9	6-0	4-1	5-7	9-0
27—Hamilton.....	40-8	38-0	42-0	30-0	25-3	31-6	44-6	39-2	31-0	46-3	18-5	19-1	55-4	11-0	39-3	35-4	6-0	4-2	5-3	8-8
28—Kingston.....	40-6	36-5	38-9	28-4	20-2	.....	41-9	36-9	28-6	45-4	19-1	19-3	54-5	10-0	38-4	35-0	6-0	4-3	5-3	9-1
29—Kitchener.....	40-2	38-5	39-8	29-5	24-5	29-5	41-7	37-9	28-4	45-9	18-5	19-6	49-2	10-0	38-5	35-4	6-3	4-0	6-0	8-9
30—London.....	40-4	37-6	41-8	29-7	23-3	29-6	43-8	37-4	28-2	45-0	18-5	19-2	51-3	10-0	38-1	32-0	6-0	4-1	5-6	8-9
31—Niagara Falls.....	40-2	36-6	43-1	29-3	21-8	30-8	44-7	37-6	28-7	44-1	18-9	19-7	55-6	10-5	39-1	34-0	6-0	4-3	5-6	9-1
32—North Bay.....	41-6	38-2	44-0	30-0	27-0	.....	.....	40-3	.....	46-7	18-6	19-5	56-1	11-0	38-9	35-8	6-7	4-3	6-3	9-9
33—Oshawa.....	40-0	36-8	43-0	29-7	23-8	.....	.....	38-3	.....	45-6	19-2	19-5	54-9	10-0	38-9	.....	6-0	3-9	5-6	8-9
34—Ottawa.....	41-4	38-7	42-9	30-2	22-9	33-3	45-9	35-4	29-8	48-2	18-4	19-1	54-6	10-0	38-3	33-0	6-7	3-9	5-7	8-8
35—Owen Sound.....	39-5	37-0	40-4	28-0	23-5	.....	42-3	36-9	27-7	45-4	18-0	19-1	48-8	10-0	38-6	32-0	6-0	3-9	5-4	9-4
36—Peterborough.....	40-8	38-0	40-7	29-3	23-9	33-3	39-0	38-0	30-2	46-5	18-5	19-1	49-4	10-0	38-3	36-9	6-0	4-2	5-4	8-7

COAL AND RENTALS, CANADA, SEPTEMBER, 1943

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 3½ lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (c)
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$ (b)	\$ (b)	\$
14-7	14-8	15-0	6-5	9-2	43-9	13-4	19-4	51-0	67-8	39-0	23-3	34-7	49-1	8-6	8-1	54-7	37-9	10-62	24-00-28-00(d)	1
14-7	14-5	.....	7-3	7-9	52-8	14-0	16-2	44-6	51-7	.....	.....	49-5	49-5	8-5	8-2	50-2	38-0	11-69	27-50-31-50	2
14-9	14-6	15-0	6-3	8-5	53-3	15-3	18-4	48-7	49-9	.....	.....	38-0	49-6	8-2	8-2	53-1	37-9	7-47	16-00-20-00	3
14-7	14-8	15-0	6-4	9-0	54-3	13-4	18-7	46-0	69-7	.....	.....	49-0	49-0	8-6	8-4	52-0	37-8	6-12	18-00-22-00(d)	4
14-7	15-0	.....	6-7	8-1	52-3	14-1	18-6	47-3	50-9	.....	.....	49-8	49-8	8-7	8-5	53-0	38-0	10-47	26-50-30-50	5
14-7	14-7	.....	6-4	7-5	49-1	14-5	18-8	44-7	53-6	.....	.....	49-6	49-6	8-4	8-3	52-2	38-0	11-11	21-00-25-00(d)	6
15-0	14-6	.....	6-5	7-9	43-5	15-5	19-7	44-6	52-7	.....	.....	49-0	49-0	9-0	8-8	55-6	38-0	11-00	26-00-30-00(d)	7
15-0	15-0	15-0	6-6	7-8	51-1	14-4	16-5	44-0	52-5	.....	.....	49-3	49-3	8-4	8-2	49-5	38-0	11-75	20-50-24-50(d)	8
14-3	15-9	15-8	7-3	10-0	54-5	16-5	18-2	.....	.....	.....	.....	38-7	49-8	8-5	8-1	50-3	39-8	18-36	.....	9
12-8	15-0	.....	7-3	7-8	55-2	14-3	16-0	39-3	43-9	.....	.....	38-7	46-5	8-3	8-0	44-9	38-9	17-09	15-50-19-50	10
12-4	13-2	15-0	6-3	7-9	46-1	14-4	16-6	45-7	45-2	.....	.....	35-0	44-5	8-0	7-9	46-3	39-7	16-97	23-00-27-00(d)	11
13-7	14-3	15-0	6-6	8-0	44-1	14-8	17-5	42-7	56-6	37-5	.....	35-8	48-5	8-1	7-9	42-7	39-8	16-64	26-00-30-00(d)	12
12-5	14-7	15-0	5-9	9-2	54-6	14-0	16-0	45-8	50-0	.....	.....	36-5	44-7	8-0	7-8	40-6	40-8	16-07	16-00-20-00(d)	13
12-5	14-6	15-5	6-1	10-7	52-7	14-6	16-3	46-4	52-2	.....	.....	37-7	45-7	7-9	7-8	40-5	40-0	15-81	.....	14
13-0	15-2	16-3	6-1	8-2	49-9	15-3	18-7	40-1	51-6	.....	.....	48-4	48-0	8-0	8-0	39-8	39-4	17-85	20-00-24-00(d)	15
12-8	14-2	17-3	6-6	8-8	51-1	15-0	.....	47-1	51-7	.....	.....	36-7	46-3	7-9	7-7	45-9	39-4	.....	.....	16
12-6	14-3	.....	5-7	8-2	50-8	14-9	16-4	43-7	51-7	.....	.....	37-3	47-8	8-0	7-5	48-4	39-4	19-38	14-00-18-00(d)	17
13-4	14-6	.....	5-7	9-6	50-8	15-7	18-3	41-6	52-1	.....	.....	37-2	49-3	8-5	8-0	47-3	40-6	16-32	20-00-24-00(d)	18
12-8	.....	.....	6-1	8-0	55-4	14-9	.....	.....	46-0	.....	.....	.....	46-3	8-6	8-4	44-3	38-8	16-00	22-00-26-00	19
13-7	.....	.....	6-0	7-4	56-5	14-6	15-1	43-1	44-8	.....	.....	32-0	46-2	8-4	8-3	45-9	39-5	16-00	22-00-26-00	20
13-5	.....	.....	6-2	8-5	56-6	14-7	.....	45-7	54-1	.....	.....	.....	47-0	8-2	8-0	41-4	38-3	16-00	20-00-24-00	21
14-1	13-7	.....	5-5	7-0	53-4	13-2	16-8	38-2	45-3	.....	.....	.....	45-3	8-7	8-4	40-2	38-4	16-00	21-50-25-50	22
14-6	.....	.....	6-8	8-7	54-9	.....	.....	.....	49-7	.....	.....	.....	.....	8-2	8-2	46-0	38-6	16-50	23-00-27-00(d)	23
.....	14-2	.....	6-3	7-1	47-0	13-9	18-8	42-5	48-7	.....	.....	36-5	45-0	8-6	8-5	40-5	38-1	16-80	25-00-29-00	24
13-6	.....	14-0	6-1	7-5	54-3	15-0	17-0	40-5	49-3	.....	.....	.....	45-5	8-9	8-6	43-1	39-5	16-00	22-00-26-00	25
13-8	13-9	15-0	5-9	7-1	55-0	15-0	17-0	40-5	44-5	.....	.....	35-0	45-3	8-6	8-5	42-4	38-5	16-00	22-00-26-00	26
13-0	13-6	.....	6-0	7-4	56-4	14-9	14-7	42-8	44-7	.....	.....	35-4	45-5	8-2	8-1	40-7	39-1	15-50	26-00-30-00	27
13-3	14-5	.....	6-7	8-3	54-9	14-1	15-1	40-0	43-7	.....	.....	.....	46-6	8-1	7-9	43-1	38-6	16-00	28-00-32-50	28
14-0	14-0	.....	6-5	7-4	55-8	15-3	16-1	40-4	46-3	36-7	.....	.....	46-4	8-7	8-5	39-3	39-3	16-00	26-00-30-50	29
13-5	14-3	.....	6-0	7-1	55-2	.....	15-8	40-1	46-0	.....	.....	33-5	44-7	8-6	8-4	44-3	39-2	16-50	23-50-30-50	30
12-9	13-2	.....	7-3	7-1	57-9	.....	.....	.....	44-5	.....	.....	.....	44-2	8-7	8-7	43-7	39-5	14-63	25-00-29-00	31
.....	14-2	.....	6-6	8-9	57-0	13-6	.....	42-7	49-4	.....	.....	.....	47-4	9-0	8-9	52-1	39-6	17-25	23-00-27-00	32
.....	.....	.....	6-3	7-7	54-8	14-3	.....	42-5	47-7	.....	.....	.....	45-0	8-6	8-4	48-4	39-3	16-00	23-00-27-00	33
13-6	15-0	.....	6-8	7-9	54-5	13-7	19-0	40-9	45-9	.....	.....	36-7	46-5	8-3	8-1	43-5	38-9	16-75	31-00-35-00	34
13-9	14-6	.....	6-4	7-7	55-7	13-8	.....	43-7	45-6	.....	.....	.....	45-5	8-5	8-4	48-8	38-9	16-50	15-50-19-50	35
13-3	13-9	.....	6-0	7-7	51-1	14-1	15-0	44-4	45-7	.....	.....	34-7	44-8	8-5	8-5	44-7	38-9	16-75	24-00-28-00	36

TABLE III—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med, sliced, per lb.	Lard, pure, per lb, package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, per lb.	Blade Roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
Ontario—Con.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
37—Port Arthur.....	42-0	39-2	35-8	27-6	23-7	29-5	39-0	35-8	29-0	49-3	18-0	19-0	54-5	11-0	38-8	34-8	6-11	4-2	5-7	9-5
38—St. Catharines.....	40-4	38-0	43-5	30-0	23-2	30-0	44-3	39-6	29-7	46-3	18-6	19-1	54-6	10-5	39-1	36-0	6-0	4-2	5-6	9-1
39—St. Thomas.....	40-5	37-4	42-5	29-9	25-2	30-2	43-7	38-5	30-4	46-4	18-9	19-5	50-1	10-0	39-0	33-6	6-0	4-2	5-8	9-6
40—Sarnia.....	40-0	37-2	42-7	29-7	23-2	.....	.....	36-8	31-2	46-0	18-9	19-5	53-7	10-0	38-8	34-0	6-0	3-9	5-9	9-4
41—Sault Ste. Marie.....	40-0	38-0	37-0	29-4	23-3	.....	44-0	38-3	31-3	44-2	18-2	19-6	56-1	11-0	38-1	34-6	6-7	4-0	6-0	9-3
42—Stratford.....	38-6	36-8	39-8	29-3	24-6	.....	42-3	37-0	29-5	46-6	18-7	20-3	49-1	10-0	38-8	.....	5-3	3-9	5-8	9-2
43—Sudbury.....	40-6	38-0	38-7	28-9	23-0	29-0	39-7	37-1	29-9	43-4	18-9	19-5	57-5	11-0	37-9	34-8	6-7	4-2	6-3	9-3
44—Timmins.....	39-3	36-3	40-1	29-1	23-2	29-4	42-7	38-7	30-3	44-6	19-4	19-5	55-6	12-0	37-2	33-9	6-7	4-4	5-9	9-6
45—Toronto.....	40-6	37-4	43-7	29-8	24-0	32-8	43-3	38-5	28-8	48-1	18-2	19-1	56-1	11-0	38-8	36-8	6-7	4-3	5-4	8-8
46—Welland.....	40-0	37-0	41-7	29-0	23-0	.....	37-2	28-6	43-5	18-0	19-3	52-2	11-0	38-7	34-3	6-7	4-1	5-3	9-1	
47—Windsor.....	39-9	37-3	41-0	29-4	25-1	.....	44-2	38-0	30-7	44-3	18-6	19-1	54-5	11-0	38-5	35-7	6-0	4-2	5-4	8-9
48—Woodstock.....	40-0	37-8	38-6	28-8	23-3	.....	41-3	38-0	27-4	44-3	18-5	18-9	49-8	10-0	37-8	33-0	6-0	3-7	5-8	8-8
Manitoba—																				
49—Brandon.....	39-3	33-8	38-6	26-8	22-0	.....	35-0	27-0	44-9	17-5	21-3	46-9	10-0	36-9	34-6	7-1	3-9	5-7	9-2	
50—Winnipeg.....	38-9	35-7	35-1	27-6	24-3	28-8	36-9	36-0	29-7	46-8	17-3	19-6	50-6	9-0	35-6	34-2	8-0	3-7	5-5	8-9
Saskatchewan—																				
51—Moose Jaw.....	38-8	34-2	37-2	27-7	21-1	.....	38-0	34-0	25-8	44-5	16-5	20-8	.....	11-0	35-7	34-5	7-2	3-8	5-7	8-8
52—Prince Albert.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	35-6	17-1	20-1	44-3	10-0	37-0	33-3	6-0	4-4	5-8	8-8
53—Regina.....	39-3	35-0	37-0	26-6	23-0	25-7	35-4	32-6	24-3	42-8	16-5	21-6	46-5	10-0	35-5	.....	6-8	4-0	6-1	8-8
54—Saskatoon.....	38-3	34-8	38-1	27-5	21-1	29-0	38-3	34-5	27-2	44-9	16-4	20-1	44-2	10-0	35-5	.....	7-2	3-7	5-2	8-9
Alberta—																				
55—Calgary.....	40-2	36-6	41-5	28-1	24-9	28-3	38-3	36-0	32-7	47-8	17-0	20-1	49-6	10-0	37-2	.....	7-2	3-9	5-4	8-9
56—Drumheller.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	45-5	17-8	21-4	46-0	10-0	38-3	.....	8-0	4-3	5-7	9-1
57—Edmonton.....	38-5	34-3	36-9	25-2	21-8	28-8	36-3	35-6	26-9	45-7	17-3	20-3	47-0	10-0	37-2	33-6	7-2	3-8	5-5	8-7
58—Lethbridge.....	40-5	37-5	35-0	29-3	20-4	.....	38-7	33-3	24-7	43-8	16-8	21-3	46-0	10-0	37-0	.....	8-0	4-2	.....	8-9
British Columbia—																				
59—Nanaimo.....	44-0	40-7	43-4	31-0	26-8	.....	39-7	39-0	33-5	50-9	19-3	20-4	50-9	12-0	42-2	.....	9-0	4-5	6-0	9-4
60—New Westminster.....	41-6	37-0	44-5	29-3	24-4	33-5	37-0	39-0	28-0	45-7	18-8	20-1	49-8	10-0	40-3	34-9	8-0	4-3	6-0	9-4
61—Prince Rupert.....	42-0	36-6	43-4	.....	23-7	34-2	.....	.....	.....	49-7	19-4	21-3	54-9	15-0	43-6	.....	10-0	5-1	.....	10-0
62—Trail.....	43-0	39-4	41-3	30-6	27-4	32-0	51-7	39-7	31-0	48-9	18-2	22-5	53-9	11-0	39-4	33-3	9-0	4-2	6-0	9-3
63—Vancouver.....	43-0	39-3	41-4	28-1	26-1	33-2	38-0	37-0	29-5	49-4	18-0	19-2	50-9	10-0	40-0	37-6	9-6	4-2	5-8	9-1
64—Victoria.....	44-5	39-5	44-8	30-6	28-3	30-8	40-0	37-5	29-4	48-6	19-0	20-7	51-8	11-0	41-1	36-6	9-0	4-3	6-6	9-3

(a) Ontario and East, 32 ounce jar; Manitoba and West, 4 pound tin.

(b) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, SEPTEMBER, 1943.—*Con.*

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 3½ lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 4 lb. package	Coal		Rent (c)	
Tomatoes, choice, 2½ s (28 oz.), per tin	Peas, choice per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		\$
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$ (b)	\$ (b)	\$		
13-5	14-0	.....	6-6	7-8	47-5	13-0	17-7	41-7	48-9	.....	36-3	44-4	8-5	8-4	41-7	38-4	16-50	.....	23-00-27-00	37
.....	14-4	6-7	7-2	58-3	18-7	44-3	43-0	33-3	31-3	44-2	8-6	8-3	42-9	39-0	15-75	27-00-31-00	38
13-7	.....	.....	6-1	7-4	56-1	15-0	15-7	47-5	49-5	.....	33-7	45-3	8-6	8-6	43-8	39-7	16-00	.....	21-00-25-00	39
.....	.....	.....	6-7	7-4	56-6	.....	16-4	45-9	48-1	.....	46-0	.....	8-8	8-8	43-3	39-1	16-50	.....	23-00-27-50	40
14-3	14-9	.....	6-5	6-6	55-5	13-7	.....	39-5	47-8	.....	34-2	46-2	8-6	8-5	40-8	39-6	17-00	.....	23-00-27-00	41
13-6	14-7	.....	6-3	8-7	55-4	.....	15-6	.....	45-0	.....	47-0	.....	8-7	8-7	44-4	38-6	16-00	.....	21-00-25-00	42
13-5	14-0	.....	6-1	8-3	50-0	13-9	17-0	38-3	49-4	.....	35-8	47-9	8-8	8-5	43-7	39-3	17-75	.....	27-00-31-00	43
15-0	14-4	14-8	5-8	8-4	56-8	14-2	19-0	43-3	48-1	.....	35-5	48-1	8-8	8-8	39-3	39-1	19-50	.....	22-50-26-00	44
13-3	13-6	.....	6-0	7-4	53-4	13-9	15-7	42-9	42-6	.....	31-3	44-5	8-2	8-0	44-6	38-6	15-50	.....	32-00-36-00	45
13-0	13-4	.....	7-3	7-0	56-5	.....	.....	42-0	.....	.....	45-3	.....	8-4	8-4	41-0	39-0	15-50	.....	23-00-27-00	46
12-8	14-3	14-0	5-5	7-6	56-2	13-5	.....	41-0	42-4	.....	45-3	.....	8-2	8-0	38-6	38-9	16-00	.....	25-00-29-00	47
.....	14-7	.....	5-9	7-4	54-9	.....	.....	46-3	.....	.....	46-0	.....	8-6	8-5	45-8	39-0	16-00	.....	22-00-26-00	48
.....	15-7	.....	7-1	5-4	39-0	14-9	16-0	42-3	43-7	.....	43-2	.....	9-1	9-0	45-0	37-8	.....	8-13	21-00-25-00	49
14-9	14-7	.....	6-9	5-2	36-5	13-9	15-7	40-5	43-2	.....	44-8	.....	9-1	8-9	37-6	38-1	.....	12-45	26-00-30-00	50
.....	.....	.....	6-2	5-4	48-8	.....	16-6	39-0	44-8	.....	46-6	.....	9-3	9-4	41-8	38-9	.....	9-80	21-00-25-50	51
15-3	.....	.....	7-1	6-5	34-6	14-8	16-4	40-7	45-3	.....	62-0	48-5	9-9	9-6	40-0	37-8	.....	10-00	19-50-23-50	52
.....	15-5	.....	6-6	6-1	43-7	14-9	16-6	39-7	42-4	74-6	.....	47-7	9-2	9-6	42-7	37-7	.....	11-00	27-50-31-50	53
16-7	.....	.....	6-9	5-5	37-9	15-0	15-3	44-0	47-3	.....	46-8	.....	9-5	9-5	43-3	37-7	.....	9-60	23-00-26-00	54
15-6	14-6	.....	7-2	5-8	51-1	14-5	16-1	39-3	48-7	69-0	.....	45-6	9-0	9-2	40-7	37-4	.....	7-75	26-00-30-00	55
15-4	15-3	7-2	6-5	54-4	13-9	17-5	43-8	50-1	71-4	57-5	49-2	9-5	9-6	42-5	38-1	20-00-24-00	56
15-3	15-1	.....	7-2	7-0	41-0	14-0	.....	38-8	42-3	.....	57-3	44-8	9-2	9-0	42-9	37-8	.....	4-90	24-50-28-50	57
.....	14-0	.....	6-9	5-8	49-3	13-2	.....	46-0	39-8	.....	.....	.....	9-2	9-3	43-0	37-5	.....	4-40	22-00-26-00	58
.....	.....	.....	8-1	5-7	62-0	.....	.....	41-2	40-4	.....	43-3	.....	8-7	8-3	41-6	38-1	.....	.....	17-00-21-00	59
14-3	.....	.....	7-1	5-5	51-3	12-9	14-3	37-3	38-1	.....	44-6	.....	7-9	7-8	36-3	38-4	.....	12-00	20-50-24-50	60
.....	.....	.....	8-6	7-3	65-2	13-7	16-5	42-0	41-7	.....	.....	.....	8-7	8-5	44-7	39-0	.....	13-00	20-00-24-00	61
.....	15-7	17-0	8-5	4-8	50-3	14-2	16-3	39-7	46-4	.....	58-4	48-2	8-9	8-9	39-5	38-1	.....	10-25	23-00-27-00	62
.....	.....	.....	7-0	5-5	51-1	13-4	.....	43-3	38-8	.....	55-2	42-2	8-0	8-0	37-9	37-8	.....	12-00	23-50-27-50	63
14-8	14-9	15-2	7-3	7-0	54-8	13-6	15-9	38-5	38-6	.....	42-3	.....	8-9	8-4	42-4	38-3	.....	12-25	21-00-25-00	64

(c) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the change indicated by these reports (see text, para. 4 and 5).

(d) Rents marked (d) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE IV—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	Sept. 1926	Sept. 1929	Sept. 1933	Sept. 1939	Sept. 1941	Sept. 1942	Aug. 1943	Sept. 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	98.5	97.8	68.9	78.4	93.2	96.0	100.4	101.2
Classified according to chief component material—													
I. Vegetable Products.....	135	58.1	127.9	167.0	86.2	96.2	98.9	62.5	68.7	79.0	85.1	92.4	92.7
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	98.6	108.9	60.6	77.6	100.1	101.6	108.0	108.4
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	99.5	91.2	71.7	72.9	96.7	92.0	91.9	91.9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.2	93.7	63.8	82.4	98.3	101.7	109.5	113.6
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	99.4	93.8	85.5	99.4	111.6	115.3	115.7	115.7
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	99.8	98.2	67.5	74.6	78.2	80.3	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	99.2	93.2	85.0	84.6	98.3	100.0	100.5	100.5
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	100.3	95.5	81.5	81.5	102.0	102.2	100.5	100.5
Classified according to purpose—													
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	98.5	96.0	72.7	77.5	95.2	96.0	97.4	97.0
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	97.2	103.7	65.7	77.1	94.7	98.5	103.5	102.5
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	99.4	90.8	77.3	77.7	95.6	94.3	93.4	93.4
II. Producers' Goods.....	402	67.7	133.3	164.3	98.8	99.4	98.1	65.6	74.5	85.6	89.1	95.7	97.2
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	97.1	94.7	85.6	95.7	108.4	110.4	114.2	114.2
Producers' Materials.....	378	69.1	139.0	171.0	98.2	98.7	99.4	63.4	72.1	83.1	86.7	93.6	95.2
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	100.0	99.6	80.8	91.3	111.3	114.1	121.6	123.0
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	98.4	99.3	60.4	68.8	78.3	82.1	88.8	90.5
Classified according to origin—													
I. Farm—													
A. Field.....	186	59.2	134.7	176.4	91.2	96.5	96.1	62.7	66.4	78.6	81.8	88.2	88.8
B. Animal.....	105	70.1	129.0	146.0	95.9	98.2	105.2	62.7	77.9	97.8	99.3	101.4	101.6
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	96.7	107.7	54.6	64.3	73.3	84.3	97.5	97.9
II. Marine.....	16	65.9	111.7	114.1	91.7	100.7	105.5	66.5	76.3	98.3	115.0	135.3	135.3
III. Forest.....	57	60.1	89.7	151.3	106.8	100.1	93.5	64.0	81.9	98.0	101.2	109.0	113.6
IV. Mineral.....	203	67.9	115.2	134.6	106.4	99.7	92.7	81.6	85.6	97.1	99.0	99.3	99.3
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	97.3	101.8	59.9	70.9	84.6	91.4	100.5	101.4
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	98.6	94.1	71.5	77.8	92.4	92.0	93.0	93.7

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and other Countries).

* Prior to 1926 number of commodities was 236; 1926 to 1933 inclusive, 502, and since January, 1934, the number is 567.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labor Department	Cost of Living, Federal Labor Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526	1935-1939	389	1935-1939	200	July 1914	78	July 1914	188	1910 = 1000	1928-1929 = 1000	1928-1929 = 1000	1926-1930 = 1000	1926-1930 = 1000
Base Period:	1926	(a)	1926	(b)	1930	(a)		(c)		1938 = 1000	1928-1929 = 1000	(f)	1926-1930 = 1000	(b)
1913	64.0	79.1	69.8	70.7		(g)		(h)	1125	814			748	628
1914	65.5	79.7	68.1	71.8		100		100	1090	855				678
1915	70.4	80.7	69.5	72.5		123		123	1204	908				724
1916	84.3	87.0	85.5	77.9		146		146	1379	990				786
1917	114.3	102.4	117.5	91.6		203		204	1583	986				850
1918	127.4	131.3	131.3	107.8		215		222	1723	1064				912
1919	134.0	135.6	138.6	123.8		249		224	1854	1177				1019
1920	155.9	145.4	154.4	134.4		238		220	2512	1458				1034
1921	110.0	129.9	97.7	127.7		226		224	1805	1320				952
1922	97.3	120.4	106.7	129.4		183	191.2	162	1445	1101				1010
1926	100.0	121.8	106.0	136.4		172	144.5	164	1387	1063				1006
1928	96.4	120.5	95.7	122.6		166	141.6	161	1358	1066				1004
1929	95.6	121.7	95.3	122.9		164	141.2	161	1305	1066				981
1930	86.6	120.8	86.4	123.5		157	126.5	158	1155	1041				904
1931	84.6	101.2	85.9	124.4		140	91.0	131	1047	932				795
1933	97.1	102.2	98.3	102.7		154	107.1	137	1136	965				1021
1937	74.6	102.2	76.6	101.4		156	107.1	137	1174	1000				923
1938	78.6	101.4	78.6	100.8		158	111.2	138	1146	999				951
1939	75.4	105.6	77.1	109.3		184	143.0	151	1273	1034				990
1939	82.9	105.6	82.9	106.2		184	183.5	174	1398	1082				1035
1940	90.0	111.7	87.3	105.2		199	209.6	193	1569	1173				1073
1941	95.7	117.0	94.8	116.5		200	209.6	196	1488	1135				1095
1942	96.7	117.0	96.0	115.0		200	204.8	186	1494	1143				1080
January 1942	94.1	115.4	95.7	112.9		200	204.8	188	1494	1143				1080
February 1942	94.6	115.7	96.7	114.3		200	206.6	189	1496	1150	(d)	1032	1357	1078
March 1942	92.0	115.9	97.6	115.1		199	207.8	191	1503	1156			1358	1084
April 1942	92.0	115.9	98.7	116.0		199	209.2	192	1529	1167	(d)	1060	1413	1097
May 1942	92.8	116.1	98.8	116.4		200	209.5	193	1560	1180			1443	1098
June 1942	92.8	116.1	98.8	116.4		199	209.5	196	1570	1182	(d)	1060	1456	1101
July 1942	95.0	117.9	98.7	117.0		200	212.2	196	1592	1229			1456	1118
August 1942	95.5	117.7	99.2	117.5		201	211.4	195	1592	1229			1456	1118
September 1942	95.8	117.4	99.6	117.8		200	211.8	195	1611	1184	(d)	1084	1456	1129
October 1942	96.6	117.8	100.0	119.0		200	213.7	197	1648	1193			1456	1129
November 1942	96.9	118.6	100.3	119.8		200	213.7	197	1671	1202	(d)	1100	1477	1137
December 1942	97.0	118.8	101.0	120.4		200	214.8	200	1669	1243			1477	1137
January 1943	97.1	117.1	101.9	120.6		199	215.2	201	1668	1211			1462	1129
February 1943	97.5	116.9	102.5	120.9		199	216.8	201	1675	1220			1472	1129
March 1943	98.5	117.2	103.4	122.8		199	217.2	201	1679	1226	(d)	1101	1475	1101
April 1943	98.9	117.6	103.7	124.1		198	217.6	203	1675	1232			1480	1101
May 1943	99.2	118.1	104.1	125.1		199	218.1	203	1688	1248			1505	1101
June 1943	99.5	118.5	103.8	124.8		198	218.2	203	1688	1250			1522	1000
July 1943	100.1	118.8	103.2	123.8		199	218.2	203	1695	1250			1528	1000
August 1943	100.4	119.2	103.1	123.2		199	218.2	203	1695	1250			1528	1000
September 1943	101.2	119.4		123.2		198	218.2	203	1695	1250			1528	1000

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942 = 1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The cost-of-living bonus provided for by the Wartime Wages Control Order (P.C. 5963, July 10, 1942, replacing P.C. 8253) must be based on the official cost-of-living index as adjusted to base 100.0 for August, 1939. For each rise of one point in the index the amount of the bonus or its increase shall be:— (1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G. 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized quarterly in the LABOUR GAZETTE under the title, *Price Control in Canada*.

Wholesale Prices

Price increases in wood, animal and vegetable products were responsible for a further advance in wholesale price index in September to 101.2 from 100.4 in August. Reflecting a rise of \$4 per ton for newsprint effective September 1 and the removal of a subsidy on certain eastern lumber descriptions on the same date, the wood, wood products and paper group advanced a further 4.1 points to 113.6 in September. Animal products gained 0.4 to 108.4 with substantially higher prices for raw furs and lesser gains for eggs, butter and shoes accounting for the increase. Lower prices in this group were recorded for steers, lambs and certain fresh meats. In the vegetable products group, higher prices for wheat, flax, rye, bananas, cottonseed oil and hay overbalanced a sharp seasonal reduction in potatoes, and small declines in lemons, onions and rosin, to lift the index 0.2 to 92.7. Other groups registered no change between August and September, fibres, textiles and textile products remaining at 91.9; iron and its products at 115.7; non-ferrous metals at 79.7 and non-metallic minerals and chemicals and allied products both at 100.5.

The Canadian farm product price index advanced 0.4 points in September to 97.9. Field product prices, which mounted 1.2 points to 86.1 on higher quotations for grains and hay were responsible for the advance. Animal products on the other hand were weaker, easing 1.0 to 117.6 on lower prices for live stock which outweighed seasonal firmness for eggs.

Conventions of Labour Organizations

DURING the past month conventions were held by three of the major labour organizations in Canada—The Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour. In the deliberations of all three bodies labour's im-

portant participation in the war effort and its concern for the post-war situation was naturally reflected in the decisions taken—probably this was more in evidence in the 1943 conventions than in any other wartime meetings. Summaries of the proceedings of all three conventions are given in the following pages.

Trades and Labour Congress of Canada

COVERING in its deliberations a wide range of wartime activity and post-war planning, the 59th convention of the Trades and Labour Congress of Canada was held in the Chateau Frontenac, Quebec, during the week commencing August 30.

The Congress re-affirmed its pledge of support to an all-out war effort, but was critical of what it regarded as lack of government co-operation, particularly in the matter of labour representation on policy-making bodies. Other matters on which the convention concentrated were establishment of a labour code, wage policy, collective bargaining, bonuses and the cost of living.

There were present 519 delegates representing a membership reported by Vice-President J. A. Sullivan as 190,778 workers.

The delegates were welcomed by Mr. J. Matte, chairman of the Quebec and Levis Federated Trades and Labour Council, who presided at the opening session. Others who expressed felicitations to the convention were: the Hon. Edgar Rochette, Minister of Labour, Province of Quebec; Mayor Lucien Borne, of Quebec City and Mayor Bolduc, of Lauzon.

A telegram from the Prime Minister, Right Hon. W. L. Mackenzie King, conveyed his regret at not being able to address the delegates in person. The Prime Minister expressed his appreciation of labour's contribution to the war as follows:—

"As I look back over the four years of war I cannot express too warmly my appreciation of the splendid co-operation given Canada's war effort by organized labour and the many thousands of men and women in the ranks of labour whose constant and patriotic efforts have made possible the achievements of Canada's fighting men at sea, on land, and in the air."

Unable to leave Ottawa owing to pressure of urgent national duties, the Minister of

Labour, Hon. Humphrey Mitchell, telegraphed his best wishes to the convention, and sent as his speaking substitute, Mr. V. C. Phelan, Acting Director of Information of the Department.

Emphasizing the close contact which existed between the Department and the Trades and Labour Congress, Mr. Phelan pointed to the fact that several Ministers of Labour and senior officers of the Department had held high office in the councils of labour. He indicated the rapid expansion of the Department in the war years from a personnel of 200 to a working force of 7,000 as reflecting the enormous increase in responsibilities, some of which he outlined. He attributed much of the social legislation which had been enacted to the initiative and social consciousness of the workers, and declared that one of the major supports of democracy was a strong trade union movement.

Address of Mr. Bengough

Mr. Percy Bengough, in his opening address, stated that the Congress had endeavoured to co-operate with the Government but that such efforts were not entirely successful. He considered that one of the greatest difficulties of the Congress resulted from the Boards set up to produce ships and munitions, and he characterized such bodies as "having become stronger than the elected representatives of the people."

"There have been one or two regrettable strikes", he asserted, "but I cannot feel that we can criticize our members on that score for there have been one or two lockouts". He also charged that one Crown Company had sent out a leaflet telling its employees, in effect, that the Company union "was better than any outside labour organization."

He further asserted that letters had been sent out advising employees "to keep in mind

the wage freezing policy of the Government" and urging that "employers do not join with their employees in requests for wage increases to National or Regional War Labour Boards."

Attacking what he claimed was a decided lack of labour representation on policy-making bodies and Crown Companies, he declared that in the war effort the workers are not only providing the work effort but a large percentage of the armed forces and, through victory bonds and war savings certificates, are providing considerable of the capital. "And yet", he added, "the basis of representation in Crown Companies is 110 employers—representatives of finance—to 1 labour man."

Resignation of Tom Moore

At the conclusion of his address, Mr. Bengough read a letter from Mr. Tom Moore, president of the Congress, resigning from that body owing to continued ill-health.

In a strong exhortation, Mr. Moore, from the background of his long service to the Congress, declared it to be "a wonderful organization with a great future", and urged its officers, confronted "with the great responsibilities of our movement", to "carry on in faith and confidence".

Subsequently, the Congress, with profound regret, accepted the resignation of its leader and by resolution, unanimously adopted, voiced its great appreciation of his long and conspicuous service to the cause of the workers.

Report of Executive Council

The report prepared by the Executive Council, dealing with its activities since the 1942 convention, was approved in full by the delegates. It stated that workers must make it their responsibility to secure for the post-war world "a real democracy in which all can participate in a full life as complete as human ingenuity can make it"; but added that "we must, doing first things first, bend every effort in the meantime to press for a one hundred per cent war effort in every direction and through every medium". Declaring that "definite and numerous promises" had been received from Government spokesmen that changes would be made in respect of the question of labour representation on war and production boards, the report charged that these promises had not been kept.

Sweeping reforms were expected as a result of the public inquiry of the National War Labour Board into labour relations and wage conditions. The text of the proposals of the Executive Council at this inquiry was contained in the report. Also included was a complete account of the legislative proposals

made by the Council to the Dominion Government during February (LABOUR GAZETTE, March, 1943, page 376), and of the submissions made on behalf of the Congress to the House of Commons committees on Reconstruction and Re-establishment and Social Security.

The report also dealt with the following among other topics: a summary of labour matters dealt with by Parliament during the 1943 session; a review of wartime orders in council affecting labour; the Dominion Council of Health; recreational facilities for war workers; organizing activities; the Marsh plan; trade union film circuit; labour-management production committees, the trade union conference held in Great Britain and attended by representatives from the Dominions; and provincial legislative reports.

Report of Committee on Reconstruction

The Committee on Rehabilitation and Reconstruction presented a report based on a survey of general conditions prevailing in Canada and a study of surveys made by various authorities. The report refers to the mass unemployment of the depression period, and indicates that the solution to this problem was found by government planning in wartime, although the Government is criticized for failing to seek labour's advice in imposing its controls. Stating that if private enterprise cannot guarantee workers an avoidance of such suffering it must be sacrificed the Committee recommends a "new controlled competitive system to bring about social and economic security".

"Our immediate future can best be protected by the exercise of controls over finance, commerce and industry", the report adds. Stressing the responsibility of federal, provincial and municipal bodies to undertake a system of planning for full employment, the report suggests the following public works that should be planned by the nation immediately: rural electrification; housing and garden city projects; slum clearance; rapid electric transportation, both urban and rural; main arterial highways and bridges; reforestation, development of waterways and canals; hospitals and educational institutions.

To this Committee, headed by John M. Bruce, were referred a number of resolutions dealing with post-war planning as well as sections of the Executive's Report.

As a substitute for eight resolutions dealing with various phases of reconstruction the Committee:—

- (1) recommended that local bodies co-operate with it, in presenting labour's case before any Government Tribunal;

- (2) demanded that the International Labour Office, as an organization in which labour enjoys equal representation, be granted representation in every conference relating to post-war problems;
- (3) recommended that the incoming executive Council make representation to the Government for the immediate creation of a National Planning Council composed of equal representation of workers to all other groups.

Report of Committee on Legislative Activities

Dealing with the legislative sections of Executive Council's report, the Committee on Legislative Activities was critical of what it termed the Government's "restrictive labour policy", but noted that "there have been beneficial changes in legislation dealing with the unemployment insurance, old age pensions, income tax and physical fitness".

Messages of Fraternal Delegates

Representing the British Trades Union Congress, Stanley James, gave an outline of the negotiations toward the setting up of a proposed Anglo-American Trade Union Committee. Detailing the general position of Labour in Great Britain he said the special contribution of the trade union movement is "to insist on the destination of the worker and the machine, and to secure to men and women in industry conditions which will encourage them to do the best for the common cause".

In regard to representation of labour on government bodies he stated that the trade union movement in Great Britain had succeeded in securing "representation on the hundreds of committees and tribunals which in wartime control the life of even the smallest of our children, to say nothing of the millions of people in trade and industry." Commenting further on this topic he stated:—

"Coming as I do from the United Kingdom where labour, government and management have really united to prosecute the war, and where all deliberations are of tripartite character, I have been somewhat shocked at the paucity of representation by labour in Canadian endeavours, and sincerely hope that this Congress can bring pressure to bear to see that responsible labour organizations are given the voice to which they are most certainly entitled in the ruling of their own country and destinies."

As fraternal delegate from the American Federation of Labour, Mr. Arnold S. Zander addressed the delegates and dealt with some of the broader aims of the labour movement. He

spoke in favour of a post-war world organization to decide and enforce policies directed at international security and justice. Stressing the need of continual alertness against forces of reaction which menaced the labour movement, he advocated a continuous program of adult education on the part of labour leaders as a means of making labour a constructive power in the political and economic life of the world community. Referring to the joint war effort of American and Canadian workers, he declared: "We plan, also, to work with you in peace—for a better world—for the four freedoms—for the brotherhood of man".

Describing the International Labour Office as the only official world institution in which labour is directly represented and stressing the necessity in a world of international competition of labour achieving its gains on an international front, Mr. Adolphe Staal, Chief of the Workers' Organization Service of the I.L.O. declared that the objects of the trade union movement and of the I.L.O. are identical. "These objects" he said, "may be summed up in a few simple words: they are to secure employment to every man and woman willing to work, under humane working conditions and at a direct wage. The stronger the trade unions in the various countries, the greater the chances of attaining these objects." He urged mutual collaboration between the trade union movement and the I.L.O.

Address of Mr. J. L. Cohen, K.C.

At one of its sessions the Congress was addressed by Mr. J. L. Cohen, K.C., who reported "on the discharge of the functions and responsibilities of the National War Labour Board".

After detailing what he considered were the "functions and responsibilities of the re-constituted National War Labour Board", Mr. Cohen gave an analysis of the workers' part in the national program and in this connection, said in part:—

"We must ascertain, in terms of the national interest, whether the nation benefits from, whether the war effort is aided by, promoting the principles of collective bargaining and the establishment of labour organizations. By the same criterion we must ascertain how we can deal expeditiously and justly with disputes arising out of the application or interpretation of collective agreements already arrived at and whether the Industrial Disputes Investigation Act is an effective or an ineffective instrument to-day—in this year of 1943. Similarly, in relation to national needs and the national interest, we must properly appraise and deplore the cost in production of an un-

sound industrial and labour policy, yes, even at the cost in human lives at the fighting front and even at the home front. We must measure the role that labour should be enabled to play within industry and with government and what representation should be given to labour, within government itself, and upon government administrative and policy-making bodies. We must ascertain what is a constructive policy of wage control. . . ."

Address of Honourable J. L. Ilsley

Speaking on the relation of wage policy to price control, the Honourable J. L. Ilsley, Minister of Finance, declared that a balanced program of taxes, borrowing, price control and rationing, was essential if the costs of the war were to be distributed fairly and if civilian goods were to be properly shared by all citizens. He pointed out, however, that "price control cannot work if costs of production keep on rising."

"They have risen already to a dangerous extent since we established the price ceiling, and the upward push on that ceiling has been near the bursting point in many places and at many times," he said.

One of the great upward pressures threatening the price ceiling to-day and bound to threaten it in the immediate future, the Minister said, is the pressure of rising wage rates.

"I realize that in what I have to say some of you, perhaps many of you, will disagree with me. But I have tried to think straight and I believe you want me to talk straight on this point.

"Wages and salaries are much the largest element of cost—I mean when we look at the country as a whole and include the labour going into materials and transportation as well as labour in the final manufacturing process.

"If labour costs go up substantially, prices will have to go up too. There may be limits within which wage increases can be absorbed by reduction of profits or within which increased output per worker results. But these are narrow limits and I believe it to be nothing more or less than the sober truth to say that if labour costs go up substantially and widely, we cannot hope to hold the price ceiling."

If the ceiling is not held, Canada will be caught in the upward sweep of rising prices and wages "to the advantage only of experts in the art of profiteering out of inflation and to the great disadvantage of the rank and file of the population."

Labour Representation and Government Labour Policy

One of the first resolutions to be passed by the convention was a composite of 14 sub-

mitted by various affiliated groups calling for greater labour representation on Government boards and commissions. Asserting that these boards are at present not representative of the people of Canada but are controlled by "big business and financial interests", the resolution stated that labour's repeated requests for full representation on all boards and Crown Companies set up by the Government had not been complied with, and charged that certain cabinet ministers were ignoring the Prime Minister's promise to give labour representation on such boards, the resolution concluded by asking the Prime Minister "to immediately fulfill the promises made in this respect to organized labour or submit his record to the people of Canada, so that democracy may prevail."

Closely following the resolution seeking labour representation on government boards was one which called for the replacement of the Minister of Labour. This resolution also recommended that the Department of Labour "should be solely directed by the Minister of Labour without interference from other cabinet ministers and officials."

Other resolutions sought changes in government labour policy and the removal of certain government officials. One adopted resolution asked for

the creation of a Ministry of Production with labour representation thereon, the reorganization of National Selective Service, the representation of labour in all War Boards, and the revision of the arbitrary labour and wage freezing policies of the Government.

Another resolution called for the adoption by the Federal Government of social security legislation along the lines of the bill recently submitted to the United States Congress by Senator Wagner. This was referred to the incoming executive for further study.

The convention, also by resolution, "demanded" that the Minister of Munitions and Supply, Honourable C. D. Howe, "immediately change his policy and encourage co-operation between Crown Companies and legitimate unions . . . to show an example to private employers".

The resignation of Mr. John A. McClelland from the National War Labour Board was requested in another resolution.

Five resolutions called for the resignation of Mr. Ralph P. Bell, Director-General of Aircraft Production.

A final resolution in this group criticized the Honourable Louis St. Laurent, Minister of Justice, as "not representing the spirit of French Canadian workers".

Pledge of War Support

In substitution of three resolutions on the matter pledging wartime abstinence from strikes, the following was adopted unanimously:

Whereas, invasion of Sicily and the Italian mainland is the opening attack of Canadian, British and American forces to crack open Hitler's European forces, and in concert with the Russian armies force the Fascist Nazi regime into unconditional surrender; and whereas, it is the fundamental duty of the organized labour movement to back the attack with all we have. Therefore, be it resolved, that this convention reiterate its previous position, taken on the outbreak of war, after the London Convention of 1939; and be it further resolved, that the Government, in the best interests of the war effort, make the same policy mandatory upon the employer; and be it further resolved, that the Executive stand instructed to address a cable to General McNaughton assuring him that organized labour as represented by the Trades and Labour Congress of Canada will do everything within its power to see that there is no interruption in the flow of weapons and war supplies in order to achieve a speedy victory.

Cost of Living

There was considerable criticism in regard to the cost-of-living index and the cost-of-living bonuses. There were 18 resolutions submitted dealing with various phases of the problem.

Several delegates considered that the index did not measure the full rise in the cost of living and the opinion was also expressed that "the cost-of-living bonus should be scrapped and the whole thing be put on a pay envelope basis". The action of the convention on this subject was expressed in a substitute resolution which called for a revision of the present cost-of-living index "to make it a more truthful expression of expenditures and costs to the average worker", a system of regional cost-of-living bonuses to allow for variations in living costs in different parts of the country, a full, tax-free cost-of-living bonus for every worker, and the publishing of figures on which the index is based in the *LABOUR GAZETTE*.

National War Labour Board, Collective Bargaining and Labour Code

Several resolutions were passed strongly advocating collective bargaining and the establishment of a labour code. Some of these were contained in the group of resolutions listed under the heading of "National War Labour Board". A cross-section of the resolutions adopted on these subjects indicated: (1) that present government policies on collective bargaining were considered inadequate; (2) that

the public inquiry under the National War Labour Board had revealed "numerous grievances" and that the alleviation of these was dependent upon the immediate establishment of a federal labour code; (3) that it was necessary to enact a Dominion Labour Relations Act, establishing "a genuine collective bargaining policy with proper machinery for its enforcement"; (4) that preference be given by the federal government in awarding contracts to firms having collective bargaining agreements with organized labour.

Other objectives of these resolutions included: a wage minimum of "50 cents per hour or \$25 per week under which wages would not be frozen"; holidays with pay, extension of the full cost-of-living bonus, free from taxation; the outlawing of all forms of company unionism and the imposition of stiff penalties where employers failed to bargain collectively with trade unions which represented a majority of their workers; enactment of legislation similar to the Wagner Act "giving full protection to workers in their right to form labour unions".

In the discussion on the collective bargaining features of the resolutions, criticism was expressed of the collective bargaining measure in effect in Ontario.

National Unity and Joint Labour Action

There were seven resolutions dealing with national unity and joint labour action. The one which was adopted as a composite expression of the attitude of Congress on this subject, after pointing to "the continuing division in the ranks of the Canadian trade union movement", and after stating that "the refusal of the Government to give full representation and partnership in the war effort had the effect of reducing the strength of labour's role at the present time", went on to favour:

the establishment of a Canadian Wartime Labour Board composed of equal representation of the Trades and Labour Congress, the Canadian Congress of Labour, and the Railway Brotherhoods, the purpose of such Wartime Labour Board being to co-ordinate Canadian labour's wartime activities and to avoid poaching and internecine warfare of one union against another, and further to press upon the Government and the organized employers the common demands of all labour unions for total war policies, labour representation and genuine wartime legislation to protect labour's rights and thus enable the labour movement to exert its full united efforts behind the job of winning the war and the peace to follow.

Equal Pay for Equal Work

A resolution calling upon the Congress to reiterate its previous stand on equal pay for equal work for women precipitated consider-

able debate. The stand was taken by some delegates that the resolution was not only designed to favour women but was a protective measure for men to maintain wage standards. Examples were cited of industries in which the principle of equal pay had been successfully established.

Miss Daniele Cuisinier, a delegate from Montreal, advocating the extension of this principle, said in part: "Even though the question of equal pay for equal work has long been an established principle, putting it into effect is still a timely demand."

"I contend", she continued, "that any woman with a sound constitution and a normal healthy condition can undergo the war work in most industries without harm to herself. The tragedy is that in our province of Quebec, due to lower wage rates and standards of living, the conditions of health and education are not such as could help our women war workers. Therefore, this question, like so many others, leads us directly to the sore point of all trade unions—wage equality for Quebec, wage equality throughout Canada. Only when we have achieved this will we have the unity so essential to victory. And, to achieve this we must be even better organized."

"French Canadian workers", she asserted, "have a record second to none in their war effort. It is up to the trade union movement through united action all over the Dominion to ensure wage equality for Quebec. It is also a guarantee of the Canadian living standard."

Calling for "equal pay, equal education, equal health and living standards for a united Canada", she declared that women workers should take their place in the "tremendous job" of post-war reconstruction.

An opposing viewpoint was voiced by another speaker who said that "after the war women were going to be in competition with their fathers, sons and future husbands", and expressed the fear that "this will bring about direct relief again".

The motion as adopted by the Convention resolved that the Congress "not only reiterate its previous stand on equal pay for equal work but also contact proper authorities to get a definite ruling on this matter"

Wage Policy and Control

Supplementing its action on the cost-of-living bonus, the Congress adopted, without discussion, a resolution, which after declaring—that in the effort to stabilize the economy of the country, "wages and prices of certain commodities had been fixed at set levels", and that "it is becoming more apparent that the wages of thousands of Canadian workers have

been frozen at abnormally low levels which is one of the chief causes for stoppages in war industries and dissatisfaction with the government's labour policy"—protested the freezing of wages at sub-normal levels, and "demanded" that "prices be frozen to the same extent as wages, the alternative being the complete rescinding of this order".

Selective Service

Matters relative to Selective Service came within the purview of the Congress in three resolutions. One of these, which was adopted, declared that "the machinery set up in the Dominion under the name of National Selective Service has been imposed upon citizens and workers as a necessary war measure", and its authority "is so broad that it can only be justified as a war measure". It then "demanded that it shall cease to exist within a period of six months after the termination of hostilities and that the active program of placement of workers shall be returned to the Unemployment Insurance Commission of Canada".

The other two constituted a request to place hotel and restaurant employees and culinary service workers in a preferred category, and this was referred to the provincial executives for action.

Unemployment Insurance

There were seven resolutions dealing with unemployment insurance. In these, the chief recommendations were: (1) that "the scope of the Unemployment Insurance Act be widened to cover every wage earner in the Dominion of Canada"; (2) that "the verification of dependency be eliminated and the sworn declaration of the applicant be sufficient to entitle the wage earner to benefit"; (3) that the maximum weekly benefit payments be raised; (4) that the right of appeal to an umpire be restored and that applicants' expenses be borne by the Commission; (5) that Section 40 of the Act be amended in regard to the lapsing of rights.

Political Action

On the subject of political action the Congress had before it a number of resolutions which were incorporated in a substitute resolution as follows:

Resolved, that this convention calls upon its affiliated unions and on all organized workers to take all necessary steps in the communities and provinces of this Dominion to create trade union committees for political action, so as to enable the trade unions to play a more direct and more appropriate role in influencing and shaping the great

movement for independent political action and thereby secure trade union representation on all governing bodies; we further recommend that labour unions support candidates who favour the policies of the trade union movement as represented by this Congress.

The above resolution was adopted.

Workmen's Compensation

Expressing dissatisfaction with the lack of uniformity in Workmen's Compensation laws in the various provinces, the delegates passed a resolution instructing the incoming executive committee to have prepared a model act embodying the following features: (1) 100 per cent compensation; (2) blanket coverage of all occupational diseases; (3) the placing of the supervision of preventative measures under the Workmen's Compensation Boards; (4) compensation to be paid from the date of the injury. The full cost, it was declared, should be placed upon industry "which will have a tendency to bring about the removal of unhealthy conditions of employment". Another resolution advocated that the services of "chiropractors, osteopaths, etc., be made readily available to all workers".

Other Resolutions Adopted

Action was also taken by the delegates in passing the following among other resolutions:

That representatives of labour be included in delegations sent by the Government of Canada to any part of the fighting front.

That the Pension Act be amended to provide that there be no discrimination in awarding pensions between members of the armed forces who have served in Canada for one year or more, and those members serving overseas.

That the Government remove the restrictions on the production and sale of beer.

That rationing of scarce commodities be continued and extended, as "the most equitable way of meeting the requirements of our people".

That, since manufacturers were allowed exemption from taxation on portions of their income designated by them as set aside for depreciation of machinery, a comparable exemption for depreciation should be allowed to working men supplying their own tools.

That the recommendations of the Parliamentary Committee set up last year by the Dominion Government, to the effect that the bans be removed from certain banned organizations and their property restored, be implemented by the Government.

That postal employees receive time and one-half for overtime and periodical revision of their salaries and working conditions; that customs and excise officers receive an 8-hour day, time and one-half for overtime and double time for work performed on Sundays and holidays.

In regard to shipping matters: that the Government implement the conventions and recommendations of the I.L.O. passed in

Geneva in 1936; that ship owners and operators pay a "proper war risk bonus" to the entire ship's personnel engaged in manning Canadian vessels; that wage rates paid to marine engineers be revised upwards.

That a National Health Insurance Act be enacted at the next session of Parliament.

That profits from industry should be limited to 5 per cent by taxation or other methods, and that excess profits should be used for the prosecution of the war.

That the Congress deplores the employment of "dollar-a-year" men and urges that all persons in Government employ be paid on a basic salary basis to prevent evasion of income taxes.

That the Dominion Companies Act be amended to ensure adequate information as to financial statements and profits being published by corporations.

That holidays with pay be made compulsory on all employers of labour.

That the Civil Service Superannuation Act be reopened to permanent civil servants not previously electing to come under the Act.

That trade unions make recommendations to provincial governments to co-operate in the Dominion industrial recreation program; that trade unions participate in community recreational programs; and that facilities be made available by authorities.

That children under 16 years of age be kept out of industry.

That the Congress seek legislation to provide for an indentured system of apprenticeship for all mechanical industry.

That a full cost-of-living bonus be paid all old age pensioners.

That the provisions requiring the signing over of property owned by old age pensioners be eliminated.

That old age, sickness and incapacity security legislation be enacted by the Dominion Government in co-operation with the provinces, making it possible that a monthly contribution be made by employee, employer and the State, and that at the age of 60 years all persons be granted the option of retiring, and that benefits for old age, incapacity and blindness be not less than \$50 a month for a single person and \$75 for a married person.

That the Government "restore the privileges enjoyed by the Workers' Educational Association in connection with the Labour Forum (CBC)", and that a similar program in French be planned by the CBC.

That closer co-operation be developed between the Executive of the Congress and the Workers' Educational Association.

Election of Officers

Vice-President Percy R. Bengough was elected President of the Congress by acclamation.

Nominated for the position of Secretary-Treasurer were J. A. "Pat" Sullivan and Elphege Beaudoin. Mr. Sullivan was elected.

It was unanimously agreed by the delegates present that the recommendation of the Committee on Constitution and Law increasing the number of Vice-Presidents from three to five should be carried out and that Vice-Presidents

should be chosen regionally, that is, one for the Maritime Provinces, one each for Quebec and Ontario, one for the Prairie Provinces, and one for the province of British Columbia. The following Vice-Presidents were then elected: for the Maritime Provinces, James A. Whitebone; Quebec, Paul Fournier; Ontario, John W. Buckley; Prairie Provinces, Carl E. Berg; and British Columbia, Birt Showler.

Provincial Executive Committees elected were as follows: Nova Scotia: G. A. Smith, Chairman, Halifax; Clarence Webber, Brooklyn; J. J. Fultz, Halifax; W. De Vons, Amherst.

Ontario: John Gavin, Chairman, Toronto; John Toms, Toronto; J. F. Cauley, Hamilton; R. J. Barnett, Ottawa.

Manitoba: J. B. Graham, Winnipeg, Chairman; James McDuffe, Brandon; L. V. Guberman, Winnipeg; E. Houle, Winnipeg.

Saskatchewan: W. J. Smith, Saskatoon, Chairman; F. Ingram, Moose Jaw; H. Davis, Prince Albert; P. W. Heffner, Regina.

British Columbia: C. E. Herrett, Vancouver, Chairman; J. S. Black, Prince Rupert; F. J. Bevis, Victoria; Robert Cormack, New Westminster.

Toronto was chosen as the next convention city.

Canadian Congress of Labour

WITH a delegate attendance of 545, representing approximately 200,000 members, the fourth convention of the Canadian Congress of Labour was held at the Windsor Hotel, Montreal, from September 13 to 17.

The convention marked a new departure for the Congress in that it "endorsed the Co-operative Commonwealth Federation as the political arm of labour in Canada".

The convention preliminaries included the welcome extended to the delegates by Mr. T. Prezeau, president of the Montreal Labour Council, and by His Worship Mayor J. Adhemar Raynault, of Montreal. The Honourable Adelard Godbout, Prime Minister of Quebec, was represented by Mr. Brunay E. Brais, of the Quebec Minimum Wage Commission, who also represented the provincial Minister of Labour, Hon. Edgar Rochette. The Dominion Minister of Justice, Honourable Louis St. Laurent, also attended the opening session. He declared it to be essential that there must be minimum standards for the least favoured of Canadian people, and that the position of the common man must be improved after the war.

Representing the Dominion Minister of Labour, Honourable Humphrey Mitchell, was Mr. V. C. Phelan, who addressed the delegates on the functions of the Department and particularly its wartime responsibilities. He emphasized the importance in a democracy of a strong labour movement, the part it had played in initiating sound legislation in Canada and its future role in the post-war world.

Presidential Address of A. R. Mosher

At the outset of his presidential address, Mr. A. R. Mosher drew attention to labour's contribution to the war effort and declared that that contribution must be sustained.

"Our immediate task...is to consider how the movement and the workers we represent can continue the utmost support to our fighting forces and to the war effort generally... We bear a heavy responsibility, not only for supplying the munitions of war, but for maintaining public morale at a high level and uniting the people of Canada in a common spirit of determination, not only to take their full share in the winning of the war, but also in obtaining peacetime conditions which will be worthy of the sacrifice and struggle which have been endured."

He asserted that no matter how long or how difficult the war might be it was not too soon for organized workers to begin thinking and planning seriously "for the post-war period in Canada and the world over. Consultation and co-operation with all nations will be essential for a just and enduring peace and for the economic well being of all people," he declared.

Because it transcended barriers of race, creed and language, Mr. Mosher was confident that labour could make an "important contribution towards the national and international status of the Dominion. The labour movement," he continued, "is looking forward to a very great extension of its membership and influence, but unfortunately, its development has been hampered by the antagonistic attitude of a great many employers, and by the lack of a federal labour policy which would protect the rights of the workers to organize and bargain collectively."

Referring to the criticism that has been levelled at labour "because several serious strikes have taken place, particularly during the past year," Mr. Mosher asserted that, in his opinion, "the workers should not endanger the war effort by strikes and slow-downs in war industry." "Nevertheless," he continued, "it should be clearly understood by the public...that where strikes have occurred there has been extreme provocation on the part of the employers and Government alike. Nothing would have been more gratifying to me, as President of the Canadian Congress of Labour, than to be able to report that there had been no strikes among Congress unions during the past year, and that it had been possible for labour to abandon the strike weapon because there was an adequate government policy to protect the workers' rights and because employers were adopting a fair and reasonable attitude towards their workers. I regret to say, however, that the stage has not been reached in Canada when this is possible. May I add that workers do not go on strike without giving very serious consideration to such a step, since it means an immediate loss of income, but so long as only such a drastic method will remedy intolerable conditions, the workers are bound to feel justified in using it.

"For a great many years, the labour movement was primarily concerned with industrial relationships and economic objectives". However, the President was of the opinion that with the establishment of extensive controls over industrial operations and the expansion of government ownership and operation of industry, especially of public utilities and other government owned and operated enterprises employing large numbers of workers, labour's attitude towards governments would have to be reconsidered. Serious thought must be given to the advisability or otherwise of "the adoption of political policies and closer association with political parties", he asserted. "It would appear that, in its own interests, the labour movement can no longer stand aloof from political action, and that, unless it has a voice and influence in the political field, it will be unable to make its full and proper contribution to the public welfare." Continuing, he said: "Organized labour insists that the resources of Canada, human and material, shall be utilized to the fullest extent to meet the needs of her citizens and to render every possible assistance to the people of other countries less fortunate than ours... The organized workers will not be satisfied with any less vigorous effort to defeat our greatest peacetime enemy, involuntary

poverty, than is now being made to defeat the Nazi-Fascist gangsters in Europe and Asia...the fight against poverty and all its train of evils will require the same spirit of co-operation, the same large-scale planning and the same determination to win through to victory".

Enlarging upon the steps necessary to achieve this purpose, the President referred to "the task of educating the workers and the people of Canada as a whole with regard to the possibility as well as the desirability of drastic and effective changes in the economic system...It should now be obvious to every thinking person that the favourite excuse of the politicians during the last depression, that there was no money to provide work and wages, was utterly without foundation...In the world as it can and must be made, there will be both freedom from want and freedom from fear."

In concluding his address the President declared that "the time has come for labour to assert its rights and insist that they be respected, but at the same time it must unhesitatingly assume its full responsibilities as a national institution, having a vital function to perform and a worthy purpose to fulfil...Labour unions must widen their sphere of activity to include education in economic and political subjects and participation in the making of national policies affecting every aspect of Canadian affairs."

Other Convention Addresses

Representing the Congress of Industrial Organization, Mr. Allan S. Haywood, vice-president and Director of organization for that body, addressed the delegates.

Featuring Mr. Haywood's speech was his definition of the relationship between the CIO and the Canadian Congress of Labour. "This Congress," he stated, "is not affiliated with the Congress of Industrial Organizations. It is not chartered by them...It is an instrument created for Canadians to work out their own destiny in their own way." He explained that individual CIO unions in Canada were affiliated with the Canadian Congress of Labour in the same manner as independent unions; and furthermore declared that the CIO central office in Washington did not receive per capita tax from the CIO unions in Canada, but that this money was paid instead to the Canadian Congress of Labour.

Mr. Haywood described organizing activities in the United States, and relationships

between labour movements in North and South America, England and Russia.

At one of the sessions of the delegates were addressed by Mr. R. J. Thomas, president of the United Automobile Workers of America, and a vice-president of the CIO. Dealing with the war effort of the United Nations, mentioning especially Russia and China, Mr. Thomas spoke in favour of greater co-operation both for the duration of the war and in the post-war period. Urging increased production, Mr. Thomas said: "Too many people feel that the war is about over. I say to you we have got to continue the greatest amount of production we can produce until we know the war is over, and your troops and ours enter Berlin and Tokyo". He advocated a voice for labour at the peace table, as one means of staying off another war "in another twenty-five years"; and as a means of obtaining this voice, he called for greater unity in the labour movement throughout the world.

Mr. Adolphe Staal, Chief of Workers' Organizations and Service, International Labour Office, in a brief outline of the history and work of the I.L.O. pointed out that: "The trade union movement of the world will in the future have to assume many new tasks; it will not only have to deal with conditions of employment . . . but it will also have to take an active part in ensuring that there is employment for all . . . Unemployment is a world problem and it can be cured only by world remedies.

"In the past," Mr. Staal stated, "the I.L.O. has concentrated its activities on questions of a social character. It is more and more recognized, however, that social questions cannot be separated from economic questions. In the future the I.L.O. will have to give far more attention to the economic aspects of social questions."

With this in view it is planned to set up international committees to deal with problems of rehabilitation, trade and commerce and monetary questions in the post-war period.

Mr. Staal declared, however, that "the implementation of international standards depends entirely on national governments", and asserted that "such implementation would be brought about more easily and quickly in countries where there are strong labour movements which can influence the national legislative bodies, than in countries where the trade union movement is weak."

During a subsequent session the convention was addressed by Mrs. Christine White of the Conveners Branch of the Wartime Prices and Trade Board, who dealt with the Board's policy in combatting inflation.

The delegates listened to an address by J. L. Cohen, K.C. who reviewed labour's record

in the war and outlined his views on labour policy. He urged the establishment of collective bargaining, and a sound legal basis "upon which trade unions can increase their ability to serve the nation". He declared that "labour must be justly dealt with on the question of the cost of living bonus" and that there must be "a policy of selective service based upon a proper policy of the treatment of labour".

Report of Executive Council

An account of its work during the preceding year was contained in the report of the Executive Council of the Congress, which was read by Secretary-Treasurer P. Conroy.

The report described the Council's activities in connection with the Ontario collective bargaining legislation, including the submission of a memorandum to the Select Committee of the Legislature when the Act was being prepared. The Act was described as "an extremely disappointing piece of legislation, particularly because of the requirement that only lawyers are permitted to appear before the Ontario Labour Court."

The administration of the federal Department of Labour was also criticized. In addition the report dealt with problems of jurisdiction, the steel strike, the British Dominions labour conference, co-operation with the Trades and Labour Congress of Canada, the memoranda submitted to the federal government in March (L.G. March, 1943, p. 379) to the National War Labour Board at its public inquiry in May, and to the House of Commons Committee on Reconstruction and Re-establishment.

The work of the Congress department of research established under the directorship of Dr. Eugene Forsey, was praised in the report. This department, it was stated, had been of assistance to various affiliates in preparing material. Under Dr. Forsey it had also contributed towards the development of "an improved public opinion on labour matters, as well as economic and political subjects," and its establishment represented "a step towards the assumption of a larger role for the labour movement as a national institution, carrying on educational as well as organizational and legislative activities."

In regard to organization, the report listed 98 local unions chartered during the past year, two labour councils established at Oshawa and Regina and announced a membership of "approximately 200,000".

Political Action

The debate on the resolution concerning political action lasted for an entire afternoon's

session of the Congress. The Resolution's Committee had recommended concurrence in the resolution which provided for endorsement of the Co-operative Commonwealth Federation as "the political arm of labour". In the ensuing debate, the motion of concurrence was supported by the following speakers: David Cote, C. H. Millard, M.L.A., R. Lamoureux, Arthur Williams, M.L.A., C. Gillis, M.P., Ben Levert, and P. Conroy, Congress secretary-treasurer. It was opposed by George Harris, Harvey Murphy, Joseph Starr, Pearl Wedro and others. In the subsequent vote, the resolution as recommended was adopted by a substantial majority.

This resolution, which was a substitute for fifteen others, was as follows:

Whereas it is becoming increasingly apparent that organized labour, if it is to play its part in improving the welfare and economic status of the workers, must take political and economic action, due to the inevitable and ever-enlarging control that governments are exercising over all aspects of economic life and industry in this country; and

Whereas, in the opinion of this Congress, the policy and program of the Co-operative Commonwealth Federation more adequately expresses the viewpoint of organized labour than any other party:

Therefore be it resolved that this Convention of the Canadian Congress of Labour endorses the Co-operative Commonwealth Federation as the political arm of labour in Canada, and recommends to all affiliated and chartered unions that they affiliate with the Co-operative Commonwealth Federation.

No Strike Pledge

The position of Congress in the matter of strike action was defined by Mr. Mosher in his presidential address (summarized in a preceding section of this review). The convention subsequently declared itself in a resolution which reaffirmed a "no-strike" pledge. This resolution, after first asserting that there had been "provocations...for the strikes which had occurred", and that the situation had been "further aggravated" by the labour policy of the government, was adopted as follows:

Be it therefore resolved that this Convention of the Canadian Congress of Labour, fully conscious of the tremendous role that labour must play in the final annihilation of the Axis enemy and the winning of this people's war at an early date, reaffirms its win-the-war, no-strike pledge; and

Be it further resolved that this fourth Convention of the Canadian Congress of Labour call upon the Federal Government to co-operate with the organized labour movement, and assist it in carrying through this pledge by immediately enacting labour legislation on the basis of the recommendations made by the trade union movement.

Collective Bargaining

As a substitute for 13 resolutions submitted by various affiliated groups the delegates adopted a single resolution calling on the Dominion Government to "enact without delay collective bargaining legislation that will guarantee to all workers the right to organize in, and bargain collectively with their employers through legitimate unions of their choice." Such legislation, the resolution stipulated, should declare company-sponsored unions to be illegal in this country.

As a preamble to this resolution it was argued that "the general adoption of collective bargaining will do more than anything else to make possible labour's maximum contribution to the war effort"; and that "industrial democracy will assist in eliminating industrial strife and disharmony".

A further request on this general topic was to the effect that the terms of Order in Council P.C. 10802, extending the right of collective bargaining to employees in crown companies, be made applicable to workers in the C.B.C., the National Harbours Board, the Naval Dock Yards, the Department of Transport, and the Dominion Arsenals.

Ontario's recently enacted collective bargaining legislation was strongly criticized as "proving to be an instrument of great aid to reactionary employers." A resolution adopted by the convention instructed the incoming executive to "have its legislative committee meet with the trade unionists recently elected to the Opposition in the Ontario Legislature for the purpose of drawing up amendments to Bill 49" embodying the following:

(1) That it be made legally incumbent upon employers to negotiate with *bona fide* trade unions upon request, and to conclude, within a stated time, a collective agreement;

(2) That the various groups, commonly known as company unions be outlawed;

(3) That the Act be administered by an independent board representative of labour, management and the public, rather than a judge, as at present;

(4) That obstruction to the completion of a collective agreement between a *bona fide* trade union and employers shall be dealt with by the aforementioned Board;

(5) That all so-called "employees associations" having effect during the process of trade union organization in a plant or having effect contingent upon or since the enactment of Bill No. 49 and all allegedly signed contracts between these groups and management shall be made illegal;

(6) That employers shall be required to accept a majority expression of the employees relating to the formation or subsequent operation of a *bona fide* trade union

(7) That any dispute concerning the *bona fides* of the trade union and the desires of employees involved regarding check off, main-

tenance of membership, or closed shop shall be settled by ballot vote conducted at a place convenient to the voters.

Family Allowances

Emanating from the floor of the convention following the appearance in the press of articles to the effect that the Government was considering the desirability of instituting a system of family allowances, the following emergency resolution was concurred in by the delegates:

Whereas press statements have recently appeared indicating that the Federal Government is considering the inauguration of a system of family allowances instead of acceding to labour's demand that wage rates under fifty cents per hour be removed from the operation of wage-control legislation and left to determination by collective bargaining; and

Whereas such action by the Government, without first making available the reports of the National War Labour Board, following its inquiry, and without consultation with organized labour; can be regarded only as adding insult to injury; and

Whereas in the opinion of the Congress, the proposal referred to has been initiated by the controllers of finance in Canada:

Therefore be it resolved that the incoming executive committee be instructed to protest vigorously against this proposal, and to take whatever action is necessary to prevent its adoption.

Wage Control and Cost-of-Living Bonus

Over twenty resolutions were submitted to the convention dealing with various aspects of the Government's wage control policy and criticizing the official cost-of-living index as not reflecting the true rise in living costs. A single substitute resolution, as follows, was brought forward and adopted:

Whereas in spite of the fact that some wage increases have been granted under the Wartime Wages Control Order, P.C. 5963, the wages of hundreds of thousands of Canadians are held at substandard wage levels; and

Whereas it has been recognized by competent authorities such as the Toronto Welfare Council that under present circumstances a living wage should be at least \$33.73 per week; and

Whereas the cost-of-living bonus is at present quite unsatisfactory, therefore be it Resolved: That the Canadian Congress of Labour ask the Dominion Government to amend P.C. 5963 to provide for the following:—

(1) That a floor of 50c per hour be placed under wages in order that wage negotiations will not be hampered when dealing with rates of pay below this level.

(2) That the order be amended to make clear the right of unions to present cases before both Regional and National War Labour Boards with or without employer support.

(3) That the method of computing the cost-of-living index must be changed to bring the index into line with the actual rise in the cost of living.

(4) That a full cost-of-living bonus shall be paid on a uniform basis in all industry.

(5) That the cost-of-living index be revised monthly and increases in cost-of-living bonus be paid monthly rather than every three months as at present.

(6) Special attention should be given under the order to areas which have been particularly disturbed by war-time conditions affecting the cost of living.

Income Tax

Fifteen resolutions regarding income tax were condensed into a single resolution, which asked: (1) that overtime pay and cost-of-living bonus be exempt from income tax; (2) that no tax deductions be made from the wages of workers who during the year will not earn an amount sufficient to place them in a taxable income group; and (3) that the exemption be raised to \$1,500 for married men and to \$1,000 for single men and women.

It was argued that the present income tax regulations impose a "severe hardship" upon the workers in the lower income group; and that by including overtime pay in taxable income the tax burden is increased "out of proportion" and the incentive to produce is "to a great extent removed".

Revision of Rationing

The following resolution, adopted by the delegates as a consolidation of several others, approved in principle of the rationing of consumer goods in wartime, but asked the Government to revise its rationing regulations in regard to "certain inequalities":

Whereas rationing of consumers goods is a natural and logical development of our war economy; and

Whereas we must face the basic problems of securing the fullest use of our resources and the most effective distribution of the products we produce, we must also insist that it be done on a fair and equal basis which will create a minimum of hardship and a minimum of friction; and

Whereas in the opinion of this Congress there exists in the present rationing system certain inequalities, both in the rationing itself, and the distribution of goods under the quota system and

Whereas these conditions show themselves in the following manner; namely, certain communities who by virtue of a large influx of workers due to the war emergency find themselves with an insufficient supply of consumer goods to take care of the needs of their people; this being most noticeable in public eating places which are required to cater to this large semi-transient group; and

Whereas the present rationing system does not make any provision for extra rations for

those workers engaged in heavy manual labour, such as mining, steel, etc.; and

Whereas the method of assigning quotas on certain commodities, is working to the disadvantage of a great mass of the workers in many areas, due primarily to circumstances beyond the control of the ultimate consumers:

Therefore be it resolved that this Convention requests the Government to give serious consideration to this problem with a view to so revising the rationing regulations so as to eliminate the inequalities referred to herein.

Labour Representation

The objectives of eight resolutions dealing with labour representation on government boards were contained in an adopted substitute as follows:

Whereas many boards are being set up to deal with labour, economic and social questions; and

Whereas labour is keenly and vitally interested in the function of all of these boards; particularly those that directly or indirectly affect the workers;

Therefore be it resolved that this Convention reiterates its demand that labour should have adequate representation on these boards, and instructs the incoming executive to continue to urge upon the Government the necessity of giving labour this right and also to recommend to the Government that labour women be appointed as representatives to those boards wherein feminine abilities are peculiarly adaptable.

Government Labour Policy

There were a number of resolutions critical of government labour policy. These were brought together in a composite substitute resolution which called for the "immediate release" of the majority and minority reports of the National War Labour Board inquiring into wage and labour conditions in Canada. Coupled with this recommendation, was "insistence" that Mr. J. L. Cohen be reinstated as the representative of labour on the National War Labour Board.

One resolution called for the resignation of the Hon. Humphrey Mitchell as Minister of Labour. The Resolutions' Committee recommended non-concurrence, and the convention also rejected the resolution, Mr. P. Conroy pointing out that the issue was the Government's labour policy and not the Minister of Labour.

Selective Service

There were five resolutions dealing with Selective Service. Of these, two, pertaining to military training deferments, were incorporated in a substitute resolution as follows:

Whereas workers in certain branches of essential employment are unable to plan their futures because employers are unable to advise them as to whether they are going to

be drafted for compulsory military training or retained as key-men in the industry; and

Whereas deferments are granted only to employers, and are, therefore, valid only in that employer's plant, and not within the industry as a whole:

Therefore be it resolved that this Convention of the Canadian Congress of Labour urge upon the Government of Canada the necessity of (1) definite action being taken to see that workers are advised as to their status relative to drafting for compulsory service or retention as key-men, and (2) that deferments when granted to workers because of special technical knowledge or workmanship within an industry be made applicable to the industry as a whole and not to one specified plant.

In three other resolutions the major recommendations were: (1) that a special commission "with adequate trade-union representation, be established to conduct a thorough survey of the manpower problem"; (2) that local Selective Service Boards be empowered to deal with current problems; (3) re-introduction of the seven-day notice (when severing employment) to all workers in the construction industry, and the dissolution of the National Joint Conference Board of the Construction Industry; (4) that the Congress protest "violation of collective bargaining agreements" in regulations of Selective Service "which provide for the return to their original jobs of men laid off during slack periods."

The above recommendations were referred to the incoming executive to deal with.

Unemployment Insurance

Various amendments to the Unemployment Insurance Act were requested. It was urged that the Act include all workers, regardless of income, who are not now included under the Act; that payment be made for the full period of unemployment; that benefits be raised "as required for health and decency", with the employer's contribution to be increased to meet the additional cost; that payment be made to all unemployed people regardless of their contribution; and that payment be not delayed but made in cash after the preliminary nine days are complete.

These were all referred to the executive.

Post-War Planning

A series of resolutions on post-war planning was submitted to the convention. In these, the chief recommendations were: (1) The introduction of a system of social security fashioned after the Beveridge plan with regard for "the higher standard of living which exists in this country"; (2) relief of any unemployment by post-war projects, revenue producing and state-owned; (3) bridging of the Canso

strait in Nova Scotia as a post-war employment project for the Maritimes; (4) establishment of government boards with adequate labour representation charged with the responsibility of post-war planning.

All of the above recommendations were referred to the incoming executive.

Labour-Management Committees

Full collaboration between workers and management was declared to be necessary to achieve all-out production, in a resolution instructing the incoming executive to "continue the campaign for the wide-spread establishment of labour-management production committees," and also to "renew the representations to the Government to accept its responsibility for actively promoting the establishment of such committees throughout industry."

Equal Pay for Equal Work

Two resolutions dealt with the question of equal pay for equal work, one in relation to women in industry and the other as regards wages in the province of Quebec as compared with the rest of Canada.

In the first of these resolutions it was asserted that in spite of the principle of equal pay for equal work as between sexes having been endorsed by the National War Labour Board, nevertheless many corporations were "still pursuing a policy of discrimination in establishing rates of pay for women workers." In reaffirming the Congress' adherence to the principle of equal pay for equal work, the resolution asked that the National War Labour Board direct the Regional War Labour Boards to grant equal pay for equal or comparable work performed by either sex.

The second resolution referred to the efforts of the trade union movement in "organizing the unorganized in the fight for sustained and increased production and for raising sub-standard wages in Quebec" as "an enormous contribution to our national war effort." The struggle to bring about equality of Quebec workers with those in the rest of the country was termed "a major contributing factor in cementing the national unity of all Canadians." The resolution called on the federal and provincial governments to "adopt policies and legislative measures" to give Quebec workers "equality in wage rates, health and working conditions."

Canadian Labour Unity

Noting with approval the "joint actions of the presidents of both Labour Congresses in Canada on issues of major importance to the

labour movement as a whole," the delegates instructed the incoming executive to "continue in their efforts to bring about unity of action between all *bona fide* bodies" on important issues. Local unions were urged to increase their efforts in an educational campaign for workers in their district in this connection.

International Labour Unity

The substance of ten resolutions dealing with international labour co-operation was embodied in a substitute which was adopted as follows:

Whereas it is desirable that labour should co-operate with labour throughout the United Nations to assure victory over Fascism; and

Whereas this Congress notes with approval the progress that has been made in this regard through the initial efforts of the British Trade Union Congress and the International Federation of Unions to crystallize this need, through the formation of the Anglo-Soviet Trade Union Committee:

Therefore be it resolved that this Congress re-iterate its resolve to take the necessary steps to secure closer co-operation and unity of action between the organized workers of all United Nations and to assist in making a policy that may be the basis of winning the war against the Axis and securing a peace which will establish for all people, freedom of speech, assembly, religion and freedom from fear and want.

Be it further resolved that this Convention go on record as favouring the submitting of an application for affiliation to the Anglo-Soviet Trade Union Committee, through the Committee Secretary, Sir Walter Citrine, as an initial step in carrying out this policy.

Workmen's Compensation

Three resolutions on workmen's compensation from British Columbia and Ontario unions were replaced by a single resolution asking that "the Government set up a research committee to review the entire question of occupational hazards with a view towards bringing the basis of the existing Workmen's Compensation Act up to date, and in line with the needs of the day"; and that "the Act be so amended as to provide for direct representation from organized labour on the Workmen's Compensation Board." It was also asked that workers with an income up to \$3,000 be included.

Old Age Pensions

The present old age pension scheme was considered entirely inadequate in an adopted resolution which contained the following recommendations: (1) Reduction of the pensionable age from 70 to 60 years; (2) increasing the pension from \$20 to \$40 per month as a minimum payment plus the addition of pro-

vincial grants; (3) granting of pension rights to wives of pensioners if the combined income of husband and wife does not exceed \$100 per month; (4) abolition of the means test and property attachment; (5) pensions to be payable regardless of length of residence in Canada.

Co-operative Movement

The Congress by resolution expressed its support of the co-operative movement. It asked the federal and provincial governments to "remove the various legal impediments" to the development of the movement; in particular requesting that the Wartime Prices and Trade Board "make available necessary supplies and goods for the use of co-operatives," and that the income tax legislation be amended so that consumer dividends paid by a co-operative be not regarded as taxable income.

Constitutional Amendments

A number of constitutional amendments, reported to the convention by the committee on Constitution and Law, were adopted by the delegates. One of these, which evoked considerable discussion but was eventually carried in a roll call vote, altered the basis of representation at Congress conventions, so that no union can send more than ten delegates to a future convention. Under this amendment each chartered local union and each local of an affiliated union or organizing committee can send one delegate for the first 100 members or less, and one additional delegate for each additional 500 members or major proportion thereof; with the limitation that no unit can send more than ten delegates.

Other Resolutions

The following, among other resolutions, were also approved by the delegates:

That labour be represented in Canada's delegation to the peace conference;

That, consistent with sound military strategy, the invasion of western Europe be undertaken at the earliest possible moment;

That the ban on anti-fascist organizations be lifted and their confiscated property restored;

That the Dominion Government, in conjunction with provincial governments or local authorities "and exclusive of private enterprise" set up the necessary machinery to put into effect immediately a comprehensive housing scheme, "whereby good houses will be built for use and not for profit, and at economic rents within the reach of every working class family in the country";

That the Government pass mandatory legislation granting the workers of Canada at least two weeks' annual holiday with pay;

That the Government of Canada use its influence towards the re-establishment of the League of Nations upon a basis of international collective security;

That the Government offer sanctuary to all refugees from political or religious persecution, without regard to race, creed or financial condition, and that the Government take immediate steps to facilitate the entry into Canada of refugees, especially those stranded in Portugal whom it is still possible to rescue;

That a national health plan be adopted by the Government to provide free hospitalization, surgical and medical attention for all workers and their families, so as to enable them to maintain a higher standard of health than now prevails;

That all members of the Armed Forces on furlough be granted free transportation within the country, and that all correspondence from them be carried free of charge;

That a bonus of \$1,000 be paid, at the end of the war, to every soldier, sailor, airman and merchant marine who has served one year on active service, with an additional \$200 for every subsequent year of service;

That the Federal Government extend to the Indian people of Canada "full and complete rights of citizenship";

Expressing "deep appreciation" of the work that was done by the late Dr. Norman Bethune, and recommending to the Government the institution of a "living monument" dedicated to his work;

That affiliated unions be requested to supply the Research Department of the Congress with copies of existing contracts;

That the Dominion Government take over full ownership and operation of all radio broadcasting as a public utility under the Canadian Broadcasting Corporation;

That, whereas the present system of banking does not operate in the best interests of the people inasmuch as it leaves their economic and social life to a large extent at the mercy of "a small clique of financiers," the Government should take over the entire banking system and operate it in the interests of the people.

Recommending control of all transport in Canada by the Board of Transport Commissioners;

That a campaign of organization be devised by the Congress Executive and carried out without delay in newspaper offices in the larger cities of the Dominion;

That the Criminal Code be amended so as to make it a criminal offence for anyone to "tortion, surgical and medical attention for all practise discrimination because of race, colour or creed";

That the Canadian Senate be abolished.

Election of Officers

Mr. A. R. Mosher was re-elected by acclamation as president of the Congress. Other officers chosen were as follows: first vice-president, Alex McAuslane; second vice-president, Sol Spievak; secretary-treasurer, Pat Conroy; executive committee, Silby Barrett, T. T. Johnston, J. E. McGuire, C. H. Millard, T. Prézeau.

Quebec was chosen as the site of the 1944 convention.

British Labour in Wartime--Report of P. Conroy, Delegate to Dominions Trade Union Conference

In April of this year Mr. P. Conroy, Secretary-Treasurer of the Canadian Congress of Labour, and Mr. Alfred Farmilo, representing the Trades and Labour Congress of Canada, were delegates to a Dominions Trade Union Conference held in London and sponsored by the British Trades Union Congress. The following report on conditions in Britain in wartime, especially as they affect trade unions, and impressions received during five weeks spent in Britain was submitted by Mr. Conroy to the convention of the Canadian Congress of Labour in September. Opening with an expression of appreciation to Canadian and British government officials and to officers of the British Trades Union Congress for their assistance and co-operation in making the trip possible, Mr. Conroy continues as follows:—

Dominions Trade Union Conference

Our mission to Britain was to attend a Dominions Trade Union Conference, sponsored by the British Trades Union Congress. This had been called for the purpose of exchanging information between the Mother Country and the several Dominions relating to the war, including the role played in each country by the trades unions, and also securing advice as to the aims and aspirations of the unions in each country in the post-war period. The conference, unfortunately, was circumscribed in its initial stages by the loss of the New Zealand delegation en route—the result of enemy action at sea—and the inability of Australia to send delegates. With British delegates and representatives from the International Federation of Trade Unions in attendance, the Dominions were represented by South Africa and Canada. Sir Walter Citrine reported on his previous efforts to secure a conference representative of many more countries, which had failed on account of internal conflicts and other considerations in those countries. The British delegates were, however, hopeful of a developing realization in all countries that world-wide unity in the days ahead was necessary, and that this realization would make closer co-operation possible.

The information exchanged at the Dominions conference revealed that the trade union movements of all countries represented were playing a decisive role in furthering the war effort. Degrees of comparison invariably had a sound cause, such as distance, resources, population, and other factors that contributed to the effort of each country. In no instance was it reported that the common people were not heart and soul in the fight for victory. The evidence at

hand was testimony to a common aim pervading all countries, that the objective must be secured, and that the fruits of victory would be of substance and benefit for those who toil for a living. It cannot be said, however, that the conference found everything good in its exchange of information and that there were not some grounds for discouragement.

The fact that the British Trades Union Congress was unable to have a wider range of countries attend is in itself evidence that in too many nations there is a tendency to believe that progress can be made by disjointed sections among the trades unions and that each can make a maximum contribution in both peace and war by pursuing its own separate way. This is one of the sores that of necessity must be healed before true world-wide unity can be achieved. The lack of Labour unity in such nations—including our own—has been a factor in the war, and, unless quickly remedied, will also be one in effecting a peace that should be beneficial to the people. The deplorable consequences of this situation can perhaps be realized better in Britain and from Britain, where the movement is not only a united whole, but a disciplined body that is and has been capable of great achievements.

What British Labour has Done

It is true that such unity and discipline are the benefits of a longer experience than ours, but it is a goal at which to aim. The British movement has had to deal with tremendous difficulties. The country has been entirely uprooted. The requirements of war have upset all of life's normal functions. Physically, through enemy action, and the necessity for a wholesale and fundamental adjustment in the conditions of life and work of the people, the nation has been figuratively dislocated. Millions of trades union members have joined the various armed services. Other hundreds of thousands have had to be transferred to new jobs in locations many miles from home. Yet to-day, in numbers, the British movement is at an all-time peak, even with the loss of millions of members. In prestige and in the respect it commands the movement has advanced with great strides. It may be considered as expressing the voice of the people, and as such has the ear of the Government.

This has been accomplished under conditions that usually result in a decline in the numerical strength and position of the trades unions. Hours of labour are long and hard.

Home and domestic conditions have been uprooted. Food and clothing are rationed to the most extreme degree. Millions of homes have been destroyed or irreparably damaged. Wages are a long way from being all that workers are entitled to in return for their labour. In short, the whole structure of British life has been patterned to distress and hardship, but the people do not seem to mind. In fact, that seems to be the explanation of the strength of the trade union movement. The organized workers are doing more than merely fighting a war. This conflict will determine whether they shall live or die, not as trade unionists, but as human beings. If they fail, their lives cease. If they win, with the new-found strength and confidence with which they have armoured themselves, they seem to see in their victory a chance to bring to life the dignity that has been so long denied them. One cannot come away from Britain without being impressed with the determination and purpose behind their present war effort. It has embraced and enveloped the whole people, and ours, good as it may be, seems somewhat puny by comparison.

Women in Industry

We visited many towns and cities, and went into the countryside. Everywhere was the evidence of war. The land was being tilled almost exclusively by women or elderly men, for the young men had gone. In the armed services there seemed to be almost as many women as men, and it was the same in the factories we visited. Indeed, some factories employed women almost exclusively, and generally, the work of the women was regarded as good. Here and there managements and unions expressed doubts as to the permanent value of such wholesale dragooning of women's labour. There appeared many hold-over prejudices with much doubt as to the wisdom of permitting women to supplant men in such large numbers. In some jobs, women were found to be superior to men, such as those involving intricate and repetitive work. Whatever the overall comparison between the sexes in their contribution to the war may be, it is enough to say that all women, young and old, have made an enormous contribution to the survival of the country in its darkest days.

Labour-Management Production Committees

In going through the factories, the delegates made a point of securing advice and information on the operation of labour-management production committees. On the whole, they seem to be working reasonably well. In Britain, such committees are buttressed by official gov-

ernment interest, action and support, with a Cabinet Minister in charge, and with Labour having a directing voice in the work of all production throughout the country. There have cropped up prejudices on both sides, with employers and unions doubting the benefit of such joint undertakings in production. This was more noticeable in the early stages of the war, but as the war continued, it was realized that prejudices must be discarded. While there were no exact figures on which to base a judgment as to the operations of such committees, it would appear that they have been a substantial benefit to the country. At least Great Britain ranks among the highest in per capita production of any nation at war, and undoubtedly the joint committees have had much to do with attaining this high level of production.

Rationing and Price Levels

As to the necessities of life, it is enough to say that the whole life of the people is rationed. The satisfying feature of the British rationing schemes is that they achieved a general levelling of the people, and it is generally agreed that very few people have been able to gain at the expense of the masses. Food is best in the factory canteens and in the British or community restaurants. In the main, food in hotels and restaurants is quite poor. He is an astute and able visitor who is able to find the occasional good meal—by Canadian standards—in the average British restaurant. An explanation of this condition is that the bulk of the best food is withdrawn from such enterprises, and channelled through factory canteens and the homes of the people.

Prices are in most instances comparable to Canadian levels, though in others they are higher. The price levels of most staples have been kept down by government subsidy and, in the apparent hope of driving non-essential or luxury goods out of production and consumption, these commodities have been subjected to extremely heavy taxation. An instance of such heavy taxation is immediately noted in the purchase of tobacco, the price of which has trebled since the beginning of the war. Beer and spirits of all kinds are also high in price. As affecting the consumption of tobacco and other incidentals by our Canadian soldiers, sailors and airmen abroad, I should like to say in passing that the pay of a Canadian serviceman is badly depleted if he confines himself to one package of cigarettes and one glass of beer per day. Those who have been sending packages to relatives in Britain should continue to do so, and send them often and regularly. Cigarettes, soap, razor blades, chocolate and other minor delicacies are badly needed and greatly appreciated when received.

How British Trade Unionism Works

It is important to refer to the structure of British Trade Unionism, and its methods of operation. The first thing that strikes a visitor is the apparent maturity of the movement. Trade unions are grown up. They have "gone through the mill" in past years, and have now woven themselves into the fabric of British life. They are accepted as an institution, and this has been of great benefit in this war. There is not a department of government in which the unions are not represented. Looking after wages, hours of labour, and working conditions is only the beginning of the function of the British unions. The parent body, the British Trades Union Congress, is built on a departmental basis and almost approaches the structure of government. Each department has one or more experts in charge, which eliminates endless discussion and minimizes the need for numerous meetings and conferences. Authoritative opinion thereby guides all activities of the trades unions. There is little emotion exhibited. All discussion is on a matter-of-fact basis, the evident purpose being to get at the root causes of existing difficulties. We have much to learn from the Britishers in this respect. We waste a tremendous amount of time and energy in Canada in shouting and emoting, as compared with the Britishers, who seem merely to go to work and do the job at hand.

In the field of comparative organization, particularly as affecting skilled trades, the British wage-level is low by Canadian standards. This would seem to be a contradiction in view of the highly developed and well-integrated trade union movement in Britain. The explanation lies, however, in the fact that Britain is relatively poor in natural resources as compared with our own country, and even were industry socialized, the ability of the Britisher to raise levels to those reached on this continent under similar operation would be lessened by the fact that the resources are not there in abundance. In addition, as a large exporting nation of manufactured and processed goods, maintenance of export markets is predicated on competition with world-wide varying levels, some of which are very low. The aim of the unions is to take the most out of the social system that it is capable of producing and in this they have done a good job. Most wage-agreements are on a national basis, employers and unions preferring this method, which lends itself to stability in wages, production and distribution. There are very few instances of a uniform national wage. Wages are zoned, levels being based on population and production costs in the respective zones. When asked for the reason for existing wage-

differentials, union authorities reply that they have grown up with the development of industry, that in many cases the differentials are not justified, and that only constant effort will ultimately eliminate them. Considerable progress has been made in this respect.

Co-operation Among Trade Unions

The Britisher is not so mechanically-minded as the North American. He does not believe that at all times a straight line is the shortest distance between two points. The result is that there is no such thing in existence as a pure craft union, nor yet an industrial union, as we conceive them. Most unions are a combination of both types of unionism, with the craft ideology being the base upon which most unions operate. In some large industrial plants, we found as many as forty unions represented, yet they seem to get along quite well. There is, however, an urge to reduce the multiplicity of unions, but instead of competitive organization the policy of amalgamation is the medium employed. It has worked well and has eliminated undue friction, though some of this exists particularly among the unions governing unskilled and semi-skilled trades, which are perhaps the best organized in the country.

This report is but a thumbnail sketch of conditions in Britain. The people are determined that this war will pay for itself in the establishment of permanent and true values, that adequately weigh the contributions and the necessities of those who go to make up the nation. The war has disclosed that the country could not be saved only by those who have traditionally frolicked on "the playing fields of Eton." It took the bone and sinew of the country, the mass of the people to do it. Many of the traditional social superiorities and inferiorities have thereby been wiped out. In their place is the widening of a new-found strength. In relation to Canada and other Dominions, the conceptions of many Britishers are still quite hazy. Canada has much to do in the field of education and publicity abroad, although our Canadians in uniform have performed a tremendous educational feat for their country. Our men and women in Britain are valued not for what Canada has given to the Motherland, but for themselves. The impressions they have left can be definitely considered as assets for the Dominion. Canadian men and women in the service have represented their country beyond measure.

Our Opportunities as Canadians

Despite all the kindnesses that were heaped upon us by everyone we met and also in acknowledging that in many respects the

Britishers are ahead of us, one cannot be abroad any length of time without returning home a better Canadian. By comparison, we have a wonderful country that we do not appreciate to the full. There is not a Canadian abroad, living in the concentrated industrial areas of other countries or in the small confining countryside, who does not have a longing and nostalgia for the almost limitless vistas and horizons of his own land, with its tremendous resources, long distances, and the freshness and vigour that animate the life of all Canadians. We can do more with our country than we have done. We are an energetic people, and in the field of trade unionism this seems to be our trademark. Yet, in looking at the virtues of peoples in other lands, it would seem that our energy should be tempered with greater wisdom, that our denunciations of injustice can be wisely balanced with constructive application. As a young people and

a young movement, our unions would appear to need a greater measuring of our objectives and a seasoning of our emotions with factual analyses. We have to develop a properly-integrated movement, well-ordered and disciplined, built around all of the needs of the people and not merely the wage and hour range of our limited operations. These things will take time. We have the youth, the energy and the intelligence. We have the country to contribute to and draw upon. With a growing wisdom and a wider consciousness, it is my opinion that we can do these things and serve our own people in greater measure than we have done before.

I regarded my trip to Britain as a representative of the Congress as a distinct honour, a privilege, and an education. I am aware that every delegate says such things, but I want you to know that in my case at least they are true.

Canadian and Catholic Confederation of Labour

THE twenty-second annual convention of the Canadian and Catholic Confederation of Labour took place in Granby, P.Q., during the four days commencing September 19. The convention was attended by 213 delegates and considered over 100 resolutions.

Membership in the Confederation has increased, according to the report of the Confederation Bureau, from 46,447 at the end of May, 1942, to 53,384 at the end of May, 1943. During the year 25 new syndicates became affiliated with the Confederation, 11 through federations and 14 directly. Two new federations were established.

The convention was opened with a Mass sung by the General Chaplain of the Confederation, followed by a banquet at which Mr. Paul Martin, parliamentary secretary to the Minister of Labour, represented the Minister.

Mr. Martin praised the work done by the Confederation since its formation in 1921 in organizing unions in various industries and bringing about collective bargaining. "This must have meant a raising of the standard of living for many Quebec workers, and improved working conditions," he declared.

Outlining Canada's war effort, he spoke also of post-war prospects. "There is much talk about a new world," he said. "What we mean by this is that the resources of the world and particularly of this country are such that they can be harnessed so as to provide more generously and completely for the masses of our people. I frankly tell you that I am for this new world. Our problems are man made and can be solved by man. I look forward

to the day, and very soon, when we will have a social insurance plan that will be broad enough to take in old age, unemployment, invalidity, accident, health, all in one contributory scheme, so that all those who contribute will be assisted in their efforts and will be able to draw from a fund for one of these purposes." In regard to unemployment he said that the war had shown that by maintaining a high national income work could be provided.

Speaking on labour-management co-operation he declared: "Industry is not alone the prize of management. Labour and management have a joint role to fill. Labour-management co-operation in production should be encouraged. Management would do well to realize this. Toleration and patience are requisites for each of these partners in industry." In the sharing of the fruits of joint effort, he asserted, lay the social justice to which the world looked forward.

Report of President

Mr. Charpentier, in his presidential report, referred to 1942-43 as a year of struggles, tests and sacrifices "perhaps without precedent for the body of our movement." He asserted that attacks had been made by rival labour organizations. These were supplemented by "high federal functionaries" who he declared had interpreted wartime orders and rulings to the advantage of rival groups. He paid tribute to the determination and to the success of syndicates which had held their own or in-

creased their membership. During the year affiliated groups had negotiated 20 to 25 new agreements, and had renewed 60 to 70 others without disturbing the public peace.

He congratulated union centres which were successfully operating consumers' co-operatives, mentioning specifically the building co-operatives of Sherbrooke and Asbestos. More and more centres, he said, were forming study groups.

In the field of publicity Mr. Charpentier called attention to the radio programs in which the Confederation had participated, the increased circulation of the C.T.C.C. journal, *Le Travail et la Vie Syndicate*, and the appearance of several papers put out by syndicates or by union centres.

Industrial Democracy

Mr. Charpentier voiced criticism of union representation votes, in that a worker might be obliged, by majority vote, to "belong to a union and at the same time indirectly to a labour movement with which the union is linked, which movement often advances social and political principles that the worker personally detests."

Advocating legislation on freedom of association which would respect the principles of "Christian industrial democracy," he asked for provincial legislation to precede such federal action as might result from the recommendations of the National War Labour Board and to convey the sentiment and views of Quebec on labour matters.

"The fixing of national standards on hours of work, hourly or weekly wages, the standardization of the Companies Act, and the abolition of union anarchy by making workers' organizations subject to national legal criteria, are urgent measures which, once put into force, would facilitate the solving of the labour problem in Canada," Mr. Charpentier declared.

Social Security

Mr. Charpentier criticized the Marsh report on social security as an influence tending towards centralization. "The various benefits that it proposes: family allowances, unemployment benefits, health insurance, funeral benefits, etc., would be administered by Ottawa for the whole country. Nothing could be more contrary to national unity as we conceive it in Quebec. How would central authority respect all that is particularly ours: family ideals, traditions, civil laws, etc.?"

He advocated that a social security plan be undertaken by the federal government after the war with concurrent legislation in each province. He expressed satisfaction that the Quebec government had already adopted compulsory health insurance in principle, as well

as having incorporated the principle of family allowances in the Collective Agreement Act. He said an extension of legislation on family allowances was necessary, to cover families not included in the present law. He also asked for a provincial housing act, declaring that the federal act did not answer the needs of the working population of the province.

Cost of Living

Referring to an inquiry made by the Confederation into the cost of living in a number of centres, Mr. Charpentier said that one result was clear: that the Government should be required to check the actual increase in the cost of living, as well as that shown in the official cost of living index, or else permit a rise in substandard wages.

He said it was undeniable that wages were too low in a large number of Quebec industries. This contention was borne out by the fact that the Quebec Regional War Labour Board had received, and granted, more requests for wage increases than the Ontario Board. However, he protested against "the exaggerated accusations hurled by other labour organizations and by certain people in this province" concerning low wages paid in Quebec. Such accusations did not take into account the "considerable improvement" that had taken place due to the Collective Agreement Act and the minimum wage legislation; also it did not do justice to the Confederation which alone had pressed for enactment of these measures.

He expressed satisfaction that the Confederation had been among the organizations which had requested adoption of a law on compulsory school attendance such as had just come into effect in the province. He urged also uniformity and cost-free distribution of books for pupils in elementary schools.

Collaboration in War Effort

Referring to the war effort Mr. Charpentier declared: "Our collaboration has been loyal, and will be until the end of the world conflict."

The Confederation had maintained industrial peace without interruption to the war effort, he asserted.

In conclusion, he said that the Confederation wished to play its part in building "the new social edifice that all Canadians wish to see" in the post-war world.

Insurance Plan

Among the first matters to be dealt with by the delegates was a project for a Confederation insurance fund. Mr. Gerard Picard,

general secretary of the Confederation, informed the convention that this project had received close attention from the executive during the year. A draft plan was submitted to the delegates for their consideration and evoked spirited discussion. The object of the plan was to afford maximum protection to members at the age when their family responsibilities were greatest. A clause excluding from death benefits those of the age of 55 or over at the time of the plan's inception aroused some debate, with some delegates preferring a system of graduated rates of premium payment.

Professional Syndicates Act

A resolution was passed asking that all applications for incorporation under the Professional Syndicates Act be submitted to the Minister of Labour before being approved by the Provincial Secretary; the object being to prevent incorporation of company unions.

Workmen's Compensation

An amendment to the Workmen's Compensation Act was requested to provide that workers be represented when an accident occurs to make sure of impartiality in the preparation of the report. It was also asked that blood-poisoning suffered as a result of injury received at work, and lime burns be made compensatable; that rates of compensation be raised to 100 per cent of wages up to an annual income of \$2,000; and that all industries be brought under the law.

Family Allowances

By unanimous vote the delegates adopted a resolution to the effect that the Confederation should smooth the way to the introduction of family allowances, leading to the passage of a law by the government on the subject.

Scholarships for Sons of Workers

The fact that sons of workers are tending more and more towards improving their education, and that a worker cannot ordinarily afford to give his son the progress in education he is capable of benefiting by, was considered by the delegates in a motion urging that the Provincial Secretary accord full scholarships to sons of workers who are taking courses at a university or at an institution affiliated with a university.

Selective Service

The convention passed three resolutions dealing with Selective Service. It was suggested that in thickly populated centres, such

as Montreal, Quebec, Three Rivers, Sherbrooke, etc., there should be in the Selective Service Office one official at the service of workers' organizations exclusively, with a secretary to deal with telephone calls from unions. An amendment was sought to the definition of "casual employment", from 3 days to 6 days. It was requested that Selective Service make serious inquiries about employers who habitually write on a notice of separation the words "not competent," sometimes placing workers in an embarrassing situation.

Cost of Living Bonus

A uniform compulsory cost of living bonus for all industries was requested by the delegates in a resolution which deplored "the ambiguities and injustices for certain groups of workers who must be content with the insignificant bonus of 60 cents a week although they are faced with the same cost of living as other groups receiving a full bonus." It was also asked that the words "from the date of the last general increase in wage rates" be removed from the third paragraph of section 34 of P.C. 5963.

Two other amendments to P.C. 5963 were suggested, one which would permit the Minimum Wage Board of the Province of Quebec to order wage increases up to the minima laid down in the federal order, P.C. 7679; and another which would permit the recognition of the procedure of amending collective agreements by the Regional War Labour Board.

Other resolutions called for enforcement of application of P.C. 7679 in all industries with war contracts without exception; and for the rates specified in this order to be made obligatory in all industries. Minimum rates of 35 cents an hour for men, 25 cents for women, and 20 cents for workers under 18 years of age were urged by the delegates.

Holidays with Pay

Several resolutions were submitted dealing with the subject of holidays with pay. It was decided that the Confederation would prepare a draft law on this subject for submission to the government. The delegates also went on record as favouring a week's vacation with pay each year for all workers.

Taxes

Protests were voiced in a number of resolutions over various aspects of the taxation system. It was argued that a "large number" of workers were refusing to work overtime because of a resulting increase in their taxation rate, and that this lost time caused considerable harm to the war effort. One resolution

urged that income tax be levied only on the regular wages of workers; several others specifically asked that no tax be levied on the cost of living bonus, on overtime payment, on holidays with pay, or on income received through retroactive decisions of the War Labour Board or Unemployment Insurance Commission. In cases where excess deductions at the source had been made, it was requested that the Minister of Finance see to a speeding-up of reimbursements. Shorter and less complicated tax forms were asked, so that "thousands of workers" would not be obliged to pay for the services of qualified accountants; and it was requested that no tax be made on incomes of less than \$1,000 per single persons or \$1,540 for married men. Another resolution asked that employers be obliged to furnish workers with a slip showing in detail the deductions made from wages.

Cost of Living and Price Control

A more rigid control of prices was asked of the Wartime Prices and Trade Board. Complaints were voiced especially against the price of meat, lack of uniformity in price ceilings for individual merchants, and the "black market". A more efficacious control of wholesale prices was asked; and it was suggested that a cessation of all publicity concerning commodities which might be about to be rationed would discourage hoarding and the "black market".

Unemployment Insurance

In regard to the Unemployment Insurance Act, the convention passed resolutions asking for the following amendments: that benefits be payable from the first day of unemployment rather than from the ninth; that benefits be made retroactive from the first day even if a claim is not made until after several days of unemployment; that the difference in the rate of benefit between single men and married men with one child of \$12.24 to \$14.40 a week is too small, and that the father of a family of two children or more should receive \$25; that there be less delay in payment of benefits.

It was also asked that, "in order to prevent the dismissal of workers who verify their insurance books for themselves," inspectors verify the stamps in the books so that the worker can be sure that all the stamps he has paid for are inserted. Another resolution stated that "75 per cent of employees are afraid of asking to see their books," since employers "reproach them for lack of confidence," and requested that the Government

produce twice a year a duplicate of the sums paid.

Membership Open to Other Faiths

The General Chaplain of the Confederation, Reverend Father Jean Bertrand, in an address told the delegates that membership in the syndicates should be open to "all men of good will", providing that, as syndicate members, they "conform their acts to the Christian social doctrine". He said that this practice of open membership had been a matter of fact for the past years in many syndicates affiliated with the Confederation.

In this connection the delegates approved a section of the President's report stating that "federations and syndicates are, as heretofore, left free to choose whatever name they may deem appropriate". Thus unions so desiring may omit, or continue to omit the word "Catholic" from their title.

Other Resolutions

Other resolutions adopted by the Convention dealt with the following among other matters:

Amendments to the Collective Agreement Act;

Urging institution by the provincial government of workers' tribunals;

Requesting regulation of hours of closing in respect of grocers and barbers;

Proposing an amendment to the provincial strikes and lockouts law to make it include all employments and services;

Supporting the Chiropractors' Association in its request to governments to organize itself as a professional incorporation;

Asking a law to protect the public from "the misleading advantages of instalment buying";

Requesting the establishment of compulsory pension funds for municipal employees in towns of more than 5,000 population;

Asking for the setting-up of a provincial bureau of statistics;

Asking that union officials who make placements in projects essential to the war be placed in category C for gasoline rationing;

Requesting a reduction in the eligibility age for old age pensioners from 70 to 65; and that all pensioners receive the full pension of \$365 a year;

Asking for fuller French-Canadian representation in the federal Department of Labour;

Asking for an immediate session of the provincial legislature to give force of law to the recommendations of the Royal Commission into the disputes at the Lake St. John Power and Paper Company and Price Brothers;

Recommending that the federal government organize a national lottery to "aid in financing the war effort";

Recommending, in the light of papal encyclicals, that a study be made of a better world for after the war; this to be undertaken in collaboration with the *Semaines sociales du Canada*;

Deciding to undertake a "vast campaign" in all union centres in favour of credit unions (*caisses populaires*) and consumers' co-operatives;

Favouring the setting-up of a committee to create a union theatre as a means of spreading union information.

Election of Officers

At the conclusion of the convention Mr. Alfred Charpentier, Montreal, was re-elected president for a ninth term of office.

Other executive officers elected were: vice-presidents, E. Tellier, Three Rivers; O. Filion,

Montreal; A. Roberge, Quebec; L. P. Baily, Jonquiere; secretary, Gerard Picard, Quebec; treasurer, A. Bourdon, Montreal.

The directors elected, with the federations they represent, were as follows: O. Cyr, Asbestos, asbestos; J. Collins, Shawinigan, aluminum; P. E. Cabana, Montreal, barbers and hairdressers; J. Dorion, Quebec, building; E. St. Amand, Montreal, trade; R. Bellemarre, Montreal, gloves; G. A. Gagnon, Montreal, printing; F. X. Legare, Rimouski, lumber; W. Cloutier, Victoriaville, furniture; P. Lessard, Port Alfred, pulp and paper; H. D'Amour, Drummondville, textiles; I. Rousseau, Victoriaville, clothing; L. Morency, Quebec, federation of study circles.

Directors for regions where there are central Councils are as follows: R. Gosselin, Quebec; C. O. Bruneau, Montreal; G. Dallaire, Chicoutimi; E. Jacques, Sherbrooke; A. Quinty, Three Rivers; M. Lavigne, Hull; O. Chabot, St. Hyacinthe. Reverend Father Jean Bertrand is General Chaplain of the Confederation.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

Dominion-Provincial Conference on Labour Relations

A Dominion-Provincial Conference on labour relations was held in Ottawa during three days beginning Monday, November 8. The conference arose out of the reports filed by members of the National War Labour Board, following the recent general enquiry into labour relations in Canada. The reports have been receiving constant study by the Department of Labour and recommendations based on the reports, studied in the light of practices in other countries, have been placed before the Cabinet. As a good part of the field of labour relations and their effect upon wartime industry, would normally be within provincial jurisdiction, the provinces were invited to send representatives to a conference in order that the benefit of their advice, and possibly their co-operation in regard to administration, might be secured.

Hon. Humphrey Mitchell, Minister of Labour, presided as chairman, while Arthur MacNamara, Deputy Minister of Labour, assisted as vice-chairman. Paul Martin, M.P., Parliamentary Assistant to the Minister of Labour was chairman of the Conference Arrangements Committee.

The Minister of Labour outlined to the representatives the proposals being advanced at this time by the Dominion Government in the matter of wartime collective bargaining legislation. These were considered in detail by the conference, and suggestions, particularly in reference to items of administration which would normally be within provincial jurisdiction, were invited.

A spokesman for the Government outlined new federal proposals for maintenance of the wartime wage stabilization policy and price controls.

The Hon. Humphrey Mitchell, as chairman of the conference, issued a press statement when the meeting concluded at 5.15 on Wednesday afternoon.

He first explained that the conference was called by the Department of Labour for the purpose of obtaining the views of the provincial Ministers and officials of Departments of Labour on the questions of:—

1. Compulsory collective bargaining in respect to any term or condition of employment customarily included in collective agreements subject to the provisions of the Wages Control Order.
2. Compulsory arbitration of disputes arising out of negotiated agreements.
3. Definition and prohibition of unfair labour practices.
4. Adequate machinery for enforcement.

The Minister then said that after three days of very interesting discussion during which all aspects were canvassed he was very happy to state that on these four basic principles unanimity had been reached although two views developed as to what would be considered as war industry, if the order is to be restricted to war industry.

The Minister stated that the Department would now have the advantage of the views expressed and he would be assisted very considerably in framing his recommendation to the government.

Following is a list of the provincial delegates who attended the conference on labour relations:—

British Columbia—Honourable Geo. S. Pearson, Minister of Labour, Mr. Adam Bell, Deputy Minister of Labour, Mr. James Thomson, Conciliation Officer; Alberta—Mr. W. D. King, Deputy Minister of Trade and Industry, Mr. C. Adams, Chairman of the Alberta Board of Industrial Relations; Saskatchewan—Honourable R. J. M. Parker, Minister of Labour, Honourable J. W. Estey, Attorney-General, Mr. C. A. Scott, Commissioner, Bureau of Labour and Public Welfare; Manitoba—Honourable Errick Willis, Minister of Public Works and Labour, Mr. J. A. Leslie, Chief Conciliation Officer, Mr. W. J. Waines, Economic Adviser; Ontario—Honourable Charles Daley, Minister of Labour, Honourable L. E. Blackwell, Attorney-General, Mr. James Marsh, Deputy Minister of Labour, Mr. Louis Fine, Chief Conciliation Officer, Mr. J. B. Metzler, Chief Executive Officer, Regional War Labour Board; Quebec—Honourable E. Rochette, Minister of Labour, Mr. J. O'Connell-Maher, Associate Deputy Minister of Labour, Mr. Louis Phillippe Pigeon, Law Clerk, Legislative Assembly of Quebec; Nova Scotia—Honourable L. D. Currie, Minister of Labour; New Brunswick—Honourable J. B. McNair, Premier, Honourable J. A. Doucet, Minister of Labour, Mr. N. D. Cochrane, Director of Labour, Mr. Charles J. A. Hughes, Vice-Chairman, Regional War Labour Board; Prince Edward Island—Honourable Horace Wright, President of the Council.

**Cost of living
index declines
fractionally**

The Dominion Bureau of Statistics cost-of-living index declined fractionally from 119.4 on September 1 to 119.3 on October 1, 1943.

This index which has been specified as the basis for calculating cost-of-living bonus adjustments under Order in Council P.C. 5963 has increased 18.4 per cent between August, 1939, and October, 1943. It is now 1.4 points above the July, 1942, index upon which the last cost-of-living bonus adjustment was based.

Food prices which have contributed the greater part of the advance in recent months were also responsible for the October decline. The food index dropped from 133.5 in September to 132.9 in October. Sharply lower prices for potatoes and lesser decreases for lamb,

beef, carrots and turnips were of greater importance than increases for eggs and butter. There was also a slight reduction in the fuel and light index from 113.4 to 113.3. Two group indexes advanced, rents from 111.5 to 111.9, and clothing from 120.6 to 121.1. Remaining group indexes were unchanged, homefurnishings and services at 118.2, and miscellaneous items at 108.3.

**National War
Labour Board
orders increase
in cost of
living bonus**

Following the increase (as of October 1, 1943) of 1.4 points in the adjusted cost-of-living index announced by the Dominion Bureau of Statistics (see above, and also p. 1572) the National War Labour Board issued a General Order on November 3 that cost-of-living bonuses be increased accordingly commencing with the first payroll period beginning on or after November 15, 1943.

In the case of adult male employees, and of other employees receiving weekly wage rates of \$25 or more per week, the amount of the weekly increase will be 35 cents; for male employees less than 21 years of age and female employees, whose weekly wage rates are less than \$25 per week, the increase will be 1.4 per cent of their weekly wage rates.

This increase is compulsory for all employers who are subject to the Wartime Wages Control Order, P.C. 5963, and the 35 cent or 1.4 per cent upward adjustment must be added to all cost-of-living bonuses presently being paid to employees who are not above the rank of "foreman".

The maximum weekly bonus will now be \$4.60, or 18.4 per cent of the weekly wage rates, as the case may be.

The Board's General Order does not affect the provisions of its special direction made last June for manual workers in the construction industry following representations from the National Joint Conference Board of that industry.

The text of the Order is as follows:—

NATIONAL WAR LABOUR BOARD GENERAL ORDER

The Dominion Bureau of Statistics has found that the cost-of-living index number for October 1, 1943, of 119.3 (adjusted index 118.4) has risen by 1.4 points over the index for July 2, 1942, of 117.9 (adjusted index 117.0).

Accordingly, pursuant to the provisions of Section 34 (1) of the Wartime Wages Control Order, P.C. 5963, and subject to the provisions

of the Order, the National War Labour Board orders that:—

1. Except as otherwise provided in Sections 2, 3 and 5 of this General Order, every employer shall, effective from the first payroll period beginning on or after November 15, 1943, increase:—

- (a) the amount of cost-of-living bonus payable to adult male employees and to other employees employed at weekly wage rates of \$25 or more by the amount of thirty-five (35c.) cents per week;
- (b) the amount of cost-of-living bonus payable to male employees under 21 years of age employed at weekly wage rates of less than \$25, and to female employees employed at weekly wage rates of less than \$25 by 1.4 per cent of their weekly wage rates.

2. No employer shall, by reason of this General Order, increase the amount or percentage of any cost-of-living bonus payable to employees where such amount is more than \$4.25 per week but less than \$4.60 per week, or if such percentage is more than 17 per cent but less than 18.4 per cent of weekly wage rates, to an amount in excess of \$4.60 per week or a percentage in excess of 18.4 per cent of weekly wage rates.

3. If payment of cost-of-living bonus was commenced, not pursuant to Order in Council P.C. 8253 and established prior to the effective date of that Order, and is in excess of the amount of \$4.60 per week or 18.4 per cent of weekly wage rates, such amount or percentage of cost-of-living bonus shall remain unchanged.

4. The adjustment or payment of a cost-of-living bonus calculated as ordered shall be to the nearest cent of any fractional figure.

5. Nothing in this General Order shall affect the operation of the Direction of the National War Labour Board dated June 14, 1943, applicable to employers in the construction industry.

C. P. MCTAGUE,
Chairman,
National War Labour Board.

Leave to
appeal to
National War
Labour Board

The National War Labour Board announced at Ottawa on October 13 that its by-law with respect to appeals from decisions of Regional Boards had been amended.

Appeals to the National Board are brought only upon permission granted either by the Regional Board concerned or by the National Board. The request for leave to appeal, if addressed to the Regional Board, has to be made within thirty days of the announcement of the decision; as to applications addressed to the National Board, heretofore no time limit prevailed.

By the amendment, it is now provided that leave to appeal, when sought from the National Board, must be applied for within sixty days of the announcement of the Regional Board's decision. The new provision reads as follows:

Amended By-Law 11 (4), (5)

(4) Any person interested in or affected by any decision or order of a Regional Board may appeal to the National Board, if

- (i) The Regional Board making such decision or order grants leave so to appeal and the request for such leave to appeal has been made within thirty days of the announcement of the decision or order of such Regional Board; or
- (ii) The National Board grants leave so to appeal and the request for such leave to appeal has been made within sixty days of such announcement.

(5) On any such appeal, the decision or order of the National Board shall constitute the decision or order of the Regional Board as if originally made by it.

B.C. teachers
to affiliate
with Trades
and Labour
Congress of
Canada

A recent decision to affiliate with the Trades and Labour Congress of Canada will make the British Columbia Teachers' Federation the first teachers' association in Canada to join the ranks of organized labour.

The decision was taken at the fall meeting of the B.C. Teachers' Federation, held in Vancouver early in October, and was unanimous.

It was pointed out that, although such action is new to Canadian teachers, unions of teachers in the United States have for many years been affiliated with labour organizations, notably the American Teachers' Federation with the American Federation of Labour.

Credit union
national
committee

During the second week in September a meeting of representatives from every province in the Dominion was held in Levis, Quebec,

to discuss the advisability of forming a national body of credit unions. The meeting was held in the same room in which the first general meeting of the first credit union in North America was held in 1900.

According to an article in *The Co-operative Consumer* for October 1, a Credit Union National Committee, representative of each of the provinces, was formed. The duties assigned to this committee were: "(1) to study and, if necessary, to take action on problems of legislation or taxation of national interest to credit unions; (2) to study and make recommendations regarding the procedure for establishing a National Association of Credit Unions and a suitable constitution."

The findings of the committee will be submitted to the several provincial credit union federations or leagues for their approval before being placed before the National Conference next year.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

A slight increase in employment at the beginning of September as compared with the previous month was recorded by the Dominion Bureau of Statistics index. This advance which was a continua-

tion of the movement in progress since May was considerably smaller than that recorded at any September 1 in recent years. It was stated that "the slackening in the rate of expansion at the date under review continues the levelling-off which has recently been indicated in the current figures of employment; this is partly due to shortages of labour, but in some cases results from changes in the

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	October	September	August	October	September	August
Employment Index (1)		186.2	185.9	181.3	179.3	177.8
Unemployment percentage (trade union members)..... (2)	0.3	0.4	0.4	0.8	0.9	1.8
Index numbers, aggregate weekly payrolls..... (3)		148.9	147.7	137.8	135.8	131.6
Per capita weekly earnings..... \$		31.28	31.06	29.51	29.29	28.62
Prices, wholesale Index (1)	101.9	101.2	100.4	96.8	95.8	95.6
Cost of Living Index (4)	119.3	119.4	119.2	117.8	117.4	117.7
Retail sales unadjusted index..... (4)		158.3	142.5	174.2	153.2	147.5
Retail sales adjusted index..... (5)		158.8	162.1	152.2	152.6	162.4
Wholesale sales..... (4)		185.4	171.4	171.4	177.9	157.4
Common stocks index..... (4)	185.3	89.3	88.9	65.0	62.6	61.6
Preferred stocks index..... (4)		118.1	117.8	96.2	95.6	95.8
Bond yields, Dominion index..... (4)	197.3	97.3	97.3	99.6	99.4	99.0
Physical Volume of Business Index (6)		236.7	241.6	207.2	206.1	205.7
INDUSTRIAL PRODUCTION (4)		280.9	276.8	278.6	235.1	232.5
Mineral Production..... (4)		322.4	337.7	195.7	225.8	216.6
Manufacturing..... (4)		299.2	290.8	262.6	253.3	248.8
Construction..... (4)		77.5	84.9	97.8	127.8	114.3
Electric power..... (4)		160.5	163.7	138.5	140.0	142.8
DISTRIBUTION (4)		144.9	168.9	142.1	143.8	150.4
Carloadings..... (4)		122.0	138.7	124.6	117.4	129.6
Tons carried, freight..... (4)		148.4	182.8	127.9	127.1	163.0
Trade, external, excluding gold..... \$		384,639,552	444,240,556	353,160,229	333,858,851	309,661,021
Imports, excluding gold..... \$		137,271,083	149,134,694	140,192,800	133,344,012	131,877,571
Exports, excluding gold..... \$		244,914,478	292,861,098	211,895,408	206,084,251	176,467,101
Bank debits to individual accounts..... \$			4,020,268,715	4,073,800,537	3,516,107,197	3,479,744,886
Bank notes in circulation..... (9) \$			718,600,000	581,800,000	563,700,000	546,800,000
Bank deposits in savings..... \$		1,988,904,185	1,915,732,321	1,708,732,999	1,743,248,134	1,699,553,037
Bank loans, commercial, etc..... \$		988,762,167	1,062,942,828	1,007,598,156		978,147,745
Railway—						
Car loadings, revenue freight cars..... (7)	290,454	277,082	278,706	288,065	266,136	259,924
Canadian National Railways revenues..... \$			35,716,600		29,930,100	30,563,100
Operating expenses..... \$			27,459,646	24,346,408	22,363,692	23,595,427
Canadian Pacific Railway, traffic earnings..... \$		26,289,433	26,855,759	22,799,000	22,113,749	22,053,767
Canadian Pacific Railway, operating expenses, all lines..... \$		22,504,668	23,011,872	17,081,050	18,544,572	18,833,737
Steam railways, freight in ton-miles.....			5,659,033,000	5,170,832,000	4,550,495,000	4,593,277,000
Building permits..... \$		6,992,893	7,530,596	8,842,168	10,900,174	8,342,168
Contracts awarded..... (9) \$	19,238,500	18,570,000	23,865,300	21,412,800	29,675,100	31,771,200
Mineral production—						
Pig iron..... tons		147,902	164,906	175,424	155,900	162,578
Steel ingots and castings..... tons		241,255	246,820	271,127	244,922	248,868
Ferro-alloys..... tons		17,007	18,429	18,265	18,429	15,961
Gold..... ounces		282,804	293,558	385,111	380,703	406,315
Coal..... tons		1,441,270	1,426,032	1,588,595	1,469,672	1,468,448
Timber scaled in British Columbia bd. ft.		245,564,067	242,524,636	214,881,057	245,564,067	228,144,123
Flour production..... bbls.			1,888,030	1,851,082	1,737,472	1,820,199
Footwear production..... pairs		2,737,055	2,777,758	2,992,325	2,807,754	2,773,448
Output of central electric stations..... k.w.h.		3,376,775,000	3,436,141,000	3,174,419,000	2,954,285,000	2,997,249,000
Sales of insurance..... \$			44,791,000	57,149,000	55,065,000	39,347,000
Newspaper production..... tons			259,610	271,500	257,620	253,240

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended October 28, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figures for four weeks ended October 30, 1943, and corresponding previous periods. (8) MacLean's Building Review.

type of production required in certain war industries". The slight increase in the index, 0.1 per cent, was due mainly to the increased employment in manufacturing. The general index at September 1 was 3.8 per cent higher than at September 1, 1942.

Aggregate weekly pay rolls increased 0.8 per cent above the previous month while per capita weekly earnings rose from \$31.06 at August 1 to \$31.28 at September 1. This was the highest in the record, exceeding by 14 cents the previous high point at the beginning of April. At September 1, 1942, the average was \$29.29 and at September 1, 1941, was \$26.04.

The index of the physical volume of business, also calculated by the Dominion Bureau of Statistics, indicating the trend in mineral production, manufacturing, construction, electric power output and in the distribution of goods declined from 241 in August to 236.7 in September. Increased activity was indicated in the manufacturing group but the other four principal groups recorded decline.

Factors indicating the trend of industrial conditions for the first nine months of 1943 showed substantial increases as compared with the similar period in 1942. The increase of more than 17 per cent in the business index reflects marked expansion in war production. It was stated by the Bureau that while a tendency toward tapering off has been displayed in recent months, the level of productive activity has been greater during the present year than at any time in our industrial history. The index of mineral production averaged 26 per cent higher for the first nine months of 1943 than for the corresponding period of 1942; manufacturing production was 23 per cent higher; the consumption of electric power 10 per cent higher; while the value of construction contracts awarded declined 29.7 per cent in the same comparison. In the distribution of goods the tonnage of freight carried by the railways was 10.3 per cent higher in the first three-quarters of the year than in the like period in 1942; wholesale sales were 7 per cent higher; retail sales 4 per cent; exports 26 per cent higher and imports 3 per cent higher. Among the declines recorded in this nine months comparison was that of 21.5 per cent in the receipts of gold at the mint; 5.8 per cent in coal production; 23.9 per cent in production of factory cheese; 9.2 per cent in the consumption of raw cotton; 8 per cent in newsprint; and 9.1 per cent in pig iron production.

Industrial Disputes Investigation Act

Eleven applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of October. Five boards submitted their reports; five boards were established, and the constitution of two boards was completed during the month. Seven disputes were referred to Industrial Disputes' Inquiry Commissioners and reports were received from Commissioners in six cases. The settlement of one dispute was reported, agreement having been reached between the parties. One application was rejected, while strike votes were conducted in two cases.

L. E. Westman appointed Associate Director Selective Service (War Industries)

Arthur MacNamara, Director of National Selective Service, announced recently that effective immediately Mr. L. E. Westman, formerly Assistant to the Director of National Selective Service and Chief Alternative Service Officer, would assume the duties of Associate Director of National Selective Service (War Industries).

Mr. L. E. Westman entered the Department of Labour with the formation of the Wartime Bureau of Technical Personnel in the early days of the war, and was one of those closely connected with the organization of engineers, chemists and science workers in pre-war activities of the Department of National Defence, which lead to the establishment of the Bureau.

He is President of Westman Publications Limited, a Past President of the Canadian Chemical Association, and has been intimately associated with the development of process, chemical and metallurgical industries throughout the country. He is a professional member of the Canadian Institute of Chemistry, the Canadian Institute of Mining and Metallurgy and the Engineering Institute of Canada.

Vancouver union operates mobile library

A new departure in trade union educational methods was introduced at a recent general meeting of the Boilermakers' and Iron Shipbuilders' Union of Canada when a mobile library was opened for the benefit of the members, according to the *Vancouver Province*.

John Wigdor, chairman of the arts education committee of the union, and Claude Donald, chairman of the library sub-committee, arrived at the meeting with sections of the new union library. Members were then given an opportunity to choose works on economics, history and fiction.

Attendance bonus rejected as cure for absenteeism

The idea that an increase in wages may constitute a solution to the problem of absenteeism in industrial plants was unanimously rejected by the United States National War Labour Board in a recent decision.

The Board denied the request of a North Carolina cotton mill to institute a bonus plan whereby workers would receive extra compensation for perfect work attendance.

"The National War Labour Board believes that the causes of absenteeism are so complex and varied as to require many specific preventive actions. It is specious reasoning to say that 'more wages' is all that is necessary to solve this complex problem. It would be even more specious to approve general wage increases thinly disguised as attendance bonuses for that would affect the entire wage stabilization 'program,' declared Dr. George W. Taylor, vice-chairman of the Board in his opinion dealing with the case.

He described the causes of absenteeism as falling into two general categories: unavoidable factors such as sickness, inclement weather, accidents, personal needs, or transportation breakdowns; and the avoidable factors which originate in the plant or outside the plant and are subject to "controls."

The causes for absenteeism which originate in the plant can be very largely minimized by management, while outside factors can be controlled through community co-operation, Dr. Taylor said.

"If the approach to absenteeism is simply the payment of an attendance bonus," continued the opinion, "without going to fundamental causes of absenteeism, the result is sure to be somewhat higher wages without any real solution of the problem of absenteeism. Such a result is incompatible with the wage stabilization program."

Adjustment of wage rates up to 40 cents an hour in United States

Wage increases up to 40 cents an hour may be granted by employers in the United States without necessity of obtaining the approval of the National War Labour Board, according to a recent amendment

to the Board's General Order No. 30. Prior to the amendment such increases were allowed without the approval of the Board; provided that they did not furnish a basis either to increase price ceilings of the commodity or service involved, or to resist otherwise justified reductions in such price ceilings.

Essential civilian industries and labour shortages in United States

Maintenance of essential civilian industries, such as laundries, restaurants, hotels, grocery and other stores, street railways, and bus lines, and telephone exchanges is being increasingly hampered by man-

power shortages, according to an article in the September *Labour Information Bulletin* published by the United States Department of Labour.

"A stable, properly functioning civilian life is necessary to more than just the morale of the individual 'home-front fighter,'" the article points out. "A break-down in Detroit's laundry service means turn-over in the tank factories. Lack of restaurants in Pittsburg means illness among steel workers. Poor department-store service in Los Angeles means absenteeism in aircraft plants. As civilian services deteriorate, war production lags."

The service industries, the article declares, have in the past "with one or two notable exceptions" employed inexperienced labour, paid low wages, offered the most unsatisfactory working conditions, and promised the least job security. As employers of women primarily, the service industries have had access to "the only remaining major reservoir of untrained, unorganized, and unskilled workers. . . In depressions they have abundant labour resources and subsistence-level demand; in boom times they have an inadequate labour supply and huge demands upon their services."

Laundries are in the most immediate need of help, the article states, adding that during the past year 600 laundries in the United States have closed. In regard to wages paid, the laundries and restaurants in particular have pointed out that their price levels control wages, and because they are industries that compete with the housewife, who places no value on her own time, such service charges must be kept down. "Though this competition with the housewife is diminished in time of war, when millions of homemakers become industrial workers, arbitrary price levels set to stem inflation raise the same barrier."

To ease the situation, the U.S. War Manpower Commission has launched a recruiting campaign for women workers in civilian service occupations, directed mainly at urban housewives below the age of 45 who are not responsible for the care of children under 16 years of age.

Laundries have been declared essential by the commission in many war-production centres, thus freezing workers to their jobs.

The American Institute of Laundering has made a study of laundry jobs on which physically handicapped and older persons can be used. The War Labour Board has granted wage increases to laundry workers in New York City, and the operators have asked the Office of Price Administration for a rise in price ceilings.

The service trades in general have been helped by the War Labour Board's announcement of wage floors in various regions which enable proprietors in low-paying industries to raise wages to a certain level without recourse to the Board (see above).

"With the aid of carefully planned recruiting programs, industry-wide studies of jobs and woman-power potentialities, and Government control of wages and prices, the civilian industries can be maintained," the article asserts. "The alternative, in the view of all concerned, is decreased production of war material and increased problems in other sectors of the labour front."

Union upholds its president in suspending strikers

Their president's right to suspend members who violate the union's no-strike pledge was upheld by delegates to the eighth convention of the United Rubber Workers of America. The convention rejected the appeal of four workers in a Detroit plant who had stopped work in protest against the employment of Negro women and who had been suspended from membership by the president of the union. The suspended workers contended that the union constitution did not give the president power to suspend anyone without trial, but the convention delegates, voting three to one against the appeal, asserted that any other course would have made a mockery of the no-strike pledge.

The convention re-affirmed its no-strike pledge in a resolution which stated that "progressive and militant activities on the part of our members should not be discouraged, but legitimate objectives can be and must be attained by some means other than strikes, stoppages, slow downs or other interruptions."

Free life and health insurance for U.S. clothing workers

An insurance fund to provide free benefits for more than 125,000 workers in the men's and boys' clothing industry in the United States will shortly be established, it was announced recently by Sidney Hillman, President of the Amalgamated Clothing Workers.

Employers will provide the entire contributions to the fund, amounting to 2 per cent of their weekly payrolls. The fund will be

administered by the newly-found Amalgamated Life and Health Insurance Company, operated by the union.

The plan covers all production workers, whether or not they belong to the union, and also all shipping clerks, clerks and bookkeepers who belong. Upon the death of a covered worker his beneficiaries will get \$500 from the fund. The health and accident provisions call for the payment of an indemnity of \$8 a week for women and \$12 for men for a period not exceeding fifteen weeks in any consecutive twelve months.

The plan was adopted on a national basis after a three-year experiment with it in Chicago. It is incorporated in an agreement between the union and the Clothing Manufacturers Association of the United States that was worked out late last year, and will apply in the seventeen states where clothing workers are unionized.

Regulations to prevent racial discrimination in employment

The United States War Manpower Commission recently issued a series of instructions to its field officers intended to reduce incomplete usage of the nation's manpower due to racial discrimination and to further the objectives of the Fair Employment Practice Committee.

Among the instructions were the following:—

1. Where an employer submits to the United States Employment Service a request for workers which is discriminatory in character, USES officials are to try to persuade him to drop the discriminatory features and, whether or not he does so, are to see that qualified workers are referred to him without regard to discriminatory specifications.
2. All discrimination that is not eliminated by informal action of USES officials will be reported to area, state and regional manpower directors. Regional directors will take steps to eliminate such discrimination and, if unsuccessful, will notify the Fair Employment Practice Committee.

Discrimination is defined as consisting of the following actions: (1) submission of hiring specifications which exclude from employment, limit employment of, or restrict employment to levels below their best skill or abilities of occupationally qualified aliens or workers of a certain race, colour, creed or national origin, and (2) limitation of upgrading opportunities for, exclusion from in-plant training programs of, or refusal to classify properly or to refer or hire available occupationally qualified aliens or workers of a certain race, colour, creed or national origin.

**U.S. Government
appoints
consulting
committee on
vocational
technical training**

A Consulting Committee on Vocational Technical Training has recently been appointed by the Federal Commissioner of Education in the United States. The Committee is to collect information in regard to the training of technicians such as laboratory assistants, production supervisors and other workers requiring non-professional technical training. With the recent developments in such fields as aviation, electronics and synthetics, the need for technically-trained workers has increased tremendously. A limited number of technical courses are at present offered by vocational schools, technical institutes, extension divisions of engineering colleges, junior colleges and other agencies, but it is felt that additional and more widely varied courses will have to be developed. The Committee includes representatives of the U.S. Office of Education, trade unions, employers and educational institutions.

**Grievance
machinery under
collective
agreements
in United States**

"Settling Plant Grievances, a Review of Grievance Procedure under Collective Bargaining" is the title of Bulletin No. 60 published recently by the Division of Labor Standards of the United States Department of Labor. "It summarizes the mechanics of grievance procedure tested and proved effective over a period of years and established in hundreds of collective bargaining contracts". Attention is drawn in the introduction to the stand taken by the National Labour Relations Board and the War Labour Board in refusing to deal with disputes until the parties to a collective agreement have exhausted the remedies provided by the agreement. The War Labour Board has urged labour and management to develop their own machinery for settling intra-plant disputes over the interpretation or application of an agreement. Both boards consider that the use of such machinery in good faith promotes "higher morale, greater plant efficiency and increased production."

Diagrams in the bulletin show typical grievance machinery in both large and small plants. The various stages from consultation between shop steward and foreman to negotiate between the chief union officials and the heads of the company are shown. In many cases, provision is made for arbitrating unsettled disputes. "Arbitration", it is stated "as the last step in the grievance procedure is a necessary adjunct to a no-strike provision", but "arbitration is not a substitute for col-

lective bargaining". It is also pointed out that no matter how perfect the grievance machinery, it cannot function properly without mutual confidence and good will. The importance of the human factor in making it work is stressed, and classes in collective bargaining are recommended for shop stewards and foremen. "The pamphlet is addressed to those concerned with the improvement of collective bargaining techniques, particularly to the representatives of management and labour who are working to develop democratic procedures in industries where collective bargaining is still new and many difficult problems are being faced for the first time."

**Union
membership
and collective
bargaining
by foremen**

Lack of uniformity characterizes trade union practice in the matter of union membership of foremen and their inclusion in collective bargaining agreements in both the United States and Great Britain. It is pointed out in Bulletin No. 745 of the United States Bureau of Labour Statistics that the problem is not a new one. In the American printing trades, for example, union membership of foremen, under the closed shop agreements has been required for more than fifty years. On the other hand, in certain industries, such as the manufacture of steel, foremen and supervisors are excluded from unions which include production workers. In still other instances supervisory groups have separate union organizations.

The bulletin, which is based on a study of approximately 200 international labour unions, summarizes the current stages in the evolution of a common policy in the United States as follows:—

1. Exclusion of foremen and supervisors from membership in unions which include the production workers is the general rule in the mass production industries, such as the manufacture of steel, automobiles, electrical products, rubber and clothing. Some of the agreements, however, cover "working" foremen and supervisors such as section or unit leaders.
2. Separate organization by supervisory groups has long been the practice in the Maritime industry, in parts of the railroad industry and in the postal service.
3. Foreman membership in unions and the inclusion of foremen under agreements covering production workers are general in the printing and building trades, in

the metal trades in so far as they operate on a craft basis, in many of the railroad trades, and to a greater or less extent, among the teamsters, long-shoremen, and others.

The constitutional provisions of the international and national unions, with headquarters in the United States, which include references to foremen are described in the same bulletin. The unions are listed as follows:—

- (a) Nine unions which are composed solely of persons of foremen and supervisory rank.
- (b) Twenty-nine unions which permit, and in some cases require, membership of foremen in the same union as production workers.
- (c) Thirty-seven unions which exclude foremen and general supervisors, although working foremen and minor supervisors are admitted in some instances.
- (d) The constitutions of the remaining international and national unions (approximately 120) do not mention foremen. Presumably most of these exclude foremen from membership, although some of their locals may include foremen in the absence of a constitutional provision debarring them.

In Great Britain the organization of supervisory grades of workers in ordinary unions has increased in recent years. The Trades Union Congress recognizes non-manual workers as a separate group among its affiliates and gives them separate representation on the General Council.

Unions in other groups of the T.U.C. cater for supervisory grades, swelling the total numbers. For example, the mining group includes union colliery deputies (foremen underground), and superintendents and administrative workers are free to join the railway unions.

The Association of Supervisory Staffs and Engineering Technicians, formerly a small association of foremen, now covers supervisory grades, technicians, planning and production engineers and personnel managers in engineering, ship-building and transport. This Association maintains that these are workers and not owners and have the same right to unionize as the employees they supervise. It has won recognition from varied types of employers. It feels too, that a new drive is needed to unionize managers in mass industry, as well as artisan foremen and semi-professional technicians.

Employment of blind workers in Australia

Review, an official publication. Good progress has been recorded. The New South Wales office has been successful in placing 65 blind persons in employment. Although it appeared at one time that through a scarcity of materials 22 members of the Blind Institute would become unemployed, they were satisfactorily placed in munitions work. Others have been employed in the Commonwealth Air Corporation, Lithgow Small Arms factory and Aircraft Production works. Engaged on testing and assembly of components, they are found to be quick and deft workers.

In Melbourne during recent months 44 blind people have been found essential employment, and in Adelaide, as the result of special attention to the problem, 42 have recently been placed, with the result that only two unemployed persons were under the care of the Blind Institute.

Australian miners forfeit holiday

A proposal by Australian miners that they give up half of their annual 14-day Christmas vacation to increase coal production, already record-high, was endorsed by the Commonwealth Coal Conference, the Australian News and Information Bureau reports. (Australia because of its geographical position, has its summer weather during the Christmas season.)

Encouragement of co-operative movement recommended by International Conference

One of the resolutions of the United Nations Conference on Food and Agriculture held at Hot Springs, Virginia, from May 18 to June 3, urged Governments to take certain steps "to make it possible for people to help themselves" in lowering costs of production and distribution through co-operation. It was stated that the co-operative movement has been of great importance in many countries for both small independent farmers and low-income families in urban areas, and that the democratic control and educational programs which are features of the co-operative movement can play a vital part in the training of good democratic citizens. It was recommended, therefore, that (1) all countries should study the possibility of the further establishment of co-operative societies, (2) each nation should examine its laws, regulations and institutions with a view to removing

any obstacles there might be to co-operative development, and (3) full information as to the present development of co-operatives in different countries should be made available through the permanent organization which it was proposed to establish under another resolution.

The Conference met at the invitation of the United States Government "to consider the goal of freedom from want in relation to food and agriculture." It consisted of representatives of 44 countries, including Great Britain and the British Dominions, the United States and the U.S.S.R. (L.G., July, 1943, p. 908).

I.L.O. study on European population movements

The International Labour Office has recently published an exhaustive study on *The Displacement of Population in Europe* (Studies and Reports, Series

O (Migration) No. 8). It is estimated that at least 30,000,000 Europeans have been displaced as a result of the war. This includes only people who have been moved across pre-war international boundaries and takes no account of the millions who have left their homes, but not their native countries, because they have been conscripted for labour service or because they have been evacuated from bombed cities and coastal defence areas.

The acknowledged aim of the German Government, the study points out, is to redistribute the population of Europe so as to establish German influence and leadership over the largest possible area. Transfers of population assumed "enormous dimensions" as this policy was pursued. Non-German people have been displaced *en masse* and Germans have been moved into specified zones of settlement. To these transfers which took place in pursuance of a long-term policy has been added the transfer of millions of workers to meet the industrial needs of Germany. And while workers were moving from occupied countries to the Reich, German officials, technicians and key workers were moving in the other direction. With German expansion now checked, evacuation is at an end outside the ring formed by the German armies, but inside the ring movements may be expected to become more violent than ever.

The study is concerned primarily with analysing the situation rather than proposing remedies. It is pointed out, however, that the problems raised will be enormous and "will require the greatest possible amount of international organization and collaboration" if they are to be solved. After the war, most of the people transferred will want to return to their homes and in many cases their help will be needed to rebuild their countries.

International organization will be required, however, to overcome the difficulties which repatriation on so large a scale will meet. Moreover, labour requirements will not necessarily correspond to the pre-war distribution of the population, and some redistribution of labour between countries may be necessary. This, too, will require international action. In fact, it will "call for nothing less than the organization of an international employment service."

Finally, it is pointed out that the problem of resettlement cannot be wholly solved by European measures. Many Europeans will be induced after the war to emigrate overseas and the reconstruction of Europe "depends partly on whether these centrifugal forces can find an outlet." However, a mere return to the unregulated migration of the pre-1914 era will not be desirable and there will have to be "an international organization capable of co-ordinating the interests of the countries of emigration and immigration."

Income tax resolutions of Trades and Labour Congress

In a check-up of the proceedings of the Trades and Labour Congress convention, it was ascertained that two important resolutions were omitted from the review given in the last issue of the LABOUR GAZETTE.

A composite resolution on overtime called for the abolition of income tax "being paid on overtime work or a cost-of-living bonus".

Another resolution urged the Dominion Government to:

"First, return to the income tax system.

"Second, raise the amount exempt from income tax to a sum covering a decent standard of living, \$2,400 a year.

"Third, substantially lower the percentage on the first \$1,000 taxable income.

"Fourth, exempt entirely the cost-of-living bonus from income taxation."

The Institute of Life Insurance is quoted in the New York Herald-Tribune of October 28 as stating that war workers are using their increased earnings to buy more life insurance and to add substantial amounts of protection under company group insurance plans.

As evidence that workers have been buying larger individual policies this year, the institute cited the fact that purchases of policies in units of \$1,000 and over have increased while the buying of smaller unit policies has declined. Group insurance purchases have exceeded industrial insurance sales (the small weekly payment type) for the first time in history, and new contracts arranged by employers thus far this year are 20 per cent ahead of the number a year ago.

Reconstruction and Social Security

Report on Post-War Reconstruction Submitted to Government

Prime Minister Receives Recommendations of Advisory Committee

A NEW stage in Canada's post-war planning was reached with the submission to the Government of the Report of the Advisory Committee on Reconstruction on September 24, and with the subsequent disbanding of the Committee. Under the chairmanship of Dr. F. Cyril James, this Committee, which is responsible to the Privy Council, has for over two years been studying problems of post-war reconstruction.¹ Its members, serving voluntarily on a part-time basis, were brought together as a compact advisory group representing the interests of labour, industry, agriculture, science and education in post-war problems (L.G., Feb., 1943, p. 168).

The Committee has now been discharged. A public statement issued recently by the Prime Minister, Right Honourable W. L. Mackenzie King, expressed appreciation of the Committee's work during its period of operation in the following terms:

"On behalf of the Government, I welcome this opportunity of expressing to Dr. James, and his colleagues on the Committee, Mr. P. R. Bengough, Mr. D. G. McKenzie, Mr. J. S. McLean, Mr. Arthur Surveyer and Dr. R. C. Wallace, as well as to Mr. Tom Moore and Dr. Montpetit, whose health did not permit them to remain with the Committee to the end of their labours, and to those who have assisted them, as members of subcommittees and in the preparation of special studies, the Government's appreciation of the time and thought they have given to the work of the Committee, and the Government's thanks for their contribution towards a solution of the many difficult problems of reconstruction and of the post-war period."

The Prime Minister also announced that one of the recommendations contained in the Committee's Report is to the effect that the time has now arrived when detailed responsibility for reconstruction planning should be undertaken by full-time members of the Govern-

ment staff, and that the functions of the Advisory Committee on Reconstruction should be merged with those of the Advisory Committee on Economic Policy. This recommendation, he declared, has been accepted by the Government.

Activities of Advisory Committee

During its period of operation the Committee has from time to time made interim recommendations to the Government; and its members have also appeared on various occasions before the committees of the House of Commons and the Senate which are considering reconstruction, re-establishment and social security.

The Committee's work has been broadly conceived. It is evident from statements which have been made to parliamentary committees on more than one occasion by the chairman and other representatives of the Committee that the present Report is drafted within the framework of some of the major post-war issues. One of these is international relief and rehabilitation in the occupied and war-devastated countries in which plans for joint action by the United Nations are now in process of implementation. A related and longer-range matter is that of international food and agricultural policy, which was the subject of comprehensive preliminary study at the International Conference in Hot Springs, Virginia, last April. The Report, however, deals particularly with the economic policies required for the securing of full employment in the domestic field.

Of the various studies prepared for the Committee, the *Report on Social Security*² by Dr. Leonard C. Marsh, Research Adviser to the Committee, is the only one that has so far been published. This report, which deals with the requirements for a comprehensive plan of income-maintenance measures on a contributory social insurance basis (covering unemployment, sickness, disability, old age and retirement, widowhood and orphanhood, and extra

¹ It has not been concerned, except incidentally, with matters of demobilization and rehabilitation of the armed forces, these problems falling within the sphere of the Advisory Committee on Demobilization and Re-establishment.

² L.G., April, 1943, p. 429.

expenses due to births, deaths and the upkeep of families) was presented to the House of Commons Committee on Social Security last March. As stated in Dr. Marsh's report, however, "the first positive measure in providing social security is a program which will make work available;" and the Committee's recommendations on the subject of providing full employment are thus an essential complement to social security recommendations already presented.

Other studies which have either been made or are in the course of preparation round out the Committee's coverage of the broad field of reconstruction. Wartime controls have been examined in certain selected fields, to appraise their implications for post-war policy. Farm population trends in the past have been carefully analyzed, and a survey is being made of available agricultural settlement areas. Another study attempts to evaluate the experience of economic trends and fluctuations in Canada during the last war and post-war period. A comprehensive study has been made of the construction industry in Canada. Another deals with the industrial utilization of agricultural products. Some remaining studies which are not yet complete are being continued under the direction of Dr. Marsh.

Special Problems Studied by Subcommittees

In addition to the above-mentioned studies, work in six special fields was undertaken by subcommittees reporting to the Advisory Committee on Reconstruction. Together with the Report of the Advisory Committee, there were submitted to the Government the final reports of three of these subcommittees.

The first of the subcommittees, under the chairmanship of Mr. K. M. Cameron, was assigned to the field of post-war works projects. This group was directed to "study the extent to which a carefully formulated program of construction projects may contribute to the national welfare of Canada, as well as providing employment opportunities during the post-war period." It was also asked to report regarding the way in which such a program may be most effectively organized in advance of the termination of hostilities. Its report, in addition to making recommendations on basic principles for a program of construction projects, contains a draft for a master classification of projects, into which specific proposals could be fitted. It also includes a standard questionnaire for the evaluation of particular projects.

The second subcommittee, whose chairman was Dr. R. C. Wallace, dealt with conservation and the development of natural resources. It was asked to make recommendations on a

"policy and program appropriate to the most effective conservation and maximum future development of the natural resources of Canada, having regard to the importance of these resources as national assets, and emphasizing the part which the proposed policies may play in promoting employment opportunities at the end of the present war." The report of the subcommittee covers both long-term and short-term programs designed to supply employment and make the wisest use of natural resources. It deals with mining, forestry, water and power resources, fisheries, wild life, and tourist development.

The third subcommittee, under Mr. Percy Bengough, studied post-war employment opportunities. Its terms of reference were to "consider the most effective organization of employment opportunities in the post-war period, with special reference to: (a) the proper use of available labour; (b) legislation or practices affecting the length of the working period; and (c) other relevant implications of the subject of reference, and to recommend specific plans regarding legislation or practices in this field." This subcommittee has consolidated its recommendations on training and placement facilities required for the post-war period, and has also given special attention to the supply and training of building labour in view of its importance in relation to post-war programs. (Some of these recommendations have already been made public as appendices to the *Report on Social Security*, pp. 129-133). The group is not pursuing further its remaining terms of reference, as part of these, relating to social insurance, are already covered in the *Report on Social Security*, and others are being considered by the Vocational Training Advisory Council.

Three more subcommittees are still at work, and will continue until their reports, which are in process of preparation, are completed.

The subcommittee on agricultural policy was assigned, under the chairmanship of Hon. D. G. Mackenzie, to "study the problems of Canadian agriculture, with particular reference to: (a) the desirability of raising the standard of living of all Canadians to a desirable nutritional level; and (b) the probable developments in the international movement of Canadian agricultural products; and (c) to recommend a comprehensive program for the rehabilitation of Canadian agriculture at the end of war."

Housing and community planning is being considered by a fifth subcommittee, whose chairman is Dr. C. A. Curtis. The scope of its report will include consideration of financial assistance for home ownership, low rental housing, home improvement, and rural hous-

ing, as indicated by the terms of reference, which are: "to review the existing legislation and administrative organization relating to housing and community planning, both urban and rural, throughout Canada, and to report regarding such changes in legislation or modifications of organization and procedure as may be necessary to ensure the most effective implementation of what the subcommittee considers to be an adequate housing program for Canada during the years immediately following the war."

Finally, the special post-war problems of women are being studied by a subcommittee which is dealing with problems relating to the re-establishment of women after the war, procedure to deal with these problems, and other matters relating to the welfare of women in the period of reconstruction. The chairman of this group is Mrs. R. F. McWilliams.

These three subcommittees have all submitted interim statements on the various topics assigned to them, and are now engaged on the completion of their final reports.

Australian Government Considers Health Program

Parliamentary Committee Proposes Comprehensive Scheme of Preventive and Curative Health Measures

THE sixth report of the Australian Parliamentary Joint Committee on Social Security, dated July 1, 1943, examines proposals for a comprehensive health scheme designed to ensure maximum physical and mental health for all Australians. Earlier reports of the Committee dealt with social security legislation, unemployment, housing and reconstruction planning (L.G., 1942, p. 1175; Feb., 1943, p. 169). Unlike the Canadian health insurance plan drafted on behalf of the Advisory Committee on Health Insurance (L.G., April, 1943, p. 433), the scheme put forward by the Australian Committee is non-contributory.

The Committee considered that a comprehensive scheme could not be introduced during the war, but it recommended that immediate action should be taken to provide economic assistance to expectant and nursing mothers, tuberculosis patients and their dependents and other persons suffering from temporary incapacity. Grants should also be provided for child welfare activities and a campaign against venereal disease.

A comprehensive health plan, should, in the Committee's opinion, embrace both the treatment of disease and the pursuit of positive health through preventive work. It should also include specialized maternity care, rehabilitation of convalescent and handicapped persons, educational activities including research, health education and improved training for doctors, nurses and technicians, and economic assistance to persons incapacitated by illness. The Committee recommended the division of the Commonwealth into "Health Districts" for administrative purposes and urged a definition of the public health responsibilities of federal, state and local governments. It declared that "no policy of preventive or curative solicitude for public health

can succeed in a community which does not give economic security to all its people."

A graduated tax on incomes seemed to the committee the best means of financing any general health scheme. No decision was reached on the question of whether the scheme should be administered by the Commonwealth or by the States assisted by federal grants-in-aid. The Committee recognized that the Commonwealth's jurisdiction in the field of health was limited but considered that this power could be widened by agreement with the States or a vote of the people. It concluded that "no matter how the scheme becomes law, it can be given life and force only by the complete and sincere agreement of all the Governments and Parliaments of Australia."

Combination of Private Practice and Salaried Medical Service

After examining the alternative systems for providing medical services to rich and poor alike, the Committee declared itself in favour of a combination of private practice and a salaried medical service. It believed that the ultimate solution of the problem would be a full-time salaried medical service with standardized uniform hospital facilities, but in view of the strong opposition to such an innovation manifested by the medical profession, it considered that it would be wise to approach this goal by stages. It suggested instead, therefore, that a full-time salaried medical service should be established in remote areas where physicians were scarce. In other areas, strategically-located out-patient and consulting clinics should be set up to be staffed by private practitioners who would give a certain number of half-days each week for

a fixed salary. They would be free to carry on private practice at other times, and attendance at the clinic would be purely voluntary.

The Committee had found serious deficiencies in existing hospital facilities in Australia. It recommended, therefore, that a fund should be established to make good existing defects and that a body should be set up to draft uniform standards for hospitals and to advise on hospital planning, construction and equipment. It suggested a regionalization and specialization of hospitals to reduce the number of inefficient ones and concentrate equipment and staff. Sick transport must be improved to bring hospital care within the reach of all. Training courses for nurses should be standardized and conditions of employment made uniform. Steps should be taken to attract suitable girls into the profession and to close the gap between school-leaving and entrance to hospital training by establishing nursing colleges or other preliminary training. Nursing assistants should be employed to relieve nurses of routine domestic work.

Special attention was given by the Committee to such problems as the prevention and control of tuberculosis and venereal disease. A survey of mental disease and deficiency was urged and the enactment of uniform legislation in this field was suggested. Greater uniformity of food, drug and poison laws and of systems of registering medical practitioners was also recommended.

Health plans proposed by the British Medical Association in Australia and the National Health and Medical Research Council are given in appendices to the report. Another appendix contains special recommendations for the control of tuberculosis put forward by Dr. M. J. Holmes of the Federal Department of Health. In a final appendix, the report of the Medical Survey sub-committee of the Committee is summarized. It contains detailed information on existing medical services in Australia and a number of important recommendations, many of which were adopted by the Social Security Committee.

Post-War Planning by Business in United States

AN organization has been formed in the United States designed to assist and to encourage private enterprise in its post-war planning. This organization, known as the Committee for Economic Development, is described in one of its publications, *Plan Post-War Jobs—Now*, as a private, non-profit corporation financed by contributions from individual businesses, and operating independent of any private or governmental agency. The United States Department of Commerce has provided it with offices in the Commerce Building in Washington, D.C., and has placed at its disposal various facilities and statistical data, without, however, having any formal or official connection with it.

The Committee is organized under a Board of Trustees, made up of a number of prominent business men, its Chairman being Mr. Paul G. Hoffman, President of the Studebaker Corporation. The Board of Trustees has responsibility for the basic policy of the Committee.

Working under the Board of Trustees is a Research Division, which concerns itself with "the practical problems of reconversion to civilian production" and with "the defining of the conditions necessary to encourage progressive growth of business enterprise in the post-war period." Field research is carried on by a staff of business analysts and university economists.

There is also a Field Development Division, whose function it is to make contact with individual firms. This division has twelve

regional committees across the country. The committees appoint and work with district chairmen, who in turn appoint and work with community chairmen within their areas. In this manner an extensive coverage of communities and their business interests is planned for.

The pamphlet *Plan for Post-War Jobs—Now* quotes a Department of Commerce estimate of the amount of goods and services that could be produced in 1946 (arbitrarily selected as a post-war year) if the manpower that will be available after the war is effectively used, with "unemployment held to a practical minimum and with 1940 hours of work." This estimate names a figure of \$142 billions of goods and services at 1940 prices, an increase of 46 per cent over 1940 output. The estimate is broken down as to individual products.

Accordingly the Committee proposes that individual firms plan a "target" for their own post-war production, in line with the Department of Commerce estimate for the product they are concerned with. If such planning is extensively carried out, business as a whole may attain the target of maximum productivity and hence maximum employment, it is suggested.

The pamphlet describes the scope of the Committee, makes a number of recommendations for specific action by firms in a wide field related to post-war planning, and also contains various statistical and illustrative data.

Manpower

Planning for Part-time Workers in Canada

Principles for Effective Absorption of Women into Essential Jobs on Part-time Basis

PART-TIME workers have been employed for many years in department stores and restaurants but their introduction into industry and service organizations is comparatively recent. It is not unfair to say that the attitude of most employers has been markedly against the idea, and acceptance of these short-shift workers has often only come about as a result of a tight labour situation, that is, where demands far exceed the supply of applicants. However, where careful preparations have been made in advance, these part-time workers have proved very successful (L.G., Aug., 1943, p. 1077; Oct., p. 1336) and a noticeable increase in the number of opportunities follows quickly.

Monotonous or heavy jobs have been successfully undertaken by part-timers who in this way have the energy to expend in half a day that they would not have for a whole day's work. Also, women who have married and retired from business are more inclined to be interested in an arrangement with their former employer if they can work for part of the day and yet still have time enough left for shopping and other household duties.

Part-time workers have been employed to advantage on light, clean, manual work; repetitive operations; or where initial training is relatively short and simple; or where output is not closely geared to the flow of production. The British Ministry of Labour and National Service mentions the following fields:—

Clerical.—In a large number and variety of offices, banks, warehouses, wholesale and retail establishments, works and factories, in government departments; on shorthand-typing, copy typing, stencilling, auditing, bookkeeping, machine operation of all kinds, checking and despatching, record keeping, sorting, recording, cashier work and telephone operating.

Trade.—In retail trade of all kinds, also in warehouses, stores and distribution centres, packing, storekeeping, weighing, checking, portering and general labour.

Essential Domestic.—In hospitals and similar institutions, hostels, hotels and boarding houses, canteens and restaurants, schools, holiday

camp and private houses; on such work as ward-maids, cooks, kitchen hands, washers up, waitresses, general help and cleaners.

Transport.—On driving many types of motor vehicles in public and private transport; on maintenance and repair of vehicles in garages and in repair shops; as railway porters; and as conductresses of omnibuses and trams.

Clothing Industry.—In the manufacture of all kinds of clothing and underclothing, anti-gas clothing, hats and gloves; as power machinists, hand machinists, pressers, finishers, felling hands, on various hand sewing operations, inspecting, packing, checking, and on embroidery for service badges.

Electrical and Radio.—On all kinds of repetitive machine operations; operating presses (hand and power); simple fitting and assembly, including riveting, soldering and welding; viewing and simple inspection, armature winding and other light electrical assembly; light labouring, crane driving; internal transport; packing; storekeeping; time recording; tracing; taking off blue prints; and maintenance of drawing office records.

Airframe Manufacturing.—On operating presses (hand and power); stamping and engraving part numbers; pre-drilling skins and any pre-drilling to jigs or templates; small sub-assembly; riveting; burring and fraying from machine and press shops; detail wiring; detail inspecting using simple gauges; assisting draw mill operators; holding up for riveters and assemblers; simple milling or drilling in machine shops.

Other Industries.—In certain sections of iron and steel production, e.g., in foundries; in the manufacture of chemicals; in cordite charging, fuze and cartridge charging, fuze and cartridge filling and stacking of explosives; in manufacture of cables and wire, rubber goods, optical instruments, balloons and parachutes, and of various munitions accessories such as ammunition boxes and containers of all kinds, equipment for engineering and signalling, telephone apparatus, chains and respirators; in the food industry, including canning of all kinds, milk

processing, the manufacture of egg products, bread, jams and preserves, biscuits, potato crisps, margarine, chocolates and sweets; in breweries and mineral water factories; in the textile trades; in laundries; in tobacco industry; in the manufacture of cardboard boxes, tubes and paper bags, baskets, leather goods and equipment, glass and glass goods, fertilizers, surgical dressings and first aid outfits, buttons, tin boxes, camouflage nets, asbestos, bedding and mattresses, brushed, ropes and twine, sacks, pottery, linoleum, bank-notes, cement and bricks; in metal engraving, bookbinding, printing, tanning, sawmilling and a variety of other industries.

Definition of Part-time Employment

National Selective Service exempts part-time subsidiary employment from all employment regulations and defines it as work in addition to a regular full-time occupation and carried on outside normal hours, that is, before 8 a.m. or after 6 p.m. Housewives may accept part-time subsidiary employment during or outside these normal work hours, if the number of hours worked does not exceed 24 in any one week. Other combinations of part-time work are not likely to be recognized as exempt and hence should be considered as fully covered by the regulations of P.C. 246, unless advised to the contrary by the National Selective Service Officer in the district.

Introduction into an Organization

Employment of part-time workers on any considerable scale means changes in the organization, which in turn often involves a good deal of extra trouble both for the employer and present employees but once the system is established, the extra work is negligible. True, adjustments in time-keeping and payroll work are necessary but it is impossible that the employment of one part-time clerk may be more than enough to take care of these details. The increased cost is proportionately less if workers are employed on any considerable scale.

Detailed consideration is advised before the scheme is begun as so much is dependent on the proper introduction of these new workers. It is extremely important that members of the present staff understand clearly the necessity of employment of part-time workers and realize the benefits so gained by the organization. For sometimes the work may require re-allocating and so affect these employees of long standing; in such circumstances it is only reasonable that they fully understand the situation. This is even more important

when experienced workers are required to transfer from work on which they have gained skill to newer and therefore more difficult occupations. These older employees and the married women are most likely to resent the "favoured" newcomers. If conditions are explained well and preventative measures taken wherever possible, there is every chance that the plan will be acceptable to all.

Women seeking part-time work to-day are usually housewives, whose children are likely to be of school age or older.

While work in war plants carries its own special appeal, it is equally necessary to recruit in other occupations not so obviously connected with the war effort yet no less essential. In undertaking a part-time job, it might be pointed out that these women assume certain definite responsibilities in industry which in turn free younger or stronger women for a full-time war job. In this way the housewives are contributing to the war effort as are women filling shells or making aeroplane parts. For instance, there is no more vital national service than part-time domestic employment in hospitals.

Status of the Worker

If a woman is encouraged to feel welcome and a necessary part of an organization, she is more likely to assume the responsible attitude of a regular employee; otherwise she may treat her work and her employer in the offhand inconsiderate manner of a casual or temporary worker. Giving her some title, such as "Auxiliary" as in England or "Victory Shift" as in the United States, gives her status both in her own opinion and in that of the rest of the staff.

One instance of remarkably good assimilation of this group is seen in the experience of a large British department store chain. The management went far out of its way to grant full recognition to part-time workers. They receive their lunches free as do the rest of the staff, are allowed holidays and annual leave with pay, may obtain free medical service and any other privileges that are available to members of the regular staff. In other words, every effort is made by word and deed to prove to these employees that they are considered as much a part of the organization as the full-timers, the only difference being in the total number of hours worked per week.

There is much to be said for the practice of extending privileges of regular staff to these part-time workers for in this way they become accustomed to the idea of assuming their share of responsibility.

Supervision

Recognizing that the young girl is probably the most adaptable worker in industry to-day, it is obvious that an older woman, especially a housewife, presents certain differences in instruction and supervision. For instance, if older women are working with or for workers younger than themselves, it is to be expected that they will show a reluctance to ask for assistance on the job or even to admit that they do not understand a certain phase of the work. It is important to accept this independent attitude in these women for it means that they must be as carefully instructed as any young inexperienced worker and possibly more closely supervised during this period of training. Once knowing the job thoroughly, however, this type will take pride in being on her own, likes responsibility and requires less personal supervision than younger workers.

While poor supervision has an adverse effect on almost every worker, results seem to show up quickly with older workers. They are serious of purpose and more apt to be critical of careless or remediable mistakes. Although nagging or bullying will be keenly resented by the older women, their remedy is more likely to be to resign on some superficial reason rather than to stand their ground and fight it out. As a rule, these older women know

Fatigue of a New Job

The healthiest and strongest of workers can suffer unaccountably from "new job fatigue" and it is likely to take the housewife unaware. By warning her of the excessive fatigue of the first few weeks, she will be encouraged to stay on the job through the difficulties of adjustment.

Schedule of Hours

Generally part-timers cannot be employed as well on a three-shift system as on one shift of 6 hours or less or on two short-shifts; the most popular arrangement, however, is probably the 3- or 4-hour work day.

There is much to be said in favour of a carefully worked out schedule of hours so that an applicant may be shown a time-table of several different shifts. In this way she can study the various "tricks" to see which would best suit her. While the schedules themselves should not be flexible, there should be sufficient variations as between departments to permit a fairly wide choice. If the schedules are not fixed, each person would be encouraged to seek individual solutions to personal problems with disastrous results in administration.

Some examples of different types of schedules are shown below:—

1. One or Two Part-Day Shift

(a) 3-Hour Period:

From:	9.00 a.m.	9.30 a.m.	10.00 a.m.	2.00 p.m.	3.00 p.m.	4.00 p.m.	5.00 p.m.	6.00 p.m.
to:	12.00 p.m.	12.30 p.m.	1.00 p.m.	5.00 p.m.	6.00 p.m.	7.00 p.m.	8.00 p.m.	9.00 p.m.

(b) 4-Hour Period:

From:	8.30 a.m.	9.00 a.m.	9.30 a.m.	1.00 p.m.	1.30 p.m.	2.00 p.m.	2.30 p.m.
to:	12.30 p.m.	1.00 p.m.	1.30 p.m.	5.00 p.m.	5.30 p.m.	6.00 p.m.	6.30 p.m.

2. Single Shift

(a) 5-Hour Period:

From:	8.30 a.m.	9.00 a.m.	9.30 a.m.	10.00 a.m.	10.30 a.m.	11.00 a.m.	11.30 a.m.
to:	1.30 p.m.	2.00 p.m.	2.30 p.m.	3.00 p.m.	3.30 p.m.	4.00 p.m.	4.30 p.m.

(b) 6-Hour Period:

From:	8.30 a.m.	9.00 a.m.	9.30 a.m.	10.00 a.m.	10.30 a.m.	11.00 a.m.	12.00 noon
to:	2.30 p.m.	3.00 p.m.	3.30 p.m.	4.00 p.m.	4.30 p.m.	5.00 p.m.	6.00 p.m.

3. Full Time for 1, 2, 3, 4 Days a Week.

4. Combinations of the Above.

exactly why they are working and what for and their purpose is usually an unselfish and self-sacrificing one. This attitude, together with better judgment and sound commonsense can often be used to good effect in providing leadership to younger and more impressionable workers.

It might be pointed out that with this type of employee her domestic obligations weigh heavily with her and affect her attendance and work, so that careful and sympathetic consideration in helping her deal with problems of this nature should prove profitable.

It is worthwhile noting that the adjustment of a work period by even one hour, especially at the start of the day may be all that stands between success and failure of the plan. While work habits vary greatly as between localities, as a rule, housewives do not like to begin work before 8.30 a.m.

Punctuality and Good Attendance

Emphasis on the need for punctuality and attendance is more likely to be needed by housewives than younger workers. They should be urged to accept and adhere closely to the

rules of the organization in this respect for in managing their own homes for years they have become thoroughly individualistic as a rule. If the discipline of fixed schedules and strict punctuality has ever been known, it has likely been forgotten.

Remembering that it is quite natural for this type to put home responsibilities ahead of everything else, it should not be surprising if these married women request time off or extra privileges on seemingly trivial matters. For instance, a married woman will be more inclined to ask for time off when a friend or relative is visiting her home than not. It may be necessary to tactfully remind them that the responsibilities of their job require personal sacrifices and that regulations must be observed wherever possible. By constantly stressing the regular rather than the casual nature of their duties, these women will be continuously reminded of their obligations.

Transportation

Because of the brevity of the work-day and the comparatively small earnings of the part-

time worker, it is desirable to place them in employment as near to their homes as possible.

Wages

Rates of pay should be at least on the same basis as for full-time employees and it is also customary to use the same pay period, as for example, weekly. If piece rates and production bonuses are in effect, there is no reason why they cannot be worked out for part-timers as for the rest of the staff.

Married women may earn up to \$660 per annum without being required to pay income tax.

Unemployment Insurance

While in Canada, part-time workers ordinarily have certain privileges exempting them from unemployment insurance contributions, if, however, part-time work is insurable employment equals or exceeds 4 hours on any one day, then the employee is considered insurable for the entire week's work.

United States Government Suggests Standards for Part-time Employment of Women

THE part-time employment of women not available for full-time work in areas of acute labour shortage is recommended by the Women's Bureau of the United States Department of Labor. In Special Bulletin No. 13 of its series on labour problems affecting women in war time, the Bureau gives the results of a survey of current practice in a number of war industries already using part-time workers, and recommends standards for this type of employment. It points out that the use of part-time workers insures a fuller utilization of the available labour force and enables employers to reduce absenteeism among regular employees by keeping hours of work within reasonable limits and allowing full-time employees regular days-off for domestic and personal needs. It urges that every effort should be made to attract part-time workers into community service industries such as laundries, retail stores and restaurants where they can release full-time workers and assist these services in meeting the increased wartime demands on them. Part-time workers can also fill many clerical jobs. Work which is independent of other operations and can be started and stopped at any time is the best type for part-time workers.

While most plants included in the survey arranged short daily shifts for part-time

workers in the morning or early afternoon, some hired them for full shifts two or three days a week and others had week-end or evening shifts for high school students. Still others teamed up part-time workers in pairs and arranged for each employee to work half a full shift. The Women's Bureau recommends that the beginning and ending hours of part-time shifts should be adjusted to the needs of the worker, but consideration must also be given to transport arrangements, plant facilities such as rest-rooms and lunch-rooms and the efficient use of machines and equipment. It also urges that women should be granted a 10-minute rest period during each four-hour work-spell, and in no case should more than five hours be worked without a break for lunch or rest. Part-time workers should not be expected to work on the night shift nor to spend long hours in travel.

Women with children of pre-school age should not be actively recruited for part-time work. The Bureau also opposed the practice of recruiting part-time workers for evening or week-end shifts from persons with full-time clerical or professional jobs, and asserted that in no case should a woman's total hours of employment exceed eight a day or forty-eight a week. It expressed strong disapproval of

week-end shifts which deprive workers and supervisors of their day of rest.

"Employment on their weekly 'day off' of women who are employed a full week elsewhere defeats the purpose of part-time shifts; it impairs the worker's efficiency so that over a period of time she will produce less on both jobs."

It was recommended that part-time workers should be paid the same rates as full-time workers on similar work, and women's rates should be the same as those paid to men. The development of community facilities to meet the needs of working women was also urged. Provision must be made for child care, laundry, shopping and other household duties.

Explanation of Labour Priority Ratings

REFERENCE was made in the October LABOUR GAZETTE (p. 1335) to the workings of the labour priority system in Canadian industry. On October 27 a further explanation and definition of labour priority ratings was issued by the Director of National Selective Service, Mr. Arthur MacNamara. Four priority classifications have been established: "A", a very high priority; "B", high; "C", low; and "D", no priority.

"Generally speaking," the Director said, "an 'A' priority is assigned to industries, activities or establishments engaged in the production of fuel, base metals, steel, certain chemicals, aircraft lumber and selected equipment and machinery, shipbuilding, aircraft production, manufacture of the implements of war, including equipment and facilities necessary to produce such materials and parts, including maintenance and repair of such materials.

"'B' priority rating includes industries or establishments engaged in such activities as logging, communications, transportation, agriculture, processing or manufacture of basic foods, newspaper publishing, maintenance of civilian health and safety, Government promotion of war production and production essential to the support and supply of (a) the armed forces (b) the highest priority industries and (c) essential services; construction and repair of industrial and essential municipal facilities.

"'C' priority rating includes those industries for which a low priority is intended, although some essentiality is recognized. These industries are considered essential to civilian life but are not directly vital to the war effort. Such industries as apparel and other finished textile products manufacturers, pulp and paper, printing, some commercial machinery, repair work on buildings, and parts of wholesale and retail trade and business service for civilians are included in this classification.

"'D' priority rating includes those industries for which no priority is considered to be justified. Generally speaking, this includes non-essential production for civilian use. Residential construction, retail and wholesale

trade of non-essential items, insurance and real estate, recreational services, advertising for civilian services, domestic and personal services, taverns, photography, etc., are all activities included in this classification."

Mr. MacNamara pointed out that only one priority is given to each establishment. "However," he said, "more than one priority might be given to one firm operating more than one establishment and such ratings would be in accordance with the essentiality of the production or activity of each establishment. Consequently, certain occupations are given a special classification, such as key men in laundries, pharmacists in drug stores and key skilled men in machinery repair services."

Labour priority ratings of firms and classes of employees are under constant review and are subject to change by the National Selective Service Advisory Board in accordance with any change in the essentiality of their production. Further, the control of employment in "A" and "B" priorities does not constitute any interference with men who desire to enter the armed forces voluntarily, nor with men required to report for medical examination or military training under mobilization regulations.

Labour Priority of Pulpwood Cutting

Fuller recognition of the essentiality of the pulp and paper industry by placing its pulpwood cutting operations in a higher labour priority category and by other measures related to the seasonal character of these operations, was announced by Hon. Humphrey Mitchell, Minister of Labour, on October 29. This action followed unanimous recommendations by the Interdepartmental Labour Priorities Committee to the National Selective Service Advisory Board, and discussions of a Special Committee of the Pulp and Paper Industry of Canada in collaboration with the Director of National Selective Service.

The "freezing" regulations affecting other "A" and "B" priority industries will not apply to men employed in these woods operations, as there are obvious difficulties in administering the application of such a regulation to these occupations.

Postponement of Military Call-Up of Men Employed in Meat Packing Industry

Following representations made at conferences of officials of National Selective Service, the Wartime Prices and Trade Board and the Meat Production Board, action was taken by the Director of National Selective Service early in October to supply more men for the meat packing industry. The need was considered to be both serious and urgent when it was demonstrated at the conferences that the industry had lost 21 per cent of its manpower to the armed forces and that the marketing and processing of meat products in Canada would probably reach an all-time high during the period from October 1943 to January 1944.

Mobilization Boards have been requested, when dealing with applications for postponement of military service of persons engaged in the meat packing industry to give consideration to the available supply of labour for the industry, the importance of the particular applicant's position in the industry and the importance of the industry generally in the prosecution of the war.

The particular classes of work and men for which postponement was requested included supervisors, butchers, processors in all depart-

ments, employees of by-product cellar and freezer departments, handlers and loaders, skilled packing house maintenance men, and employees holding first, second, third, and fourth-class engineers papers in the steam power and refrigeration plants of the industry.

The Employment and Selective Service Offices with packing plants within their areas were instructed to make special provision to meet the labour requirements of this industry and to give top labour priority where an emergency situation had developed and where there was danger of spoilage due to lack of manpower.

In addition to these directives of National Selective Service, the Dominion Minister of Agriculture requested farmers, particularly in the Prairie Provinces, to hold to a minimum their marketing of sows and unfinished cattle during the remainder of 1943.

The Minister of Agriculture emphasized that the emergency did not result from lack of marketing facilities or packing plant capacity, but because abattoirs in Western Canada were short some 1,300 men needed to operate at capacity. Efforts were made to obtain labour from farms following the completion of harvesting operations.

National Selective Service Enforcement Proceedings

ONE of the prime requisites in the application of National Selective Service is adequate machinery for the enforcement of the Regulations. Since the beginning of the present fiscal year especially, paramount attention has been given to this task. Certain amendments to the Regulations made since April, 1943, have increased the volume of work required of the Employment and Selective Service offices and a corresponding strengthening of the enforcement organization has been necessary.

These amendments provided for:—

- (1) the direction of conscientious objectors under N.S.S. Civilian Regulations;
- (2) the implementing of the compulsory transfer of labour;
- (3) the "freezing" of persons engaged in the school teaching profession and in the coal mining industry.

To provide for enforcement administration to cope with these increased duties and responsibilities much of the work decentralized by the appointment of a Regional enforcement officer in each of the five Regional offices. These officers direct and supervise the preparation of enforcement cases occurring in

their respective regions. To assist the Regional enforcement officers a total of 41 officials were assigned to key points within the regions. Each of these officers specializes in the investigation and enforcement work arising from contraventions of the Regulations. In addition, in order to ensure prompt and efficient attention at the local office level, one Selective Service officer has been designated to each local office to co-ordinate the handling of the enforcement work. In each of the regional enforcement positions a qualified lawyer with extensive administrative experience was appointed.

In order to further increase and maintain efficiency in the enforcement machinery, schools of instruction have been held in each of the regions. These were conducted by the respective Regional Enforcement officers, assisted by representatives of the Local division of the Head Office of National Selective Service at Ottawa. The schools proved so helpful that similar schools were set up for local officers engaged in enforcement work at the larger local offices.

Following the campaign of education, a more vigorous policy of enforcement was adopted. Prior to that time action was taken

only in flagrant cases. Up to the end of March 1943, 11 prosecutions had been undertaken. But this number had been increased to 35 by the end of April and 57 by the end of July.

Approximately 5,000 cases have been under review up to November 1, 1943. Owing to a variety of circumstances, such as ignorance of, or misunderstandings in connection with the Regulations, enforcement officers have not taken legal proceedings in much the larger number of cases. In fact, it has been a matter of policy to avoid prosecutions, if at all possible.

The following is a summary of the cases that had reached the courts up to November 1, 1943:—

Total prosecutions commenced.....	195
Convictions	68
Acquittals	4
Cases not proceeded with.....	30
Cases pending.....	93

The special campaign or "spot check" instituted in September, to determine the extent of compliance with Compulsory Employment Order No. 6 (L.G., Sept., 1943, p. 1211) has disclosed that, to a great extent, both employers and employees are giving excellent co-operation. It is intended to make a further check at a later date and the necessary steps will be taken in all cases where it appears that deliberate and flagrant contraventions of the Regulations have occurred.

Summary of Farm Assistance Measures Taken by Government During 1943

THE Department of Labour has given out a summary of the measures taken by National Selective Service to meet the farm labour situation during the present crop year. The following were the more important steps taken:—

(a) Agreements were entered into with all provinces, under which the Dominion undertook to give financial assistance to the provinces for recruiting and transferring farm labour, and for promoting other means of overcoming threatened labour shortages by a better utilization of manpower already available on the farms. (L.G., May, 1943, p. 568.)

(b) Several hundred local farm production committees were organized to stimulate production, and at the same time to arrange for the sharing of labour and equipment among farmers, transfers of workers from less productive farms, and the placement of outside workers.

(c) Agricultural workers who had left the farm last winter for other employment, were required to return for the crop season.

(d) Through attaching conditions to postponement of military training and through other means, men were required to move from less productive to more productive farm work.

(e) Under the Compulsory Transfer Orders, former farm workers are being returned to that work.

(f) The Department of Labour, in co-operation with the provinces affected moved 700 men from Saskatchewan to Ontario for work on farms in the latter Province,

for six to eight weeks before the western harvest season began.

(g) By arrangement, substantial numbers of soldiers and Air Force personnel were granted compassionate farm leave. In addition, many soldiers and airmen helped farmers during their forty-eight hour leaves.

(h) Substantial numbers of soldiers were detailed for Farm Duty, under arrangements made with the Army (L.G., Aug., 1943, p. 1075); these are additional to the men granted compassionate leave. About 400 Naval personnel have also been assigned to farm work.

(i) The Department of Labour, in co-operation with the provinces, moved 3,700 experienced men early in September from Ontario farms to assist with the harvest in Manitoba, Saskatchewan and Alberta: care was exercised that the men taken were not further required at that time on their own farms in Ontario. (See article below.)

(j) The Dominion shared with the Prairie Provinces some of the cost of moving farm equipment to areas where machines were not available.

(k) Arrangements were worked out with American authorities for an exchange of machines (combine units) between the Prairie Provinces and adjacent states; and also for a limited number of farm workers to assist with potato harvesting in the State of Maine, while Ontario tobacco growers secured experienced workers from the United States.

- (l) Appeals to students and urban dwellers, made by Selective Service in co-operation with the provinces, resulted in a substantial number of extra helpers for the farmers.
- (m) A number of treaty Indians were induced to engage at harvesting and other farm work.
- (n) Conscientious objectors, Canadian Japanese (to the number of 5,000 to 6,000), internees, and some prisoners of war were also made available for farm work in various areas.

"Summing up the situation", Mr. Mitchell concluded, "by the use of the devices referred to, and through the co-operation of the governments of the different provinces, even

though the general labour situation has been particularly difficult all during the present year, we did succeed in meeting the various labour problems of the agricultural industry as they arose. The work of the local production committees, which consists of local citizens in the areas served, was found to be most helpful. Much credit is due the Provincial Governments and their officials, as well as a great many local organizations, for assistance in meeting this year's farm labour problems."

The provincial machinery, including local farm production committees, will continue their work during the fall and winter in order to assist in locating farm workers who may be spared for employment in other essential industries during the slack season.

Results of Prairie Harvest Assistance Program

REPORTS from the Prairies at the close of the 1943 harvesting season indicate that the labour supply problem was satisfactorily met this year. Prairie farmers took the grain crops off in good time with the assistance of 1,600 soldiers on Farm Duty and 3,700 farm workers brought in from Ontario. This outside labour was organized by Federal and Provincial Officials and active support was given by the District Officers Commanding in British Columbia, Ontario and Quebec through whom the soldier help was made available. In addition to this help some 4,000 soldiers and 800 to 900 airforce men on (compassionate) farm leave assisted on their own or their immediate relatives' farms.

Advantage was taken of the plan introduced early in August for detailing soldiers on Farm Duty to implement the supply of harvesters that could be made available from civilian sources. Before the end of August about 850 Farm Duty soldiers had been transferred from British Columbia; about half of these going to Saskatchewan and the rest divided equally between Alberta and Manitoba. Manitoba also obtained during the same month, 200 men from Military District No. 5 in Quebec, and 175 from Military District No. 2 in Toronto. An additional 81 were sent to that Province from Kingston early in September. Toward the latter part of September, 300 men were sent to the Edmonton area in Alberta from the Montreal Military District.

The main body of outside labour was made up of experienced farm workers from the Province of Ontario, who were obtained without handicapping farm work in the province. Early in August, an application card for transportation to the West as a harvester was forwarded to all Ontario farmers and farm workers by the Director of National Selective

Service. This card appealed to those who felt that they could spare time from their work to help with the harvest in the West. To ensure that the applicants were experienced farm workers whose going would not interfere with Ontario agricultural production, space was provided on the card for the signature of an Agricultural Representative or other competent authority specifying that the men could be spared. The cards so endorsed were then sent to the nearest Employment and Selective Service Offices.

Each of these Offices kept the Department of Labour advised of the number of men available as harvesters for the West. As information had been secured beforehand of the numbers needed at various western distribution points, it was possible to direct each office to send specific numbers of men to specific points in the West. Men available were notified to proceed to these points and travel warrants were sent to their nearest railway stations for free outgoing railway tickets and a receipt to enable them to get return transportation on payment of \$10.

The Department of Labour, by special arrangement with the railways, obtained round trip transportation for the men at the one way rate between the points of origin and the distribution points in the West. The actual cost to the government for transportation to these points was the one way fare for each man minus the \$10 which each would pay for return fare. Where men were moved about within a province in the West the costs were borne jointly by the Dominion and Province concerned. When it became necessary to transfer men from Manitoba to the other two provinces and from Saskatchewan to Alberta as harvesting advanced, the Federal Government bore all the cost.

Movement of Farm Labour

The movement of men began about August 23 and by September 1 approximately 1,000 had been sent, mostly to Manitoba and Saskatchewan points as the Alberta harvest was somewhat later. The bulk of the rest of the harvesters proceeded West early in September and the movement from the Ontario points was closed on September 22.

According to final reports received from the Local Employment and Selective Service Offices in Ontario, 833 men were sent to Manitoba, 2,109 to Saskatchewan, and 761 to Alberta, making a grand total of 3,703. Since Alberta's harvest was later than that of the other two provinces it was possible to meet Manitoba's needs first and then transfer men from that province further West as harvesting was completed. By the first of October, Manitoba reported 200 soldiers on Farm Duty and 225 Eastern harvesters redirected to Saskatchewan and Alberta points. Saskatchewan also reported, at about the same time, that 100 harvesters had been sent from that province to Alberta.

As this large number of men were sent to the Prairie Provinces early in the harvesting season it enabled full advantage to be taken of the exceptionally good weather conditions to get the harvest off somewhat earlier than had been anticipated. The harvesting was largely completed in Manitoba and Saskatchewan early in October, and was well advanced in Alberta by the middle of the month. For that reason the earliest return date for harvesters, which had previously been set for October 31, was advanced to enable men to leave the first two mentioned provinces on October 6 and Alberta on October 12.

Campaign for Farmers to Take Off-Season Work

A CAMPAIGN to secure the services of farm workers for transfer to essential industries during the slack season on the farm was announced recently by Mr. Arthur MacNamara, Director of National Selective Service. The campaign will be carried out by the Department of Labour, in co-operation with the Provincial Departments of Agriculture.

"To a considerable extent", Mr. MacNamara said, "fuel wood cutting and other woods operations have always depended upon the assistance of workers from agriculture during the Fall and Winter months, in order to secure their production. Similarly, in some parts of the country, coal mining, base metal mining and fish packing establishments have also in the past leaned heavily upon the farmer during his slack season. Due to the war, the large numbers of workers available for these seasonal

At the request of Alberta the latest date on which men might return and still have their return transportation receipts honoured was changed from November 15 to November 30. The reason for this was the fact that bad weather during the later part of October delayed harvesting operations in the northern part of the province.

The success of the movement of harvest workers to the West and the service they have rendered, from the viewpoint of the three Prairie Provinces, is demonstrated in the following excerpts from letters sent to the Minister of Labour, Honourable Humphrey Mitchell. Mr. D. M. McLean, Director of Farm Help Service for Manitoba, states: "Arrangements made in the East with respect to the use of soldiers on Farm Duty, and the Eastern harvesters were more than satisfactory . . . there has been much praise of the class of help sent to our farmers here who are very appreciative of the assistance that your Department has been able to give". The Honourable W. J. Patterson, Premier of Saskatchewan wrote: "The 2,300 men who came to Saskatchewan from Ontario were a particularly fine group and gave excellent satisfaction wherever they were employed". The Minister of Agriculture for Alberta, Honourable D. MacMillan speaking of the help says: "These men have been most satisfactory and I wish to commend yourself and the officials of National Selective Service for the very excellent type of men they have dispatched from Ontario to assist us with harvesting this year . . . I would also like to mention that valuable assistance has been received from soldiers."

industries—a regular feature of the Canadian employment situation—have virtually disappeared. Many have gone into the Forces, while others are now steadily engaged in essential industries. In view of this fact, we must depend to an even larger extent upon securing men from the land while they are not needed at home. Moreover, due to labour shortages, additional industries now look for men off the land: railway track maintenance and packing plants are among the industries now asking the services of farmers for the Fall and Winter."

Mr. MacNamara said that it was impossible to form a close estimate of the number of farmers sought by industry, but probably it would exceed 150,000 across Canada. It was pointed out that workers in agriculture who have secured postponement of military train-

ing by reason of their occupation, will be allowed to continue on postponement if they accept approved essential employment during the slack season.

"There is no thought of interfering with farm production", Mr. MacNamara explained. "We do not want men while they are still required on the land for Autumn work, nor do we want to take away from the farm any man who is needed there for year-round work. Nevertheless, there is a substantial margin of men who may be spared during the next few months, and those are the men whose services we wish."

Employment in the Holiday Season

BY means of an Order signed by Honourable Humphrey Mitchell, Minister of Labour, special provision has been made to facilitate the engaging of workers for the Christmas rush by the Post Office Department and retail trade. The Order (Special Order No. 12 under National Selective Service Civilian Regulations) is dated November 10.

From December 13 to January 5, the Post Office Department and retail business may engage women over 44 years of age and men over 59 years of age, without first securing National Selective Service permits. In any case where it is wished to retain after Janu-

The agreements between the Dominion and the Provinces for farm labour recruitment provide that Provincial Field Organizations will assist the Dominion in locating farmers for other seasonal industries in the off-season, and all the Provincial Organizations have been approached and are co-operating with Selective Service in the present campaign. Also, several hundred local Farm Production Committees, organized by the Provinces have undertaken to participate in the campaign.

ary 5, one of these employees who is taken on without permit, it will become necessary on that date to secure a permit from Selective Service.

Students and teachers may be engaged for employment during their Christmas vacation, without a Selective Service permit, by either the Post Office Department or the retail trade.

In areas where there is no shortage of female employees for essential industries, Selective Service Officers may permit the employment of women under age 44 for employment around the holiday season.

Publications on Women's Role in the War Effort

WANTED: *Women in War Industry* is the title of a recent book by Laura Nelson Baker (E. P. Dutton & Company, New York). In addition to stressing the urgent need for more women workers in war industry, it contains information on how to choose a war job, obtain or train for one. Working conditions and safety are discussed with particular emphasis on safety clothing. Detailed descriptions are given of a large number of factory jobs from spot welding to riveting and the book is profusely illustrated with photographs showing women performing a wide variety of industrial operations. Suggestions for successfully combining homemaking with industrial employment are also included. In an appendix a summary is given of the labour laws recommended by the Women's Bureau of the United States Department of Labour for the protection of women workers, and the progress made by existing labour legislation towards these standards is indicated. Rest pauses and limits on working hours are among the problems indicated as requiring more legislative attention.

In the same field, the Science Research Associates of Chicago have published a pamphlet on *Women's Work and the War* by Mary Elizabeth Pidgeon who heads the Research Division in the Women's Bureau. Facts and figures on the employment of women in various types of war jobs ranging from industry to transportation and the military services are given. Attention is drawn to the expanded opportunities for women in medicine, personnel work, social and welfare work, home economics and the other professions. This publication is also illustrated with photographs showing women at work in such varied occupations as lumbering, meteorology and ship-building.

Figures presented in the pamphlet show that four million women have joined the labour force between 1940 and 1942 in the United States, raising the percentage of women from 23 to 29 per cent of the workers. At the beginning of the year 30 per cent of the workers in major aircraft plants were women, with some plants running as high as 70 or 80 per cent. Over 54,000 women were working in shipyards. Women members in trade unions numbered over four million.

Industrial Welfare

Safeguarding Workers Exposed to Radio-Active Substances in Great Britain

ADDITIONAL regulations have recently been passed in Great Britain to protect workers engaged in luminising processes from the hazards of radio-active substances. They take the form of an amendment in the Factories (Luminising) (Health and Safety Provisions) Order issued in April, 1942, under the Defence (General) Regulations which empower the Government to make regulations to safeguard the welfare of persons in war industries or in occupations essential to the life of the community. Luminising processes include handling any luminous compound, applying it to surfaces or introducing it into glass tubing and removing it from any surface or glass tubing. The United States Department of Labour includes employment in processes using radio-active substances in its list of hazardous occupations and prohibits the employment of young persons under 18 in such processes.

As amended, the regulations in Great Britain prohibit the employment of young persons under 16 in luminising processes unless they are already so employed and are over 15 years of age. After January 1, 1944, persons who have been employed continuously in luminising operations for 12 months may not be so employed again until a period of at least three months has elapsed. The work-week in such industries may not exceed 48 hours. A medical examination must be given to every employee within seven days of the date of his employment and monthly examinations are required for all employees. The examining surgeon may forbid the employment of any person in luminising processes and such persons must obtain written permission from the surgeon before they may resume such employment.

Workers are forbidden to take food or drink, use tobacco, cosmetics, sanitary conveniences or leave the factory without first removing protective clothing, washing their hands and arms and cleaning their finger nails. Employ-

ers must provide suitable washing facilities including soap, towels, nail brushes and hot water. They must allow workers at least ten minutes before each meal and before shift-end for washing and are required to appoint someone to supervise washing. They must also provide suitable protective clothing, including overalls, hair covers, waterproof aprons and rubber gloves. Separate provision must be made for storing work-clothing and street-clothes. Seats of suitable height, furnished with back-rests and having a smooth surface must be provided. It is forbidden to carry on other processes in the same room as luminising processes. Efficient exhaust ventilation must be installed wherever workers are handling luminous compounds but it is not required for workers removing a luminous compound from any surface or from glass tubing if carried out by a wet method.

Stipulations are also laid down in regard to the handling and storage of luminous compounds, floors, benches and tables in rooms where one is used, minimum working space, etc. The use of brushes for applying a compound is forbidden, and glass screens or other appliances must be provided to protect the faces of workers. Regular cleaning of rooms and equipment is required. Other regulations stipulate that workers must use all appliances and obey all rules designed to secure their health and safety.

Factories not engaged in war work nor performing services essential to the life of the community may obtain exemptions from the regulations. The Chief Inspector of Factories may also exempt an employer or worker from all or any part of the regulations if he considers them not necessary to protect the persons involved. Employers must maintain a Health Register of all persons who have been in their employ since the regulations went into effect. A copy or abstract of the regulations must be posted in the factory.

Administration of Industrial Welfare Policy in Australia

IN the Australian Department of Labour and National Service there is an Industrial Welfare Division which is responsible for promoting good working conditions in industry in the interests of sustained production and the welfare of the worker. This Division, like the Department of which it is a part, was set up after the outbreak of the present war to deal with wartime problems, but a substantial body of factory legislation has for many years been administered by the State Governments.

The Division is directly responsible for working conditions in the factories of the Ministry of Munitions and it also works closely with other departments in charge of Government factories. In private industry, it gives advice to employers or unions on request, publishes information and administers certain National Security Regulations. Its organization is still incomplete but it now has Factory Welfare, Technical Services, Food Services and Research Sections, and also a field organization.

The Factory Welfare Section concerns itself not with physical working conditions such as buildings, seats, ventilation, heating and lighting, but with such matters as the suitability of workers to their jobs, arrangement of working hours and the relations of workers with each other. It conducts courses in the Universities for the training of industrial welfare officers (LABOUR GAZETTE, May, 1943, page 564), and these officers have been placed in Government factories and in a few cases in private industry. Special attention is given to the problems connected with the employment of women. Technical advice is given on these problems and in certain groups of factories the welfare officers have taken over the interviewing and placing of women and the introduction of them to their work. A small team of welfare officers makes special investigations of absenteeism in private and Government fac-

ories where this problem is causing particular concern, and helps to put remedial measures into effect. The Section also arranges transportation for workers at Government factories. Finally, it administers the National Security (Supplementary) Regulations requiring the provision of first-aid equipment and casualty rooms, and the National Security (Hours of Work) Regulations.

The Technical Services Section deals with physical working conditions. It lays down general standards for new factories, inspects all applications for permission to build industrial buildings and advises Government and private factories as to the adequacy of building layout and equipment. It circulates standard sketch plans of locker and wash rooms, casualty rooms, work seats, etc., and in some cases arranges the manufacture of standard equipment. It administers the National Security (Industrial Lighting) Regulations which require the progressive application of the Standards Association standard of artificial lighting to war industries working shifts or under permanent blackout. It has appointed safety officers to Government factories and has co-operated with State Factory Inspectors and National Safety Councils in giving information to private industry.

The Food Services Section plans and operates hot meal cafeterias and canteens for workers in Government munitions factories and advises Government contractors and other employers about food services. Canteen Advisory Committees consisting of representatives of the workers are being established in all factories.

A small Research Section keeps in touch with the research done in the other sections and itself investigates more general problems of industrial welfare and reviews overseas experience from the point of view of its applicability to Australia.

Joint Safety Committees in American War Plants

UNION participation in the promotion of safety through joint safety committees is the subject of a pamphlet recently published by the Division of Labour Standards of the United States Department of Labour.* It summarizes the experience of a number of plants with joint safety committees and describes the composition, functions and working of such committees. In addition, the

fundamentals of safe and healthful working conditions are outlined as a guide for safety committees. It is pointed out that a committee's work must include consideration of good housekeeping, machine-guarding, proper illumination, safe work-practices, planning of all operations, safe design of machinery, of plant and of work-places, maintenance, supervision, accident investigation and co-operation by the workers. The standard conditions of work which are recommended are those outlined in the pamphlet entitled Wartime Work-

*U.S. Department of Labour, Division of Labour Standards, Bulletin No. 61, *Joint Safety Committees at Work*, August, 1943. Price 10 Cents.

ing Conditions issued by the Division of Labour Standards and summarized elsewhere in this issue of the *LABOUR GAZETTE*.

Joint safety committees vary in size but usually contain an equal number of representatives of the union and the company. Union members are either appointed or elected by the union or may be selected by the company from a list submitted by the union. Sometimes each department is represented by one member or departments may be granted representation in proportion to their size. In large plants, departmental sub-committees are frequently established under the plant-wide committee. Occasionally safety committees are tied up with joint production committees, but it is stated that "safety committees do not and should not depend on labour-management committees for their existence, nor should safety committee work be subordinated to other labour-management activities."

Because of the educational value of experience on joint safety committees, many plants change the members every six months or year. Men with sufficient length of service to be familiar with the industry and the plant are preferred. Shop stewards and grievance committeemen are usually excluded from membership to keep safety out of the realm of grievances and avoid overburdening such officials. The appointment of safety com-

mitteemen from the second and third shifts should not be neglected.

Some committees meet weekly, others monthly. They investigate the carrying out of previous recommendations and make new recommendations. The safety director presents a monthly accident report and each accident is discussed. The safety director links together the committee and management and should have sufficient authority to put recommendations in effect promptly.

In addition, most committees conduct monthly or more frequent inspections. Many have developed inspection forms listing all the details to be checked. They also carry on safety campaigns using such devices as bulletin boards, posters, slogan contests, competitions, meetings, etc. The committeeman is responsible for enlisting the co-operation of workers in working safely in the shop. Workers report unsafe conditions to him and he makes recommendations to the foreman. It is urged that committeemen should take advantage of safety training courses sponsored by the National Committee for the Conservation of Man-power in War Industries (*LABOUR GAZETTE*, Oct., 1943, p. 1330) and should make use of literature supplied by State and Federal governments, the National Safety Council and the American Standards Association.

Wartime Employment of Young Persons in the United States

A STUDY of "Juvenile Labour in Wartime in the United States" was published in the September issue of the *International Labour Review*. Figures are presented which show the tremendous increase in the number of young persons employed. In October, 1942, there were over two million boys and girls between 14 and 18 years of age at work and during the summer an additional million held jobs on farms and elsewhere. An increase in illegal employment was revealed through school surveys, and a large proportion of school children, varying from one-quarter to one-half in many high schools, were combining school-work with employment. Occupations entered by the young people were usually those requiring little or no training such as cashiers, waitresses in lunch rooms, pin-boys, messengers, garage and filling station helpers, and delivery boys. The proportion of boys working as newsboys and girls as domestics declined but the percentage entering manufacturing industries increased sharply.

The study indicates the steps taken by Federal and State Governments to safeguard

the health and welfare of the employed young persons. A number of States have relaxed child labour standards to meet the man-power shortage but others have established new standards to protect boys and girls from the dangers of wartime employment. The Children's Bureau of the United States Department of Labour and the War Man-power Commission have conducted a joint campaign to ensure that children will be employed only after all other sources of labour are exhausted and that the health, welfare and educational opportunities of those employed is adequately protected. The War Man-power Commission last January published a statement of policy on the employment of young persons under 18 and the Children's Bureau amplified it in a pamphlet entitled "Protecting the Health of Young Workers in Wartime" (*LABOUR GAZETTE*, May, 1943, p. 562). To keep young persons out of hazardous and dead-end jobs, the Children's Bureau has supplemented its hazardous-occupation orders (which prohibit the employment of boys and girls under 18 in specified occupations) with advisory standards

regarding the type of work young persons should be permitted to take up in such war industries as shipbuilding, lead-using industries and employments involving exposure to carbon disulphide and chlorinated solvents. In addition the Bureau issued a statement of policy on standards for the wartime employment of young persons in agriculture (LABOUR GAZETTE, 1942, p. 379). A separate section of the study in the International Labour Review deals with the various emergency schemes under which children are being employed in agriculture and industry.

Employment of School Children

This fall the United States Office of Education combined with the Children's Bureau to conduct a "Back to School" campaign (LABOUR GAZETTE, Sept., 1943, p. 1208) stressing that the first responsibility of young persons under 18 was, even in wartime, to take full advantage of educational opportunities. They recommended, however, that in areas of acute labour shortage, schemes for combining school work with employment should be developed. Standards recommended for such schemes were laid down in a statement of policy issued recently by the War Man-power Commission, U.S. Office of Education and Children's Bureau and published in the Office of Education's organ, "Education for Victory" for October 1.

Any community scheme for utilizing the services of school children should be worked out by local education authorities and the

U.S. Employment Service with the aid of an advisory committee representing business, industry, organized labour, the press and other groups concerned with the welfare of young persons. No child under 14 should be permitted to work and those from 14 to 16 should not be called on until the 16 and 17 year-olds are employed, nor should they be admitted to manufacturing occupations.

Students from 14 to 16 should not be allowed to work more than three hours on school days and eight hours on other days and total school and work-time should not exceed 8 hours a day. When school is in session, weekly hours should be limited to 18, and during holidays, to 40. Work between 7 p.m. and 7 a.m. should be forbidden.

Maximum working hours for students 16 and 17 years of age should be four on school days and eight on holidays with school and work hours totalling not more than nine a day. Weekly hours should be limited to 28 during term and 48 during holiday periods. Night work after 10 p.m. should be prohibited.

Employment and age certificates and parental consent should be obtained for all young workers and physical examinations are also urged. One day's rest in seven must be allowed and adequate arrangements made for meal and rest periods, sanitary facilities and safety measures. Wages should be those paid to adults for similar work. Employment in hazardous and unhealthy occupations should be forbidden.

Recommended Conditions of Work for War Plants in the United States

RECOMMENDATIONS concerning working conditions in war plants have been drawn up by the Division of Labor Standards of the United States Department of Labor*. They are designed to supplement State and Federal laws and regulations and "provide management with a yardstick for measuring physical working conditions." They "may indicate some methods of improving morale, increasing output, and controlling absenteeism and labour turnover."

The recommendations cover physical conditions in workplaces, hours of work, medical and first-aid facilities, protective clothing and equipment, sanitary and other facilities and the promotion of safety. The codes drawn up

by the American Standards Association on particular aspects of these topics are endorsed. A bibliography of other U.S. Government publications on safety and welfare is appended. In addition there is a self-appraisal safety quiz for management and a check-list of the factors to be considered in determining the optimum hours of work to achieve maximum production (LABOUR GAZETTE, 1942, page 1372).

Hours of Work

The 8-hour day and 48-hour week recommended by eight U.S. Government agencies (LABOUR GAZETTE, 1942, page 881) is endorsed with the qualification that in plants not operating on a three-shift system, longer daily hours for a shorter work-week may be more efficient. The longer week-ends would compensate for the longer working-day and would

* U.S. Department of Labor, Division of Labor Standards, Special Bulletin No. 13, *Wartime Working Conditions, Minimum Standards for Maximum Production*, September, 1943.

allow more time for shopping and personal affairs, thus reducing absences for these reasons. In determining hours of work, consideration must be given to travelling time, recreation facilities, the physical demands of the work and the rest periods allowed.

One day's rest in seven is recommended. In plants where Sunday is used for maintenance work and bottleneck breaking, production seldom suffers as there is better attendance and morale among workers who are free on Sundays.

A 30-minute break for a meal is proposed for all shifts of six or more hours. A longer period may be required if eating facilities are not nearby, if time is needed for washing in plants where poisonous substances are used or if the work is heavy or monotonous. In continuous operations a rest period of at least 10 minutes should be granted at the midpoint of every four-hour or longer spell.

Experience indicates that the health, efficiency, and *total production* of the worker are increased by such periods; also time lost due to unofficial relief rest periods is reduced by provision for official and regular rest pauses.

At least one week's holiday with pay after a year's service is recommended. Holidays have been found beneficial in maintaining productive efficiency and reducing absences. They should be spread over a long period so as not to interrupt production.

Boys and girls under 18 should not be allowed to work on night shifts. In selecting night workers, consideration should be given to age, home responsibilities and physical condition. Employers of night-workers should give special attention to such problems as good lighting, transport and eating facilities, supervision, safe and healthful conditions of work, and medical care. In choosing shift schedules, efforts should be made to minimize the disruption of normal sleeping and eating habits and consideration given to times when transport and community facilities are available.

Conditions in Workplaces

Adequate precautions must be taken to prevent and control fires and explosions. Machines should be properly guarded and care taken in the handling of materials to eliminate hazards and avoid unnecessary lifting. Good plant housekeeping includes not only cleanliness and neatness but proper maintenance of all equipment and facilities.

For light work, the room temperature should be between 65 degrees and 70 degrees. It may be lower for heavier work but should not be less than 60 degrees. In the summer, work-room temperatures between 75 degrees

and 82 degrees should be maintained to avoid too great a contrast with outside temperatures. Air should be changed frequently and relative humidity kept at 45-50 if possible. Dusts, fumes, vapours and gases must be controlled to prevent industrial diseases from toxic substances. Good plant lighting is very important and precautions should be taken to prevent eye-strain. Excessive noise which interferes with efficiency should be controlled.

Efforts should be made to fit workers to their jobs and adjust equipment to the height and build of the worker. Workers should be given a medical examination before being assigned to hazardous jobs and should always receive training in safe and efficient work-practices before starting work. Seats should be provided for all jobs which can be done in a sitting position, and one seat for every three standing workers should be available. The worker should be able to alternate between sitting and standing. Footrests should be furnished where necessary.

Protective Clothing

Safety clothing such as hard hats, gloves, mittens, leggings, aprons and rubber boots must be provided for employees working with chemicals, molten metals or in heavy fabrication work or other dangerous occupations. It should be adapted to the needs of women workers. Goggles or face shields should be used if eye hazards are present.

Respiratory devices are necessary for workers temporarily exposed to dangerous fumes and gases but should not be considered a substitute for exhaust ventilating systems and other means of control.

Sanitary Facilities

Drinking water should be supplied in sanitary fountains or dispensers with disposable paper cups. In most plants, there should be at least one dispenser for every 50 workers, but where the work is hot and strenuous, one for every 30 employees. Salt tablets may be provided at the direction of a physician for workers exposed to heat or engaged in strenuous work. Water may range in temperature from 40 to 80 degrees but ice should not be in contact with the water.

Separate toilet facilities and wash-rooms must be provided for each sex. They should be convenient to but entirely separate from work-rooms, well-lighted and ventilated. If there are more than 10 but less than 24 workers, two toilets are sufficient, three for an additional 25 and five for any number between

50 and 100. Thereafter, one should be added for every additional 30 workers. Wash-rooms must have one basin or two feet of trough for every 10 workers up to 100 and an additional one for every 15 workers thereafter. Hot and cold water, soap and individual towels are recommended. Showers must be provided for workers exposed to skin infection.

Other Welfare Provision

If workers are required to change their clothes on arrival, dressing rooms, lockers and showers must be provided. Two-compartment lockers are recommended if work-clothing is in danger of being contaminated by toxic substances to keep it separate from street-clothes. Wire baskets suspended from the ceiling may be substituted for lockers.

If 10 or more women are employed, a rest-room should be provided. In smaller plants a screened-off place should be available for women. At least one couch is recommended if from 10 to 100 women are employed, two if there are from 100 to 250 women and an extra one for every additional 250 women.

The importance of providing hot lunches and mid-shift snacks to supplement inadequate diets and improve efficiency is stressed. Washing facilities should be located near to canteens. If toxic substances are not used, meals may be brought to the work-room by mobile units.

Medical Facilities

Every plant should have a first-aid room staffed by a doctor or nurse, or a worker trained in first-aid should be on call at all times. Physicians may be either part-time or full-time, depending on the size of the plant. If there is no full-time physician, the names, addresses and telephone numbers of doctors on call should be listed on a bulletin board at the first-aid station. First-aid rooms must be properly heated, lighted, ventilated and provided with bathing and toilet facilities. They must be equipped with a first-aid kit containing the minimum supplies listed in the pamphlet for various sizes of plant. If there is danger of asphyxiation in the plant, an inhalator should be included.

Promotion of Safety

It is pointed out that safety cannot be achieved merely by rules and regulations. Management must show that it is genuinely interested in safety by taking the time and spending the money to eliminate hazards, and workers must be given a definite responsibility in the safety program. Supervisors specially trained in industrial safety should be employed. Plants with less than 100 workers should have at least one trained safety supervisor; those with from 100 to 500 employees require a safety director and an assistant for each shift, and an additional assistant should be added for every 1,000 workers thereafter.

British Trade Union Opinion on Industrial Health

IT is pointed out in the I.L.O. Review for October that increased production demanded by war conditions has given prominence to the problem of industrial health and that there is every likelihood that this interest will continue after the war. The improvement of the standards of life and health is imperative whether in war or in peace.

"Industrial health must be interpreted in as wide a sense as possible, taking into account everything which affects the worker in his industrial environment. It concerns not only doctors, but many other specialists: chemists, physicists, personnel managers, employers and trade unionists and most important of all, the workers themselves," the article states.

The Secretary of the Social Insurance Department of the British Trade Union Congress, Mr. J. L. Smyth, is quoted as saying: "The prevention of ill-health can be achieved only

by co-ordination and planning. The doctor must know not only the patient, but the patient's work and should also be made responsible in the factory for food, ventilation, lighting, etc." He urged that for the adaptation of workers to their jobs doctors ought to have an extensive course in psychology and that research should be speeded up as much as possible. Further, it was his opinion that the doctor in industry should be kept absolutely clear of workmen's compensation controversies. Rehabilitation rather than compensation should be the main object.

Mr. Smyth asserted that trade unionists recognized that industrial health problems had international aspects which "should be developed on an ever-increasing scale as a contribution to understanding between the nations and to the establishment of comparable standards."

Decisions of National War Labour Board

THE National War Labour Board has in recent months issued decisions in the following cases:—

Canada Steamship Lines Limited, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Eastern Canada Stevedoring Company, Limited, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Montreal and Saint John, N.B., Wharf Freight Handlers), and the Canadian National Railways and Canadian Pacific Railway Company.

Montreal Cottons Limited, and the United Textile Workers of America, Local 100 (Valleyfield, Quebec).

Dominion Textile Company Limited and United Textile Workers of America, Local 102 (Montreal, Quebec).

Dominion Tar and Chemical Company, Limited, and Local 174, United Gas, Coke and Chemical Workers of America (CIO).

John Inglis Company, Limited, and the United Steel Workers of America, Local 2900.

Pattern Makers' Association of Montreal and vicinity and various employing companies in the Montreal area.

Provincial Transport Company and Local 1157, Amalgamated Association of Street, Electric Railway and Motor Coach Operators of America.

Colonial Weaving Company, Limited, Peterborough, Ontario.

Holt, Renfrew and Company, Limited.

RCA Victor Company, Limited (Montreal, Quebec), and Local 1028-B, International Brotherhood of Electrical Workers.

Robert Daniel McMurchy (Regina, Sask.), and Elizabeth Restall.

Union Gas Company of Canada, Limited, on behalf of Windsor Gas Company, Limited, and National Union of Natural Gas Workers.

Re: Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

Reasons for Decision

This is an application for increased rates of pay and certain changes in working conditions for freight handlers at the following Ports—Quebec, Montreal, Toronto, Hamilton, Windsor, Point Edward and Sarnia, Fort William and Port Arthur.

We have had the advantage of evidence in similar applications from Montreal, Saint John and Halifax and have written reasons in connection with these cases.

Although there appears to be little difference between the work done by these workers and that done by the wharf freight handlers in the employ of Canadian National Railways and Canadian Pacific Railway Company at Montreal, there has been a differential in the basic rates. Accordingly we think the basic rate should be increased to 55 cents per hour and night differential for hours worked between 7 p.m. and 7 a.m. should be 5 cents per hour instead of 2 cents per hour presently paid.

The question of upward adjustment of the cost-of-living bonus depends upon whether certain increases can be said to be a general increase within the meaning of Section 34 (3) of P.C. 5963. On the evidence before us it must be found that the increase in question was not a general increase. Accordingly we think the cost-of-living bonus should be increased to 9 cents per hour but not to exceed in any case \$4.25 weekly.

We do not think other conditions of work embodied in existing agreements should be altered. Increases will of course apply to all classifications represented by the Union to maintain existing differentials and there will be proportionate increases to those paid on monthly basis. Increases and cost-of-living bonus adjustment should be retroactive to the date of the application, June 22, 1943.

September 30, 1943.

Re: Eastern Canada Stevedoring Company Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

Reasons for Decision

This is an application for increase in wages paid freight handlers at the Port of Halifax and also—there being no formal agreement in existence—for authorization of certain working conditions to extend to these workers similar conditions now enjoyed by longshoremen.

In the Montreal Harbour and Saint John Freight Handlers' case we have given our views as to how far under existing conditions the comparison with longshoremen should go. It is unnecessary to repeat them here. There has been long recognition through the field of collective bargaining of a definite and decided difference.

At the present time the base wage rate at this port is 52 cents per hour with a night differential of 10 cents per hour. We think the base rate should be stepped up to 56 cents per hour. We doubt our right under the present Order in Council P.C. 5963 to reduce the night differential to that prevailing at Montreal which we deem more suitable for this class of work. Accordingly, the base day rate is increased to 56 cents per hour without

disturbance of the existing night differential. Appropriate increases should be extended to all classes so as to maintain existing differentials.

As to the other conditions of work applied for, we think these are matters for collective agreement. We do not think it is our function to write the agreement. The parties should get together on these matters and submit what they arrive at for approval. The same also extends to any incentive wage plan so emphasized by the employer in his presentation. If the parties can agree and an incentive wage plan is not likely to result in higher cost, we shall be glad to give consideration to it.

As to vacations with pay, we think the reasoning set forth in the Montreal and Saint John case applies here with the exception that these workers do not enjoy railway transportation privileges. The greater night differential is an important offsetting factor in comparison with Montreal.

The wage increases should be retroactive to the 22nd day of June, 1943. Finding and direction accordingly. September 30, 1943.

Re: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Montreal and Saint John, N.B., Wharf Freight Handlers) and Canadian National Railways and Canadian Pacific Railway Company

Reasons for Decision

This is an application by the Union for increases in the wages of the Montreal Wharf Freight Handlers employed by both Railway Companies and at Saint John, N.B., for increases to the Freight Handlers employed by the Canadian Pacific Railway Company.

The Union based its case upon a comparison between wages paid longshoremen at the same ports and those paid the freight handlers. The Railways advanced an entirely different comparison, namely, that between these wharf freight handlers and the regular freight handlers on the railways at points where loading into steamships is not involved.

We have reached the conclusion that neither comparison is strictly correct. There has been a long established differential and a fairly considerable one between the wages paid longshoremen and those paid freight handlers. It appears that though at one time the differential was not very great, the spread has tended to widen in favour of the longshoremen. Naturally this has been the cause of a good deal of dissatisfaction among the wharf freight

handlers. It appears that two Conciliation Boards in recent years have dealt with the situation at Montreal. The one under the Chairmanship of Mr. Brooke Claxton, M.P., in 1938 brought in a recommendation that the base rate should be increased by 7 cents per hour. The other under the Chairmanship of His Honour Judge Coughlin in 1940 made a similar recommendation; in fact it seems to have simply adopted the Claxton Board report. The Companies have only implemented the reports to the extent of granting a 3-cent increase although subsequently they paid a full cost-of-living bonus. The Claxton Board, judging from its report, went very carefully into a comparison between the work done by wharf freight handlers on the one hand and that done by longshoremen and ordinary railway freight handlers on the other. The conclusion reached appears to have been that the work of the wharf freight handlers was more comparable to that of longshoremen than the Railway Companies were prepared to admit. We have come to a similar conclusion. It seems to us that some extra degree

of skill is probably required in the work of longshoremen but that the work of the wharf freight handler is to some reasonable extent comparable with that of the longshoremen and of the ordinary freight handler as well. In the case of both the longshoremen and the wharf freight handler the work at these ports is seasonal which is not the case with the ordinary railway freight handler. It has become a fairly generally accepted practice for seasonal workers to receive a somewhat advanced hourly rate because the opportunity to work is less. Taking into consideration all of the circumstances in connection with the Montreal wharf case, we have come to the conclusion that the base rate ought to be increased to 57 cents per hour with the prevailing extra 5 cents hourly for work performed between 7 p.m. and 7 a.m. to stand. Upward adjustments to maintain existing differentials are in order. Any individual difficulty can be settled by further joint application.

The question of night differential does not come up at Saint John since the practice at that port is to maintain two separate gangs. In so far as that port is concerned, the basic wage should be increased to 57 cents with no provision for night work differentials. Upward adjustments to maintain existing differentials will follow.

As to claims for overtime rates and conditions to conform with those extended to longshoremen and differentials for handling

certain commodities, we do not feel justified in directing these. After all, this Union subscribed to an agreement to maintain working conditions as they existed until the proclamation of peace. We have in spite of the agreement granted an increase in wage rates. The principle in the circumstances here we do not think should be extended beyond that, merely because another class of workers have different conditions.

As to the claim for vacations with pay, we have dealt with that subject in a general way in the case of Division 4. However desirable the condition may be, its basic foundation is upon the principle that the overworked human machine should have a period of rest in the interests of productivity and the workers' well being and health. The workers concerned here are seasonal workers. As far as the employing Railway Companies are concerned these workers' services are not in demand the year round. As long as human nature is what it is, the likelihood is that the worker takes his period of rest in the off season and in that is assisted by the privilege accorded all railway workers of free transportation within certain limits.

Accordingly, we feel this branch of the claim must be refused particularly with the manpower situation as it is.

There will be finding and direction with increases effective June 22, 1943.

September 30, 1943.

Re: Montreal Cottons Limited and United Textile Workers of America, Local 100 (Valleyfield, Quebec)

Reasons for Decision

This is an appeal from finding and direction of the Quebec Regional Board. The Union is seeking an order directing payment of full cost-of-living bonus, a ten cent per hour general wage increase, vacations with pay and certain minimum starting rates.

In the Montreal Tramways' case we laid down the principle that before this Board would deal with any application brought by a Union on behalf of workers, the Union would have to establish its clear right to represent the majority of the workers and establish it by legal means.

The Company denies that the Union here represents the workers. The Union quite properly is presently in the process of establishing its status before a Conciliation Board under the Chairmanship of the Honourable Mr. Justice Savard. Undoubtedly in some manner the report of the Conciliation Board will deal with the questioned status of the appellants Union.

In the interests of orderly procedure for all workers and Unions we regret that we must adhere to the position previously taken in the Montreal Tramways' case. To do otherwise would unquestionably open the Board's procedure to all manner of abuse. Before invoking the offices of the Board a Union whose status is not admitted must establish the same by legitimate means.

In passing it should be pointed out to the Union that in order to obtain for the workers whatever increases in wages or changes in working conditions are in order it must make out its case under P.C. 5963, having in mind particularly Sections 25 and 29. Mere general statements are of little help to a Board called upon to adjudicate on the matter.

Accordingly, with regret, we must dismiss the appeal but without prejudice to any subsequent application to the Regional Board by the Union when it has definitely established its status by the process it is now properly undertaking before Mr. Justice Savard or by any other legal process. October 5, 1943.

Re: Dominion Textile Company Limited and United Textile Workers of America (Local 102, Montreal, Que.)

Reasons for Decision

This is an appeal from the Quebec Regional Board.

The same considerations obtain as in the Montreal Cottons' case. We understand from the records that the status of the appellant union is in process of being determined by a Board of Conciliation under the Chairman-

ship of the Honourable Mr. Justice Savard. The Union's status is denied by the Company.

Accordingly, the same disposition of the matter must be made as in the Montreal Cottons' appeal. The appeal will be dismissed without prejudice to any further proceedings before the Regional Board by the Union when its status has been determined.

October 5, 1943.

Re: Dominion Tar & Chemical Company, Limited and Local 174, United Gas, Coke and Chemical Workers of America (CIO)

Reasons for Decision

The parties are in agreement, subject to approval by the War Labour Board, with respect to payment of a 3 cent and a 5 cent premium respectively for time worked on the afternoon and night shifts and the granting with pay of the six public holidays mentioned in P.C. 4671. The Regional Board for Ontario, by decision of July 23, 1943, declined the application for approval. The company appeals from the decision.

Off-shift differentials are not an unusual working condition in modern industry. They compensate the worker deprived of many of the amenities of social and family life by having to work outside the usual daytime working hours. The Board has expressed its views on the subject in the Ford Motor case (decisions dated April 19, 1943, and August 31, 1943*) and we are of opinion that permission should be given here to pay shift workers 3 cents per hour for time worked on the afternoon shifts beginning at 3 p.m. and 4 p.m., and 5 cents per hour for time worked on the night shifts

beginning at 11 p.m. and midnight. The premium is not to be included in computing overtime. Finding and direction should issue with effect retroactive to the date of the collective agreement, namely June 16, 1943.

In reference to the other question involved, we note that section 42 of the agreement provides holidays with pay seemingly in accordance with the pattern of the Board's decision bulletin No. 17, although the record does not indicate that the plan has received the approval of the Regional Board. Such approval is of course necessary, unless the plan was in operation prior to November 15, 1941. In addition to such holidays with pay, the company desires permission to pay for time not worked on the six statutory holidays. Here again, permission depends upon whether a case has been made under Section 29 of the governing Order in Council P.C. 5963. We are of opinion not only that a case has not been made out, but also that to give approval to this branch of the application would be inconsistent with the purpose and spirit of the Order.

To the extent indicated, the appeal is allowed and findings and directions will issue accordingly.

October 8, 1943.

Re: John Inglis Company Limited and United Steel Workers of America, Local 2900

Reasons for Decision

Prior to November 15, 1941, this Company was paying a 5 cent hourly premium to employees working regularly on the night shift. With increasing production, a 3-shift operation was adopted largely on a rotating basis. By finding and direction of July 29, 1943, the Regional War Labour Board for Ontario refused permission to pay the premium to workers who came on the night shift by rotation. Meanwhile it continues to be paid to the minority of night shift workers who are on the "frozen" shift. This is an appeal from the Regional Board's decision. We understand

that by "night shift" the application refers to the third shift, commencing at 11 p.m. and ending at 8 a.m.

Night work is inconvenient to a worker who alternates from day shift to night shift as it is to one who is permanently engaged on the night shift. We can perceive no valid reason why it should be withheld in the one case, while being paid in the other. We refer to the Board's decision in the Ford Motor case (LABOUR GAZETTE, May, 1943, page 585).

The appeal is therefore allowed.

October 8, 1943.

* L.G., May, 1943, p. 585; Oct., p. 1342.

Re: Pattern Makers' Association of Montreal and Vicinity and Various Employing Companies in the Montreal Area

Reasons for Decision

This is an appeal from the Quebec Regional Board by leave granted July 22, 1943.

The application was for an increase in the minimum basic rate and for payment to pattern makers in various plants of the full cost-of-living bonus.

The Quebec Board made a definite finding of fact that after consultation with every employer concerned it had reached the conclusion that the prevailing wage rates were fair and reasonable. On considering the matter since the argument we are unable to conclude that the Quebec Board erred in its finding.

As to the application for full cost-of-living bonus, P.C. 5963 does not contemplate that there should be different rates for different classes of workers in the same industry. The pattern makers cannot have a different rate of cost-of-living bonus from the machinists. It does appear that the pattern makers have already benefited by increases in cost-of-living bonus generally in some of the industries concerned since this application was commenced. No doubt the Quebec Board took the same view as we do.

The appeal must be dismissed.

October 8, 1943.

Re: Provincial Transport Company and Local 1157, Amalgamated Association of Street, Electric Railway and Motor Coach Operators of America

Reasons for Decision

This is an appeal from the Quebec Regional Board on the one question of vacations with pay. The parties entered into an agreement as of May 1, 1943, for the period of one year which received the approval of the Regional Board with this one exception.

The relevant provisions in the agreement with respect to vacations with pay are as follows.

With respect to bus operators:

"One week's vacation with pay will be granted all drivers who have been in the Company's service after one year's continuous service. For each added year of continuous service, an additional day with pay will be granted until a maximum of 14 days has been reached. Vacations with pay will consist of 7 or more consecutive days at the rate of pay the driver is receiving at the time he takes his holidays, but the minimum pay for a week's vacation will be \$25.

For instance:—

Drivers with 1 year's seniority or more will receive 7 days' vacation with pay.
 Drivers with 2 years' seniority or more will receive 8 days' vacation with pay.
 Drivers with 3 years' seniority or more will receive 9 days' vacation with pay.
 Drivers with 4 years' seniority or more will receive 10 days' vacation with pay.
 Drivers with 5 years' seniority or more will receive 11 days' vacation with pay.
 Drivers with 6 years' seniority or more will receive 12 days' vacation with pay.
 Drivers with 7 years' seniority or more will receive 13 days' vacation with pay.
 Drivers with 8 years' seniority or more will receive 14 days' vacation with pay.

Fourteen days is the maximum holiday period allowed any driver.

Vacations are to be selected by seniority and will be granted by the Department Head during the course of the year as business conditions permit."

With respect to garage employees:—

"One week's vacation consisting of 7 days with 54 hours pay will be granted all Garage Employees who have completed one year's continuous service with the Company.

For instance:—

After 1 year's continuous service 7 days with 54 hours' basic pay.
 After 2 years' continuous service 8 days with 61½ hours' basic pay.
 After 3 years' continuous service 9 days with 69½ hours' basic pay.
 After 4 years' continuous service 10 days with 77½ hours' basic pay.
 After 5 years' continuous service 11 days with 85 hours' basic pay.
 After 6 years' continuous service 12 days with 92½ hours' basic pay.
 After 7 years' continuous service 13 days with 100½ hours' basic pay.
 After 8 years' continuous service 14 days with 108 hours' basic pay.

Fourteen days is the maximum holiday period allowed any garage employee.

Vacations are to be selected by seniority and will be granted by the Department Head during the course of the year as business conditions permit."

We have already in a previous decision (Division No. 4 case) indicated that the Boards are not bound to follow slavishly Directive Bulletin No. 17 where means of comparison are available. D.B. 17 was intended primarily as a wartime directive for

vacations with pay schemes where the comparative principle did not exist.

We find in the scheme proposed here nothing of an unreasonable character and we find that similar vacation with pay schemes are already in existence in this particular business.

We feel that the appeal should be allowed and those parts of the agreement dealing with vacations with pay should receive approval.

Finding and direction accordingly.

October 8, 1943.

Re: Colonial Weaving Company Limited, Peterborough, Ontario

Reasons for Decision

This is an appeal from the Ontario Regional Board with respect to the inauguration of a vacation with pay plan.

The Ontario Board authorized vacations with pay—one week's vacation in accordance with Decision Bulletin 17, but felt obliged to deny the Company's request that two weeks' vacation should be granted to employees having at least five years' service.

We have tried to point out before that D.B. 17 is not regarded by us as absolutely mandatory on the Regional Boards—Provincial Transport Company case and Rogers Majestic Limited case. A Regional Board is quite entitled to deal with the matter on a realistic

comparative basis if reasonable means of comparison exist.

In this particular case a survey of the Peterborough district reveals that at least eight other companies have vacations with pay plans in the precise terms here applied for. We think it would be rather unreasonable to deny employees of this Company with five years' service a condition of work that prevails in the district for employees of many other companies in the same district.

The appeal should be allowed. However, the appellant will be required to apply the conditions stated in Decision Bulletin No. 17 to the hourly rated employees who will be receiving two-week vacations.

Finding and direction accordingly.

October 12, 1943.

Re: Holt, Renfrew & Company, Limited

Reasons for Decision

The Company, on leave granted by the Regional Board for Ontario, appeals from a decision refusing approval of a non-contributory life insurance plan. The application was approved by the Manitoba and Quebec Boards. It provides benefits of \$500 in the case of employees with less than 5 years' service and \$1,000 in the case of other employees. The appellant has no other type of welfare plan.

The basis of the Ontario Board's refusal is that the employees are not called upon to contribute at least 40 per cent of the premium. While we agree that there are good general reasons for the principle of contribution in

employee welfare plans, we are of opinion that in the circumstances of this case and in view of the reasonableness of the amounts involved, the appeal should be allowed. We refer to our decisions in the following cases: Lake of the Woods Milling Company, September 8, 1943; Viceroy Manufacturing Company, September 9, 1943.

It should be noted that our jurisdiction does not extend to "salaried officials" and that this decision is no assurance that the expense involved will be approved by the taxation authorities as a deduction from the company's income.

October 15, 1943.

Re: Robert Daniel McMurchy (Regina, Sask.) and Elizabeth Restall

Reasons for Decision

This is an appeal from the Regional Board for Saskatchewan. The only matter involved is whether the employer-appellant, who was not paying a cost-of-living bonus on November 15, 1941, was obligated to payment of the bonus by the Board's general order dated August 4, 1942 (*The Canada Gazette*, vol. 76, No. 60).

The appellant, though a professional man (a barrister and solicitor) is nevertheless an

"employer" within the scope of Order in Council P.C. 5963, and section 33 (2) lays down the general proposition that an employer shall commence the payment of a cost-of-living bonus, if required to do so by a general order of the National War Labour Board. A general order was made and a bonus of 60 cents weekly or 2.4 per cent of weekly wage rates became payable effective from the first payroll period beginning on or after August 15, 1942.

The cost-of-living bonus is a periodic supplement to wages, distinct and separate from the basic wage rate. The employer, as is the case here, may have increased wages, and may perhaps rightly contend that the increase has more than compensated his employee for the increase in the cost of living; but the only circumstances for which the Board may exempt him from payment of the mandatory bonus is financial inability to pay, a basis upon which the appeal is, of course, not argued.

The range of salary rates for both junior and senior stenographers, which the appellant had confirmed by the Regional Board, are expressly

termed "basic", i.e., they are exclusive of the cost-of-living bonus; see section 15 (1) (i).

In support of the appeal, the appellant's brief refers to sections 62 and 14 of the Order. Section 62 applies only in the special case mentioned, namely, where the Board directs an increase in a Canadian wage rate to bring it up to a rate prevailing outside of Canada; it has no application here. As to section 14, it has not been shown that the provisions of the Wartime wages control order are impossible of application to law offices.

We must dismiss the appeal.

October 21, 1943.

Re: RCA Victor Company, Limited (Montreal, Quebec) and Local 1028-B, International Brotherhood of Electrical Workers

Reasons for Decision

The Union applies for leave to appeal from a decision of the Regional Board for Quebec. The application was for wage increases in most classifications, minimum starting rates, periodic increases for beginners and certain working conditions including punitive double time on Sundays and holidays. The Regional Board directed time and one-half for work done on Sundays and holidays, and approved some increases as well as the hiring rates and upward automatic adjustments for beginners except in the woodworking plant located at Verdun. In refusing to extend increases to workers in what was formerly the Company's cabinet making department, the Regional Board acceded to the argument that further labour costs would place this branch of the Company's operations in a disadvantageous competitive position. This rather novel form of the plea of inability to pay appears to have been the basis of the decision appealed from. The appeal involves a question of principle which we believe warrants consideration by the National Board and we think leave should be granted.

On the punitive rate for work done on Sundays and holidays, we are of opinion the decision should not be disturbed. It is true the rate is being paid in one of the two comparable plants, but time and one-half is the rule in the other and the exigencies of wartime production should in our view tend to reduction of penalty overtime rates. With respect to wage adjustments in the woodworking department, the Union wants the application of the hiring conditions now in effect in the main plant and a general 10 per cent increase in addition. The matter was not quite put that way before the Regional Board where specified increases were asked for designated classifications. The Company's con-

tention is that its present rates are higher than the rates called for by the decree relating to the furniture industry under the Collective Agreement Act (R.S.Q., 1941, chapter 163) and that, although it is at the moment manufacturing few radio cabinets, it must in effect meet the competition of furniture manufacturers. In other words, the argument is that for the purposes of the comparison to which the Board must have recourse in the application of section 25 of P.C. 5963, these rates must be looked at alongside the rates prevailing for similar classifications in the furniture industry rather than those in the electrical equipment industry. The solution of course must be found in the record; we have no comparative basis in either industry upon which a general increase can be ordered or the beginners' hourly rate for men increased from 35 cents to 40 cents.

With respect to periodic increases to beginners in the main plant the Regional Board gave approval to the following:—

"Three months from the date of hiring, all new operators are to be granted an automatic increase of .05 per hour, if their services are satisfactory—and if they are to be retained.

"At the end of an additional six-month period, an employee's progress will be reviewed and consideration given to a further increase within the range of rates in his job classification if, in the opinion of the Company, it is merited."

We can understand that the withholding from the Verdun plant of this provision for automatic upgrading is likely to be a cause of discontent and in the exercise of the somewhat wider discretion afforded us by section 29 we have come to the conclusion that it should be made applicable to the workers in the Verdun plant. On the question of ability to pay, we are of opinion that the Company cannot isolate the woodworking department from the rest of its operations.

A goodly portion of the workers in the plant affected have long since qualified as beginners under the terms of clause 6 of the parties' collective agreement. The rate of those who are receiving less than what would have come to them under the terms of the above quoted excerpt from the Regional Board's decision should be brought up. The Union and the Company will undoubtedly be

able to come to an agreement in implementing this decision. In the event of difficulty, they may apply to this Board for further direction.

Our decision may render necessary certain upward adjustments in some of the other classifications; application for these must be submitted to the Regional Board.

To the extent indicated, the appeal is therefore allowed.

October 15, 1943.

Re: Union Gas Company of Canada Limited on behalf of Windsor Gas Company Limited and National Union of Natural Gas Workers

Reasons for Decision

This is an appeal from a decision of the Ontario Regional War Labour Board of July 5, 1943. The original application was made by the Company for authorization to increase rates to certain of its employees. The Regional Board required the Company to notify the Union of its application. As a result the Union put in an application of its own asking for increases in a higher amount for all employees belonging to the Union. New over-time conditions, holidays with pay and increase of cost-of-living bonus were also applied for. No appeal is taken except on the matter of wage increases, cost-of-living bonus and effective date from which increases were to apply.

For some reason best known to itself, and although it invited a controversy, the Regional Board issued its order in the form of an authorization and not a direction. On the appeal both parties treated the order as a direction to pay rather than a mere authority. We propose to treat it the same way and will declare it a direction if that should prove necessary.

The wage increase granted was 5 cents per hour to all employees eligible to belong to the Union and was to be effective from the 1st day of July, 1943. The original application by the Company was dated February 11, 1943, and the evidence discloses that the parties had been in negotiation for some time prior to that. In arriving at its decision on wages it seems clear that the Regional Board made a comparison with the rates paid by the Windsor Utilities Commission although its decision did not bring the rates equal except in some categories. It appears to have given some effect to the Company's argument that Gas Company rates were more comparable. We are also given to understand that the Regional Board appointed an investigator to look into the situation on the ground. Sitting in appeal

we are unable to say that the Regional Board acted on a wrong principle.

On the question of increasing the cost-of-living bonus, we cannot but conclude that the Regional Board acted on some principle completely foreign to P.C. 5963. Neither the National Board nor the Regional Boards can increase cost-of-living bonuses as a matter of whim and caprice. As we have pointed out before in the Dominion Fire Brick and Clay Products Limited case, the only jurisdiction for adjustment of cost-of-living bonus available to a Regional Board is to be found in the proviso at the end of Section 34 (3). The adjustment must be one that is *made within an industry*. Comparison with industry of a different character is not a factor. Accordingly the direction of the Regional Board increasing the cost-of-living bonus must be set aside.

We see no reason why the Union's contention as to retroactivity should not prevail. However, neither should the Company be penalized by having to pay a further increase on top of the one which it already made on February 1, 1943. Accordingly, we sustain the Regional Board on the matter of the 5 cent increase awarded and make it retroactive to February 1, 1943, so that any increases made effective that day are to be regarded as part of the general increase now authorized with the proviso of course that in cases where more than 5 cents an hour increase were actually made the worker is to suffer no deduction in his rate.

As to the upward adjustment of cost-of-living bonus the appeal is allowed and the Company is directed to continue paying the present cost-of-living bonus subject to any further general order of this Board.

Finding and direction accordingly.

October 26, 1943.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published month by month in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1942 appeared in the *LABOUR GAZETTE* for July, 1943.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Report of Royal Commission on Western Coal Mines

THE Hon. Humphrey Mitchell, Minister of Labour, announced on November 20 that the Royal Commission appointed to investigate the demands of the coal miners of Western Canada, which gave rise to the recent strike by some 8,500 men belonging to District No. 18, United Mine Workers of America, has directed an increase of \$1 per day in wages to persons engaged in manual employment in the operation of underground coal mines in the Provinces of Alberta and British Columbia, and two weeks' holidays with pay at basic daily wage rates for such employees who between April 1 and September 30 in any year have been in the employment of any one employer for at least 12 consecutive months and have not been absent from work for more than 90 days (including Sundays, holidays and

vacation), during that time except through causes beyond their control. The direction of the Commission applies to all day wage, contract and other manual workers who are not above the rank of foreman or comparable rank; and becomes effective as of and from November 1, 1943, in respect of any employees who were at work on that date and as of and from the date of resumption of work in the case of all other employees.

The specific claims put forward by the United Mine Workers of America were for an increase of \$2 a day for all day wage and contract employees; time and one-half and rate and one-half for the sixth day's work in any one week; and two weeks' holiday with pay at the basic wage rate after 12 months' employment. (See also page 1520.)

As the result of conferences between the Minister of Labour and Departmental officers with representatives of the U.M.W.A. during the course of the recent strike, the Royal Commission was given the powers of a Regional War Labour Board under the provisions of the Wartime Wages Control Order (Order in Council P.C. 5963). The Commission was composed of Hon. Mr. Justice G. B. O'Connor, of Edmonton, chairman, Mr. T. W. Laidlaw, K.C., of Winnipeg, and Mr. L. D. Hyndman, K.C., of Edmonton.

The unanimous report of the Commission points out that its directions will necessitate an increase in the selling price of coal or financial assistance to the operators to keep the mines open.

Although the daily wage rates of the miners appeared to be high, ranging from \$5.56 and \$5.61 for surface workers in the bituminous and sub-bituminous mines, respectively, up to \$9 and \$9.50 per shift for contract miners, the Commission found that the annual earnings of those employed in mining operations were actually much lower than might be expected. The average annual earnings of the Alberta and British Columbia coal mine workers in 1942 (excluding those who worked less than 175 days) were \$2,115.50. In Cape Breton, N.S., the 1942 average earnings of the face workers or contract miners employed in the mines of the Dominion Coal Company were reported as \$2,488.20.

Recent Proceedings under the Industrial Disputes Investigation Act

IN the month of October five Boards of Conciliation and Investigation submitted their reports in connection with the following disputes.

(1) Between the Burgess Battery Company, Niagara Falls, Ont., and its employees, members of the United Gas, Coke and Chemical Workers of America.

(2) Between the Canadian Furnace, Limited, Port Colborne, Ont., and its employees, members of Local 1177, United Steelworkers of America.

(3) Between the Canadian Kellogg Company, Limited, Sarnia, Ont., and its employees, members of Local B530, International Brotherhood of Electrical Workers.

(4) Between the United Shipyards, Limited, Montreal, P.Q., and its employees, members of Local No. 12, Boilermakers and Iron Shipbuilders Union of Canada (C.C.L.).

(5) Between Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 2982, United Steelworkers of America.

The texts of the reports of the Boards will be found at the conclusion of this statement.

Applications Received

During the month of October eleven applications* for the establishment of Boards of

Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour as follows:—

(1) From employees of Horseshoe Lake Mining Company, Ormiston, Saskatchewan, members of Local No. 2, Sodium Sulphite Workers Union (C.C.L.). The dispute, which concerns the negotiation of a collective labour agreement, was said to affect 36 employees. At the end of the month, the Department was awaiting the company's reply to the application.

(2) From employees of Canadian Vickers, Limited, Montreal, P.Q., members of Local 13, Boilermakers and Iron Shipbuilders' Union of Canada (C.C.L.). The dispute, which developed out of the union's request for the negotiation of a collective labour agreement, was said to affect 4,575 employees. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(3) From employees of Canadian Car Munitions, Limited and the Allied War Supplies Corporation, Montreal, P.Q., members of Local 23216, Ammunition Workers Union of Cherrier (A.F. of L.). The dispute, which was said to affect 6,584 employees directly and 600 indirectly, concerns the union's request for the check-off of membership dues.

(4) From employees of Shawinigan Chemicals, Limited, Shawinigan Falls, P.Q., members of Local 357, International Moulders and Foundry Workers' Union of North America. The dispute, which concerns union recognition,

*By P.C. 5963, the National and Regional War Labour Boards are specially charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

was said to affect 1,547 employees directly and 2,200 indirectly. Following the receipt of the application for the establishment of a Board, Mr. Bernard Rose, K.C., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(5) From employees of Foundation Maritime, Limited, members of Local 565, International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America. The dispute, which arose out of a request for union recognition and the negotiation of a collective labour agreement, was said to affect 1,600 employees. The application was returned for revision and at the end of the month had not been resubmitted.

(6) From employees of Harry Hayley, Hurdman's Road, Ottawa, members of Local No. 1, Ottawa General Workers' Union (C.C.L.). The dispute, which concerns the negotiation of a collective labour agreement, was said to affect 42 employees. On October 30, Mr. Bernard Wilson, Industrial Relations Officer, Department of Labour, Ottawa, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

(7) From employees of Grover Mills, Limited, Montreal, P.Q., members of the National Clothing Workers' Union, Inc. The dispute which developed out of a request for union recognition, the negotiation of a collective labour agreement and the dismissal of an employee of the company, was said to affect 195 employees directly and 200 indirectly.

(8) From employees of the Dominion Rubber Company, Limited, Kitchener, Ont., members of Local 80, United Rubber Workers of America. The dispute, which arose out of a request for the negotiation of a collective labour agreement, embodying provision for a closed shop, check-off, and holidays, with pay, was said to affect 1,000 members.

(9) From employees of Wonder Bakeries, Limited, Toronto, Ontario, members of Local No. 1, Amalgamated Bakers and Confectioners' Union (C.C.L.). The dispute, which was said to affect 114 employees directly and 80 indirectly, concerns the negotiation of a collective labour agreement. At the end of the month the employer's statement in reply to the application was awaited.

(10) From employees of Purity Bread, Limited, Toronto, Ontario, members of Local No. 1, Amalgamated Bakers and Confectioners' Union (C.C.L.). The dispute, which concerns the negotiation of a collective labour agreement, was said to affect 86 employees directly and 60 indirectly. The employer's statement in reply to the application was awaited at the end of the month.

(11) From employees of Purdy Brothers, Limited, Halifax, N.S., members of Local No. 1, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.). The dispute arose out of the alleged refusal of the company to enter into a collective labour agreement with the union, and was said to affect 80 employees.

Boards Established

On October 13, a Board of Conciliation and Investigation was established to deal with a dispute between Searle Terminal Limited, Fort William, Ontario, and its employees, members of Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (LABOUR GAZETTE, December, 1942, page 1378). On October 13, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he had been unsuccessful in bringing about a settlement and recommended that a Board of Conciliation and Investigation be established. At the end of the month Messrs. A. J. Wickens, K.C., Moose Jaw, Saskatchewan and William A. Johnston, Winnipeg, Manitoba, had been appointed on the nomination of the employees and employer respectively and they were conferring with a view to making a joint recommendation of a person to act as third member and chairman of the Board.

A Board of Conciliation and Investigation was established on October 22, to deal with a dispute between the Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ontario, and its employees, members of Local 189, United Rubber Workers of America (LABOUR GAZETTE, October, 1943, page 1355). On October 21, Mr. J. P. Nicol, who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute reported that he had been unable to effect a mutually satisfactory settlement of the dispute and recommended that a board be established. Messrs. F. Andrew Brewin and J. J. Robinette, both of Toronto, Ontario, were appointed members of the Board on the nomination of the employees and employer respectively. At the end of the month the two members were conferring with a view to making a joint recommendation of a person to act as third member and chairman of the Board.

On October 5, a Board of Conciliation and Investigation was established to deal with a dispute between the Anglo-American Telegraph Company, Montreal, P.Q., and its employees, members of Local 11, American Com-

munications Association (C.I.O.) (LABOUR GAZETTE, September, 1943, p. 1224). Following receipt of the application for the establishment of a Board, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

On October 5 the Commissioner reported that the circumstances warranted the establishment of a Board and recommended accordingly. Mr. Guy M. Desaulniers, Montreal, Quebec, was appointed a member of the Board on the nomination of the employees. On October 28, the manager of the company advised the Department that the company had agreed to recognize Local 11, American Communications Association (C.I.O.) as the bargaining agent of the employees and suggested that in view of this development there would be no necessity for the company to nominate a person to act as member of the Board. At the end of the month the Department was awaiting information as to the consummation of an agreement.

A Board of Conciliation and Investigation was established on October 13, to deal with a dispute between Scott Tool and Machine Company, Limited, Montreal, P.Q., and its employees, members of Aircraft Lodge 712, International Association of Machinists (LABOUR GAZETTE, Oct., 1943, page 1356). On October 1, Mr. Bernard Rose, K.C., Montreal, Quebec, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner reported on October 13, that it was impossible to compose the differences between the company and the union and therefore recommended the establishment of a Board to deal with the dispute. Mr. James Somerville, Montreal, Quebec was appointed a member of the Board on the nomination of the employees but as he was unable to act, Mr. Paul Fournier was appointed as the employees' representative. Mr. George S. Thom, Ville la Salle, Quebec, was appointed on the nomination of the employer, and at the end of the month, he and Mr. Fournier were conferring with a view to recommending a person to act as third member and chairman of the Board.

On October 6, a Board of Conciliation and Investigation was established to deal with a dispute between the Dominion Rubber Company, Limited, St. Jerome, Quebec, and its employees, members of the St. Jerome Rubber Workers' Federal Union, No. 144 (T. & L. C.) (LABOUR GAZETTE, Oct., 1943, p. 1356). Mr. F. Lafortune, Industrial Relations Officer, Department of Labour, Ottawa, who had been appointed an Industrial Disputes Inquiry Commissioner, reported on October 4, that he

had been unable to effect a satisfactory settlement and recommended that a Board be established. The personnel of the Board is as follows: Honourable Justice Alfred Savard, Montreal, Quebec, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Messrs. Paul Fournier and George B. Foster, K.C., both of Montreal, Quebec, appointed on the nomination of the employees and employer, respectively.

Other Boards Fully Constituted

The Board of Conciliation and Investigation established on September 23, to deal with a dispute between Ayers, Limited, Lachute, Quebec, and its employees, members of Local 9, United Textile Workers of Canada (T. & L.C.) (LABOUR GAZETTE, Oct., 1943, p. 1357) was fully constituted on October 18. The personnel of the Board is as follows: The Honourable Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from Messrs. D. A. Paterson, Montreal, Quebec, and Frank Querat, Cornwall, Ontario, the employer's and employees' nominees respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

On August 21, Mr. Bernard Rose who had been authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the Dominion Rubber Company, Limited (Papineau Plant), Montreal, Quebec, and its employees, members of Distillery, Rectifying, Brewery and Wine Workers International Union (LABOUR GAZETTE, Sept., 1943, p. 1225) forwarded an interim report in which he advised that the parties to the dispute had agreed to the taking of a representation vote and submitted a copy of the form of ballot agreed upon. Subsequently, the representative of the union requested that the application be withdrawn, but reserved the right to renew it at a later date. A new application was submitted on October 4, and Mr. Rose was authorized to continue his investigation as Industrial Disputes Inquiry Commissioner and at the end of the month he was continuing his efforts to effect a settlement of the dispute without recourse to board procedure.

An application for the establishment of a Board of Conciliation and Investigation was received from employees of the Butterfly Hosiery Company, Limited, Drummondville, Quebec, members of the Full-Fashioned Hosiery Association, Inc. (LABOUR GAZETTE, Oct., 1943, p. 1356). On October 4, Mr.

Bernard Rose, K.C., Montreal, Quebec, was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner reported that the dispute did not come within the jurisdiction of the Industrial Disputes Investigation Act as amended, and recommended that the application for the establishment of a Board be denied. The interested parties were therefore advised that a Board of Conciliation and Investigation would not be established.

On October 7, Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ontario, was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the General Engineering Company (Canada), Limited and its employees, members of Local No. 1, Chemical Workers of Canada (C.C.L.) (LABOUR GAZETTE, Oct., 1943, p. 1356).

Settlements

On October 11, the Department was advised that an agreement had been signed between Prairie Airways Company, Limited (Aircraft Division), Moose Jaw, Saskatchewan, and its employees, members of Local 2688, United Steelworkers of America (LABOUR GAZETTE, July, 1943, p. 923). Accordingly, the application for the establishment of a Board of Conciliation and Investigation was withdrawn.

Strike Votes

On July 29, the Department received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the J. Ford Company, Limited, Portneuf Station, and its employees, members of the National Catholic Syndicate of Paper Workers of Portneuf Station (LABOUR GAZETTE, Aug., 1943, p. 1111). The Department was advised by the company on August 7, that the majority report of the Board, which recommended that a representation vote of the employees be taken under the supervision of the Department of Labour to determine the bargaining agency of the employees, was not acceptable, but that the company concurred in and accepted the recommendations contained in the minority report, i.e., that an Employees' Committee of five members be established as the bargaining agency between the employees and the company. The union, having been informed of the Company's rejection of the majority report of the Board, requested that a strike vote be taken in accordance with the provisions of

Order in Council P.C. 7307. Further efforts by Mr. L. Pepin, Industrial Relations Officer, to bring about an amicable settlement of the dispute were unsuccessful and a strike vote was conducted on October 21, resulting in 95 voting in favour of going on strike and 33 against.

On July 11, the Department received the report of the Board of Conciliation and Investigation established to deal with a dispute between Canada Packers, Limited, St. Boniface, Manitoba, and its employees, members of Local 216, United Packinghouse Workers of America (LABOUR GAZETTE, Aug., 1943, p. 1102). The department was informed on July 27, that the union could not accept the recommendation of the Board. The company in its reply drew attention to the recommendation of the Board, namely, "that a proper approach be made to the officials of the company by persons competent to conduct negotiations" and stated that it would be glad to discuss all matters with such persons. On August 17, a request for the taking of a strike vote of the employees of the company was received by the Department from the officers of Local 216, United Packinghouse Workers of America, as the Company had refused to negotiate with a Committee of the Union including one particular official. All efforts to bring about a settlement of the dispute having failed, Mr. H. S. Johnstone was instructed to conduct a strike vote of the eligible employees. The vote was taken on September 29, and resulted in 916 voting in favour of going on strike, and 30 against, with 8 spoiled ballots. Subsequently, Honourable Justice Ewan A. McPherson, Winnipeg, Manitoba, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute and endeavour to assist the parties in reaching a settlement. After considerable negotiation between company and union officials, a memorandum of understanding in which the company agreed to recognize and deal with the union as the sole collective bargaining agency of the employees, while the Union officials agreed to exert their influence in preventing any stoppage of work in the plant, was signed. The memorandum also provided for the immediate taking of a representation vote which was subsequently authorized by Chief Justice McPherson. The vote was conducted on October 29 by Mr. H. S. Johnstone and resulted in a substantial majority for Local 216, United Packinghouse Workers of America.

Report of Board in Dispute Between the Burgess Battery Company, Niagara Falls, Ontario, and its Employees

On October 1, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Burgess Battery Company, Niagara Falls, Ontario, and its employees, members of the United Gas, Coke and Chemical Workers of America (LABOUR GAZETTE July 1943, page 921).

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Toronto, Ontario, chairman, appointed on the joint recommendation of the other two members, Colonel Hugh A. Rose, K.C., Welland, Ontario, and Drummond Wren, Toronto, Ontario, appointed on the nomination of the employer and employees respectively.

The texts of the report of the Board and the minority report follow:—

Report of Board

Re: Industrial Disputes Investigation Act, and re dispute between Burgess Battery Company, Niagara Falls, Ont., and employees, members of the United Gas, Coke and Chemical Workers of America.

To:

The Honourable Humphrey Mitchell, M.P., Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation and Investigation appointed by you to deal with the above dispute has now the honour to submit its report.

At the first meeting of the Board held in Niagara Falls on July 27, 1943, the union claimed that they had a majority of the total number of employees as paid-up members. As a result of the strike on the 22nd of January, 1943, the Canadian Director of the union tried to get in touch with the General Manager of the plant. His reception is disputed, but it is not disputed that the company still refuses to negotiate with the International representative or any other union representative as such.

The representative for the company stated that they doubted that the union had a majority. The union representative said they were prepared to stand or fall on the result of a representative vote and that they would withdraw if they did not get a majority. The company refused to consent to a vote and asked that briefs be filed. The meeting accordingly adjourned, pending the filing of a brief by the company by mail, until Wednesday, August 4, when an answer on behalf of the union was to be filed.

At the meeting on Wednesday, August 4, the union representative stated that he was

prepared to produce union cards to the members of the Board to be checked against the pay-roll, and that he was willing to abide by the result if the company would also undertake that they would negotiate if the results showed a substantial majority in favour of the union.

Counsel for the company informed the Board that neither he nor the local officers of the company had any authority to agree to such a check but that they were prepared to lay the matter before the Board of Directors of the parent company, which was to meet in Illinois on the 24th of August. The representative for the union agreed to postponement until after this date. In view of the possibility of settlement all parties agreed that it was not desirable for the union to file a reply to the brief at this stage.

Early in September, Counsel for the company communicated with the members of the Board and informed them that the company was not prepared to consent to the proposed check. No reason was given for this refusal. Upon being communicated with, the union representative stated that he desired to make no further representations to the Board but contended that a representative vote should be held forthwith.

Counsel for the company stated that he did not desire any further sittings of the Board but asked permission to file a further statement. This was agreed to by the Board. The statement contended that present conditions at the plant were abnormal, as there had been a temporary increase in the number of employees, a large percentage of whom were under 21 years of age, and that the future of the company should not be bound up by a vote of these employees. The Board feels that there is some weight to this contention. It, however, agrees with the contention of the union representative that there should be a representation vote forthwith, under the supervision of the Department of Labour, but that the vote of those employees under 18 years of age, if any, should be tabulated separately.

In reaching this conclusion, the Board has been influenced by the company's refusal to consent to a check of the union cards; by the fact that previous checks show a majority of union membership; and the willingness of the union to submit a sworn statement to the effect that they have an overwhelming majority of union membership in the plant.

If a representation vote is not agreed to by the company the Board has no further recommendation to offer. It does suggest, however, that if a vote does take place, that it would

be advisable to reassemble the Board to make recommendations upon the result of the vote.

All of which is respectfully submitted.

Dated this 27th day of September, 1943.

(Sgd.) Ian Macdonell,
Chairman.

(Sgd.) Drummond Wren,
Employees' Nominee.

Minority Report

In the matter of the Industrial Disputes Investigation Act and of a dispute between Burgess Battery Company, Employer, and its Employees, Members of the United Gas, Coke and Chemical Workers of America.

To the Honourable the Minister of Labour.

The application for the establishment of a Board of Conciliation and Investigation in this case, sets out as the grounds of the dispute upon which the application is based;

1. "Employees claim mass intimidation directed at Union" after alleging that the Company had discharged 169 employees.

2. "Management of Burgess Battery Company when requested refused to discuss union recognition and employees demand a vote be taken in the plant to determine this point."

As to 1, the Union at the first hearing at Niagara Falls withdrew this charge. It was shown that the Company on January 25, 1943, had received instructions to discontinue work on a special order for the United States Army Signal Corps and was obliged to lay off extra employees to the number of approximately one-half of its employees.

As to 2, Mr. Edminston, an organizer of the Union stated that the only approach he ever made to the Company was a telephone conversation and that no formal demand in person or in writing was ever made prior to the establishment of the Board.

I consider that such an approach was improper and such methods should not be encouraged.

Under these circumstances, it would appear there was nothing for the Board to consider and that the matters should have been referred back to the Honourable the Minister of Labour for further instructions.

The Company, in normal times, employed approximately 89 workers about equally divided between male and female.

By reason of increase of business in the first years of the war and the acceptance of the special order for the United States Army Signal Corps the Company had increased its employees so that on January 15, 1943, the Company had 374 employees of whom 128 were males and 246 were females, an

increase of approximately four and one-half times its normal requirements. The new help consisted of approximately fifty per cent under the age of twenty-one years ranging from 15 years upwards.

It would appear to be most unfair that the Company and its future should be bound up in a decision made by these employees of school boy and school girl age, hired as they are only by reason of a temporary situation.

I understand that my colleagues are recommending that a vote of the employees be taken in this matter. I am of the opinion that before any vote, proper steps should be taken to safeguard the interests, both of the Company and its permanent employees, by eliminating such infants and temporary employees from a right to participate in such a vote.

This Company has carried on business in Niagara Falls for twenty years and there has always existed the most harmonious relations between management and employees.

No suggestion or proof of any grievance on the part of the employees in working conditions has been made.

The only evidence submitted, by the Union as to membership was that of Mr. Edminston, a union organizer, who stated that on January 22, 1943, the union had as members a majority of the employees. No figure as to the number of members was given, and he refused to state the number of members, although pressed by me to do so.

Since January 25, 1943, up to the present time, the number of employees of the Company has been approximately 184. No evidence whatever was given by the union as to the number of employees it has as members at this time, and has failed to show that the union has a majority of the present employees of the Company as members.

Therefore considering that the grounds of dispute, upon which the application for the Board of Conciliation and Investigation was based, have been withdrawn and unsubstantiated, that no grievance in working conditions has been suggested, that the Union has failed to establish that it has as members a majority of the eligible employees of the Company at the present time, that approximately fifty per cent of the extra and temporary employees of the Company are under the age of twenty-one years, I recommend that no vote of the employees should be taken and that no recommendation for union recognition should be made in this case.

All of which is respectfully submitted.

Welland, Ontario, September 29, 1943.

(Sgd.) Hugh A. Rose,
Member of the Board.

Report of Board in Dispute Between the Canadian Furnace, Limited, Port Colborne, Ontario, and its Employees

On October 25, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Furnace, Limited, Port Colborne, Ontario, and its employees, members of Local 1177, United Steelworkers of America (LABOUR GAZETTE, July, 1943, page 921).

The personnel of the Board was as follows: His Honour Judge A. J. Gordon, Windsor, Ontario, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Messrs. J. J. Robinette, Toronto, Ontario, and Maxwell Sauder, Hamilton, Ontario, appointed on the nomination of the employer and employees respectively.

The report of the Board follows:—

Report of Board

Re: Industrial Disputes Investigation Act and re dispute between Canadian Furnace Limited, Port Colborne, Ontario, and its employees, members of Local 1177, United Steelworkers of America.

To the Honourable the Minister of Labour,
Department of Labour, Ottawa.

SIR,—The Board of Conciliation and Investigation established in this matter which Board is composed of His Honour Judge A. J. Gordon, Chairman, Maxwell Sauder, Esq., and John J. Robinette, Esq., held a meeting at Toronto on Thursday, October 14, 1943.

After the Board of Conciliation was constituted the Victoria Employees' Independent Union commenced proceedings in the Ontario

Labour Court against the Canadian Furnace Limited pursuant to the provisions of the Collective Bargaining Act, 1943, Ontario, Ch. 4, for certification as the collective bargaining agency for the employees of the Company.

Local 1177 of the United Steelworkers of America intervened in the proceedings in the Labour Court and opposed the application and also asked for certification. The judgment of The Honourable Mr. Justice Barlow in the proceedings in the Ontario Labour Court is reported in 1943 O.W.N. 576.

The Board is satisfied that on the argument before the Labour Court, counsel for Local 1177 of the United Steelworkers of America undertook not to proceed further with the application before this Board under the provisions of the Industrial Disputes Investigation Act and it would, therefore, appear that Local 1177 United Steelworkers of America does not desire to proceed with the matter further before this Board.

We, therefore, recommend that this Board be dissolved by the Minister of Labour without prejudice to the right of either party to take such proceedings in any tribunal as they may be advised.

All of which is respectfully submitted.

Dated at Toronto, this 14th day of October, 1943.

(Sgd.) A. J. Gordon,
Chairman.

(Sgd.) Maxwell Sauder,
Employees' Nominee.

(Sgd.) John J. Robinette,
Company's Nominee.

Report of Board in Dispute Between the Canadian Kellogg Company, Limited, Sarnia, Ontario, and its Employees

On August 8, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Kellogg Company, Limited, Sarnia, Ontario, and its employees, members of Local B.530, International Brotherhood of Electrical Workers (L.G., October, 1943, p. 1357).

The personnel of the Board was as follows: His Honour Judge James Parker, Toronto, Ontario, chairman, appointed on the joint recommendation of Messrs. J. J. Robinette and Cecil M. Shaw, both of Toronto, Ontario, the employer's and employees' nominees on the Board.

The Board's report follows:—

Report of Board

Re: The Industrial Disputes Investigation Act, and re dispute between Kellogg Construction Limited (Canadian Kellogg Company, Limited), Comstock Electric Company, Canada Electric Company, Ontario Electric Company, and members of Local B.530, International Brotherhood of Electrical Workers, Sarnia, Ont.

To the Honourable the Minister of Labour,
Department of Labour,
Ottawa, Ontario.

Sir:

The Board of Conciliation and Investigation established in this matter, which Board is

composed of His Honour Judge James Parker, Chairman, Mr. Cecil M. Shaw, and John J. Robinette Esq., held a meeting at Sarnia on Saturday, October 2, 1943.

The applicant union was represented by Errol G. Russell, Secretary of Local B.530, I.B.E.W., Sarnia, and H. C. Tracy, International Representative I.B.E.W. The Canadian Kellogg Company Limited was represented by Mr. R. J. Wolf.

Mr. Tracy informed the Board that agreements had been made by the local union with Comstock Electric Company, Canada Electric Company and the Ontario Electric Company, leaving only the matter of Canadian Kellogg Company Limited and Local B.530 I.B.E.W. to consider.

Briefs were filed by the Company and by the local union, and the above representatives were heard. No question was raised as to working conditions, wages, etc. The local union wanted formal recognition as the bargaining agency for its members.

The Company contended that it could not fix or vary wages, etc., and that there was no need for an agreement, since the electrical work would likely be completed within sixty

days. The company also felt that it was restricted in its power to negotiate.

It appeared that virtually all the electricians employed by the company are members of Local B.530, I.B.E.W., Sarnia.

The Board met again in Toronto, and we recommend as follows:—

That the Company recognize Local B.530, I.B.E.W., Sarnia, Ontario, as the bargaining agent for the electricians employed by the Company in Sarnia, and that the parties forthwith commence negotiations with a view to the execution of a collective bargaining agreement between them.

The Board then adjourned, pending the negotiation of an agreement as recommended between the parties.

All of which is respectfully submitted.

Dated at Toronto this 6th day of October, 1943.

(Sgd.) J. Parker,
Chairman.

(Sgd.) Cecil M. Shaw,
Employees' Nominee.

(Sgd.) John J. Robinette,
Company's Nominee.

Report of Board in Dispute Between The United Shipyards Limited, Montreal, P.Q., and its Employees

On October 18, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between The United Shipyards, Limited, Montreal, P.Q., and its employees, members of Local 12, Boilermakers and Iron Shipbuilders Union of Canada (L.G., October, 1943, p. 1357).

The personnel of the Board was as follows: His Honour Mr. Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. D. A. Paterson and Guy M. Desaulniers, both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Mr. Desaulniers. Mr. Paterson submitted a minority report.

The texts of the report of the Board and the minority report follow:—

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a Dispute between the United Shipyards, Limited, Montreal, employer, and its employees, members of Local No. 12, Boilermakers & Iron Shipbuilders Union of Canada (C.C.L.), Employees.

To The Honourable the Minister of Labour of Canada.

The Board of Conciliation to investigate the above stated matter was established by order of the Minister dated September 9, 1943. We, the undersigned, were appointed members of the Board on September 24, 1943. We took the prescribed oath on October 4 and sat on the 4th, 5th and 6th days of October, at Montreal, in the board room of the Builders Exchange, kindly put at our disposal by our esteemed colleague, Mr. Paterson.

We now beg to report as follows:

THE DISPUTE

The application for a Board is made by Local Union No. 12 of the Boilermakers and Ironmakers Union of Canada. It is dated August 26, 1943, following a strike vote said to have been held on August 23, 1943, in the Assistance Publique Hall, Montreal, but the application appears to have been sworn to on August 12, 1943.

The application states the nature and cause of the dispute as follows:

1. Recognition of the Boilermakers and Iron Shipbuilders Union of Canada Local 12; as the sole and exclusive bargaining agency of the employees of the United Shipyards with a union

close agreement *COVERING* as well the following additional conditions.

- a. Hours of work
- b. Overtime rates
- c. Wages and classifications
- d. And any other conditions affecting the employment of said employees.

2. That a government supervised vote be taken in the plant to determine the bargaining agency. (A letter has been sent by us to the Dept. of Labour at Ottawa of United Shipyards Ltd., to the effect that the Company is ready to recognize as the bargaining agency whatever union which will represent the majority of its employees.)

The efforts to adjust the dispute are described as follows in the application:

We have met the management of the Company but they are unwilling to negotiate a contract until there is determination of Union representing the majority of the employees of the United Shipyards Ltd., under these circumstances it has been impossible to bargain collectively with the employer. However, the employer is willing to negotiate, when the bargaining agency will be determined through a secret ballot under government supervision.

The Employer made the following reply to the application of Local 12.

UNITED SHIPYARDS, LIMITED
BICKERDIKE BASIN

MONTREAL, QUE., August 17, 1943.

Department of Labour,
Ottawa, Ontario.

Dear Sirs:

We have received copy of Form of Application for Establishment of a Board of Conciliation and Investigation submitted by Local Union No. 12, Boilermakers and Iron Shipbuilders Union of Canada.

We have been approached by this Union but have stated that we are unwilling to negotiate a contract with them until such time as the bargaining agency has been determined by a secret ballot under Government auspices.

We endorse the Union's desire to maintain the harmonious relationship presently existing between us.

Yours very truly,

UNITED SHIPYARDS LIMITED,
(sgd.) J. RANNIE,
Shipyard Manager.

It seems, therefore, that there is no real dispute between the Employer and Local 12; the Employer is willing and ready to make a collective agreement with any agency that its employees may choose to select; its official attitude is one of absolute neutrality. The real dispute—and a bitter one—is between Local 12 which is part of the Canadian Congress of Labour (the National Organization) and the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America which is affiliated with the Trades and Labour Congress of Canada, a

branch of the American Federation of Labor (the International Organization). It is a conflict of jurisdiction, each organization claiming the control of the employees and the right to act for them collectively. The fight is between the national organization and the international organization; not between the national organization, which made and supports the application, and the Employer.

Therefore, the representatives of the international organization were admitted at the hearing of the Board, in spite of the objections of the national organization which were overruled.

The National organization presented to the Board a draft of the collective agreement which it had prepared and which it intends to propose to the Employer. The document was accompanied by the following letter:

BOILERMAKERS' AND IRON SHIP-
BUILDERS' UNION OF CANADA
LOCAL No. 12

1555 St. Catherine Street East

MONTREAL, QUEBEC

October 2, 1943.

Mr. Oscar L. Boulanger and
Members of the Board of
Conciliation and Investigation
sitting on the case of the
United Shipyards Limited.

Mr. Boulanger and Members of the Board:—

Attached hereto is a copy of a proposed agreement drafted and prepared by our organization.

We must say in fairness to the company that they have not refused to negotiate and have signified their willingness to arrive at a contract when we have proven to their satisfaction that we represent the majority of the employees.

We will have no objection to this being conducted under the auspices of the Board and we feel that it may have the effect of bringing about stable labour relations for the duration of the war.

Sincerely yours,

PRESIDENT EUGENE LEROUX,
SECRETARY-TREASURER H. GIRARD.

The Board declined to go into the examination of the proposed agreement, despite the protests of the national organization, for the following reasons:

1. The question of representation must be settled and the bargaining agent must be chosen before the collective agreement can be considered.

2. The dispute as described in the application for a Board is over the question of representation.

3. Wages, hours, working conditions are really matters for the War Labour Board which could not be bound by any recommendation of this Board on the subject.

APPEARANCES

For the National Organization:

Messrs. Alex. McAuslane, vice-president, Canadian Congress of Labour.
 Eugene Leroux, president, Boilermakers and Iron Shipbuilders Union of Canada, Local 12.
 Henri Girard, secretary-treasurer, Boilermakers and Iron Shipbuilders Union of Canada, Local 12.

For the International Organization:

Messrs. J. Wright and J. Arthur Charron, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America.
 Oscar Boyer, International Brotherhood of Electrical Workers.
 Leopold Francoeur, International Brotherhood of Carpenters and Joiners.
 Onesime Renaud, International Brotherhood of Sheet Metal Workers.

For the Employer:

Mr. J. Rannie, shipyard manager.

PLANT AND PERSONAL

It appears that United Shipyards Limited, if not completely owned by the Government of Canada, is at least controlled by the Government. It is engaged in building ships and we need not emphasize the point that its production is essential to the successful prosecution of the war. The approximate grouping of workmen in the plant, outside of office employees, on October 1, 1943, according to figures supplied by Mr. Rannie, is as follows:—

APPROXIMATE GROUPING OF MEN AS AT OCTOBER 1, 1943

	C/H, L/H		IMPROVERS AND		TOTAL
	JOURNEYMEN	LEARNERS	HELPERS		
Ironworkers	2740	495	785		4020
Blacksmiths	25	17			42
Machinists and Mechanics	275	73	86		435
Labourers	395				395
Crane and Gantry Operators	84				84
Carpenters and Joiners	341	15	61		417
Stagers	80				80
Electricians	102	35	24		161
Painters and Red Leaders	206	4			210
Riggers	148	5	3		156
Sheet Metal Workers	22				22
Steamfitters	336	110	85		531
Shipwrights	405	39	36		480
	5160	793	1080		7033

J. RANNIE, Shipyard Manager.

According to Mr. Rannie, the number of employees is decreasing at the present time and Mr. McAuslane claims that about 2,000 employees are liable to be laid off at any moment.

UNION MEMBERSHIP

The National Organization claims to have a membership of 4,400 and over in the plant.

Messrs. Wright and Charron do not know how many members their Brotherhood has in

the plant nor can they give us an idea of the percentage of the total shipworkers it controls. They are in favour of a vote to settle the question of representation, but they want a vote by crafts or by departments.

Mr. Renaud states that his Local 116 of the International Sheet Metal Workers Union counts six members in the Employer's plant. He has presented a collective agreement covering his particular trade to the manager who said he could not do anything about it until the question of representation had been decided. Mr. Renaud would favour a vote by trades.

Mr. Boyer says that the International Brotherhood of Electrical Workers controls from 100 to 125 of the 161 electricians of the plant as shown on Mr. Rannie's statement. He desires a vote by crafts.

Mr. Francoeur's International Brotherhood of Carpenters and Joiners claims from 200 to 250 of the 417 carpenters and joiners in the plant. He wants a vote, but a vote by crafts.

Mr. Rannie stated that, besides the agreement presented to him by Mr. Renaud, he received another one from the steamfitters of the plant who admittedly are controlled by the international organization. They have already signed, but the employer has not signed it yet for the reason given to Mr. Renaud. During the investigation preliminary to the establishment of this Board, it appears that an understanding was arrived at on this matter, the

national organization was willing to leave the steamfitters out of a general vote and out of a general agreement, in order that they might make their own agreement with the employer. But the national organization is no longer prepared to concede that exception in favour of the steamfitters, perhaps because the international organization interfered in "their" Conciliation Board and because the general agreement they propose to conclude with the

employer, if and when they are chosen the employees' bargaining agent, covers all drafts, trades, departments and occupations.

EFFORTS AT CONCILIATION

It was suggested to the two organizations concerned to share the jurisdiction over the employees of the plant and to act jointly for them as the bargaining agent. The suggestion was turned down flatly. There was turned down also by the national organization a proposition to take the representation vote by departments, as per the personnel statement furnished by Mr. Rannie, and, following the vote, to let each organization make with the employer one collective agreement for the departments in which it should secure the majority.

OPINIONS

After thinking the matter over seriously, we have come to the conclusion that the only thing advisable to do under the circumstances is to take a general vote among all the employees of the plant without distinction of departments, crafts, trades or occupations, and to give the representation of the employees to the organization winning such a vote.

There is much to say in favour of a vote by departments. With such a vote each trade, such as even the 22 sheet metal workers, the 80 stagers, the 84 crane operators, the 42 blacksmiths, could retain its entity and freedom and could conclude its own bargain with the employer. In a general vote, the 4,000 ironworkers could swing the decision and the lesser trades could be snowed under, rendered voiceless and obliged to follow the crowd, which at first sight seems unjust and unfair.

But we must not lose sight of the deplorable situation prevailing in the plant. In that plant engaged in essential war work we have a bitter fight between two rival labour organizations striving to control the majority of the employees and to secure their mandate, and threatening a strike if they do not go their own way.

It is greatly in the interest of the country and in the interest of labour itself to put a stop once and for all, if at all possible, to so senseless a competition. For jurisdictional conflicts like that are beginning to make the labour movements stink in the nose of the general public. The public are getting the impression that so-called labour leaders care less for the interest of the workers, for peace, order and good government in Canada and for keeping our armed forces overseas duly supplied than they do for their first shirt; the tax-paying public think that those leaders are

keeping up on purpose disunion, dissension, contention and division in the ranks of labour, in order to justify their existence and to continue to live in princely leisure at the expense of the poor deluded workers. Of course, we are not giving that as our opinion and we are not saying that it is the state of things with regard to the plant of the United Shipyards Limited; we are only mentioning what one hears too often on the street. But, nevertheless, we think that the situation prevailing in that plant is not desirable and that an earnest endeavour should be made to remedy it.

Sincerely we consider that the only way to settle the dispute which is going on in the plant between the two organizations, is to let a general vote decide which organization has the supremacy over the personnel of the whole plant. We feel that there never will be peace, harmony and good relations in that plant as long as we leave the two organizations there side by side to overbid each other for the favours of the workers, which would be likely to happen if we should order a vote by departments. It is true that votes by departments have been held before and the International Organization has cited us the Vickers precedent (August, 1942, LABOUR GAZETTE, p. 885) and the Prince Rupert C.N.R. employees precedent. We understand that in both those cases the vote was taken by classes as the result of a mutual agreement between the competing organizations. Such an agreement is impossible in our case.

To rule according to the wish of the majority is a democratic principle for which our forefathers have fought and bled. In our opinion, the application of that principle would solve the problem which we have been investigating, provided all concerned agree to respect it. The other method advocated would only result, in our opinion, in perpetuating the strife.

The employer states that he fears that the crafts adhering to the international organization will go on strike and paralyse the plant in the event of a general vote favouring the rival organization. We strongly urge the government to consider this event, if it should happen, as a direct challenge to constituted authority and to deal with it accordingly.

The national organization wants the vote to be taken on the payroll as of the date of its application for the present board, as it professes to fear a general layoff before the vote. We feel that this is a question for the Department. However, if we may make a suggestion, we advise that the vote be taken on the payroll of October 1, if it is judged necessary to take the vote on a payroll other than the one in force on the day of the vote.

RECOMMENDATIONS

We, therefore, recommend:

1. That a general vote be taken among all the employees of the plant of United Shipyards Limited (excepting office workers) in order to decide whether the national organization (Canadian Congress of Labour) or the international organization (American Federation of Labor) shall represent the said employees as bargaining agent to deal collectively with the employer.

2. That the vote be taken as soon as possible by secret ballot under the supervision of the Department of Labour of Canada and of duly accredited representatives of the two contending organizations.

3. That all parties concerned do accept loyally the decision of the majority and do loyally abide by the result of the vote, in the interest of labour and of the country.

Respectfully submitted,

(Sgd.) Oscar L. Boulanger,

(Sgd.) Guy Merrill Desaulniers.

MONTREAL, October .., 1943.

Minority Report

Montreal, 19th October, 1943.

Re: Industrial Disputes Investigation Act and re dispute between the United Shipyards Limited, Montreal, P.Q., and its employees, members of Local No. 12, Boiler-makers and Iron Shipbuilders Union of Canada (C.C.L.)

The Honourable Humphrey Mitchell,
Minister of Labour, Ottawa, Ont.

Sir,—

I refer to the majority report herein signed by the Honourable Mr. Justice J. O. L. Boulanger, and by Mr. Guy Desaulniers, who, with the undersigned, constituted the Board of Conciliation and Investigation appointed by you to probe certain aspects of this dispute and to make recommendations with respect thereto.

I regret to be at variance with the recommendations therein made by my colleagues, at variance at least in part. That is, while in agreement with them that a vote of the employees should be taken, I disagree as to the nature of the vote proposed. My colleagues recommend a general vote in the plant, whereas I, who am apprehensive of the consequences of

such a vote, for reasons hereinafter set forth, do recommend that the vote be based upon the trades or occupations therein engaged, the majority established in each category of employment to determine the Labour Association which shall be the collective bargaining agency with the company—a most democratic method of determining the issue involved and one which, in its results, would avoid any semblance of coercion or dictation by one section of the plant over any other.

Under all the circumstances as revealed before the board and with the information furnished by those directly or indirectly affected, it appears to the undersigned that a grave injustice would be perpetrated upon the members of certain skilled trades if a “general vote” were taken. Not only so, but results of a serious character, adversely affecting production, would most probably ensue.

It happens that I am the company's representative on this board and my attitude is not to be construed as favouring either labour association concerned at the expense of the other. My interest in the issue is, if possible, to evolve a solution at once fair to all parties and favourable to the uninterrupted production of the shipyard, the officials of which are anxiously concerned lest anything should happen adversely to affect the output of the ships in the fall weeks with winter but a short time away when all launchings must cease.

Certain gentlemen of the International Brotherhood (A.F. of L.) claim considerable memberships in the several crafts at work in the yard. Very particularly is the claim made on behalf of the pipefitters and steamfitters, practically all of whom are members of the A.F. of L. In point of fact an agreement between the company and Local 144 (Pipe and Steamfitters, A.F. of L.) is presently pending and would have been signed but for the establishment of the Board of Conciliation—proof that the company recognizes Local 144 as the source of its supply of these tradesmen.

Attention is drawn to the attached letter addressed by the company to the undersigned, wherein it will be noted that the company takes a completely impartial stand as to the competing claims of the two labour associations. The letter states that it is for the men themselves to decide their affiliation—which is as it should be. However, the company recognizes certain facts and fears certain possibilities. One fact is that the A.F. of L. controls the

supply of plumbers and steamfitters, and one possibility feared is that, unless a craft vote is declared, or an exception made in their case, all the plumbers and steamfitters will desert the shipyard for employment elsewhere. There would be no strike for they would speedily find other employment. However, they would be lost to the company at a time when most urgently required, namely, when the ships are in the water awaiting the attention of those particular trades.

Under those circumstances I fear that a general vote—which, it is admitted, would favour the applicant Boiler Makers Union No. 12 (C.C.L.) would bring about the exact situation which the signatories of the majority report seek to avoid.

Precedent, in any event, favours settlement of the dispute by means of a craft vote. The case of Vickers is cited as an instance in point and also that at Prince Rupert. The results in both those cases have proven satisfactory.

Idealistically, one agreement should govern. A multiplicity of agreements should, whenever possible, be avoided.

Practically, however, the present imbroglio cannot be solved in that way.

I, therefore, recommend that a vote by trades be taken to enable each craft to settle its own affairs.

I have the honour to be, Sir,

Your obedient servant,

(Sgd.) D. A. Paterson.
Member.

EXHIBIT TO MR. PATERSON'S REPORT

United Shipyards, Limited,
Bickerdike Basin,
P.O. Box 3009, Place d'Armes Station,
Montreal, P.Q.

October 8, 1943.

Mr. D. A. Paterson,
Builders' Exchange Inc.,
New Birks Building,
Montreal, Quebec.

Dear Mr. Paterson:

Since accepting the post of Shipyard Manager in the United Shipyards, I have taken up the attitude that the choice of Union to represent the men in the Yard was the men's business and not the Management's.

However, I could not fail to note that in the case of the Pipefitting Department, there already existed a very strong organization affiliated with the A.F. of L. There are a few C.C.L. adherents too in the Pipefitting Department.

It is my belief that should the Pipefitters be submerged by a Yard-wide vote of all the other categories of employment and thereby be expected to have their business affairs controlled by the C.C.L., many of my best men, who are long-standing members of the A.F. of L. organization, would seek employment in other establishments with a resultant severe drop in output in this Yard, and possibly the closing of the Yard itself, at least temporarily.

This aspect has been discussed freely at various times with Mr. McAuslane and other members of the C.C.L. Union and with Mr. Bruce and Mr. Gauld and other members of the A.F. of L.

While the same might apply to a lesser extent in the case of our Electricians and some other trades, I regret I am not in a position to be as definite in my statement.

Yours very truly,

(Sgd.) J. Rannie,
Shipyard Manager.

Report of Reconvened Board in Dispute Between Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P. Q., and its Employees.

On October 25, the Minister of Labour received the report of the Board of Conciliation and Investigation which was reconvened in accordance with Section 28 (2) of the Industrial Disputes Investigation Act, to express an opinion as to the status of Local 2982, United Steelworkers of America, and as to its rights, if any, to represent the hourly-rated employees of the Canadian Ingersoll-Rand Company, Limited, Sherbrooke, P.Q. (L.G. Sept., 1943, p. 1227).

On August 12, a representation vote was held under the supervision of the Department of Labour as recommended by the Board of Conciliation and Investigation as follows:—eligible voters, 950; number of votes cast, 837; number voting "no union," 110; number voting in favour of Circo Employees Association, 324; number voting in favour of Local

2982, United Steelworkers of America, 399; spoiled ballots, 4.

Following this vote, the United Steelworkers maintained that it was the duly accredited bargaining agency, while the company contended that the result of the vote indicated that no agency was qualified to represent its hourly-rated plant employees, and requested that the Board be reconvened to clarify the status of the United Steelworkers.

The personnel of the Board was as follows: Honourable Mr. Justice Oscar Boulanger, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from Messrs. D. A. Paterson and Guy M. Desaulniers, both of Montreal, respectively the employer's and employees' nominees on the Board.

The texts of the report of the Board and the minority report follow:—

Supplementary Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between Canadian Ingersoll - Rand Company, Limited, Sherbrooke, P.Q., Employer, and Employees, Members of Local 2982, United Steelworkers of America, Employees.

To The Honourable The Minister of Labour of Canada.

The undersigned, members of the Board of Conciliation and Investigation which enquired and reported on the above stated matter, having been requested, in accordance with Section 28 (2) of the Industrial Disputes Investigation Act, to reconvene in order to express an opinion as to the present status of Local 2982 of the United Steelworkers of America and as to its rights, if any, to represent the Employer's hourly-rated employees, met, on September 27, 1943, at Montreal, in the board room of the Builders' Exchange, graciously placed at their disposal by Mr. Paterson, heard the representations of the Employer and of Local 2982 and now beg to report as follows:—

THE ISSUES

Following its investigation at Sherbrooke, on July 30, 1943, the Board unanimously reported and recommended, in part, as follows:

That a vote by secret ballot be held among the employees (excluding office employees) of the Sherbrooke plant of the Company under the supervision of the Department of Labour of Canada and of representatives of the interested parties, in order to determine which union, if any, shall represent the employees to negotiate and bargain collectively with the Company.

The representation vote recommended was taken among the employees of the Company, at the Sherbrooke plant, on August 12, 1943. The ballot read as follows:—

1. I wish to remain independent of any union or association and to deal directly with my employer, Canadian Ingersoll-Rand Company, Limited, in respect of wages, working hours, and other conditions of employment.

2. I wish to be represented by CIRCO Employees' Association as exclusive bargaining agent with my employer, Canadian Ingersoll-Rand Company, Limited, in respect of wages, working hours and other conditions of employment.

3. I wish to be represented by United Steelworkers of America, Local 2982, as exclusive bargaining agent with my employer, Canadian Ingersoll-Rand Company, Limited, in respect of wages, working hours and other conditions of employment.

The result of the vote was as follows:—

Number of eligible voters.....	950
Number of votes cast.....	837
Voting for no union.....	110

Voting in favour of Circo Employees' Association.....	324
Voting in favour of Local 2982, United Steelworkers of America.....	399
Spoiled ballots.....	4

Local 2982 of the United Steelworkers of America claims that as a result of this vote it has been duly selected and appointed the exclusive agent of the employees to bargain collectively with the Company; and as such has instituted proceedings before the Quebec Regional War Labour Board in the name of the employees for a readjustment of wages.

The Employer, while maintaining that its policy always has been to negotiate and bargain collectively with any agent representing a substantial majority of its hourly-rated employees, claims however that the result of the ballot of August 12 does not entitle Local 2982 to speak for its employees, as the Local did not get an absolute majority of the votes cast. For greater certainty we quote the letter of the Employer to the Department which explains fully the Employer's contentions.

CANADIAN INGERSOLL-RAND COMPANY, LTD.
EXECUTIVE OFFICE

Montreal, Que., Canada,

September 7, 1943.

To the Honourable Minister of Labour,
Ottawa, Canada.
Dear Sir:

Re: Industrial Disputes Investigation Act, R.S.C., 1927, Chapter 112. Canadian Ingersoll-Rand Company Limited, Sherbrooke, P.Q., and Employees, Members of Local 2982, United Steelworkers of America.

Following the report and recommendation of the Board of Conciliation and Investigation appointed in this matter, a representation vote was duly held among the Company's hourly-rated plant employees, at Sherbrooke, P.Q., on August 12th, 1943, under the supervision of Mr. L. Pepin, Industrial Relations Officer, of your Department. The result of the ballot was that no individual organization obtained the support of more than a small minority of the total number of employees of the Company entitled to vote.

It was expressly understood and agreed by all parties, including the representatives of the United Steelworkers of America organization, at the hearing before the Board, in Sherbrooke, on July 30th last, that only such organization as was shown by a vote of those concerned, taken under government supervision, to have the support of a substantial majority of all the hourly-rated employees at the plant would be entitled to represent the said employees in respect of wages, working hours or other conditions of employment. Notwithstanding the foregoing, United Steelworkers of America, Local 2982, maintains that having obtained 42 per cent of the eligible votes, it is the duly constituted collective bargaining agent for all the Company's hourly-rated plant employees and it has further made an applica-

tion to the Quebec Regional War Labour Board on behalf of the said employees, demanding certain wage adjustments.

The Company maintains that as a result of the said ballot there is no agency qualified to represent its hourly-rated plant employees for collective bargaining purposes, or entitled to make an application to the Quebec Regional War Labour Board on behalf of such employees and the Company has refused to recognize or negotiate with United Steelworkers of America Local 2982, or any other organization or association in respect of such matters.

In order to clarify the position, the Company desires to obtain the opinion of the said Board of Conciliation and Investigation as to the present status of the said Local and its rights,

	Absent	Did not vote	Spoiled Ballots	CIRCO Ass.	C.I.O.	Indep.	Total
Drill	37	17	1	122	120	28	325
Compr.	45	3	2	155	175	46	426
Foundry	11	11	1	47	104	36	199
	93	31	4	324	399	110	950

if any, to represent the Company's hourly-rated plant employees. We hereby apply to you under Section 28 of the Industrial Disputes Investigation Act to request the Chairman of the said Board of Conciliation to reconvene the said Board and obtain an expression of its opinion on such questions.

We have the honour to be, Sir,

Your obedient servants,

CANADIAN INGERSOLL-RAND
COMPANY LIMITED

By (Sgd.) J. CAMPBELL,
Secretary-Treasurer."

CONCILIATION EFFORTS

It was suggested at the meeting that possibly, in view of the peculiar situation disclosed by the ballot, some sort of a joint council, composed of a representative of the CIRCO Association, of the Local 2982 USA and of the Employer, might be set up to take care of employer-employee relations in the Sherbrooke Plant of the Employer. The suggestion was not accepted. The Employer takes the position that it is up to its employees to create in their own way their own agency or mouthpiece to represent them collectively and to speak for them in their dealings with the Employer, and, therefore, it declines to have anything to do in the formation of a joint council or any other such organization. Nor does the idea appeal to Local 2982 USA, because it claims to have obtained the suffrage of a substantial majority of the union-minded employees of the plant and it does not want to share its mandate with its defeated competitor.

OPINION

In reality the question to be decided by the ballot of August 12th last was the question

of the representation of the employee of the plant who desired to bargain collectively with their employer, and the purpose of the voters was to elect an agent to speak for them. If we look at the matter in that light, it becomes evident that Local 2982 USA has obtained a substantial majority of the union conscious employees, that is of the employees who admit the principles of association and of collective bargaining and who desired to create the proper means to carry out those principles.

The break-down of the vote, according to figures kindly furnished us by the Employer is as follows:

Discarding the absentees and those who did not take the trouble of voting, we find that 837 employees voted. But out of those 837 voters, 110 independents voted for no union at all, being against both the principle of association and the principle of collective bargaining and being content each of them to deal individually with the Employer without having regard to their fellow workers. It was their undeniable right to take this position and they are protected in it by articles 501 and 502 of the Criminal Code. But, when it comes to decide which agent the unionised or associated employees of the plant elected as their mouthpiece, no more account can be taken of the 110 individualists or independents than of the 31 workers who were not sufficiently interested to cast their vote. The question of representation does not interest the 110 individualists; they only voted to be left in peace; they want no union; they want nobody to speak for them; each of them considers that he can talk directly to the boss himself without anybody's help or hindrance. Therefore, in interpreting the ballot and in seeking its signification we must consider only the votes of those employees who were interested in the question of representation and in the selection of an agent to act for them collectively. We find that these employees total 723, and that Local 2982 having obtained 399 votes got an absolute majority in its favor of unionised or associated employees interested in the question of representation.

We have not heard from the CIRCO Association and we may perhaps be correct in assuming from this fact that they are content as good democrats to abide by the result of the ballot.

The Employer has suggested that the matter of interpreting the vote of August 12th last be suspended for six months, the idea being that in the meantime the situation may clarify itself and that one of the rival labor organizations may gain a greater ascendancy over the other than it has at present. Then at the end of six months another vote would be taken, we regret to be unable to defer to the Employer's request for the following reasons:

We are convinced that in six months from now the situation will be just about what it is to-day, with only the possible exception of a slightly increased majority in favour of Local 2982 USA:—the 110 independents will probably continue to remain independent; the indifferent will again abstain from voting and the associated employees will remain generally faithful to their respective organization.

Local 2982 has a clear majority of the employees adhering to the principles of association and collective bargaining and interested in the choice of a representation agency. There is no doubt in our mind that Local 2982 has won the contest for the selection of the employees' bargaining agent and we do not feel that we have the right to suspend the effects of its victory.

And, furthermore, we are loath to expose the Employer, by accepting its suggestion for a postponement, to the accusation of trying to save a little money at the expense of its employees, as a six month stay of the representation question means also a six month stay of the application for a wage readjustment made to the Regional War Labor Board by Local 2982 following the vote of August 12th last.

RECOMMENDATIONS

We, therefore, recommend:

1. That effect be given to the ballot of August 12th, 1943, as meaning that the employees of the Sherbrooke plant of Canadian Ingersoll-Rand Company, Limited, desire to be represented by Local 2982 of the United Steelworkers of America as their exclusive agent to bargain collectively with their Employer.

2. That Local 2982 be recognized as such by the Department, the Employer and all concerned.

Respectfully submitted,

(Sgd.) Oscar L. Boulanger,

(Sgd.) Guy Merrill Desaulniers.

Montreal, October, 1943.

Minority Supplementary Report

In the matter of the Industrial Disputes Investigation Act and of a dispute between Canadian Ingersoll-Rand Company Limited, Sherbrooke, P.Q., Employer, and Employees, Members of Local 2982, United Steelworkers of America, Employees.

TO THE HONOURABLE THE MINISTER OF LABOUR OF CANADA.

The Board of Conciliation and Investigation constituted in the above matter, having been requested, in accordance with Section 28 (2) of the Industrial Disputes Investigation Act, to reconvene, in order to express an opinion as to the present status of United Steelworkers of America, Local 2982, and as to its rights, if any, to represent the hourly-rated employees of the Canadian Ingersoll-Rand Company Limited at Sherbrooke, P.Q., convened, on September 27th, 1943, at the offices of The Builders' Exchange, Inc., in Montreal, and heard the representations of both parties.

After further deliberations the Chairman of the Board and the member thereof representing the Union concurred in a Majority Report, recommending that effect be given to the ballot held under government supervision on August 12th, 1943, among the employees concerned, as meaning that such employees desire to be represented by the Union, as their exclusive agent to bargain collectively with their employer, and that the Union be recognized as such by the Department, the employer and all concerned. After the most careful consideration of the documents submitted to the Board, the representations of the parties and the Majority Report, I find that, with the greatest respect to my colleagues, I am unable to subscribe to their recommendations. I therefore submit the following Minority Report:

THE FACTS

The application for constitution of the Board of Conciliation and Investigation by the Union bears date of May 3rd, 1943, and was sworn to as of May 13th, while the Employer's Statement in Reply is dated May 27th, 1943. The material allegations of the Application and Statement in Reply are referred to at length in the unanimous report made by the Board following its hearing at Sherbrooke on July 30th, 1943. The relevant recommendations made in that report, at page 9, were as follows:

"1. That a vote by secret ballot be held among the employees (excluding office employees) of the Sherbrooke plant of the Company under

the supervision of the Department of Labour of Canada and of representatives of the interested parties, in order to determine which Union, if any, shall represent the employees to negotiate and bargain collectively with the Company.

2. That the ballot form to be used shall be divided in such a manner as to allow the voters to manifest their choice in three alternative ways: i.e. either for Local 2982 of the United Steelworkers of America, or for the CIRCO Association or for no union at all."

On August 12th, the representation vote was held in accordance with the foregoing recommendations and under the supervision of Mr. L. Pepin, Industrial Relations Officer of the Dominion Department of Labour. The three alternative questions on the ballot were:

"1. I wish to remain independent of any union or association and to deal directly with my employer, Canadian Ingersoll-Rand Company Limited, in respect of wages, working hours, and other conditions of employment.

"2. I wish to be represented by CIRCO EMPLOYEES' ASSOCIATION as exclusive bargaining agent with my employer, Canadian Ingersoll-Rand Company Limited, in respect of wages, working hours and other conditions of employment.

"3. I wish to be represented by United Steelworkers of America, Local 2982, as exclusive bargaining agent with my employer, Canadian Ingersoll-Rand Company Limited, in respect of wages, working hours and other conditions of employment."

The official count of the vote, as reported by the Director of Industrial Relations and Registrar, Department of Labour, was:

Number of eligible voters.....	950
Number of votes cast.....	837
Voting for Non-Union.....	110
Voting in favour of CIRCO Employees Association	324
Voting in favour of Local 2982, United Steelworkers of America.....	399
Spoiled ballots.....	4

The Union claims that the result of the vote entitles it to recognition as exclusive agent to bargain collectively with the Company on behalf of all the employees involved. The Company, on the other hand, maintains that the vote was inconclusive and it accordingly applied to the Honourable the Minister of Labour to request the Chairman of the Board to reconvene the Board and obtain an expression of its opinion on the matter. The application was contained in a letter summarizing the facts and contentions of the parties and reading as follows:

"CANADIAN INGERSOLL-RAND COMPANY LIMITED

Executive Office

Montreal, Que.,

Canada, September 7th, 1943.

To the Honourable Minister of Labour,
Ottawa, Canada.

Re: Industrial Disputes Investigation Act R.S.C., 1927, Chapter 112, Canadian Ingersoll-Rand Company Limited, Sherbrooke, P.Q., and employees, Members of Local 2982, United Steelworkers of America.

Dear Sir,

Following the report and recommendation of the Board of Conciliation and Investigation appointed in this matter, a representation vote was duly held among the Company's hourly-rated plant employees, at Sherbrooke, P.Q., on August 12th, 1943, under the supervision of Mr. L. Pepin, Industrial Relations Officer of your Department. The result of the ballot was that no individual organization obtained the support of more than a small minority of the total number of employees of the Company entitled to vote.

It was expressly understood and agreed by all parties, including the representatives of the United Steelworkers of America organization, at the hearing before the Board, in Sherbrooke, on July 30th last, that only such organization as was shown by a vote of those concerned, taken under government supervision, to have the support of a substantial majority of all the hourly-rated employees at the plant would be entitled to represent the said employees in respect of wages, working hours or other conditions of employment. Notwithstanding the foregoing, United Steelworkers of America, Local 2982, maintains that having obtained 42 per cent of the eligible votes, it is the duly constituted collective bargaining agency for all the Company's hourly-rated plant employees and it has further made an application to the Quebec Regional War Labour Board on behalf of the said employees, demanding certain wage adjustments.

The Company maintains that as a result of the said ballot there is no agency qualified to represent its hourly-rated plant employees for collective bargaining purposes, or entitled to make an application to the Quebec Regional War Labour Board on behalf of such employees and the Company has refused to recognize or negotiate with United Steelworkers of America, Local 2982, or any other organization or association in respect of such matters.

In order to clarify the position, the Company desires to obtain the opinion of the said Board of Conciliation and Investigation as to the present status of the said Local and its rights, if any, to represent the Company's hourly-rated plant employees. We hereby apply to you under Section 28 of the Industrial Disputes Investigation Act to request the Chairman of the said Board of Conciliation to reconvene the said Board and obtain an expression of its opinion on such questions.

We have the honour to be, Sir,

Your obedient servants,

Canadian Ingersoll-Rand Company Limited,

(Sgd.) By

J. G. Campbell,
Secretary-Treasurer."

Pursuant to this application, the Board was reconvened and, as above stated, met and heard the representations of both parties on September 27th, 1943.

THE ISSUES

The original application for a Board on behalf of the Union was made in respect of the Company's hourly-rated foundry employees only, while Circo Employees Association subsequently filed a separate application, which is still pending, for a Board of Conciliation and Investigation in respect of all the Company's hourly-rated employees, including foundrymen. At the hearing on July 30th, this Board recommended, with the consent of all parties, that a representation vote should be held among all hourly-rated employees, excluding office workers, in order to determine which labour organization, if any, should represent such employees to negotiate and bargain collectively with the Company, and that the form of ballot to be used be divided in such manner as to allow the voters to manifest their choice in three alternative ways, i.e., for the Union, for the Association, or for no union at all.

It was clearly understood by the representatives of the Union, the Association and the Company at the hearing before the Board on July 30th that the decision of the majority of the hourly-rated employees concerned, as shown by the result of the vote, would be recognized by and govern all the parties. The Company readily agreed to the holding of a vote under government supervision in accordance with the recommendations of the Board, as being entirely in accordance with its stated and established policy of recognizing for purposes of negotiation and bargaining any agent shown as the result of a government-supervised vote to represent a substantial majority of the hourly-rated employees on its payroll for the Sherbrooke plant. The Union also categorically agreed to the holding of the vote in accordance with the recommendation of the Board and to be governed by the wish of the majority of the employees as expressed thereby. There can be no doubt that the principles of one vote among all the Company's hourly-rated employees concerned and of the binding effect of the wish of the majority of such employees, as expressed by such vote, were accepted and agreed to by the Union, the Association and the Company. The finding of the Board in its unanimous report on this phase of the matter is significant and will be found at pages 8 and 9, as follows:

"Mr. R. J. Lamoureux, representing the United Steelworkers of America before the Board, accepted the suggestion and declared

himself favourable to a vote in the whole plant to settle the question in the democratic way, promising on behalf of his constituents to abide by the wish of the majority. The Company which already had accepted the idea of a vote in its reply to the application for this Board, consented as also did the representatives of the CIRCO Association."

The fourth and final recommendation of the Board in its unanimous report following the hearing on July 30th last was:

"4. That the conciliation agreement herein sanctioned and homologated by the Board be loyally adhered to and carried out by all concerned."

It clearly follows, therefore, that the only issue now before the Board is to determine whether or not the Union, as a result of the vote held on August 12th, 1943, obtained the support of such a substantial majority of all the hourly-rated employees (other than office workers) at the Company's Sherbrooke plant as to entitle it to recognition as the exclusive agent to negotiate and bargain collectively with the Company on behalf of all such employees.

EFFORTS AT CONCILIATION

It was suggested by the Chairman at the meeting of the Board in Montreal, on September 27th, that in view of the inconclusive result of the ballot, a joint council composed of representatives of the Union and of the Association might be set up to deal with the Company in respect of employer-employee relations in the plant. The suggestion was repudiated by the representatives of the Union, as it does not desire to share with its competitor, the Association, what it regards as its mandate from the employees. The representatives of the Company expressed doubts as to the practicability of establishing a joint council by the Union and the Association but did not formally object to the suggestion, as it felt that the formation of such council was a matter to be decided solely between the Union and the Association. No representatives of the Association appeared at the hearing and, as far as I am aware, no notice of the hearing was given to the Association. The suggestion of the Chairman for the establishment of a joint council was, therefore, abandoned.

When it became evident to me that there would be a serious divergence of opinion between myself and the other members of the Board as to the opinion and recommendation which it should submit to the Minister, I thereupon suggested, on behalf of the Company, that the Board suspend its decision for a period of six months, on the understanding that at such time it would recommend that a

further vote be taken among the employees concerned, on the application of any interested party. The other members of the Board, however, refused to accept a disposition of the matter on that basis.

THE MAJORITY REPORT

The Majority Report of my colleagues is, I submit with respect, erroneous in five important particulars:

In the first place, the Company did not, as stated in the report, decline "to have anything to do in the formation of a Joint Council or any other such organization".

The Company's established policy, as already stated, is that it is prepared to negotiate collectively with any agent shown as a result of a government-supervised vote, to represent a substantial majority of its hourly-rated employees and it could hardly, therefore, refuse to deal with a Joint Council composed of representatives of both the Union and the Association which, between them, obtained 723 out of 950 eligible votes. It is, moreover, my recollection that the suggestion of the Chairman for the constitution of a Joint Council envisaged a Council composed, as aforesaid, of representatives from the Union and the Association but not from the Company. The representatives of the Company at the hearing did not object to the formation of a Joint Council, but merely expressed the opinion that it would not be a workable solution to the problem and this opinion was completely borne out by the immediate and determined repudiation of the suggestion on the part of the representatives of the Union. It was, further, of course, impossible for the Board to recommend the constitution of a Joint Council in the absence of representatives from the Association, which does not appear to have been notified of the hearing.

In the second place, it appears to me that the Majority Report clearly fails to recognize or to deal with the actual question which was before it for decision. In this connection, the report states, at page 5:

"In reality the question to be decided by the ballot of August 12th last was the question of the representation of the employees of the plant who desired to bargain collectively with their employer, and the purpose of the voters was to elect an agent to speak for them."

On the contrary, it is abundantly clear from the original unanimous recommendation of the Board made following the meeting in Sherbrooke on July 30th, that a vote by secret ballot was to be held among the employees concerned, in order to determine *which Union, if any, shall represent the employees to*

negotiate and bargain collectively with the Company. There is in that report the further recommendation that the ballot form to be used shall be devised in such manner as to allow the voters to manifest their choice in any one of three ways, that is, for the Union, for the Association or for no Union. At no time, until the hearing before the Board on September 27th, was any suggestion made by either party that the purpose of the vote was merely to determine which of the two organizations, United Steelworkers of America, Local 2982, or Circo Employees Association, represented the greatest individual number of employees and to entitle that organization to represent all the employees concerned, without regard to the wishes of the substantial majority of them.

The only question to be determined by the Board at this time is as to what Union, if any, obtained, as a result of the vote on August 12th, 1943, a sufficiently substantial majority of the eligible votes to entitle it to be recognized as exclusive agent to represent all the Company's hourly-rated plant employees in negotiations and collective bargaining with the Company.

The result of the vote clearly indicates that neither the Union nor the Association obtained even an absolute majority among the employees who exercised the privilege of voting. Let alone a substantial majority of all those entitled to vote. To recognize either of these organizations as entitled, (having obtained in each case only a comparatively small minority of the total eligible votes,) to represent all the employees would be to disregard the expressed wishes of the great majority of them. It would, moreover, have the effect of nullifying, in any event, the votes of all employees who voted against both organizations.

In the third place, quite apart from the apparent misunderstanding of the real question at issue before the Board, the majority report seems to me,—again with respect,—to adopt a fundamentally illogical principle when it disregards the votes of the 110 employees who voted against both organizations. While these men represent a small minority of the total number of employees involved, they constitute a sizeable group in themselves. There is, moreover, in my view, no justification whatever for including them with those who were either absent from the plant when the vote was held or were, as the Majority Report puts it, on page 6, "not sufficiently interested to cast their vote."

After stating that the issue to be decided was the question of the representation of the employees of the plant who desire to bargain collectively with their employer, the Majority Report states, at page 5:

"If we look at the matter in that light, it becomes evident that Local 2982, USA has obtained a substantial majority of the union-conscious employees who admit the principles of association and of collective bargaining and who desired to create the proper means to carry out those principles."

To carry that line of reasoning to its logical conclusion leads to a manifest absurdity. Suppose, for instance, 399 employees had voted independent and only 110 for the Union, would the latter under any circumstances have conceded that the Association, having polled only 324 votes, should be recognized as the exclusive agent to negotiate and bargain with the Company for all its hourly-rated employees. To ask the question is to answer it in the negative. By disregarding the wishes of 10, 110 or any greater number of employees, who choose in any representation ballot to vote for independence rather than representation by any labour organization, this Board would be denying to such persons the liberty of action to which they are entitled under both the Dominion and Provincial law.

I consider also that it is unfair to assume that the 113 employees who did not vote because they were absent from the plant or for any other reason are necessarily opposed in principle to collective bargaining or to labour organizations. It is at least equally reasonable to suppose that these men simply did not desire to be represented by the Union or the Association for collective bargaining purposes. Could there be any possible basis for suggesting that if, say, 400 of the employees had abstained from voting, they should be entirely disregarded when it comes to recognizing an exclusive bargaining agency for all the hourly-rated employees? Such a conclusion would be not only unfair but also entirely unreasonable in view of the specific wording of the ballot which, as already stated, gave the employees only three alternatives, namely: for the Union, for the Association or for no collective bargaining agency at all. Any employee who was opposed to both Union and Association but still favoured the principle of collective bargaining could, therefore, only express his preference by abstaining from voting.

By disregarding entirely not only the 110 employees who voted for independence and the 113 who did not vote, making a total of 223 in all, or more than 23 per cent of the 950 eligible votes, the Majority Report would make not only those individuals, but also the 324 who voted in favour of the Association and against the Union, subject to the wishes of the 399 who voted for the Union. In effect, the Majority Report recommends that an or-

ganization having the support of only 42 per cent of the employees concerned should be recognized as the exclusive collective bargaining agent for all of them, against the expressed wish of 35 per cent, who favoured the Association, and 23 per cent, who either wished to remain independent or did not vote, making a total of 58 per cent, which is considerably more than an absolute majority and might, under certain conditions, be regarded as a substantial one. On the whole, it seems to me, that the contention of my colleagues in this respect, as stated in their Majority Report, is clearly untenable on any reasonable grounds.

In the fourth place, I feel bound to disassociate myself specifically from the reference to Circo Employees Association, appearing on page 7 of the Majority Report, where it states:

"We have not heard from the CIRCO Association and we may perhaps be correct in assuming from this fact that they are content as good democrats to abide by the result of the ballot."

In view of the fact, as above stated, that the Association was never advised of the hearing in Montreal on the 27th and consequently had no representative present at the hearing, the inference made that the Association is prepared to admit that the result of the vote on August 12th entitles the Union to recognition as exclusive bargaining agent for all the Company's hourly-rated plant employees is entirely unwarranted.

I must also point out that at the original hearing before the Board on July 30th, the Union made the most determined effort to have representatives of the Association excluded, on the ground that the application for a Board was a matter solely between the Union and the Company. The Board ruled otherwise and the Association's representatives were permitted to make their representations at the hearing. This, however, cannot be taken as any indication that the Association is prepared to accept the Majority Report of the Board when it was given no opportunity to make its representations at the hearing in Montreal on September 27th and is presumably entirely ignorant of the contents of the Report.

In so far as Circo Employees Association is concerned, it at no time did more than agree, at the hearing on July 30th last, to the holding of a vote among all the hourly-rated plant employees and to abide by the wish of the majority of them. There is, therefore, no evidence upon which this Board could find that the Association is prepared to agree that any organization which polled substantially less than an absolute majority of the votes cast, let alone of the eligible voters, should be

recognized as the exclusive bargaining agent for all employees concerned.

In the fifth place, I must also dissociate myself from the inference drawn by my colleagues on page 7 of the Majority Report, as to the possible result of a further representation vote in six months time. I do not feel that, being entirely a matter of conjecture, is a question upon which this Board can properly express any opinion. Moreover, the inference is made on the assumption that another vote would be taken on a ballot in terms identical with that used at the election of August 12th, that is to say, a three-way vote, alternatively for the Union, for the Association or for independence from any organization. It is possible, and reasonably likely, that a different form of ballot would be adopted, perhaps even one in which the only name appearing would be that of United Steelworkers of America. Local 2982, to which the employees would be able to vote either "yes" or "no". It would be equally plausible to assume that had the ballot been in that simple form at the vote on August 12th the Union would have obtained only the 399 votes it received on the three-way ballot, and thus found itself with a substantial majority against it. This would even seem to be the proper interpretation to place on the result of the actual ballot on that date. The ballot on a second vote might, of course, have infinite variations and it is, therefore, entirely unreasonable to assume that the status quo, as shown by the three-way vote of August 12th would be maintained.

I feel also that the objections raised by my colleague, the representative of the Union on the Board, to the taking of a second vote after a reasonable delay, such as a period of six months, are entirely inconsistent with the arguments made before the Board by representatives of the Union at the hearing on September 27th. These representatives then stated categorically that the Union was in a much stronger position than it was when the vote was held on August 12th, and it is difficult to understand why such strenuous objection is now taken to the suggestion that the status of the Union be established beyond possibility of doubt by means of a further vote at some future date.

Another reason for refusing the Company's suggestion for a suspension of the Board's Supplementary Report is given at page 8 of the Majority Report, where it is stated:

"And, furthermore, we are loath to expose the Employer, by accepting its suggestion for a postponement, to the accusation of trying to save a little money at the expense of its employees, as a six month stay of the representation question means also a six month stay of the

application for a wage readjustment made to the Regional War Labour Board by Local 2982 following the vote of August 12th last."

That is, in my submission, not only a highly improper reason, in principle, against postponing the Supplementary Report of this Board, but the inference contained in it to the effect that the employees would lose and the Company gain money by the delay is not, in my opinion, one which this Board is entitled to make. In making its recommendations this Board should be governed exclusively by the facts and by the issues which it is called upon to decide and not by inferences as to the expediency of the situation from the point of view of one of the parties.

We have no jurisdiction to enquire into the wage structure of the Company or to make any recommendation as to adjustments which may be required to it. These are matters within the exclusive jurisdiction of the Regional War Labour Board for Quebec under the provisions of the Wartime Wages Control Order. It is quite true that the Union may not be entitled to prosecute its pending application before the Regional War Labour Board until it establishes that it is entitled to represent a substantial absolute majority of the employees, but that is certainly no valid reason why this Board should recommend that it is entitled to recognition as exclusive bargaining agency for all the Company's employees concerned, when in fact it only represents a minority of them.

The question of an adjustment in wages is one which affects the Company quite as much, if not more, than it does the employees. I consider it, therefore, improper for this Board to assume that the employees are entitled to an increase in wages and that they will receive it as a result of the pending application by the Union to the Regional War Labour Board. We have no evidence before us on which these assumptions could be justified and even if they could be justified they should not be permitted to influence the decision of this Board in making recommendations as to the recognition of any particular exclusive bargaining agent to represent the employees.

Whether or not the Union is ultimately recognised by the Company as exclusive bargaining agent for all its hourly-rated employees at the Sherbrooke plant, the Company will remain free to make any representations it may see fit to the Regional War Labour Board in respect of any applications made to the latter, either on behalf of the Company or the employees. The merits or demerits of any application to the Regional War Labour Board, pending or otherwise, should not be

permitted for one moment to influence any recommendations which this Board should properly make according to the relevant facts in issue on the questions now before it.

For the foregoing reasons I respectfully submit that the recommendation of the Majority Report, calling for recognition of United Steelworkers of America, Local 2982, as exclusive bargaining agency for all the hourly-rated employees at the Sherbrooke plant of the Canadian Ingersoll-Rand Company Limited is not only without precedent but contrary to the declared policy of the Dominion Department of Labour and a complete negation of the fundamental principles of democracy.

OPINION

In my opinion, there is only one simple, basic policy which can be followed in all cases such as the present. That is that the wish of a substantial absolute majority of all the employees concerned should govern and that no labour organization should be entitled to recognition as exclusive bargaining agency for any group of employees unless that organization can prove beyond doubt that it has the support of a substantial absolute majority of those employees.

The recognition of an exclusive bargaining agency as between a Company and its employees presupposes that negotiations will be entered into between the parties, followed by collective bargaining, resulting ultimately in some contact or understanding between them covering wages, working hours and other conditions of employment. It is self-evident that the bargaining agency representing the employees, particularly if it is to be an exclusive one, must have the support of a substantial absolute majority of these employees, as otherwise, there would be no guarantee to the Company or to the employees themselves that harmonious industrial relations would result, nor that any collective agreement or understanding reached through such agency would be effective. From the employees' point of view, unless their representative has the support of a substantial absolute majority of them, they cannot be assured that negotiations conducted on their behalf will be in the best interests of the majority and they may well find themselves under the domination of a strongly organized and united minority whose prime purpose would be, not unnaturally, to further their own interests and those of their particular organization. From the Company's point of view, it cannot afford to recognize and deal exclusively with any agent representing only a minority of its employees, as that agent would be unable to enforce the necessary disci-

pline among the employees or be in a position to see that the provisions of any collective bargaining agreement it might enter into would be carried out by the employees. From the point of view of both employees and employer, the recognition of an exclusive collective bargaining agent having the support of a minority of the employees would be little short of disastrous and could only lead to industrial dissension and ultimately even to serious jurisdictional disputes as between groups of employees favouring different labour organizations.

Another most important consideration is that the Company's war production is likely to be adversely affected to a serious extent if the recommendations of the Majority Report are adopted. The Company always enjoyed the most harmonious industrial relations with its employees until the Union started to organize them but since that time there has been, particularly at certain critical periods, a noticeable falling off in the productive efforts of the workers. This is quite understandable and I would like to make it absolutely clear that the Company does not object in any way to the organization of its employees by United Steelworkers of America, Local 2982, or any other lawful labour body. The Company is, determined to avoid stirring up industrial strife by recognizing any organization as exclusive collective bargaining agent against the express wishes of a preponderant majority of the employees concerned. To recognize the Union as exclusive collective bargaining agent while it represents only a minority of the employees affected would undoubtedly lead to serious dissatisfaction on the part of the substantial and preponderant majority of them who do not wish to be represented by it. This, in turn, would inevitably again disturb employer-employee relations which the Company has constantly endeavoured to maintain on a harmonious footing and would necessarily result in further detriment to the Company's scheduled war production.

On the whole, I am of opinion that the only sound and democratic basis upon which this Board can recommend recognition of an exclusive bargaining agency to represent the hourly-rated employees of the Company is to require that such agent establish conclusively by means of a properly supervised government vote that it represents a substantial absolute majority of all the employees involved. This is the basis of the Company's established policy, as expressed in its Reply to the Application for the constitution of this Board, in statements made verbally on its

behalf to the Board itself and in the letter of September 7th, 1943, to the Honourable the Minister of Labour, Ottawa, requesting the reconvening of the Board. That policy is, I submit, the only one entirely consistent with good industrial practice, absolutely fair to all concerned and strictly in accordance with the declared policy of the Department of Labour.

RECOMMENDATIONS

For the foregoing reasons I therefore recommend:

(1) That the established labour policy of the Canadian Ingersoll-Rand Company Limited, namely, that it is prepared to negotiate and bargain collectively with any agent shown as a result of a government-supervised vote to represent a substantial majority of all the hourly-rated employees at its Sherbrooke plant, be approved by the Minister and be recognized by the Department of Labour, by United Steelworkers of America, Local 2982, by Circo Employees Association and by all employees concerned, as the only proper one.

(2) That effect be given to the ballot of August 12th, 1943 as meaning that no organ-

ization is at the present time entitled to recognition by the Company as exclusive collective bargaining agent on behalf of the hourly-rated employees at its Sherbrooke plant.

(3) That neither United Steelworkers of America, Local 2982, nor Circo Employees Association be recognized as exclusive agent to bargain collectively with the Canadian Ingersoll-Rand Company Limited on behalf of its said hourly-rated employees.

(4) That the rights of the Union, the Association and any other lawful labour organization to represent their respective members, from time to time employed on an hourly basis by the Company, in discussions or negotiations with the Company be recognized by the Department of Labour, the Company and all organizations and employees concerned.

The whole respectfully submitted.

Montreal, October 22nd, 1943.

(Sgd.) D. A. PATERSON,

Member of the Board of
Conciliation and Investigation.

Conciliation Work of the Department of Labour during October, 1943

NEW industrial disputes to the number of 67 were handled by the Industrial Relations Branch during October, under the provisions of the Conciliation and Labour Act, while 21 "old" cases also received attention. These disputes were distinct from, and in addition to, those dealt with under the Industrial Disputes Investigation Act, which are described on previous pages.

The disputes were dealt with by Industrial Relations Officers, or, in Ontario, by the additional services of the Provincial Conciliation Officers. Those of chief interest or importance are summarized in the statement below.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec and two officers resident in Fredericton, N.B., and Sydney, N.S., represent the Department in the Mari-

time Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

CARPENTERS, MALTON, ONTARIO.—The October issue of the LABOUR GAZETTE carried a report of a strike by carpenters employed by the Russell Construction Company, Limited, on a housing project at Malton, Ontario. The object of the strike, which lasted from September 25 to 27, was to hasten favourable action on demands for a non-taxable transportation allowance of 25 cents per day, retroactive to August 4. The Regional War Labour Board for Ontario authorized payment of the allowance, retroactive to September 20 and the Company agreed to implement this decision. About 107 employees went on strike on October 8 when informed that the transportation allowance would be taxed as wages. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, explained to a group of the men and their union leaders the position of the Government and work was resumed on October 14. The employees on strike were members of the United Brotherhood of Carpenters, Bricklayers and Painters.

COAL MINERS, GARDINER, N.S.—On October 2 about 100 miners at No. 25 Colliery of the Dominion Coal Company, Limited, Gardiner, N.S., went on strike in protest against the employment of a labourer who was not a resident of the locality. The President of District 26, United Mine Workers of America, conferred with an official of the company and it was mutually agreed that the man in question would be transferred to another colliery nearer to his place of residence. Mr. Allan MacDonald, Industrial Relations Officer, Glace Bay, investigated the situation on behalf of the Department. Work was fully resumed following a stoppage of one day.

COAL MINERS, COALBURN, N.S.—Two strikes occurred during October on the 1st and 12th of the month, when employees of the Greenwood Coal Company, Limited, Coalburn, N.S., became dissatisfied over delay in the matter of an application to the National War Labour Board for an increase in basic wage rates to bring them up to the level of those paid by the Acadia Coal Company at Stellarton, N.S. In each case the strike lasted two working days. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., advised the employees that no Finding and Direction would be issued by the National War Labour Board while the men were on strike. The award of the Board was released on October 15 and directed payment of basic wage rates similar to those in effect in the Stellarton area.

RUBBER FACTORY WORKERS, MONTREAL, P.Q.—On October 6 about 200 employees of the Papineau Factory of the Dominion Rubber Company, Limited, Montreal, went on strike in protest against the dismissal of one employee and the suspension of another. The company claimed that the workers in question were being disciplined for inciting other employees to cut down on production. The strike occurred while an application for the establishment of a Board of Conciliation and Investigation made by the Distillery, Rectifying Brewery and Wine Workers' International Union of America was under investigation by an Industrial Disputes Inquiry Commissioner appointed by the Department. The strike situation was referred to the attention of Mr. R. Trepanier, Industrial Relations Officer, Montreal, at whose request the company agreed to reinstate the discharged employee and to reduce the suspension of the other. The reinstatement was to take place 24 hours after the termination of the strike. This undertaking proved satisfactory and work was resumed at 1 p.m. on October 7.

COAL MINERS, GLACE BAY, N.S.—On October 13 loaders on a longwall at No. 1B Colliery,

Dominion Coal Company Limited, Glace Bay, N.S., refused to remain at work following their regular shift in order to clean off about 120 tons of coal remaining on the longwall. It was the second such strike during the month. To finish the work of the contract men it was necessary for the company to place datal men on the job, which required about an hour. Later when the contract men learned that for pay purposes the management had conceded 85 tons of the coal in question to the contract men and had apportioned 35 tons to the company itself, about 150 longwall men went out on strike. Some 150 others on a second longwall also walked out in sympathy. Mr. Allan MacDonald, Industrial Relations Officer, Glace Bay, N.S., took up the matter of the work stoppage with the President of District 26, United Mine Workers of America, and the General Superintendent of the company's mines. A special meeting was held the evening of October 14 by Local Union 4520, United Mine Workers of America, of which the employees were members. The men were ordered by the Executive of District 26 to return to work the following morning and further instructions were given that employees of No. 1B mine were not to make any more pit-bottom or wash-house decisions in regard to strike action without securing the sanction of the Local or District Executive. It was agreed also that in future the men would stay the required time to clean the longwall in keeping with the union contract.

FOUNDRIY WORKERS, OSHAWA, ONTARIO.—Word was received on October 9 by the Toronto office of the Industrial Relations Branch that foundry workers in the melting department of the Ontario Malleable Iron Company, Limited, Oshawa, had threatened to go on strike commencing October 13 with the object of compelling the company to agree to an increase of 6 cents per hour in basic wage rates together with corresponding adjustments for those receiving more than the base rate. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, attended a meeting of the employees of the melting department on October 12, at which officials of the company and the United Steel Workers of America were also present. Union officials strongly opposed any strike action but on October 13 only 4 out of 37 employees in the group in question reported for work. Workers in other departments apparently became confused and left the plant, involving a total of 235 employees. A general meeting of the shop employees was arranged by the union that evening. Mr. F. J. Ainsborough was again in attendance and joined with the officers of the union in counselling an

immediate resumption of work, which took place on the morning of October 14.

ALUMINUM WORKERS, SHAWINIGAN FALLS, P.Q.—At midnight on October 23 about 1,000 employees in two plants of the Aluminum Company of Canada, Limited, Shawinigan Falls, P.Q., went on strike in protest against a seasonal increase from 7 to 8 in the number of Soderberg pots tended per man. The strike was reported to have been called by the International Union of Aluminum Workers, No. 2202 (A.F. of L.), of which all or nearly all the strikers were members. Another union, the National Catholic Syndicate of Aluminum Workers of Shawinigan, was organized in the two plants and held a collective agreement with the company covering all employees. This organization also objected to the increase in the number of pots per man but was not in favour of any stoppage of work. Prior to the strike the Syndicate had been conducting negotiations with the company and had secured a promise from the management that a competent Board might be chosen to study and report upon the winter schedule of working conditions. As soon as advised of the cessation of work, the Director of Industrial Relations urged an International Representative of the A.F. of L. Union to call off the strike at once, pointing out that it was in violation of Dominion statutes and Orders in Council. This appeal was not successful and on October 24 Mr. R. Trepanier, Industrial Relations Officer, Montreal, proceeded to Shawinigan Falls to deal with the situation. Mr. C. Miron, Chief Conciliation Officer for the Province of Quebec, also endeavoured to mediate. Considerable picketting took place during the early part of the strike with the result that not enough of the 1,250 employees who were indirectly affected by the strike and who desired to work were able to secure entrance to the plant to keep the pot lines in operation. A number of pot lines in plant No. 2 became "frozen" because of this. On account of the picketting and other minor incidents steps were taken under the Defence of Canada Regulations to send into the town a detachment of about 350 troops and 75 members of the R.C.M.P. to maintain order and enable those desiring to work to do so without molestation. Mass meetings attended by large numbers of the employees were addressed by the Conciliation Officers, but no support in favour of a resumption of work was secured from the union officials, and the strike continued. Proposals were put forward that the Regional War Labour Board for Quebec might entertain a submission in regard to the seasonal increase in the number of pots per

man, and the National Catholic Syndicate made an application to the Board along these lines. It was decided that the Regional Board had no authority to deal with a problem of this kind. At about this time, following an exchange of telegrams between the Dominion Minister of Labour and Mr. William Green, President of the American Federation of Labor, an official of the A.F. of L. from Washington, was sent to Canada with instructions to help in getting the men back to work. After a conference with a Federal Industrial Relations Officer in Montreal, this official proceeded to Shawinigan Falls but was unable to work out with the company a satisfactory formula for a resumption of work. An agreement was finally reached between the Minister of Labour for the Dominion and the Province, that an industrial commission of experts should be appointed by the Province to inquire into the physical capacity of the men to handle 8 pots during the winter months. This commission would be empowered to call upon experts in time studies as well as investigate the labour conditions. Upon receiving assurance that such a fact-finding body would be established at once, the representative of the American Federation of Labor recommended to the employees that the strike should be terminated at once and this proposal was unanimously accepted. Throughout the course of the strike, work had gradually been resumed by small groups of those who participated in the walkout and on November 8 all employees again reported for work.

STEEL WORKERS, TRENTON, N.S.—A strike of 55 axle makers and helpers employed by Trenton Steel Works Limited, Trenton, N.S., occurred on the afternoon of October 21. The men, who were members of Local 1231, United Steel Workers of America, refused to work on oversized axle billets under company requirements that 29 should be forged per shift. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, investigated the dispute and secured acceptance of a compromise, between the company and union proposals, that 26 axles should be considered sufficient production for each shift. Work was resumed on October 29.

COAL MINERS, ALBERTA AND BRITISH COLUMBIA.—Reference was made in the October issue of the LABOUR GAZETTE (pp. 1371-2) to a threatened strike of coal miners belonging to District No. 18, United Mine Workers of America, in connection with demands for an increase of \$2 per day, holidays with pay, and punitive overtime for the sixth working day of the week. It was stated that as the October issue went to press,

the District Executive of the union had made plans to call a strike on October 15. This strike action was cancelled after the Government announced the appointment of a Royal Commission. This Royal Commission, comprised of the Honourable Mr. Justice G. B. O'Connor of Edmonton, Mr. T. W. Laidlaw, K.C., of Winnipeg, L. D. Hyndman, K.C., of Edmonton, was required to recommend such measures to be taken in accordance with the principles and provisions of the Wartime Wage Control Order as it deemed advisable. The Commission had arranged details for the opening of its inquiry on October 29 when, without warning, the Minister of Labour was advised by telegram from the President of District No. 18, Mr. Robert Livett, that unless the Order in Council setting up the Royal Commission was changed so that the Commission would not have to report to the National War Labour Board, a strike call would be issued to the miners immediately to walk out at midnight on October 31. On learning of this development the Minister of Labour wired Mr. Livett inviting him and other executive officers of the union to come to Ottawa for a conference. The union officials agreed to do this but nevertheless proceeded to call the strike. At midnight on October 31 the employees of 66 principal coal mining companies of Alberta and British Columbia ceased work. About 8,500 men were involved, exclusive of maintenance crews which were left in the mines. The employees of 4 or 5 coal mining properties which have no signed agreements with the United Mine Workers of America also ceased work in sympathy with the union miners. Conferences proceeded at Ottawa throughout the first week of November between the Minister and Officers of the Department of Labour and a delegation of four representatives of District No. 18. On November 6 an agreement was reached that the miners should return to work at once and that the Government would, by Order in Council, confer upon the Royal Commission the same rights of decision and authority as are vested in a Regional War Labour Board, for the purposes of inquiring into the wage rates and working conditions for coal miners in Alberta and British Columbia. The work of the Commission was to be expedited so that a decision would be reached no later than November 20, after which either the coal miners or operators would have the right of appeal to the National War Labour Board. The Executive Board of District No. 18, United Mine Workers of America, by telegram on November 6, ordered the membership of the various local unions to resume work

immediately. Work was resumed on November 8 and 9 by employees of about 13 domestic coal mines in the Drumheller field, three out of 5 mines in the Lethbridge area, and the mines of inland British Columbia. However only one steam coal mine, namely Brazeau Collieries Limited, Nordegg, Alberta, was able to resume operations. By November 10 all 18 mines in the Drumheller and East Coulee field and all Lethbridge mines were again in production. Following pressure from District No. 18 officials, steam coal mines at Fernie and Michel, B.C., and at Coleman, Alberta, in the Crows Nest Pass field resumed work on November 12. Full production in practically all mines, including those on Vancouver Island, was restored by Monday, November 15.

LOGGERS, BRITISH COLUMBIA.—Since mid-June the Department has had before it a dispute in regard to union recognition and collective bargaining between Aero Timber Products Limited, Vancouver, B.C., and its employees in seven logging camps as represented by the International Woodworkers of America, Local 1-71. Following lengthy mediation on the part of Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., the Minister of Labour appointed the Hon. Mr. Justice S. E. Richards, of Winnipeg, Man., as an Industrial Disputes Inquiry Commissioner, to investigate. The parties to the dispute agreed that a vote was unnecessary and that a check of the paid-up membership records of the union against the Company's payroll would suffice. The Commissioner reported that he found that a majority of the employees were members of the Union and recommended that Local 1-71 should be agreed upon as the appropriate bargaining agency for the employees. Pursuant to the provisions of Order in Council, P.C. 10802, relating to Crown Companies, the Minister of Labour determined that the report of the Commissioner should be concurred in and so advised the parties. On November 2 the Company and the Union Executive agreed upon the form of a collective agreement which would be presented to the union members for ratification. By mutual consent employees who are members of the Pile Drivers', Bridge, Dock and Wharf Builders' Union were excluded from the scope of the agreement.

Union Representation Votes

PACKING PLANT EMPLOYEES, PRINCE ALBERT, SASKATCHEWAN.—By joint consent of the parties a representation vote was conducted on October 7 among employees of Burns and Company, Limited, Prince Albert, Saskatchewan. There were 308 eligible to vote and

261 participated in the ballot. A total of 237 voted in favour of representation for collective bargaining purposes by Local 234, Packing-house Workers Organizing Committee (C.C.L.) and 23 in favour of an Employees Relations Committee. There was one spoiled ballot. Mr. H. S. Johnstone supervised the vote.

PAINT WORKERS, TORONTO, ONTARIO.—A vote was conducted on October 8, 1943, under the supervision of Mr. J. P. Nicol, Industrial Relations Officer, Toronto, to determine the collective bargaining agency desired by the employees of the paint and varnish division of Canadian Industries Limited, West Toronto. A total of 210 voted out of 224 eligible. There were 128 ballots cast in favour of, and 81

against, representation by the Canadian Industrial Workers' Union, Local No. 1 (C.C.L.), with two spoiled ballots.

TRUCK DRIVERS, TORONTO, ONTARIO.—On October 26 a vote was conducted to determine whether the employees of Hendrie and Company Limited, Toronto, desired to be represented in collective bargaining by an Employees Committee or by the Canadian Brotherhood of Railway Employees and Other Transport Workers. Out of 108 eligible voters the union secured 76, while 12 ballots were cast for an Employees Committee. The vote was conducted by H. Perkins, Industrial Relations Officer, Toronto.

Strikes and Lockouts in Canada During October, 1943

THE number of strikes and lockouts recorded for the month of October, the number of workers involved and the time loss in man working days showed a decrease as compared with the previous month. There were 36 strikes on record during the month, involving 5,923 workers, with a time loss of 25,496 days, as compared with 42 strikes in September, with 11,076 workers involved and a time loss of 36,896 days. During October, 1942, there were 26 strikes, involving 6,107 workers with a time loss of 26,926 days.

The more important strikes during the month under review affected loggers at Queen Charlotte Islands, B.C., aluminum plant workers at Shawinigan Falls, P.Q., and freight handlers, etc., at Halifax, N.S. These three strikes accounted for more than 65 per cent of the time loss for the month.

Two strikes, involving 269 workers were carried over from September and 34 commenced during October. Of these 36 strikes, 33 were terminated during the month. Seven resulted in favour of the workers, nine in favour of the employers, seven were compromise settlements, one was partially successful and nine were indefinite in result, work being resumed pending final settlement of each strike. At the end of the month, therefore, there were three strikes unterminated, namely: coal miners at Sydney Mines, N.S., aluminum plant

workers at Shawinigan Falls, P.Q., and hotel employees at Edmonton, Alta.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Information is available as to one dispute of this nature, namely: fur factory workers, Quebec, P.Q., one employer, May 12, 1943, to August 31, 1943.

Date	Number of strikes	Number of workers involved	Time loss in man working days
*October, 1943.....	36	5,923	25,496
*September, 1943.....	42	11,076	36,896
October, 1942.....	26	6,107	26,926

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to October, 1943

MINING— Coal miners, Glacé Bay, N.S.	1	205	410	Commenced September 29; <i>re</i> payment for loading coal left on long wall; terminated October 2; conciliation (federal); in favour of employer.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Clothing factory workers, Mariville, P.Q.	1	(a) 64	128	Commenced September 30; for union recognition and closed shop agreement; terminated October 2; conciliation (federal and provincial); (union agreement without closed shop clause secured) compromise.

Strikes and Lockouts Commencing during October, 1943

LOGGING— Loggers, Queen Charlotte Islands, B.C.	3	500	7,000	Commenced October 8; for union recognition and agreement; terminated October 23; referred to an IDI Commissioner; in favour of workers.
MINING— Coal miners, Coalburn, N.S.	1	104	104	Commenced October 1; for levelling-up of wage rates; terminated October 2; conciliation (federal); return of workers pending decision of NWLB‡; indefinite.
Coal miners, Gardiner Mines, N.S.	1	100	100	Commenced October 2; against employment of an out-of-town miner sent by National Selective Service; terminated October 2; conciliation (federal); (miner transferred to another colliery) in favour of workers.
Gas and oil drillers and labourers, Moncton (Stoney Creek), N.B.	1	22	250	Commenced October 6; for an eight-hour day; terminated October 19; conciliation (federal) and return of sufficient workers to complete seasonal operations; in favour of employer.
Coal miners, Glacé Bay, N.S.	1	(b) 43	65	Commenced October 7; failure to load coal free of stone; terminated October 8; return of workers; in favour of employer.
Coal miners, Florence, N.S.	1	600	1,000	Commenced October 7; against failure of three miners to maintain union membership; terminated October 13; negotiations; (miners paid union levies) in favour of workers.
Coal miners, New Victoria, N.S.	1	200	250	Commenced October 8; for notification of family doctor in case of accident (following alleged neglect of accident victim); terminated October 9; negotiations; in favour of workers.
Coal miners, Coalburn, N.S.	1	105	210	Commenced October 12; for levelling-up of wage rates; terminated October 13; return of workers pending decision of NWLB; in favour of workers.
Coal miners, Glacé Bay, N.S.	1	101	101	Commenced October 14; <i>re</i> payment for loading coal left on long wall; terminated October 14; conciliation (federal); in favour of employer.
Coal miners, Edmonton (Forest Heights), Alta.	1	18	18	Commenced October 14; for a signed union agreement; terminated October 14; negotiations; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1943—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		

Strikes and Lockouts Commencing during October, 1943—Con.

MINING—Con. Coal miners, Blairmore, Alta.	1	500	500	Commenced October 16; protest <i>re</i> investigation of wages, etc., by a Royal Commission; terminated October 16; return of workers; in favour of employer.
Coal miners (surface workers), Stellarton, N.S.	1	(c) 12	12	Commenced October 18; refusal of two workers to perform a certain task; terminated October 18; return of workers; in favour of employer.
Coal miners, Chipman, N.B.	1	61	183	Commenced October 26; for change in system of hoisting mine cars; terminated October 28; conciliation (provincial); <i>com</i> promise.
Coal miners, Sydney Mines, N.S.	1	(d) 16	32	Commenced October 28; <i>re</i> working conditions (payment for loaders); un <i>ter</i> minated.
MANUFACTURING— <i>Rubber Products—</i> Rubber factory workers, Montreal, P.Q.	1	200	250	Commenced October 6; against four-day suspension of a worker for agitating work slow-down; terminated October 7; conciliation (federal); (suspension reduced to one day after promise of full production by all workers) <i>com</i> promise.
Tire factory workers, Kitchener, Ont.	1	38	15	Commenced October 21; <i>re</i> working conditions (fumes in work place from basement); terminated October 21; return of workers; (ventilator stack to be built) <i>in</i> definite.
Tire factory workers, Kitchener, Ont.	1	(e) 247	550	Commenced October 27; against time standard for new work; terminated October 29; return of workers pending further negotiations; <i>in</i> definite.
Fur, Leather and Other Animal Products— Shoe factory and tannery workers, Plessisville, P.Q.	1	100	950	Commenced October 12; against dismissal of three workers, for a week's vacation with pay, and re-employment of an accident victim; terminated October 25; conciliation (Mayor of Plessisville) and reference to RWLB; (vacation with pay and workers to be re-employed as conditions warrant) <i>com</i> promise.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Lachute Mills, P.Q.	1	(f) 213	213	Commenced October 22; for dismissal of a forelady; terminated October 23; conciliation (federal); in favour of employer.
Clothing factory workers, Moncton, N.B.	1	313	626	Commenced October 22; for greater increase in wages than approved by RWLB; terminated October 23; return of workers pending further reference to RWLB; <i>in</i> definite.
Metal Products— Foundry workers, Oshawa, Ont.	1	(g) 35	35	Commenced October 13; for increased wages; terminated October 13; conciliation (federal); return of workers pending reference to RWLB; <i>in</i> definite.
Steel mill workers (axle forgers), Trenton, N.S.	1	57	370	Commenced October 21; for reduction in quota of oversize billets to be forged; terminated October 23; conciliation (federal); <i>com</i> promise.
Aluminum plant workers, Shawinigan Falls, P.Q.	2	(h) 1,000	7,000	Commenced October 24; against return to winter work schedule for potmen; un <i>ter</i> minated.

STRIKES AND LOCKOUTS IN CANADA, DURING OCTOBER 1943*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing during October, 1943—Con.

CONSTRUCTION— <i>Building and Structures—</i> Carpenters, Malton, Ont.	1	107	265	Commenced October 8; to have approved transportation allowance made tax free and retroactive to August 23; terminated October 13; conciliation (federal); return of workers pending further reference to RWLB <i>re</i> date of payment; indefinite.
<i>Miscellaneous—</i> Truck drivers, Edmonton, Alta.	1	30	30	Commenced October 5; for increased wages; terminated October 5; conciliation (federal); return of workers pending reference to WLB‡; indefinite.
Carpenters, South Maitland, N.S.	1	40	265	Commenced October 14; for increased wages; and reduced hours; terminated October 21; conciliation (federal); (wage scale approved by RWLB to be paid) compromise.
Carpenters, Windsor, N.S.	1	145	250	Commenced October 16; alleged violation of agreement <i>re</i> lay-off of workers during slack period; terminated October 18; conciliation (federal); in favour of workers.
TRANSPORTATION— <i>Water—</i> Freight handlers, etc., Halifax, N.S.	1	375	3,000	Commenced October 1; for greater increase in wages than approved by NWLB; terminated October 8; conciliation (federal); in favour of employer.
Seamen, Halifax, N.S., and Saint John, N.B.	5	116	400	Commenced October 7; for increases in wages and war risk bonus, cost-of-living bonus and improved working conditions; terminated October 12; return of workers pending further negotiations; indefinite.
Seamen, Vancouver, B.C.	3	90	90	Commenced October 26; for increased wages and right of union representatives to board vessels; terminated October 27; conciliation (federal); return of workers pending decision of NWLB <i>re</i> wages; (increased wage scale approved) compromise.
TRADE— Salesgirls, Vancouver, B.C.	1	25	13	Commenced October 23; against lack of heat in store; terminated October 23; return of workers; indefinite.
SERVICE— <i>Public Administration—</i> Office workers, Ottawa, Ont.	1	61	61	Commenced October 16; for reclassification of workers; terminated October 16; negotiations; partially successful.
<i>Business and Personal—</i> Hotel employees, Edmonton, Alta.	1	30	700	Commenced October 1; for payment of wage increases for porters as approved by the RWLB; untermiated.
Laundry and dry cleaning plant workers. Nanaimo, B.C.	1	(j) 50	50	Commenced October 6; against dismissal of a worker; terminated October 6; conciliation (provincial); in favour of employer.

* Preliminary data, based where possible on reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board. NWLB—National War Labour Board. WLB—Western Labour Board.

(a) 40 indirectly. (b) 190 indirectly. (c) 465 indirectly. (d) 700 indirectly. (e) 517 indirectly. (f) 253 indirectly. (g) 235 indirectly. (h) 1,250 indirectly. (j) 25 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the July issue; in the review of "Strikes and Lockouts in Canada and Other Countries, 1942." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940,

provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in August was 137 and 10 were still in progress from the previous month, making a total of 147 disputes in progress during the month; 56,100 workers were involved in the disputes in progress during the month and the time loss was 139,000 working days.

Of the 137 disputes beginning in August, 29 arose out of demands for increased wages and 49 over other wage questions; 6 on questions as to hours; 18 over questions as to employment of particular classes or persons; 27 over other questions as to working arrangements; 8 were sympathetic stoppages. Final settlements were reached in 123 disputes, of which 27 were settled in favour of the workers, 77 in favour of employers and 19 resulted in compromises; in 16 other disputes, work was resumed pending negotiations.

Upward Trend in Immigration to Canada

AN upward trend in the number of immigrants entering Canada was apparent in figures released recently by the Immigration Branch of the Department of Mines and Resources. During the six months ending September 30, 1943, a total of 5,033 immigrants came to Canada, representing a 15 per cent increase over the number of persons entering the country during the corresponding period of 1942, which was 4,374.

Immigration to Canada reached its lowest ebb during the calendar year 1942, when only 7,576 persons settled in the country (L.G., Feb., 1943, p. 214). This was the smallest figure since Confederation. The peak figure was reached in 1913 during which year there were over 400,000 immigrants to Canada.

During the six months period under review the greatest number of immigrants, 2,558, was from the United States. From the British Isles there were 2,315 immigrants, an increase of 82.6 per cent over the 1,268 persons entering Canada from this source during the comparable period in 1942.

An increase occurred in the number of immigrants, classified as belonging to Northern

European races, from 75 in the half-yearly period in 1942 to 107 in the same period in 1943. Of this total, 77 were French, 6 Belgian, 6 Dutch, 6 German, 5 Danish, 3 Norwegian, 3 Swiss, and 1 Swedish.

There were 53 immigrants in the group classified as "Other Races". Of these, 22 were Hebrew, 5 Czech, 4 Polish, 3 Spanish, and the remaining 19 were of 14 different races.

Of the total number of immigrants, 1,238 were adult males, 2,402 were adult females, and 1,393 were children under eighteen. Classified according to occupation the number was divided as follows:

	Males	Females	Children
Farming	116	53	59
Labouring	203	89	56
Mechanics	377	100	104
Trading	163	234	74
Mining	11	3	4
Female domestic servants	—	220	35
Other classes	368	1,703	1,060

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods

VANCOUVER, B.C.—CERTAIN BAKERIES AND THE BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 468.

Agreement to be in effect from June 1, 1943, to June 1, 1944, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, June, 1941, p. 695 and August, 1939, p. 848, with the exception of the provision for female jobbers (finishers and cake wrappers) at \$3.50 per day. The minimum weekly wage rates are unchanged at \$34.65 for doughmen, \$33.55 for ovenmen, \$30.50 for bench hands and machine men, \$26.40 for helpers, \$33.00 for shippers, \$25.65 for checkers and bread wrappers, \$18.70 for finishers and cake wrappers. Assistant shippers are raised to \$30.00, finishers and cake wrappers (inexperienced) may receive \$15.00 per week during first month and the regular rate thereafter.

Manufacturing: Tobacco and Liquors

MONTREAL, P.Q.—NATIONAL BREWERIES LTD. AND THE DISTILLERY, RECTIFYING, BREWERY, WINE WORKERS INTERNATIONAL UNION, LOCAL 68.

Agreement to be in effect from April 12, 1943, to December 31, 1943, and thereafter from year to year, subject to notice. The company recognizes the union as the sole bargaining agency for all employees covered by this agreement and will not discriminate against any employee because of union membership.

Hours: for day work, 9 per day, 3 on Saturday, a 48-hour week; for night work, 3 hours on Sunday night and 9 hours Monday to Friday, a

48-hour week; for shift work, 6 shifts of 8 hours, a 48-hour week. Overtime is payable at time and one half for all work over 48 per week. Holidays: for six statutory holidays, employees are to be paid. For work on these six holidays, for all employees whose regular duties do not call for work on these days, time and one half to be paid in addition to the regular pay for the holiday. Vacation: one week's vacation with pay for 50 hours for all employees who have been in the employ of the company prior to October 1 of the previous year.

Basic wage rates are to be those approved by the Regional War Labour Board. New employees to be paid 10 cents per hour below basic rates for first 6 weeks, then 5 cents per hour below basic rates for remainder of a three months probationary period.

Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Rubber Products

WELLAND, ONTARIO.—JOSEPH STOKES RUBBER CO. LTD. AND UNITED ELECTRICAL RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 523.

Agreement to be in effect from May 22, 1943 to May 21, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the collective bargaining agency for all employees who are eligible. All employees who are or who later became union members shall, as a condition of employment, remain members of the union. Both the company and the union agree to neither will coerce employees because of their union membership or non-membership. The company will, on request of any employee, deduct union dues and turn same over to the union.

Hours: 8 per day, 48 per week. Overtime and work on holidays are payable at time and one half. Vacation: one week with pay for employees with one year's service. Wages: It is agreed that there be equal pay for equal work, whether job is performed by a man, woman or boy. A wage survey to be made by the union and the company and the parties will negotiate a wage schedule.

Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Animal Foods

MOOSE JAW, SASK.—SWIFT CANADIAN CO. LTD. AND UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 177.

Agreement to be in effect from September 14, 1943, to September 13, 1944, and thereafter

from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, August, 1942, p. 975, and October, 1942, p. 1207, with these exceptions:

Hours: basic hours are 8½ per day, 9 on Friday, 5 on Saturday, a 48-hour week. Overtime: all time over 9 per day or 5 on Saturday and 50 per week, to be paid at time and one half; double time for work on Sundays and holidays except when the work regularly falls on Sunday. Subject to the approval of the Regional War Labour Board, the rate for unskilled labour is 50 cents per hour for males and 41 cents for females.

Manufacturing: Textiles and Clothing

CORNWALL, ONTARIO.—CANADIAN COTTONS, LTD. AND THE UNITED TEXTILE WORKERS' UNION, LOCAL No. 2.

Agreement to be in effect from April 1, 1943, to April 1, 1944, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, October, 1942, p. 1208 and September, 1941, p. 1156, with these exceptions:

Overtime in excess of the standard working day of 8 or 9 hours is payable at time and one quarter. Vacation: one week's vacation with pay for employees with one year's service at June 1; one day with pay and balance of the week without pay to those with less than one year's service at June 1; for all others one week without pay. For the year 1943, the week's vacation was to be the first full week in July. Penalties for being late for work repeatedly and absenteeism are loss of part of vacation pay.

TORONTO, ONTARIO.—THE TORONTO, CLOAK MANUFACTURERS ASSOCIATION AND THE INTERNATIONAL LADIES GARMENT WORKERS' UNION, LOCALS 14 (CLOAK OPERATORS), 83 (CUTTERS) 68, 94 AND 92 (PRESSERS).

Agreement to be in effect from January 1, 1943, to December 31, 1945. It covers the manufacture for females (whether children, misses, juniors or adults) of cloaks, coats, suits, skirts and wraps. Only union members to be employed; both parties agree not to discriminate unjustly against any employer or employee because of their previous attitude towards strikes or unionism. The union label to be used.

Hours: 8 per day, Monday to Friday, a 40-hour week. Overtime is restricted and is payable at time and one half. Wages: for operators, piece rates to approximate \$1.05 per hour for the lowest paid operator of the 80 per cent group of operators engaged by an employer who are the highest paid of the operators engaged by such employer; overpressers \$1.05, underpressers 79 cents, trimmers \$26.00 per week; cutters \$42.00 per week (Subject to the approval of the Regional War Labour Board); fur sewers and tailors 73½ cents, finishers 58 cents; rates for special machine and general hands to be established. A cost of living bonus is provided for, subject to the approval of the Regional War Labour Board, a sick benefit fund to be established, with contributions of ¼ of one per cent of payroll by employers

and of ¼ of one per cent of wages by the employees.

Provision is made for the division of work in slack periods and for the settlement of disputes.

TORONTO, ONTARIO.—CERTAIN MANUFACTURERS OF SHIRTS AND SPORTSWEAR AND THE UNITED GARMENT WORKERS OF AMERICA, LOCAL 253.

Agreement to be in effect from January 1, 1943, to December 31, 1943, (or 1944 if no notice given in 1943). Only union members to be employed, if available. No discrimination on account of union activity.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime is payable at time and one half; work on four legal holidays, time and one half. Provision is made for division of work in slack periods and for the settlement of disputes.

Manufacturing: Pulp, Paper and Paper Products

THREE RIVERS, GATINEAU AND TEMISKAMING, QUEBEC AND HAWKESBURY, ONTARIO.—CANADIAN INTERNATIONAL PAPER CO., INTERNATIONAL FIBRE BOARD LTD. (GATINEAU), MASONITE CO. OF CANADA LTD. (GATINEAU), AND QUEBEC PROVINCIAL COUNCIL OF PAPER-MILL UNIONS, INTERNATIONAL BROTHERHOOD OF PAPERMAKERS (LOCAL 163 AT THREE RIVERS, LOCALS 251 AND 143 AT GATINEAU), INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPERMILL WORKERS (LOCAL 163 AT THREE RIVERS, LOCAL 142 AT GATINEAU, LOCAL 233 TEMISKAMING AND LOCAL 28 AT HAWKESBURY).

The agreement for Three Rivers, Gatineau and Temiskaming came into effect May 1, 1940 (L.G., Oct., 1940, Nov., 1938) with amendment in 1941 (L.G., Dec., 1941, p. 1559). A supplementary agreement dated December 19, 1941, provided for the inclusion of Local 28 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers at Hawkesbury. Another supplementary agreement, made July 16, 1942, added local 143 of the same union as a party; this local represents employees of the International Fibre Board Ltd. and Masonite Company of Canada Ltd. at Gatineau.

A third supplementary agreement made in 1943 provides for a vacation with pay of one week for employees with one year's service.

Manufacturing: Metal Products.

OSHAWA, ONTARIO.—GENERAL MOTORS OF CANADA LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 222.

Agreement to be in effect from April 12, 1943, for the duration of the war, and thereafter from year to year, subject to notice. The Company recognizes the union as the bargaining agency for employees who are union members. Employees are free to join or not to join any union. No discrimination to be shown by the Company or the union against any employee on account of his union membership or non-membership.

Hours: 9 per day, Monday to Thursday, 8 on Friday, a 44-hour week. A ten minute rest period is allowed twice a day. All overtime including all work on Saturdays, Sundays and holidays is payable at time and one half. Provision is made for seniority rights and for the settlement of grievances.

TORONTO, ONTARIO.—JOHN INGLIS COMPANY, LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 2900.

Agreement, which applies to the ordnance division, to be in effect from August 19, 1943, to August 18, 1944. The company recognizes the union as the bargaining agency for employees. Employees may join or refrain from joining the union; no discrimination against any employee because of his union connection. The company recognizes union grievance committees and stewards.

Hours: 8 per day, 48 per week. Overtime: time and one half for first four hours in any day and double time thereafter; time and one half for all work on Sundays and holidays. Vacation: one week with pay per year to employees with one year's service. Provision is made for seniority rights and for the settlement of grievances.

MEDICINE HAT, ALBERTA.—ALBERTA FOUNDRY AND MACHINE COMPANY LIMITED AND MEDICINE HAT MUNITION WORKERS FEDERAL UNION No. 137.

Agreement to be in effect from April 8, 1943, to April 7, 1944. The Company recognizes the union as representative of employees who are members of this union. Provision is made for seniority rights and for the settlement of grievances.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN QUEBEC, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable to the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of two new agreements and the amendment of eight others, all of which are noted below. A request for the extension of a new agreement for barbers and hairdressers at Joliette was published in the *Quebec Official Gazette*, October 30; requests for the amendment of agreements for the aluminum industry at Arvida, dairy employees at Quebec and building trades at Three Rivers were also gazetted October 30.

In addition Orders in Council were published in the *Quebec Official Gazette* during October, approving or amending the constitution and by-laws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection by certain other joint committees.

Manufacturing: Vegetable Foods, etc.

BAKERS, MONTREAL.—

An Order in Council, dated October 4, and gazetted October 9, amends the previous Orders in Council for this trade (*LABOUR GAZETTE*, Oct., 1939, p. 1064; Sept., 1940, p. 970; Jan., 1941, p. 70, Feb., p. 183; Jan., 1942, p. 110, March, p. 352, Apr., p. 483; May, 1943, p. 639). The maximum hours of work for foremen is reduced from 67 to 64 hours per week; any time in excess of 64 hours is to be paid for.

Manufacturing: Fur and Leather Products

FUR MANUFACTURING INDUSTRY (RETAIL) MONTREAL.—

An Order in Council, dated October 7, and gazetted October 16 amends the previous Order in Council for this industry (*LABOUR GAZETTE*, Sept., 1940, p. 971; Dec., 1941, p. 1572; December, 1942, p. 1490); the amendment does not change the summaries published in the *LABOUR GAZETTE*.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (CORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.—

An Order in Council, dated October 4, and gazetted October 9, amends the previous Orders in Council for the industry (*LABOUR GAZETTE*,

April, 1942, p. 483, Sept., p. 1097; Jan., 1943, p. 88, April, p. 490). The wages of die press machine operators are raised to 35 cents per hour during first six months and 45 cents thereafter.

Manufacturing: Printing and Publishing

PRINTING TRADES (NEWS AND JOB) QUEBEC.—

An Order in Council, dated October 7, and gazetted October 16, extends the terms of the agreement (LABOUR GAZETTE, Apr., 1940, p. 388, Oct., 1941, p. 183; April, 1943, p. 490, July, p. 989, Aug., p. 1131, Oct., p. 1381) to October 30, 1943.

Another Order in Council, dated October 21, and gazetted October 23, makes obligatory the terms of a new agreement between Le Syndicat Patronal de l'Imprimerie de Québec, Inc. (The Employers' Association of the Printing Industry of Quebec) and Le Syndicat Catholique des Imprimeurs et Relieurs de Québec, Inc. (The Catholic Union of Printers and Bookbinders of Quebec, Inc.), the International Typographical Union, Local 302, the Pressmen's Union, Local 152, and the Bookbinders' Union, Local 152, Le Syndicat Catholique des Imprimeurs de Rimouski et Rivière du Loup (The Catholic Union of Printers of Rimouski and Rivière du Loup) and Le Syndicat Catholique des Ouvriers Imprimeurs de la Beauce (The Catholic Union of Printing Workers of Beauce). This agreement applies to the judicial districts of Quebec, Beauce, Montmagny, Kamouraska, Rimouski, Gaspé and the parts of the districts of St. François and Arthabaska not covered by the agreement for printing trades in the Montreal District. The agreement covers both newspaper and job work. The agreement to be in effect from October 23, 1943, to October 15, 1945, and thereafter from year to year, subject to notice.

Hours: in judicial district of Quebec, 46 per week for day work (48 in certain small establishments), 43 for night work, with overtime payable at time and one half; in other judicial districts hours are 48 per week for day work, 45 for night work, with overtime at time and one quarter; double time for work on Sundays and holidays. Vacation: in 1944, all employees with one year's service to have three days' vacation with pay; in subsequent years, one week's vacation with pay, except the small establishments who are on a 48 hours week, for whom vacation will be 3 days.

Weekly wage rates in judicial district of Quebec: on daily newspapers—journeymen typographers, linotypists and monotypists \$36.40, journeymen pressmen and stereotypers \$34, all other journeymen \$32.40; in two commercial offices, journeymen typographers, linotypists and monotypists \$35.80, journeymen pressmen and stereotypers \$33.15, all other journeymen \$31.60; in mechanized typography and press establishments having one or more composing machines or using two cylinders or more, etc., journeymen typographers, linotypists and monotypists \$32.45, all other journeymen \$30.80; shops doing bookbinding exclusively, journeymen \$29.15; in all other establishments, all journeymen \$24.28. Journeymen on night shifts to receive \$2 per week over day rate. Provision is made for apprenticeship regulations and wage rates. A cost of living bonus is provided for. Foremen at least \$3 per week extra. Wages in other judicial districts may be 20 per cent less than in the judicial district of Quebec.

PRINTING TRADES, MONTREAL.—

An Order in Council, dated October 4, and gazetted October 9, extends the term of this agreement (LABOUR GAZETTE, Aug., 1943, p. 1131, April, p. 490 and Jan., p. 88 and previous issues as noted therein) to December 31, 1943.

Manufacturing: Metal Products

CLOCKMAKERS, MONTREAL.—

An Order in Council, dated October 4, and gazetted October 9, makes obligatory the terms of an agreement between L'Association des Bijoutiers de la Province de Québec, Inc. (The Jewellers' Association of the Province of Quebec) and Le Conseil Corporatif des Compagnons Horlogers de Montreal, Inc. (The Corporate Council of Journeymen Clockmakers of Montreal, Inc.). Agreement to be in effect from October 9, 1943, to October 8, 1944, and applies to the Island of Montreal.

Hours: 54 per week, with overtime paid pro rata. Minimum wage rate for journeymen clockmakers: \$20 per week. Vacation: one week with pay annually to employees with one year's service. Apprenticeship regulations and wage rates are stipulated.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

PAINT INDUSTRY, PROVINCE OF QUEBEC.—

An Order in Council, dated October 21, and gazetted October 30, amends the previous Orders in Council for this industry (LABOUR GAZETTE, July, 1942, p. 856, Sept., p. 1097) but does not change the summary as previously given.

Service: Public Administration

FIRE FIGHTERS, QUEBEC CITY.—

An Order in Council, dated October 4, and gazetted October 9, amends the previous Order in Council for these workers (LABOUR GAZETTE, Aug., 1940, p. 869, July, 1941, p. 854, and July, 1942, p. 856). Weekly wage rates up to \$27 per week were increased by \$1; fire fighters after four years' service increased from \$28 to \$29.50; all others paid weekly wage rates of \$28 or over are increased by \$2 per week; telephone and telegraph operators on yearly salaries are unchanged, but electricians salary range of \$1,300 to \$1,600 was increased to \$1,500 to \$1,800.

Service: Business and Personal

BARBERS, MONTREAL.—

An Order in Council, dated October 21, and gazetted October 30, amends the previous Orders in Council for this trade (LABOUR GAZETTE, Oct., 1941, p. 1315, Dec., p. 1573, July, 1942, p. 857); the amendment does not affect the summaries as previously given.

BARBERS, HULL.—

An Order in Council, dated October 21, and gazetted October 30, amends the previous Orders in Council for this trade (LABOUR GAZETTE, Oct., 1941, p. 1316; Dec., p. 1573; Sept., 1942, p. 1098; March, 1943, p. 341, Oct., p. 1382) by making a different arrangement in the hours for barbers and by providing for hairdressing establishments closing at 1 p.m. on Saturdays during July and August.

Wartime Functions of Vocational Training and Bureau of Technical Personnel

Address by Mr. Paul Martin, Parliamentary Assistant to the Minister of Labour

A COMPREHENSIVE review of the war-time program of the Department of Labour in relation to vocational training for war industries and the special skills required by the armed services, as well as the recruitment and functioning of the Wartime Bureau of Technical Personnel, was given in a recent address before the members of the Toronto Junior Board of Trade by Mr. Paul Martin, Parliamentary Assistant to the Minister of Labour, Hon. Humphrey Mitchell. In his address Mr. Martin also outlines the potentialities of this phase of the Department's work in the post-war period. The text of the address is as follows:

It will be recalled that as long ago as February, 1937, I introduced a motion urging the Government to set up a committee of eminent men and women to develop a plan of national scholarships. At that time, I drew attention to the need of providing assistance to selected students to enable them to continue their studies at universities, agricultural colleges and technical colleges. To me, the need was urgent then because it was evident that the growing complexities of the problems confronting us made it abundantly clear that we needed to increase the number of trained men and women who would be equipped to serve this country.

It is not surprising that after the outbreak of war one of the most urgent problems that faced the Department of Labour related to training.

The first manpower problem which the Department undertook to solve was the absorption into productive work of the existing unutilized manpower. As the records of any employment service will show, however, you cannot fill 100 vacancies with any of the 100 applicants on your books. The skills required of the applicant must satisfactorily match those required of the job. If they do not, there is a wall created between employer and worker which can only be broken down by training.

Toward the end of 1940, the first over-all estimates of the country's manpower requirements for the Armed Forces, war production and essential civilian production, were completed, and these of course are being continually revised in the light of changing conditions. These estimates showed not only an obvious

shortage of skilled workers, but a threatening shortage of semi-skilled workers.

Development of Program

This led to the development of the War Emergency Training Program; a program which has been so successfully grafted on to the administrative machinery set up for training unemployed youth.

As an example of fine achievement, look what has been done for the completely unskilled or semi-skilled man: the man who during the depression was unemployed too long to retain any skill he had or to acquire any new skill. About 68,000 persons have been trained in industrial classes in the last fiscal year to man the thousands of machines in the factories making the tools of war. Forty per cent of those enrolled in the full-time classes were women and they were trained in practically every occupation for which men were trained except a few of the heaviest jobs.

Gross enrolment for all types of training under this war program was 132,326 during the past fiscal year.

Industrial Training

Courses for all these people eager to contribute to the war effort were given in sheet metal work, electric and acetylene welding, machine shop practice, aircraft manufacture, instrument making, foundry work, pattern-making, industrial chemistry and as laboratory technicians. For the shipyards, men were trained as burners, caulkers, heaters, riveters, pipefitters, marine electricians, loftsmen, welders and shipwrights.

Arrangements were made with employers by field representatives of the Department for the sponsorship of whole classes of men and women, the company agreeing to employ such trainees on the completion of their courses. As a matter of fact, the supply of trainees has fallen off sharply in recent months both for men and women, and we are beginning to see the bottom of this manpower pot. Fortunately many of the companies have reached peak employment and their demands have consequently diminished.

These trainees are paid subsistence allowances which vary from \$7 to \$18 per week

according to circumstances, and in some cases these amounts are supplemented by sponsoring employers. Where necessary, travelling expenses of trainees to school or to employment are also paid, and all full-time trainees are covered for medical aid and permanent disability under the Dominion Government Workmen's Compensation Act.

Training for Armed Forces

And what has been done to help the Armed Forces to train enlisted men?

In the last fiscal year nearly 43,000 men were given training of various sorts.

For the Army, men were trained to be blacksmiths, bricklayers, carpenters, cooks, copper-smiths, draughtsmen, electricians, fitters and instrument makers.

For the Air Force, 7,000 men who had left secondary school and who were deficient in mathematics and science, were brought up to the required standard and made acceptable for aircrew training. Over 18,000 men in the last fiscal year were trained as, for example, aero engine mechanics, air frame mechanics, radio mechanics and wireless electrical mechanics.

For the Navy, men were trained as engine room and electrical artificers, motor fitters, radio mechanics and anti-submarine artificers.

For veterans of the present war, and at the request of the Department of Pensions and National Health, vocational training has been provided and classes for rehabilitation established for over 1,200 men. Some of these men were trained in industrial establishments and in privately-owned schools. The Vocational Training Co-ordination Act, passed last year, puts this Dominion-Provincial program on a permanent basis, and makes it a powerful instrument in our postwar plans.

Job Instruction

Through co-operation with the War Production Board of the United States, the Job Instructor Training Plan was made available for the training of men already employed in war factories as foremen. A little over a year ago, in Montreal, two representatives from Washington instructed a group of some 15 educators and men loaned from industry in the principles of the Job Instructor Training Plan. These men returned to their respective Provinces and set up some 30 training courses of their own from which over 250 persons have now qualified as trainers of foremen and supervisors in their own industrial establishments. Some 17,000 supervisors have already received certificates, and another 5,000 will receive certificates before the end of the war. Employers are justly delighted with the success of this plan.

Another part of the program to train foremen and supervisors covered Job Relations

Training, which was commenced in November, 1942. Four thousand certificates were issued up to the end of March.

Then, as a contribution to the better utilization of labour and improved personnel policies, the Government in co-operation with seven universities sponsored short practical courses in personnel management to over 500 students. With the tremendous expansion of industry, executives have found it increasingly necessary to delegate personnel problems to members of their staffs. Most of the instructors and substantially all the students are engaged in employment and personnel work, and the courses have helped to broaden their understanding of sound principles in this field.

They have come to think of labour relations in terms of human relations, and many employers have expressed their appreciation of the work done by the Department. Not only that, but some of the American instructors felt the course to be so worthwhile that they endorsed their honorariums over to the Dominion Government.

A part of the peacetime youth training program that has been geared to meet the needs of war relates to Aid to Students. In order to maintain the supply of doctors and dentists for military and civilian purposes, and of engineers and scientists for the Armed Forces and war industries, the Government, in co-operation with most of the Provinces, has made loans and grants to promising university students who might otherwise find it impossible to complete their courses because many of these courses have been accelerated, leaving them little opportunity to seek remunerative employment to pay for their fees. Over 2,000 students received such assistance last year. All students who received assistance signed an agreement that they would make their services available to the war effort where required, in the capacity for which they had been trained. The universities themselves have been helped to meet some of the additional costs incurred in the acceleration of courses in medicine and dentistry. In addition, 5,000 openings of summer employment for undergraduates were collected and tabulated.

In addition to all the measures which have been taken to train men and women for the war effort, the Dominion-Provincial Youth Training Program has been continued.

The training generally was related to the war effort and comprised principally agricultural and rural training for young men and women. Rural homecraft, home nursing, and steps to enable them to make better use of their home products formed the general pattern of training for women, while training for men was given in farm mechanics and certain general and specialized types of agricultural work. Occupational and apprenticeship training was

also given in a number of Provinces and, in addition, classes on citizenship and physical education. In all, enrolment for youth training projects in the last fiscal year exceeded 12,000.

Bureau of Technical Personnel

As is known, in 1941 there was established the Wartime Bureau of Technical Personnel in co-operation with the various professional institutes. This was a specialized employment service for engineers, scientists and other professional technicians, set up to avert shortages in and contribute to the better allocation of such essential personnel.

Last December special regulations were passed which made it possible to fully control such personnel, and the regulations, in some degree, set the pattern for the general manpower policy.

Through this Bureau, the employment and allocation of some 9,000 male science students in attendance at Canadian universities is already controlled. A declaration has been secured from each student as to whether he wishes to volunteer as a technical officer in the Armed Forces, and his medical category has been established by standard Army medical boards. By the end of March over a thousand of this year's graduates had been referred to the Armed Services for consideration as potential technical officers, through the use of a military advisor seconded to the Bureau from the Department of National Defence.

The Bureau now maintains a complete inventory of some 30,000 specialists in the engineering and scientific fields, and maintains controls necessary to see that the most effective use is made of their technical knowledge.

To fill in some of the details in this picture I propose to set out the number of persons who have been trained under the War Emergency Training Program in the period April 1, 1942, to March 31, 1943.

As indicated earlier, industrial training has been undertaken in vocational schools and in

plant schools. The enrolment of men in the full-time pre-employment classes in vocational schools was 20,675, while 5,575 men were trained in industry. The figures for women enrolled are 16,067 in vocational schools, and 5,205 in plant schools. An interesting feature of this particular employment training is the marked increase in the number of women who were given a wide variety of occupational training.

At the request of employers, training along many lines was provided for persons already on their payroll with a view to their upgrading and promotion. These part-time classes in vocational schools drew 13,356 men and 2,581 women, while comparable classes in industrial plants trained 3,235 men and 744 women.

These figures relate to the training of civilians only.

Training classes for the Armed Forces were conducted in vocational schools and enrolments were 25,329 in R.C.A.F. classes, 13,470 in Army classes, and 3,961 in Navy classes.

Co-operative Administration

The State is no magic cornucopia. To a great extent it is a mechanism of co-operation, and the magnificent work accomplished under the War Emergency Training Program has been made possible by the co-operative efforts of the Department and the Provinces. The Provinces have entered into agreements with us to provide for the use of technical and secondary schools. The salaries of instructors, supervisors, allowances and travelling expenses of trainees, clerical and caretaking services in schools, rentals of premises and advertising are borne by the Dominion. The Provinces share with the Dominion in the capital cost of machinery and equipment, and certain other provincial costs. The municipalities in most instances supply the shops and equipment of the vocational schools without charge.

The following table is a summary of the total enrolments of the War Emergency Training Program from its commencement in 1940 to August 31 of the present year:

TOTAL ENROLMENTS		
WAR EMERGENCY TRAINING		
from Commencement in 1940 to August 31, 1943		
	Men	Women
Full-time Pre-employment	74,604	25,226
Part-time Classes (already employed).....	21,010	4,235
Plant Schools	9,644	9,287
Foremanship Training (already employed).....		31,466
Rehabilitation of discharged persons		1,172
Army Tradesmen		34,227
Navy Tradesmen		5,936
R.C.A.F. Tradesmen		51,877
Student Aid		2,906
Total		272,130
Total placed in employment, 86,004		

I have outlined the scope of this co-operative effort and the excellent work that has been done in taking hold of men and women of all classes, degrees of skill and education, and of raising them to a level of efficiency through innumerable channels of training, so that their contribution to their country's war effort will not only be one of enthusiastic co-operation but of the highest possible technical value.

I am sure that I do not need to appeal to your imagination for you to envisage the deep significance of this program in the period of

postwar re-adjustment. It is teaching us that some of the obstacles to full employment are not real obstacles, and that a partnership of management, of workers and of the community can make useful work available in time of peace no less than in time of war. It means that as soon as industry can make its needs known in any detail that through co-operation with the Provinces and by use of machinery now operating smoothly we can train workers to fill vacancies arising in the changing economic structure at a rate considered impossible two or three years ago.

Effect of "Freezing" Order on Technical Persons

A FULL account was given in the October LABOUR GAZETTE (p. 1333) of the recent order in council, P.C. 6625, "freezing" workers employed in industries of high essentiality. The Wartime Bureau of Technical Personnel has now issued the following statement with respect to the effect of the order in the case of technical persons:

"Technical persons have been enquiring if the recently announced 'freezing' order applies to them, and, therefore, a word of explanation seems appropriate at this time.

"The 'freezing' order is an amendment to Part II of the National Selective Service Civilian Regulations, P.C. 246. Therefore, it does not legally apply to technical persons whose employment is controlled under the provisions of Part III. However, as the new order applying to manpower generally is intended to minimize avoidable turn-over and ensure that important work already underway is not interrupted, it is reasonable that the controls already existing for technical persons should be applied in such a way as to have a parallel result.

"In effect, such control is already incorporated in the Technical Personnel Regulations. Since March 23, 1943, the re-employment of a technical person has been subject to the approval of the Minister of Labour. In considering whether approval should be granted or withheld for new employment of an individual, the Minister of Labour (acting through the Bureau) will subject the proposed duties to even closer scrutiny than has been the case in the past.

"Technical persons should therefore note that, before considering cessation from present

employment, it is advisable to request guidance from a Bureau Regional representative or from Ottawa.

"There is also a need for closer observance of the regulations by employers, particularly Section 301 (1), which calls for notification 'forthwith' when a person ascertains that he will be laying off or discharging a technical person. If a company has completed a large project or work is otherwise decreasing, it is not reasonable that they should keep a technical person on their payroll doing nothing. But it is definitely expected that each employer shall make every effort to plan well in advance as to future needs for technical staff and to co-operate in so planning a lay-off as to simplify the absorption of any technical persons concerned into other activities of high labour priority."

British trade unions, employers and education authorities met in Manchester recently to discuss apprenticeship in the engineering industry. They recommended that a national system of apprentice education should be developed and adopted the following resolution:

It is agreed that considerable changes are necessary in the training of apprentices in engineering, and that a more uniform policy is necessary rather than to leave the subject to the initiative of certain progressive firms on the one hand or the indifference of many on the other. The uniform policy means a national one, and it is agreed that the subject should be pursued on such lines.

War Emergency Training

Summary of Program—Enrolment up to end of September— Meeting of Vocational Training Advisory Council

THE War Emergency Training Program provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the up-grading of persons already employed;

(3) Training in plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health.

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

Progress of Enrolment during September

From the beginning of the program up to September 30, 1943, the gross enrolment in all types of projects has been as follows:—

Training for Industry.....	179,106
Army	35,149
Navy	6,342
R.C.A.F.	54,002
Rehabilitation (discharged persons from the forces).....	1,794
University students	2,906
	<hr/>
	279,299

During the month, as a result of serious labour shortages in the industry, courses in butter and cheesemaking were inaugurated at Guelph Agricultural College and Kemptville Agricultural College. Similar courses will be undertaken in the Provinces of Quebec and New Brunswick.

Meeting of Vocational Training Advisory Council

During the month of September the semi-annual meetings of the Vocational Training Advisory Council and related sub-committees were held, as a result of which specific recommendations have been made to the Minister. Particular reference has been made concerning the requirements of a permanent policy of Dominion assistance in apprenticeship training and Dominion assistance to vocational schools in the post-war period.

Consideration was also given to the requirements of rehabilitation training of discharged members of the armed forces for absorption into various trades, as well as in an expected program in the development of natural resources.

It was disclosed at the meetings that the number of plant schools had increased to 105, distributed among seven provinces. Mr. R. F. Thompson, director of the Vocational Training Branch of the Department of Labour reported that the plant schools had been found useful in providing training that required specialized types of equipment not available in technical schools. Trainees in these schools were all employees of the firms in whose plants the training courses had been set up.

Scope of Unit Organization

The Director stated further that: "The three units of Foremanship Training—Job Instructor, Job Relations and Job Methods Training, continue to be welcomed by the majority of employers throughout the country and reports indicate that many concrete benefits have resulted in the saving of time, manpower and materials yet without any actual speeding up of the individual workers.

"The classes of the Air Force have continued to expand and several new ground trades have been added to those for which training had already been given. To meet an emergency situation, special summer accommodation was made available for over 3,000 additional trainees in educational classes for pre-aircrew personnel. Thanks to the response of the schools and the Regional Directors, it was possible to open these special classes on two weeks' notice."

Mr. Thompson also reported a slight increase in the number enrolled for rehabilitation training, carried out for the Department of Pensions and National Health.

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF SEPTEMBER, 1943
(WITH TOTALS FROM APRIL 1, 1943, TO SEPTEMBER 30, 1943)
(Subject to revision)

	NUMBERS IN TRAINING				(2) PLACED IN EMPLOYMENT	
	From April 1/43 to Sept. 30/43	At First of September	Enrolled in September	At End of September	From April 1/43 to Sept. 30/43	In September
DOMINION SUMMARY						
Pre-employment Classes {men.....	8,333	1,726	860	1,551	5,036	736
{women.....	4,619	838	339	636	3,525	444
Part-time Classes ⁽¹⁾ {men.....	6,224	719	483	951	.....	.....
{women.....	1,368	55	290	310	.....	.....
Rehabilitation Classes—men.....	793	226	82	201	432	82
Total.....	21,337	3,564	2,054	3,649	8,993	1,262
NOVA SCOTIA						
Pre-employment Classes {men.....	303	103	34	73	197	56
{women.....	181	77	19	70	87	19
Rehabilitation Classes—men.....	20	10	.....	3	14	7
Total.....	504	190	53	146	298	82
NEW BRUNSWICK						
Pre-employment Classes {men.....	296	65	69	95	142	74
{women.....	113	14	26	26	80	9
Rehabilitation Classes—men.....	24	0	2	8	7	2
Total.....	433	88	97	129	229	85
QUEBEC						
Pre-employment Classes {men.....	4,124	863	402	745	2,115	324
{women.....	413	74	34	86	297	60
Part-time Classes ⁽¹⁾ {men.....	594	33	.....	83	.....	.....
{women.....	22	8	.....	8	.....	.....
Rehabilitation Classes—men.....	250	63	18	42	130	36
Total.....	5,403	1,041	464	864	2,551	420
ONTARIO						
Pre-employment Classes {men.....	2,383	414	255	401	1,851	236
{women.....	2,860	513	156	370	2,282	242
Part-time Classes ⁽¹⁾ {men.....	3,099	193	175	303	.....	.....
{women.....	948	.....	270	246	.....	.....
Rehabilitation Classes—men.....	91	22	13	21	60	13
Total.....	9,381	1,142	809	1,341	4,193	491
MANITOBA						
Pre-employment Classes {men.....	433	111	42	103	174	20
{women.....	.....	.....	.....	.....	.....	.....
Part-time Classes ⁽¹⁾ {men.....	178	39	93	05	.....	.....
{women.....	.....	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	79	24	8	27	28	3
Total.....	690	174	143	225	202	23
SASKATCHEWAN						
Pre-employment Classes {men.....	135	27	15	27	81	10
{women.....	279	35	22	35	206	19
Part-time Classes ⁽¹⁾ {men.....	58	.....	3	3	.....	.....
{women.....	63	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	85	19	8	22	55	5
Total.....	620	81	48	87	342	34
ALBERTA						
Pre-employment Classes {men.....	122	56	1	45	62	5
{women.....	278	59	43	38	188	52
Part-time Classes—(1) {men.....	83	13	6	16	.....	.....
{women.....	2	.....	.....	.....	.....	.....
Rehabilitation Classes—men.....	105	30	6	26	66	5
Total.....	590	158	56	125	316	62
BRITISH COLUMBIA						
Pre-employment Classes {men.....	537	87	42	62	414	61
{women.....	495	66	39	61	385	43
Part-time Classes ⁽¹⁾ {men.....	2,212	441	206	501	.....	.....
{women.....	333	47	20	56	.....	.....
Rehabilitation Classes—men.....	139	49	17	52	63	11
Total.....	3,716	690	324	732	862	115

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to September 1, 1943, were not so reported until after September 1, 1943.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES
DURING THE MONTH OF SEPTEMBER, 1943, WITH TOTALS FROM APRIL 1, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/43 to Sept. 30/43	At First of September	Enrolled in September	At End of September	From April 1/43 to Sept. 30/43	In September
DOMINION SUMMARY						
R.C.A.F. Classes.....	21,992	7,058	2,125	5,670	15,440	3,325
Army Classes.....	8,334	2,198	922	2,100	5,737	876
Navy Classes.....	2,814	1,113	406	1,117	1,612	377
Total.....	33,140	10,369	3,453	8,887	22,789	4,578
NOVA SCOTIA						
R.C.A.F. Classes.....	247	50	21	51	185	20
Army Classes.....	492	108	60	98	361	63
Navy Classes.....	23	17	.....	17	2	.....
Total.....	762	175	81	166	548	83
NEW BRUNSWICK						
R.C.A.F. Classes.....	682	269	15	190	421	84
Army Classes.....	725	256	85	224	486	112
Navy Classes.....	1	.....	.....	.....	1	.....
Total.....	1,408	525	100	414	908	196
QUEBEC						
R.C.A.F. Classes.....	1,984	515	153	424	1,346	226
Army Classes.....	1,293	356	60	251	987	163
Navy Classes.....	172	44	3	42	46	2
Total.....	3,449	915	216	717	2,379	391
ONTARIO						
R.C.A.F. Classes.....	9,996	2,970	1,368	2,776	6,837	1,504
Army Classes.....	2,678	548	415	679	1,825	248
Navy Classes.....	2,283	816	369	848	1,439	315
Total.....	14,957	4,334	2,152	4,303	10,101	2,067
MANITOBA						
R.C.A.F. Classes.....	1,854	634	125	537	1,221	206
Army Classes.....	539	116	44	86	445	74
Total.....	2,393	750	169	623	1,666	280
SASKATCHEWAN						
R.C.A.F. Classes.....	2,344	678	178	570	1,759	286
Army Classes.....	447	274	29	256	191	47
Total.....	2,791	952	207	826	1,950	333
ALBERTA						
R.C.A.F. Classes.....	2,501	894	129	473	2,076	484
Army Classes.....	664	168	67	176	458	59
Navy Classes.....	287	156	30	157	79	29
Total.....	3,402	1,218	226	806	2,613	572
BRITISH COLUMBIA						
R.C.A.F. Classes.....	2,384	1,048	136	649	1,595	515
Army Classes.....	1,496	372	162	330	984	110
Navy Classes.....	98	80	4	53	45	31
Total.....	3,978	1,500	302	1,032	2,624	656

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF SEPTEMBER, 1943, WITH TOTALS FROM APRIL 1, 1943, TO SEPTEMBER 30, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED TO PRODUCTION BEFORE TRAINING FINISHED	
	From April 1/43 to Sept.30/43	At First of Sept.	Enrolled in Sept.	At End of Sept.	From April 1/43 to Sept.30/43	In Sept.	From April 1/43 to Sept.30/43	In Sept.
DOMINION SUMMARY								
Plant Schools.....	Men 5,337	1,083	575	898	3,140	610	586	19
	Women 5,952	1,304	1,171	1,225	3,598	1,082	526	21
Part-time Classes.....	Men 1,315	114	203	128	1,153	189	16	
	Women 690	14	272	60	620	220	4	
Total.....	13,294	2,515	2,221	2,317	8,511	2,101	1,232	40
NOVA SCOTIA								
Plant Schools.....	Men 150	44	62	62	52	44	30	
	Women 18	5		3	12	2	3	
Part-time Classes.....	Men 28	13		13	15			
	Women 2	2		2				
Total.....	228	64	62	80	109	46	33	
NEW BRUNSWICK								
Plant Schools.....	Men 47	8	7	15	25			
	Women 6		6	6				
Total.....	53	8	13	21	25			
QUEBEC								
Plant Schools.....	Men 1,822	592	117	376	509	240	566	
	Women 598	241	110	186	261	117	72	11
Part-time Classes.....	Men 94	34		34	41		16	
	Women 4						4	
Total.....	2,518	867	227	600	811	357	658	11
ONTARIO								
Plant Schools.....	Men 3,160	435	540	423	2,458	302	57	15
	Women 4,093	902	761	835	2,939	764	25	1
Part-time Classes.....	Men 1,073	65	108	66	893	187		
	Women 669	12	272	64	606	220		
Total.....	8,995	1,404	1,577	1,388	6,995	1,473	82	16
MANITOBA								
Plant Schools.....	Men 27				15		9	
	Women 783	83	140	102	203	88	362	2
Total.....	810	83	140	102	218	88	371	2
ALBERTA								
Plant Schools.....	Men 204	21	22	17	81	10	7	
	Women							
Total.....	204	21	22	17	81	10	7	
BRITISH COLUMBIA								
Plant Schools.....	Men 101	4	43	22	51	24	24	1
	Women 250	52	132	66	102	62	57	7
Part-time Classes.....	Men 120	12	5	15	104	2		
	Women 15				15			
Total.....	486	68	180	103	272	118	81	8

Activities of the Unemployment Insurance Commission

Manuals of Service Trades and Equivalents being Compiled—Unemployment Insurance Registration—Initial and Renewal Claims—Claims Received for Adjudication—The Insurance Fund

AS a prime requisite for the re-establishment of men and women discharged from the armed forces, Manuals of Service Trades and Civilian Equivalents are being prepared. The task involves considerable research and comparative studies and representatives of the three services—Navy, Army and Air Force—as well as of the Department of Pensions and National Health and the Vocational Training Branch of the Department of Labour, are co-operating wholeheartedly. Steady progress is being made and it is expected that the three volumes will be ready for use in all Employment and Selective Service Offices early in the New Year. They will facilitate greatly the re-establishment in industry of all ex-service men and women, including handicaps.

Claims for Benefits

The amounts paid in claims for unemployment insurance benefit during the period from April 1, 1943 to September 30, 1943, was \$426,506.65. In this period 12,263 claims were received at the five regional and four district offices of the Commission, of which 9,299 were allowed, 2,738 not allowed with 226 pending. (See Table II.)

An analysis of the 2,738 claims not allowed by insurance officers revealed the following reasons for non-allowance: 737 claims under Section 28 (i) in which the claimants had insufficient contributions; 141 claims under Section 28 (ii) in which 84 claims were not made in the prescribed manner and 57 of the claimants were not unemployed; 74 claims under Section 28 (iii) in which 56 were not capable of work and 18 were not available for work; 79 claims under Section 43 (a) for loss of work due to labour disputes; 39 claims under Section 43 (b) (i) for refusal of offer of work; 11 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 1,627 claims under Section 43 (c) of which 173 were discharged because of their own misconduct and 1,454 for voluntarily leaving without just cause; 2 claims under Section 43 (d) for being under 16 years of age; 27 claims under Section 43 (f) of which 19 were in class O contributions and 8 for other reasons.

Appeals and References

During the period April 1, 1943, to September 30, 1943, there were 406 references and 85 appeals made by claimants to Courts of Referees. In addition, there were ten references by insurance officers to Courts of Referees. Of the 611 cases (including 110 not heard at March 31, 1943), 526 had been heard, 37 had not been heard at the end of September and 48 had been withdrawn. The Courts of Referees allowed 124 claims and disallowed 402. (See Table III.)

Appeals to Umpire

Ten claimants sought permission from the Chairman of the Courts of Referees to appeal to the Umpire under Section 58 (c) (ii). Permission was not granted in any of these cases. Five appeals were made by claimants or by associations representing claimants and two by insurance officers.

Unemployment Insurance Registration

Reports received from Local Offices of the Unemployment Insurance Commission showed that at November 1, 1943, 135,815 employers with insured employees were registered and 2,926,444 employees had been issued with insurance books.

A breakdown of employers and employees according to Regions in which registration took place is shown in the following table:

TABLE 1

PROGRESS OF REGISTRATION AT NOVEMBER 1, 1943

Region	Employers' Establishments Registered	Insured Persons Registered
Maritimes	11,091	209,677
Quebec	35,551	923,975
Ontario	51,617	1,144,809
Prairies	24,878	379,738
Pacific	12,678	268,245
Total for Canada.....	135,815	2,926,444

TABLE 2—REPORT OF CLAIMS RECEIVED FOR ADJUDICATION, PERIOD APRIL 1, 1943, TO SEPTEMBER 30, 1943⁽¹⁾

(Inclusive of claims pending on March 31, 1943)

Insurance Offices	Claims Received at Local Offices	Claims Received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton	1,872	1,885	1,596	242	47
Montreal	4,583	4,911	3,707	1,135	59
Toronto	1,925	1,811	1,156	641	14
London	292	271	192	67	12
North Bay	129	124	88	32	4
Winnipeg	1,381	1,348	972	329	47
Saskatoon	427	443	368	72	8
Edmonton	552	536	432	91	13
Vancouver	939	934	788	129	17
Total	12,400	12,263	9,299	2,738	226

⁽¹⁾ Cumulative figures of claims received for adjudication for the period February 1, 1942, to March 31, 1943, were published on page 653 of the May issue of the Labour Gazette. In this and succeeding issues the figures will be cumulative for the current fiscal year only.

TABLE 3—REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD APRIL 1, 1943, TO SEPTEMBER 30, 1943

Districts	Not Heard Mar. 31/43	REQUESTS FROM CLAIMANTS		References by Insurance Officers	Total References and Appeals	Not Yet Heard	Withdrawn	Heard	COURT'S DECISION	
		References	Appeals						Allowed	Dis-allowed
Moncton	1	13	6		20	1	3	16	3	13
Montreal	64	152	38	1	255	9	9	237	48	189
Toronto	20	128	29	1	178	16	26	136	35	101
London		9		3	12		4	8	5	5
North Bay	1	4			5			5	1	4
Winnipeg	9	72	3	4	88	5	4	79	23	56
Saskatoon	3	3	4		10		1	9	3	6
Edmonton	7	17	5	1	30	2	1	27	8	19
Vancouver	5	8			13	4		9		4
Total	110	406	85	10	611	37	48	526	124	402

TABLE 4—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY-SEVEN MONTHS ENDED SEPTEMBER 30, 1943

REVENUE										EXPENDITURE	
Month	CONTRIBUTIONS (Gross, less refunds)						Interest	Monthly Total Revenue	BENEFITS		Balance
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government			Monthly Total	Cumulative Total	
Total from July to December 31, 1941.....	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	177,720 00	28,481,865 85	Nil	Nil	28,481,865 85
Total for the year ended December 31st, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65	11,019,421 74	1,409,797 39	67,526,327 78	349,655 94	349,655 94	95,658,557 69
1943											
January.....	2,470,473 51	1,174,517 53	1,237,776 61	544 05	4,883,311 70	976,662 34	22,778 38	5,882,752 42	69,851 82	419,507 76	101,471,458 29
February.....	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66	913,189 53	12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37
March.....	3,202,971 58	1,286,165 19	1,246,228 75	2,428 33	5,737,793 85	1,147,558 77	238,960 00	7,124,312 62	195,190 49	743,810 68	113,762,974 50
April.....	2,431,365 31	1,103,912 33	1,256,407 64	103 94	4,791,789 22	938,357 84	315,887 50	6,066,034 56	141,990 92	885,801 60	119,687,018 14
May.....	2,252,602 06	1,033,514 83	1,304,413 23	824 08	4,611,354 20	922,270 84	708,057 95	6,241,682 99	128,162 33	1,013,963 93	125,800,538 80
June.....	2,421,430 52	1,078,241 28	1,336,325 58	995 35	4,836,992 73	967,398 55	296,976 92	6,101,368 20	64,999 84	1,078,963 77	131,836,907 16
July.....	2,725,682 68	1,066,808 21	1,401,840 03	9,244 48	5,203,575 40	1,040,715 08	621 37	6,244,911 85	44,391 09	1,123,354 86	138,037,427 92
August.....	2,524,674 15	1,036,821 63	1,266,889 41	5,371 04	4,833,756 23	966,751 25	47,125 57	5,847,633 05	27,359 61	1,150,714 47	143,857,701 36
September.....	2,548,738 57	1,081,954 12	1,409,503 82	8,783 77	5,048,980 28	1,009,796 06	280,210 00	6,338,986 34	19,602 84	1,170,317 31	150,177,084 86
TOTAL.....	22,921,137 70	9,969,333 70	11,593,731 87	29,293 00	44,513,501 27	8,992,700 26	1,922,937 01	55,339,188 54	820,661 37	1,170,317 31	150,177,084 86
GRAND TOTAL.....	67,749,146 01	27,275,141 57	28,141,547 42	31,579 80	123,197,414 80	24,639,482 97	3,510,504 40	151,347,402 17	1,170,317 31	1,170,317 31	150,177,084 86

The interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to September 30th. The miscellaneous column includes the following:

Penalties.....	\$ 1,158 35
Contributions in respect of services in the Armed Forces.....	28,792 16
Miscellaneous.....	1,629 29
	\$ 31,579 80

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of September, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

According to data submitted by 13,934 establishments, employing 1,870,836 men and women at the beginning of September, there was a continued increase in general industrial employment. This total was greater by 2,294 persons, or 0.1 per cent, than that reported at the beginning of August.

The largest gain of 11,253 employees was recorded by manufacturing establishments, an increase which greatly exceeds the average at the beginning of September in the 22 years for which statistics are available, although it is considerably smaller than in any other September since that of 1936.

The index number of employment (based on the 1926 average as 100) was 186.2 as compared with 185.9 in the preceding month and 179.3 at September 1, 1942.

Information concerning payrolls, which is furnished each month by the co-operating firms, is incorporated in this article. The per capita average weekly wage in the industries submitting returns rose from \$31.06 at August 1, to \$31.28 at the beginning of September, as compared with \$29.29 at September 1, 1942.

Report on employment conditions for October.—A summary of employment conditions for the month of October has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, September, 1943.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from the Employment and Selective Service Offices during the four-week period September 3, to September 30, 1943, showed a moderate increase in business transacted when compared with the preceding period of five weeks duration and an outstanding gain over the month of September, 1942, this computation being based on the average number of placements recorded daily. During the period under review there were 260,224 vacancies reported, 220,650 applications for employment and 165,885 placements effected in regular and casual employment.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of October, 1943, the percentage of unemployment among trade union members was .3 as compared with percentages of .4 in September and .8 in October, a year ago. The October figure was based on returns compiled from 2,331 labour organizations with a total membership of 473,867 persons.

The Employment Situation at the Beginning of September, 1943 as Reported by Employers

THERE was a further rise in general industrial employment in the Dominion at the beginning of September, but the increase was considerably smaller than at September 1 in any recent year, being also substantially below the average at that date in the period since 1920. The 13,934 establishments furnishing information to the Dominion Bureau of Statistics reported the employment of 1,870,836 men and women, as compared with 1,868,542 at August 1. The gain of 2,294 workers, or 0.1 per cent, brought the index (1926=100), to 186.2, as compared with 185.9 in the previous

report, and 179.3 at September 1, 1942. The slackening in the rate of expansion at the date under review continues the levelling-off which has recently been indicated in the current figures of employment; this is partly due to shortages of labour, but in some cases results from changes in the type of production required in certain war industries.

Since the increase in employment as a whole in Canada at the beginning of September was less than that usually reported in the early autumn, the seasonally-corrected index number declined, falling from 180.9 at August

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



1, to 179.0 at the date under review; it then reached the lowest point since November of last year.

Manufacturing establishments showed considerably heightened activity at September 1, when they recorded a gain of 11,253 employees. Although this increase is significant, and greatly exceeds the average at the beginning of September in the 22 earlier years for which statistics are available, it is nevertheless considerably smaller than in any other September since that of 1936. The additions to the personnel at the date under review were fairly evenly divided between the durable and non-durable goods divisions, with those in iron and steel and vegetable foods being greatest. On the other hand, further reductions were shown in chemical plants.

Among the non-manufacturing industries, the trends were mixed, that in communications, transportation, services and trade being moderately upward, while the movement in logging, mining and construction was retrogressive. The declines in logging and mining were contra-seasonal.

Payrolls

The firms co-operating in the current survey at September 1 reported the disbursement of weekly salaries and wages totalling \$58,516,943,

as compared with \$58,044,447 at the beginning of August. This increase of 0.8 per cent exceeded that of 0.1 per cent in the personnel, with the result that the per capita average advanced, rising from \$31.06 at August 1 to \$31.28 at the beginning of September. The latter was the highest in the record, exceeding by 14 cents the previous maximum indicated at April 1, when employment was in smaller volume. At September 1, 1942, the indicated average was \$29.29, while that at September 1, 1941, was \$26.04.

To some extent, the increase in the salaries and wages reported at the date under review as compared with August 1 represents the return to a more normal level of operations in certain plants, following the holiday season. However, the latest figure was affected by strikes in some industries, notably coal-mining in Nova Scotia.

In comparison with September 1 of last year, the reported aggregate payrolls showed a gain of 10.1 per cent, accompanying that of 3.8 per cent in the index of employment. The rise in the average weekly earnings amounted to 6.8 per cent. Although these increases in the 12 months are important, it is noteworthy that they are not so marked as those which had been indicated from September 1, 1941, to September 1, 1942.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941.....	100.0	100.0	\$ 25.25	100.0	100.0	\$ 25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
Jan. 1, 1942.....	108.4	112.1	26.13	111.4	114.3	26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.30
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.0	144.3	30.06	132.0	160.1	31.17
Jan. 1, 1943.....	120.1	131.9	27.92	130.7	142.9	28.11
Feb. 1.....	118.5	139.5	29.96	132.2	157.4	30.65
Mar. 1.....	118.7	143.2	30.72	133.0	162.5	31.49
Apr. 1.....	118.1	144.3	31.14	133.4	164.7	31.81
May 1.....	116.5	139.8	30.59	132.7	159.9	31.09
June 1.....	118.4	143.6	30.93	133.5	163.5	31.62
July 1.....	120.1	145.7	30.97	134.8	165.1	31.62
Aug. 1.....	121.6	147.7	31.06	135.5	166.6	31.77
Sept. 1.....	121.8	148.9	31.28	136.8	169.4	32.01

If the statistics for the finance group are included with those given above for the eight leading industries, the survey shows that the number in recorded employment at September 1 was 1,935,341, as compared with 1,932,994 at August 1. The latest aggregate of weekly payrolls was stated as \$60,526,193, considerably higher than the total of \$60,080,084 indicated at August 1. The per capita average in the nine leading industries was \$31.27, a figure which practically coincided with the average indicated in the eight leading industries for September 1. The average at that date in 1942 had been \$29.31.

Table II summarizes the latest statistics of employment and payrolls for the leading indus-

trial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at August 1, 1943, and September 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 21.8 per cent, while the aggregate weekly payrolls of those workers

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at September 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, Together with Index Numbers of Employment and Payrolls as at September 1 and August 1, 1943 and September 1, 1942, Based on June 1, 1941 as 100 p.c.

(The Latest Figures are Subject to Revision.)

Geographical and Industrial Unit	Number of Employees Reported at Sept. 1, 1943	Aggregate Weekly Payrolls at Sept. 1, 1943	Per Capita Weekly Earnings at			INDEX NUMBERS OF								
			Sept. 1, 1943	Aug. 1, 1943	Sept. 1, 1942	Employment			Aggregate Weekly Payrolls					
						Sept. 1, 1943	Aug. 1, 1943	Sept. 1, 1942	Sept. 1, 1943	Aug. 1, 1943	Sept. 1, 1942			
(a) PROVINCES		\$	\$	\$	\$									
Maritime Provinces..	142,249	4,066,628	28.59	28.23	26.56	123.2	127.6	113.0	162.4	166.1	139.5			
Prince Edward Isl..	2,364	58,835	24.89	24.93	22.80	113.6	112.9	104.5	133.2	132.5	112.2			
Nova Scotia.....	86,581	2,551,948	29.47	28.67	27.46	125.2	133.8	116.2	165.2	171.8	144.1			
New Brunswick....	53,304	1,455,845	27.31	27.62	25.25	121.1	119.1	109.3	159.0	158.1	133.4			
Quebec.....	590,226	17,553,299	29.74	29.58	27.66	127.6	127.7	122.6	160.2	159.5	144.3			
Ontario.....	756,592	24,345,274	32.18	31.92	30.29	114.9	114.1	113.0	136.9	135.0	127.5			
Prairie Provinces....	196,713	5,992,660	30.46	30.30	29.02	113.2	113.1	111.5	132.0	131.1	124.2			
Manitoba.....	91,239	2,740,762	30.04	29.97	28.90	111.5	112.6	110.5	126.6	127.6	121.3			
Saskatchewan.....	38,182	1,110,922	29.10	29.10	27.63	108.1	108.9	108.9	125.9	126.8	121.0			
Alberta.....	67,292	2,140,976	31.82	31.47	30.00	118.9	116.3	114.5	143.3	138.7	130.6			
British Columbia....	185,056	6,559,172	35.44	35.45	32.81	147.4	145.1	133.0	186.9	184.1	159.0			
CANADA.....	1,870,836	58,516,943	31.28	31.06	29.29	121.8	121.6	117.2	148.9	147.7	135.5			
(b) CITIES														
Montreal.....	290,880	9,038,859	31.07	31.04	28.83	134.4	133.9	123.6	165.5	164.6	144.2			
Quebec City.....	39,759	1,110,334	27.86	27.63	24.64	169.9	169.1	146.3	230.1	227.2	177.1			
Toronto.....	251,909	8,097,277	32.14	31.97	30.00	127.6	125.2	119.8	153.5	149.9	135.7			
Ottawa.....	22,672	611,101	26.95	27.05	25.80	114.0	112.6	108.5	133.5	132.4	122.7			
Hamilton.....	60,106	1,948,006	32.41	32.60	31.70	113.7	112.6	117.8	134.0	133.6	136.0			
Windsor.....	41,036	1,712,334	41.73	40.44	39.64	131.1	133.7	129.2	143.8	142.1	135.1			
Winnipeg.....	58,757	1,641,711	27.94	27.94	27.43	114.5	115.5	110.0	126.6	127.8	118.9			
Vancouver.....	90,612	3,090,355	34.11	34.60	31.86	178.6	175.5	162.8	234.9	234.3	201.8			
(c) INDUSTRIES														
Manufacturing.....	1,200,408	38,426,948	32.01	31.77	29.72	136.8	135.5	128.3	169.4	166.6	148.9			
Durable Goods ¹	677,068	23,793,736	35.14	34.82	32.95	159.3	158.0	140.3	200.0	196.6	167.0			
Non-Durable Goods..	504,443	13,958,897	27.67	27.51	25.80	117.0	115.2	117.9	137.3	135.0	129.9			
Electric Light and Power.....	18,897	674,315	35.68	35.82	34.84	99.0	99.1	100.2	109.6	110.1	108.5			
Logging.....	38,539	1,092,275	28.34	26.81	23.03	81.4	86.0	93.2	118.2	118.2	114.9			
Mining.....	73,913	2,640,792	35.73	35.94	35.64	89.2	89.8	94.1	101.0	102.3	106.8			
Communications.....	28,684	860,867	30.01	29.99	28.19	110.5	110.2	110.2	122.3	117.9	114.6			
Transportation.....	152,065	5,380,187	35.38	35.63	34.83	121.4	120.7	110.9	135.0	135.2	122.0			
Construction and Maintenance.....	174,453	5,255,758	30.13	29.58	28.44	99.1	103.4	105.0	131.2	134.3	131.4			
Services.....	44,059	823,600	18.69	18.54	17.46	114.9	115.0	110.1	134.4	133.3	120.1			
Trade.....	158,710	4,036,516	25.43	25.77	24.31	97.0	96.8	97.1	107.2	108.5	104.2			
Eight Leading Industries.....	1,870,836	58,516,943	31.28	31.06	29.29	121.8	121.6	117.2	148.9	147.7	135.5			
Finance.....	64,505	2,009,250	31.15	31.58	29.81	107.6	107.5	107.0	116.4	117.9	110.7			
Total—Nine Leading Industries.....	1,935,341	60,526,193	31.27	31.08	29.31	121.2	121.0	116.8	147.6	146.5	134.4			

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

are higher by 48.9 per cent. Including finance, the gain in employment from June 1, 1941, to September 1, 1943, amounted to 21.2 per cent, and that in payrolls, to 47.6 per cent. The explanation given in preceding reports for the much greater rise in the salaries and wages than in the numbers employed may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the payment of a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been increased on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been granted.

As a result of wartime conditions, there have been especially noteworthy advances in employment and payrolls in factories, in which the rate of expansion in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 36.8 per cent from June 1, 1941, to September 1,

1943, and that of payrolls has advanced by 69.4 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

The production of durable goods* has shown particularly important gains from the beginning of the record of payrolls; thus, the index of employment has risen by 59.3 per cent, while the salaries and wages distributed by the co-operating employers have doubled between June 1, 1941, and September 1, 1943. Although there has more recently been a slackening in certain of the non-durable goods industries, the index number of employment in this group at the date under review was higher by 16.5 per cent than at June 1, 1941, since when there has been an increase of 37.3 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed

*For list of these industries, see footnote to Table II.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1927.....	111.0	112.2	.....	.....	.....	110.5	110.5	114.4	.....	.....	.....	108.7
Sept. 1, 1928.....	119.1	115.4	.....	.....	.....	115.7	119.5	127.8	.....	.....	.....	115.5
Sept. 1, 1929.....	126.8	127.3	.....	.....	.....	120.5	126.9	143.3	.....	.....	.....	121.5
Sept. 1, 1930.....	116.6	122.5	.....	.....	.....	113.6	113.6	129.8	.....	.....	.....	114.6
Sept. 1, 1931.....	107.1	102.7	.....	.....	.....	109.8	100.7	130.6	.....	.....	.....	96.6
Sept. 1, 1932.....	86.0	87.8	.....	.....	.....	85.3	85.1	91.6	.....	.....	.....	82.8
Sept. 1, 1933.....	88.5	91.5	.....	.....	.....	87.0	88.1	90.7	.....	.....	.....	89.2
Sept. 1, 1934.....	98.8	101.8	.....	.....	.....	95.4	103.3	92.9	.....	.....	.....	96.2
Sept. 1, 1935.....	102.7	107.0	.....	.....	.....	99.3	103.9	100.5	.....	.....	.....	108.0
Sept. 1, 1936.....	107.1	114.4	.....	.....	.....	103.0	138.1	107.4	.....	.....	.....	109.3
Sept. 1, 1937.....	123.2	135.4	87.9	133.5	140.5	124.5	125.0	109.4	100.2	128.3	.....	121.2
Sept. 1, 1938.....	115.1	113.2	112.7	122.2	102.4	118.1	115.0	112.2	100.6	136.2	114.2	112.0
Sept. 1, 1939.....	119.6	116.4	111.6	125.6	105.3	128.5	116.2	114.0	104.2	128.9	119.2	116.6
Sept. 1, 1940.....	131.6	127.3	117.0	136.7	116.4	136.4	134.8	117.0	109.1	119.3	127.8	126.7
Sept. 1, 1941.....	162.7	164.1	130.2	182.1	143.8	169.9	169.0	136.1	130.5	132.2	147.5	149.8
Sept. 1, 1942.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	138.8	154.0	179.4
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1.....	181.2	167.4	108.3	184.2	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Mar. 1.....	181.5	168.4	110.9	184.8	151.5	198.9	186.4	135.4	133.1	122.8	147.5	182.4
Apr. 1.....	180.6	171.3	108.0	190.6	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
May 1.....	178.2	170.5	102.3	193.8	145.0	192.1	181.8	135.9	135.0	125.6	144.2	186.8
June 1.....	181.2	175.3	118.3	195.5	153.7	197.8	182.9	138.5	136.2	132.1	146.4	187.6
July 1.....	183.7	184.7	112.4	203.1	165.8	198.7	184.9	141.6	138.3	135.6	150.8	191.9
Aug. 1.....	185.9	194.6*	120.9	224.9*	160.7	200.9	184.8	145.1	140.4	138.8	156.4	195.8
Sept. 1.....	186.2	187.8	121.7	210.2	163.4	200.7	186.1	145.2	139.0	137.7	159.9	198.8
Relative weight of employment by Provinces and Economic Areas as at Sept. 1, 1943	100.0	7.6	.1	4.6	2.9	31.6	40.4	10.5	4.9	2.0	3.6	9.9

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

* Revised.

out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-

time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	Relative Weight	Sept. 1 1943	Aug. 1 1943	Sept. 1 1942
Manufacturing	64.2	229.9	227.7	215.6
Animal products—edible.....	2.1	201.0	196.1	181.3
Fur and products.....	0.2	125.1	124.7	125.2
Leather and products.....	1.5	137.8	138.8	138.6
Boots and shoes.....	0.9	125.1	125.0	127.7
Lumber and products.....	3.7	126.9	125.8	124.1
Rough and dressed lumber.....	2.1	107.9	106.1	114.8
Furniture.....	0.5	107.5	107.6	112.2
Other lumber products.....	1.1	216.5	217.1	170.1
Musical instruments.....	0.1	52.4	51.8	41.8
Plant products—edible.....	2.8	162.5	153.6	168.2
Pulp and paper products.....	4.5	135.9	135.1	134.5
Pulp and paper.....	2.0	126.6	126.7	127.9
Paper products.....	0.9	201.3	199.6	188.5
Printing and publishing.....	1.6	125.8	124.0	124.6
Rubber products.....	0.9	126.4	124.8*	128.9
Textile products.....	7.3	157.0	156.2	166.9
Thread, yarn and cloth.....	2.6	157.6	158.4	176.8
Cotton yarn and cloth.....	1.2	113.6	115.3	127.4
Woolen yarn and cloth.....	0.7	171.0	171.5	200.0
Artificial silk and silk goods.....	0.6	559.7	553.7	600.6
Hosiery and knit goods.....	1.2	143.0	142.3	134.4
Garments and personal furnishings.....	2.6	157.8	157.0	171.9
Other textile products.....	0.9	174.8	167.9	174.5
Tobacco.....	0.5	124.4	119.5	129.9
Beverages.....	0.7	233.7	229.8	243.7
Chemicals and allied products.....	4.5	670.3	676.2	725.2
Clay, glass and stone products.....	0.8	133.8	134.1	134.1
Electric light and power.....	1.0	148.4	148.5	150.2
Electrical apparatus.....	2.4	318.3	310.2	263.5
Iron and steel products.....	25.6	350.7	348.6	305.2
Crude, rolled and forged products.....	1.9	267.6	267.3	249.9
Machinery (other than vehicles).....	0.4	241.9	243.4	256.1
Agricultural implements.....	0.6	130.3	136.0	135.7
Land vehicles.....	9.9	292.2	288.3	249.8
Automobiles and parts.....	2.4	304.5	306.6	296.7
Steel shipbuilding and repairing.....	4.8	1691.2	1667.8	1192.8
Heating appliances.....	0.3	172.6	169.8	155.9
Iron and steel fabrication (n.e.s.).....	1.1	321.7	316.6	327.1
Foundry and machine shop products.....	0.7	266.8	261.0	296.6
Other iron and steel products.....	4.9	443.2	448.4	427.4
Non-ferrous metal products.....	3.6	445.5	438.6	368.9
Non-metallic mineral products.....	0.9	217.4	215.0	204.7
Miscellaneous.....	1.1	378.5	364.2	360.2
Logging	2.1	128.6	136.1	147.5
Mining	3.9	158.1	159.1	166.8
Coal.....	1.3	93.4	92.9	90.6
Metallic ores.....	2.0	295.6	300.8	334.9
Non-metallic minerals (except coal).....	0.6	166.8	166.1	165.9
Communications	1.5	107.4	107.1	107.1
Telegraphs.....	0.4	134.4	137.3	129.8
Telephones.....	1.1	100.0	98.9	100.9
Transportation	8.1	120.4	119.7	110.0
Street railways and cartage.....	2.2	172.6	171.2	159.5
Steam railways.....	4.5	105.1	105.4	95.2
Shipping and stevedoring.....	1.4	117.8	114.7	110.0
Construction and Maintenance	9.3	138.3	144.2	146.5
Building.....	3.6	153.5	159.5	167.5
Highway.....	3.5	166.1	179.6	172.9
Railway.....	2.2	97.4	96.0	101.0
Services	2.4	196.3	196.6	188.2
Hotels and restaurants.....	1.5	195.1	193.4	184.6
Personal (chiefly laundries).....	0.9	198.4	202.0	194.3
Trade	8.5	152.1	151.8	152.3
Retail.....	6.3	157.9	157.9	158.8
Wholesale.....	2.2	137.2	136.1	135.0
All Industries	100.0	186.2	185.9	179.3

¹ The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

* Revised.

The Course of Employment in the First Four Years of the War

The tabulation of the statistics for September 1 provides an opportunity of reviewing the changes in the Canadian industrial pattern which have resulted from the war, without having to make allowance for the seasonal movements which to a greater or lesser extent affect the value of comparisons of the situation in different months of the year.

In the first months of the war, employment showed only moderate gains, a relatively slow rate of expansion marking the initial phases of the transition from a peace-time to a war-time basis. The attainment of a more advanced stage of industrial organization, together with the stimulus provided by the disasters in Norway, the Low Countries and France, resulted in greatly accelerated industrial activity from the early summer of 1940. From May of that year to December, 1942, the trend in recorded employment was almost steadily upward, the brief interruptions in the markedly buoyant movement being due in the main to seasonal causes. In this period, some 600,000 workers were added to the staffs of the co-operating employers, while approximately 500,000 men and women enlisted in the armed forces, with the result that the reserve of unemployed workers became exhausted and other sources of supply were heavily drawn upon to furnish the required manpower. Among these other sources may be mentioned the own-account and small-employer classes, agricultural workers, home-makers and other women, adolescents, and older men and women. The armed services, in addition to drawing from most of the above reservoirs for recruits have of course also taken very large numbers of persons from their former employment in industry.

Increasing shortages of labour and materials were reflected in a decided slackening in the rate of expansion in employment in the latter part of 1942, and more particularly in the early months of 1943. In the latter, indeed, the general trend was downward until May, in an unusual prolongation of the period of seasonal inactivity. The upward movement was resumed at June 1, but the increases in the personnel indicated at that and subsequent dates were on a scale decidedly smaller than those recorded in the same months in earlier years of the war. Such a development was obviously to be expected, in view of the depletion of manpower involved in the enlistment of over 700,000 men and women in the armed forces from the outbreak of hostilities to the latter part of 1943, and in the stupendous expansion in industrial employment which has

taken place in the same period. It is estimated that in the 48 months from September 1, 1939, to September 1, 1943, the firms furnishing monthly returns on employment and payrolls have enlarged their staffs by some 669,000 workers. Other establishments may also have increased their personnel, although it is highly probable that recent events have, on the whole, reacted unfavourably upon the smaller businesses.

Generally heightened activity in the four years in all provinces and in the eight cities for which monthly statistics are segregated is indicated in the report. The expansion in British Columbia, Nova Scotia, Ontario and Quebec has been particularly outstanding, partly a consequence of the industrial distributions existing in those provinces. This factor has also contributed materially to the extremely pronounced gains in Windsor, Quebec, Vancouver and Hamilton.

Among the various industrial groups, manufacturing, for very evident reasons, has responded most impressively to wartime demands. In the period from September 1, 1939, the number in recorded employment has almost doubled, while that in the production of durable goods has increased by practically 189 per cent. In the class of non-durable goods, the index of employment shows a rise of only 44 per cent, the labour stringency particularly affecting activity among the light manufacturing industries engaged on other than war work. In almost all cases, the rates of expansion from 1939 to 1940, from 1940 to 1941, and from 1941 to 1942, exceeded those indicated in the period from September 1, 1942, to September 1, 1943. This is a result not only of shortages of labour and supplies, but is also due to some extent to revisions in production requirements associated with the changing conditions of the war.

Among the non-manufacturing industries, the increases in employment since the outbreak of hostilities have generally been more moderate than those in manufacturing. Although there have been important gains in logging from September 1, 1939, that industry is nevertheless experiencing an acute shortage of labour. This situation is also reflected in the data for mining, in which the lack of workers is particularly serious; despite greatly increased demand for coal and for various metals and minerals required in the war effort, employment in these industries was in smaller volume at September 1, 1943, than when the war broke out.

The growth of employment in communications and transportation in the last four years has been considerable; in the latter, the index at September 1, 1943, reached its highest point

in the record of 23 years. The expansion in trade and services has also been noteworthy. In these two, the widespread replacement of men by female workers has helped the situation, while the use of part-time employees has also assumed increasing importance.

In construction, employment generally has been curtailed during the war, despite the many large defence projects undertaken. However, shortages of labour and materials have had a marked effect upon normal construction activities.

Employment and Payrolls by Industries

Manufacturing.—Employment in manufacturing showed further expansion at September 1, in a seasonal movement which exceeded the average from August 1 to September 1, in pre-war years. The increase was, however, the smallest at the beginning of September in the period since 1936. The distribution of the gains also differed from the normal, a repetition of the situation indicated at the same date in 1942; the increases in the durable goods group were considerably above normal, while those in the production of non-durable goods were less than usual for the season. In both divisions, however, the latest advances were smaller than in the early autumn of last year.

Information was furnished by 7,790 manufacturers, whose staffs aggregated 1,200,408, as compared with 1,189,155 at August 1. The increase amounted to 11,253, or 0.9 per cent. The sums disbursed in weekly payrolls rose from \$37,779,310 at the beginning of August, to \$38,426,948 at September 1; the difference was \$647,638, or 1.7 per cent. The relatively greater percentage advance in the salaries and wages than in the number of employees was partly due to a resumption of operations on a more normal scale following vacations in a number of plants.

The index number of employment in manufacturing at the date under review stood at 229.9 per cent of the 1926 average, a new maximum. The August 1 figure was 227.7, while that at September 1 of last year was 215.6. Since the latest increase over the preceding month was larger than normal, the seasonally-adjusted index showed a further upward movement, rising from 222.7 at August 1 to 223.5 at the beginning of September.

The greatest expansion in employment at the date under review took place in iron and steel and vegetable food factories; in the latter, however, the gain was considerably below average for the season. Large advances were also indicated in electrical apparatus, non-ferrous metal, animal food, lumber, pulp and paper, tobacco, textile and miscellaneous

manufactured products plants. On the other hand, reductions were shown in the chemical division for the fifth successive month.

The persons in recorded employment in manufacturing establishments at September 1 received the sum of \$38,426,948 for services rendered during the week preceding, as compared with \$37,779,310 reported at August 1. The former amount represented a pay envelope of \$32.01 for the average worker, comparing favourably with the August 1 average of \$31.77, and also with that of \$29.72 at September 1, 1942.

Based on the weekly salaries and wages paid by the co-operating establishments on or about June 1, 1941, as 100 per cent, the index of payrolls at September 1, 1943, stood at 169.4, as compared with 166.6 at August 1, 1943, and 148.5 at September 1, 1942. The increase of 14.1 per cent in the reported payrolls at the date under review as compared with twelve months earlier, considerably exceeds that of 6.6 per cent in the number of persons employed by the co-operating manufacturers. The reasons for the disparity in the rates of gain have already been given. In the manufacturing industries, the upgrading of employees as they acquire experience is of especial and increasing importance, tending to offset the effect of the large scale dilution of labour consequent upon the shortage of workers which has become acute with the development of the war effort. As has previously been pointed out, the changing industrial distribution of the wage-earners in recorded employment has also contributed materially to the relatively greater gain in payrolls, there being a growing proportion of workers in the more highly-paid heavy industries. At September 1, 1943, such industries provided work for 57.3 per cent of all those engaged in manufacturing, exclusive of electric light and power, while at June 1, 1941, the proportion was 50.6 per cent. The effect of this change in distribution is emphasized by the fact that the latest per capita average earnings of persons engaged in these classes stood at \$35.14, an amount which was higher by \$7.11 than at June 1, 1941, while in the light manufacturing industries the September 1 average, standing at \$27.67, has risen by only \$4.30 in the 27 months.

From the institution of the payroll statistics early in 1941, there have been extremely marked advances in salaries and wages distributed to persons employed in the chemical, iron and steel, non-ferrous metal, miscellaneous manufactured product, electrical apparatus and tobacco industries. The advances in those industries have been accompanied by noteworthy, though relatively smaller

gains in employment. In practically every case, and notably in the industries just mentioned, the per capita average earnings in the various branches of manufacturing were considerably higher at the date under review than at September 1, 1942.

Many factors contribute to the differences found in the average weekly earnings in the various industries. Prominent among these is the sex distribution of workers in the various industries, a factor which is associated with that of age, the women workers, in general, tending to belong in the younger age groups, where earnings normally are less than among more experienced employees. The presence or absence of overtime work also substantially affects the per capita average earnings.

Logging.—There was a contra-seasonal decrease in employment in the bush at the beginning of September, when data were received from 499 firms having 38,539 employees, as compared with 40,737 in their last report. Employment generally was quieter than at the beginning of September, 1942, there being a falling-off of 12.7 per cent in the index, which stood at 128.8 at the date under review. The reported weekly payrolls, at \$1,092,275, were practically the same as at August 1, 1943, while the latest index was higher by 2.9 per cent than at September 1, 1942.

The per capita average earnings at the date under review were \$28.34, as compared with \$26.81 paid on or about August 1. The figure at September 1 of last autumn was \$23.03. As has previously been stated, the statistics of aggregate and per capita average earnings in logging do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings; these differ greatly in various parts of the country, the average in British Columbia being decidedly higher than in any other province.

Mining.—Continued curtailment of mining operations was reported at September 1; the 474 employers then furnishing information had a combined working force of 73,918 persons, 486 fewer than at the beginning of August. The decline took place in the metallic ore division, while the mining of coal and of other non-metallic minerals absorbed slightly larger numbers of workers. The index of employment in the mining group at September 1 was 158.1, as compared with 166.8 at the same date in 1942. This was a decline of 5.2 per cent.

The payrolls reported at the latest date amounted to \$2,640,792, as compared with \$2,674,406 in the preceding period of observation. The falling-off of 1.3 per cent partly reflected loss of working time due to industrial disputes in the coal fields. The per capita average earnings were rather lower, falling from \$35.94 at August 1, to \$35.73 at the beginning of September; at the same date in 1942, the figure had been \$35.64.

Communications.—Slight improvement of a seasonal character was recorded in the communication group as a whole at September 1. The increase, which was rather smaller than usual for the time of year, took place in the telephone division, telegraphs releasing some employees. The reported staffs included 28,684 men and women, whose weekly payrolls amounted to \$860,867. At August 1, the indicated workers numbers 28,620, and their earnings were given as \$829,749. The increase in employment was 0.2 per cent and, partly as a result of wage-adjustments, that in salaries and wages was 3.8 per cent. The per capita average rose from \$28.99 at August 1, to \$30.01 at the first of September, as compared with \$28.19 at the same date of last year. Based on the 1926 average as 100, the latest index of employment was 107.4; this was fractionally higher than the September 1, 1942, figure. The index number of payrolls has risen in the twelve months by 6.7 per cent.

Transportation.—There was a further advance in transportation as a whole; street railway operation, cartage and storage, and shipping and stevedoring were more active, but employment in steam railway operation was somewhat quieter. The general gain in the group was seasonal. Employment reached a new all-time maximum at September 1, when the index stood at 120.4, as compared with 110.0 at September 1, 1942. The staffs of the 592 firms and branches furnishing returns totalled 152,065, as compared with 151,223 at August 1. The weekly salaries and wages disbursed at September 1 were given as \$5,380,187, a sum which was 0.1 per cent lower than the August 1 payroll of \$5,387,731. The per capita average weekly earnings fell from \$35.63 at August 1, to \$35.38 at the date under review, as compared with \$34.83 at September 1, 1942. Since then, there has been an increase of 9.5 per cent in employment, and of 10.7 per cent in the index of aggregate payrolls in transportation.

Construction and Maintenance showed a seasonal decline, which substantially exceeded the average at September 1 according to the experience of the years since 1920. Railway

work was rather brisker, but building and highway construction and maintenance released employees. Statistics were tabulated from 1,554 contractors with a total working force of 174,453, as compared with 181,971 at August 1. This was a decrease of 7,518 employees, or 4.1 per cent. The reported weekly payrolls were lower by 2.4 per cent. The latest aggregate was \$5,255,758, as compared with \$5,382,487 in the last report. The per capita average earnings rose from \$29.58 paid at August 1, to \$30.13 at the date under review; those at September 1, 1942, were \$28.44.

The index of employment in construction was lower than at the beginning of September of last year, when it stood at 146.5, as compared with the latest figure of 138.3. This decline of 5.6 per cent was accompanied by an insignificant decrease in the indicated payrolls.

Services.—Little general change was noted in services at September 1, when the 642 co-operating establishments reported 41,059 men and women on their payrolls, as compared with 44,038 in the preceding month. There was an increase in the salaries and wages disbursed at the beginning of September; these aggregated \$823,600, while the August 1 total was \$816,281.

As compared with September 1, 1942, there was a gain of 4.3 per cent in employment at the date under review, when the increase in the reported payrolls in the same comparison amounted to 11.9 per cent. The per capita average earnings, at \$18.69 at the beginning of September, were higher by 15 cents than at

August 1. At September 1, 1942, the average had been \$17.46. Attention must be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 63 per cent of the total reported in the service division as a whole at the beginning of September.

Trade.—There was a further small advance in employment in trading establishments at September 1, when the gain approximated the average for the time of year. A personnel of 158,710 was reported by the 2,325 co-operating employers, who had had 158,394 employees at the first of August. The payrolls disbursed by these firms, however, were lower, falling from \$4,082,191 at that date, to \$4,036,516 at September 1. The latest average per employee was \$25.43, as compared with \$25.77 at August 1, and \$24.31 at September 1 of last year. Since then, the index number of employment in trade has slightly declined, but that of payrolls has risen by three per cent.

Financial Institutions.—Statistics were tabulated from 756 banks, trust companies, insurance companies and other financial institutions, whose staffs aggregated 64,505, an increase of 53 from August 1. The salaries and wages paid these employees amounted to \$2,009,250, giving a per capita weekly average of \$31.15, as compared with \$31.58 in the last report, and \$29.31 at September 1, 1942. In the intervening 12 months, the number employed in the co-operating financial institutions has advanced by 0.6 per cent, while the index number of payrolls has gained by 5.1 per cent.

Report on Employment Conditions for October, 1943

THE following summary of employment conditions for the month of October has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

The Dominion-wide manpower picture for October reflected the fluctuation in labour needs caused by the change-over from summer occupations to those of fall and winter.

Industry had become adjusted to the loss of assistance occasioned by the reopening of schools and universities, and was balancing this loss by the recruitment to essential war industries of agricultural workers now finished with their harvesting. The help of members of the armed forces had been of material value in areas where the bringing in of crops

was of primary importance, and the anticipated return to Canada of several thousand members of the Canadian Forestry Corps promised to relieve the pressure of drastic labour shortage in the logging industry.

The shipbuilding lay-offs had proved disappointing to those employers who looked for added workers from this source, but the recent freezing order was already proving beneficial in curtailing labour turnover, and the constantly increasing employment of women in essential industry was another ameliorating factor. While the over-all labour shortage threatened to continue indefinitely, industry as a whole was striving to carry on as effectively as possible with the manpower at its command.

Maritime Region

Agriculture.—The agricultural season was drawing to a close in the maritime region. The apple and potato crops, delayed by wet weather, were almost completed. Fifty men were secured from the province of Quebec to assist in the potato harvesting, and 300 soldiers worked in Carleton and Victoria counties under the Army Farm Duty plan. It was anticipated that much of the assistance used in picking would be required, at the close of the harvest, to grade, ship and build containers for the movement of the potatoes.

In Prince Edward Island, approximately one-tenth of the potato crop was still in the ground, and in the Saint John River valley, five per cent (nearly 500,000 bushels) was yet to be dug. Another week of fine weather, without frost, was needed to complete the digging of this crop, which promised far to exceed in value any harvest of previous years. Owing to adverse weather conditions, seven to ten days of fine weather was necessary to complete apple-packing in Nova Scotia. Fall ploughing was well under way throughout the region, and many men were already being released to other industries.

Fishing.—The fishing season was practically ended, and many fishermen were seeking employment ashore. With the exception of smelt fishing, for which there had been a few temporary releases from industry, fishing would be over by the middle of November. The fish plants in the region were carrying on, with very few requests for workers except at St. Stephen, where there was a slight shortage of labour.

Logging.—In the maritime region, the logging industry registered the same drastic labour shortage which was on record from coast to coast. The situation was regarded as definitely serious, but it was expected that the release of 600 soldiers from the Forestry Corps overseas, for woods operations in the region, would materially alleviate the difficulty and the close of the fishing season was another helpful factor. A number of lumber operators had been given permission to send their own canvassers to recruit men in restricted areas. At Campbellton, a contract for 4,000 cords of fuelwood was being given by the municipality, in order to relieve the critical fuel situation; temporary camps to accommodate the woodcutters were being erected, and operations would continue as long as the road was open for trucking.

Mining.—The coal mining situation in the region showed little change. Absenteeism continued at the same high level, presenting a

problem for which no solution has yet been found. To speed up the transfer of soldier miners, four interviewing officers were despatched from the regional office to cover the military camps throughout the Maritimes for the purpose of contacting every ex-miner, impressing on him the seriousness of the situation and persuading him to return to the coal mines. As a result, 125 men had already been procured.

Manufacturing.—In the manufacturing field there was a continued definite shortage of labour, especially in the shipbuilding industry. At Halifax, all types of skilled help were required, and semiskilled workers were also at a premium. H.M.C. Dockyard had orders on file for at least 200 unskilled labourers, and the Halifax shipyards were in like need of skilled, semiskilled and unskilled workers. It was hoped that shortages might be alleviated when the Industrial Mobilization Survey got under way in this region.

The recent freezing order was having the desired effect insofar as the aircraft industry was concerned, but there was still a great demand for skilled, semi-skilled and unskilled labour, with no local supply available. All men who could possibly be transferred under the Compulsory Transfer Orders were being moved to that industry, and to shipbuilding.

Amherst reported that help was available except in the aircraft industry, but at Halifax all types of labour were urgently needed for high priority industries. At Newcastle the completion of sawmill operations was releasing many workers for lumbering, but New Glasgow and Saint John were unanimous in their need for skilled labour; some applicants were being found in the female division, and older men and boys were also being pressed into service.

Construction.—Construction's crying need was for carpenters, but common labourers were also in great demand. It was anticipated that this need would soon diminish, as the present acute shortage was due to increased efforts of various construction companies to complete their contracts before winter sets in. Moncton reported an acute shortage of skilled masons for local construction projects, and was also unable to fill the heavy demand for skilled labourers and carpenters for a new hangar under erection for the T.C.A. All construction jobs throughout the region were proceeding behind schedule, owing to the lack of labourers and general tradesmen, although at Halifax the use of men when not needed in the Longshoremen's Labour Pool was of material benefit.

Quebec Region

Agriculture.—With a few exceptions, such as the Rouyn and Rivière du Loup areas, agricultural work (even including the fall ploughing) was completed, and wherever possible farmers had been referred to woods operations and meat packing plants, or, if unable to leave their farms, to work in local war industries. The only demand for farm labour was for a few year-round agricultural assistants.

Logging.—The winding up of the harvest was a boon to the logging industry, where thousands of men were still required. In the case of the larger companies fuelwood contracts were superseding pulpwood cutting, with the result that the pulpwood industry, already far behind last year's quota, was still further handicapped. The new system of recruiting loggers, whereby field men were sent out through the region, had been put into effect, and results were expected shortly. The release of farmers from their summer duties was also advantageous, but the over-all shortage remained definitely disturbing.

At Dolbeau, about 1,800 loggers were urgently required, with few applications on file; at Chicoutimi, there were 1,425 vacancies reported, and practically no applicants; at Matane, 1,500 men were required for log operations, and 2,000 for pulpwood cutting, with few applicants; at Val d'Or, approximately 500 more men were needed for fuelwood cutting and 1,000 for pulpwood cutting; at Campbell's Bay over 1,200 men were still in demand, with many labourers available refusing to go into the bush.

Mining.—Although mining was feeling the pinch of the labour shortage in its lack of underground workers, the base metal mines were operating satisfactorily in the Quebec region, except at Rouyn, where 600 experienced men could be readily absorbed, husky smelter men especially.

Manufacturing.—While agriculture and logging have seasonal labour difficulties, manufacturing presents a year-round manpower problem in the Quebec region. The aluminum industry seemed quite capable of filling its small requirements, but labourers were scarce at Asbestos and Chicoutimi, for the arsenals at Quebec and for Montreal's essential factories and foundries. Machinists also were in heavy demand in Montreal, as were semi-skilled workers for the aircraft industry, and women for shell filling plants, while at Valleyfield both men and women were needed for the smokeless powder works.

Reports regarding the shipyards again varied as to labour requirements. Quebec and Lévis

required experienced tradesmen, and Sorel heavy labourers, but Montreal was laying off welders, shipwrights, riveters and other skilled tradesmen. In the Montreal area flour mills, food manufacturers and food warehouses were feeling the labour shortage acutely, although the situation in the packing plants had eased somewhat with the referral of men from surrounding districts.

The disturbing logging situation of necessity was reflected in the pulp and paper industry, which suffered not alone from lack of workers, but also from an insufficient supply of pulpwood.

There was a general shortage of skilled machine operators in the textile mills of the region, especially at St. Jean and Montreal, but the freezing order had benefited the clothing industry in general to some extent.

Construction.—With the approach of winter, there was an increased demand for construction labourers and carpenters at Montreal, St. Jean and Ste. Hyacinthe, but very few men were available, or interested in outside work. At Chicoutimi, where there was much activity on the Arvida construction works, an effort was being made to fill large orders by transfers from completed projects, but with little result: 500 labourers in all were urgently and immediately needed.

Sherbrooke reported a shortage of qualified men in all trades, with the few experienced applicants referred to A and B priority industries. In smaller places, where highway projects comprise the major construction undertakings, manpower requirements were usually filled by local farmers when orders were not large.

Ontario Region

Agriculture.—The labour requirements of agriculture throughout the Ontario region had, on the whole, been adequately met. Corn-picking machines solved one part of the manpower problem, and the migration of workers from the tobacco and tomato harvesting areas met the demands of beet harvesting. Apple picking and packing, and fall ploughing—retarded by heavy rains—would mark the conclusion of the season. The sole labour demand was for the occasional permanent farm hand. Farmers were applying for permits for winter occupation, and along with the men returning from the western harvest, they were being referred to the bush or to war industry.

Logging.—In common with other regions, Ontario was unable to cope successfully with the demands of logging. At the height of the fuelwood and pulpwood cutting season, the labour shortage had assumed proportions which

the recruiting of agricultural aid only partially reduced. At Bracebridge about 1,000 men would be needed to bring operations to capacity production; Pembroke was still short some 800 men and Kapuskasing had filed orders for 430 logmakers and 1,540 other bushmen, of whom only 82 were presently available. Local contracts were held up because of this extreme shortage, and a canvass of the entire area for additional workers had had discouragingly small results.

Perth had circularized the farmers returning from the western harvesting, informing them of the shortage of wood cutters, and was hoping by this means to meet the local demand shortly. Throughout the entire region logging camps were running under the serious handicap of labour shortages, mounting as high as 50 per cent at Sudbury and 75 per cent in a number of other limits.

Mining.—Mining, too, was handicapped by a scarcity of workers. Underground labour was urgently needed at Sudbury: experience was not essential but physical fitness was imperative for this work. General labourers of good physique were still in demand at the Soo, and women would be engaged in the ratio of one to every two men. The lime quarries in Ingersoll were continually short of men, but no workers were available for this type of work; men brought in from outside would only remain a short time before becoming dissatisfied. A new mica plant was shortly to open at North Bay, but here there was a good waiting list of female applicants. At Timmins the need for gold miners was acute, as the mines there had reached the lowest percentage of workers with which they were enabled to operate without loss.

Manufacturing.—The diversion of farmers to essential industries had somewhat alleviated the labour deficiencies insofar as manufacturing was concerned, but the consensus of reports still recorded an over-all shortage of manpower. However, employers in general seemed to accept the fact that workers were not available in large numbers: plants had given up the hope of staff increase, and were adjusting their production aims to fit their present employees, rather than make the changes required to use more female help. This acceptance of existing labour conditions was reflected in the steady drop in orders for male help.

The forced curtailment of logging operations had a resulting unfortunate effect on the output of the pulp and paper industry. At Sault Ste. Marie one of the plants, far short of its quota of loggers, had been forced to lay off some 60 men, who were for the most part

absorbed into other lines of employment. In the paper mills at Kapuskasing female workers were even replacing males as woodyard labourers, and various pulp and paper plants were taking on women to fill a drastic shortage of labour for barker operations.

Heavy demands for all types of skilled and semi-skilled labour continued in the iron and steel industry, with a definite shortage of applicants for the work. Brantford was among the most needy of the manufacturing centres, and Kingston still had large requirements, with its total needs for industry amounting to about 500 men and 300 women labourers and helpers. Chemical manufacturing plants at Brantford and Niagara Falls were likewise greatly understaffed. At Midland skilled tradesmen—welders, pipefitters, electricians—were needed immediately in the local shipyards in order to get a corvette out before the freeze-up.

In Peterborough all factories engaged in war work were running on two or three shifts a day, with a reported shortage of toolmakers, mechanics, and other skilled workers, as well as unskilled labour, textile workers and tanner help. On the other hand, slackness in Guelph's war industries had made possible a considerable number of placements in non-essential industries where the need was urgent, and in London one industrial concern had laid off 350 workers, 50 per cent of whom were men, and all of whom were being readily absorbed as factory workers.

Construction.—The greatest problem in the construction industry was to obtain labourers and carpenters: the continued open weather accounted for the continuing steady request, but the few men who were presently becoming available demanded factory jobs for the winter months.

Prairie Region

Agriculture.—The end of October brought the harvesting in the prairie provinces to a successful conclusion. Threshing, ploughing and spring seeding were practically concluded, and as the season drew to a close agriculture was releasing many of its workers for transfer to other essential industries. These men were being referred to packing plants, coal and base metal mines, logging and pulpwood camps, etc.

Agriculture's only unfilled requirements were for a few dairy workers, and a larger number (in some cases, married couples) for fall and winter chore work: these vacancies remained empty, largely owing to the low wages offered.

Fishing, Hunting and Trapping.—These vitally important seasonal industries in the Fort Frances area seemed to present no labour difficulties. All fishermen would be active

until the freeze-up, and the annual spawning operations of the Department of Game and Fisheries were adequately supplied with men. About the same number of trappers as formerly were available for the opening trapping season, and there were plenty of guides, mostly Indians, available for the hunting season.

Logging.—In the prairie region as elsewhere, logging requirements caused the greatest concern to lumbermen and the employment service alike. Pulpwood cutting had been neglected because of the urgency of the fuelwood problem, with a resultant serious shortage which, if not remedied, would drastically curtail paper production.

The heavy demand for fuelwood cutters continued: as the quota for each district was filled, by the end of October, cutters would be transferred over to sawlog and pulpwood cutting. The close of the agricultural season brought some relief to the logging situation, but the over-all shortage of workers was grave. At Fort Frances members of the 17th Forestry Corps had arrived from Scotland, but their disposition was not as yet known. A record of 324 vacancies at Edson, 300 at Yorkton and several hundred at Kenora, told its own story of dire labour need. A requisition for war prisoners to work in an essential logging camp had, thus far, brought no results. Labour was also still urgently needed in prop and bush camps in Alberta: this is all-year work, due to the contract demand of mine timber supplies.

Mining.—Mining, too, continued to feel the pinch of labour shortage. Some slight improvement was reported, due to farmers accepting seasonal employment at the close of their agricultural duties: a number of these held certificates, but Blairmore, Estevan, Lethbridge and other coal fields were unanimous in their appeal for certified miners. The housing situation was the most serious drawback to employment in this industry: the production of coal could be substantially increased if living accommodation were available. The strike of 6,500 miners at the close of the month brought production to a halt for the time being.

The labour requirements of the metal region were beyond possibility of supply. The absorption of agricultural workers was affording some relief, but orders were out of all proportion to the applicants available. There was a steady demand for workers in the oil wells, but these were very difficult to obtain.

Manufacturing.—In the manufacturing field, while an over-all shortage of labour still prevailed, the immediate problem was the demand of the packing plants. Every effort

was being made to satisfy their demands, and during the latter part of the month it was reported that Regina's meat packing plants were adequately supplied with workers, and whenever possible applicants were being transferred to Manitoba, where a lack of manpower was still unsatisfied.

At Port Arthur skilled and unskilled men were still urgently needed in the shipbuilding yards, as well as in grain elevators and other high priority industries. Fort William's immediate demand was for aircraft workers, and farm labour was being recruited from the prairies for the vital elevator work of the Twin Cities. Across the entire prairie region manufacturing centres reported many unfilled vacancies—the flour mills at Kenora were running three shifts, for the most part to fill overseas orders, and extra workers were requested; Medicine Hat was vainly requisitioning male and female helpers in brick, pottery and glass industries, where the low wage scale offered no inducement; Calgary was very short of machinists and electric welders for the foundries and machine shops, male and female helpers for the meat packing plants, and operators for the textile and fur trades, but a steady demand for labourers was being fairly well satisfied by agricultural workers.

Construction.—The prairie region was making every effort to complete all possible construction before the winter set in. The wind-up of Canadian highway operations in the Dawson Creek area was proving a boon to contractors: some 2,000 men were thereby released for work elsewhere, and were being directed to the Edmonton zone to relieve the urgent needs of wartime housing projects and the airport construction there, while the large percentage from Ontario were, for the most part, returning to former employers for whom they had worked for some years.

Pacific Region

Agriculture.—With the passing of the peak of agriculture's seasonal activities, employment conditions in this industry were reverting to normal winter status. Harvesting of fruit and vegetables was almost completed in the Duncan and Okanagan districts; at Penticton the high school remained closed until the end of the month, with nearly all students working in orchards, canneries and packing houses, but Kelowna was not so well supplied with apple pickers, as student workers had returned to school and voluntary help was practically nil. The only demand for any number of agricultural workers was the revival of requests for permanent farm help and

dairy workers, with little response because of the generous wages offered in other industries.

Logging.—The logging industry continued to present the gravest manpower problem throughout the Pacific region. Logging operators in the coastal area and in the interior were still anxiously awaiting the arrival of prairie farm workers for woods employment. In the meantime, Vancouver reported 1,250 vacancies on file, with only 20 of these from the lumber camps in the Queen Charlotte Islands, where many of the men on strike were presently returning to work.

At Nanaimo, lack of accommodation and transportation made it difficult to fill orders for the fallers required; at Port Alberni there was a heavy demand for skilled and unskilled men, but few available; at Prince George all kinds of bushmen were urgently needed; Trail reported that Doukhobors were being returned to the logging industry wherever possible, and Cranbrook operations were threatened with closure owing to the shortage of loggers and sawmill workers.

Mining.—The slight improvement in manpower for mining continued. Some ex-miners had reported for placement following some of the recent changes in war industry, but unfortunately many other applicants were unsuited for mine work. The heaviest demands for coal miners came from the Princeton, Kamloops and Prince Rupert areas; every effort was being made to secure men for coal and base metal mines alike, but recruitment was slow, and the lack of accommodation for married men continued as a definite impediment. Coal production in this region, too, ceased temporarily with the miners' strike at the end of October.

Shipbuilding.—At the close of the month, some 1,700 men were still required for shipbuilding. Approximately equal numbers were required for the three shipbuilding centres of Victoria, Vancouver and Prince Rupert. In Vancouver, the main requirements were for electricians, sheet metal workers, pipe fitters, stagers, shipwrights and numerous helpers. The same deficiencies were apparent in the Victoria yards, while Prince Rupert required men of all degrees of skill.

In other branches of manufacturing there was, on the whole, no excessive manpower shortage. The demand for highly skilled men still existed, but was attributable in part to employers' endeavours to get more highly skilled men to replace those of lesser training.

Aircraft workers, both male and female, were in demand, and there were orders on file for employees for woodworking establishments, where lower wages than in other industries made the engagement of helpers more difficult.

Although the freezing order had decreased the labour turnover, there was still a heavy demand for workers in the sawmills throughout the region. Here, too, operators were hoping to utilize prairie farm labour, and planning to renew their closed-down night shifts as soon as such labour was available. Pulp and paper plants shared in the acute labour shortage, especially for the heavier types of work. The Vancouver local office reported that orders for these plants, together with shingle and sawmills, approximated some 850 men.

Construction.—Construction, which had for a time eased off slightly in its labour requirements, was again on the increase in the New Westminster, Courtenay and Prince George areas. National Defence and Wartime Housing projects were absorbing all available men, and Prince Rupert was still struggling with an inadequate supply of carpenters, bridge-men and helpers, both for work in the city and on the Prince Rupert-Cedarvale Highway. Prince George again reported an urgent need for construction labourers, and these, as well as electricians and carpenters, were also required for the power plant under construction at Brilliant.

In Vancouver the bricklaying situation was returning to normal, but the shortage of plasterers remained acute, and the attempt to enlist them for temporary work from carpenters presently in other occupations in the shipyards had met with no success.

Transportation.—Throughout the Dominion, the statement was unanimous that no satisfactory answer could be found for the labour demand. The railway companies made a coast-to-coast demand for additional men for train crew and track maintenance. The problem of shipping crews would remain acute on the Great Lakes until the end of the season, and would continue indefinitely on the Pacific coast. Freight-handlers and garage mechanics were as scarce as previously.

Services.—The usual shortage of waitresses, domestic servants and hospital assistants prevailed from coast to coast, but it was noteworthy that many young girls reported available for employment refused to accept this type of work.

Report of Employment and Selective Service Offices for the Period July to September, 1943

R EPORTS received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the quarter July to September, 1943, showed gains of 101.7 per cent and 156.4 per cent, respectively, in vacancies listed and placements effected, when compared with those reported during the corresponding quarter of 1942.

From the chart appearing elsewhere, which accompanies the article on the work of the Employment and Selective Service Offices for the month of September, it will be noted that the curve of vacancies in relation to applications followed a downward course during July then rose sharply during August but dropped again during September, while the curve of placements showed an incline in July, then a decline in August and a moderate upward trend during September, the levels at the close of the quarter being higher for vacancies and placements than those shown at the end of the corresponding period last year. During the period July to September, 1943, there was a ratio of 119.3 vacancies and 75.4 placements for each one hundred applications for employment, as compared with 97.7 vacancies and 48.6 placements during the corresponding period a year ago.

During the three months July to September, 1943, the offices reported that they had re-

ferred 698,216 persons to positions and had effected a total of 531,410 placements, of which 520,260 were in regular employment and 11,150 in casual work. Of the placements in regular employment, 324,435 were of men and 195,825 of women. A comparison with the corresponding period of 1942, shows that 207,236 placements were then made, of which 188,638 were in regular employment and 18,598 in casual work. Applications for employment during the period under review were received from 417,187 men and 287,746 women, a total of 704,933, in contrast with the registration of 426,639 during the same period last year. Employers notified the offices during the quarter July to September, 1943, of 841,054 vacancies, of which 544,870 were for men and 296,184 for women, as compared with 416,784 opportunities for work during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 10,923; of applicants registered 6,757; and of placements effected 6,902, in contrast with a daily average of 5,413 vacancies, 5,541 applications and 2,692 placements in regular and casual employment during the same quarter of 1942.

Applications for Employment; Vacancies and Placements, September, 1943

R EPORTS received from Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period September 3 to September 30, 1943, showed an increase of 14.3 per cent in business transacted, when compared with the preceding five-week period, July 30 to September 2, 1943, and a gain of 75.3 per cent over the month of September, 1942, this computation being based on the average number of placements recorded daily.

The accompanying chart shows the trend of employment since January, 1941, as repre-

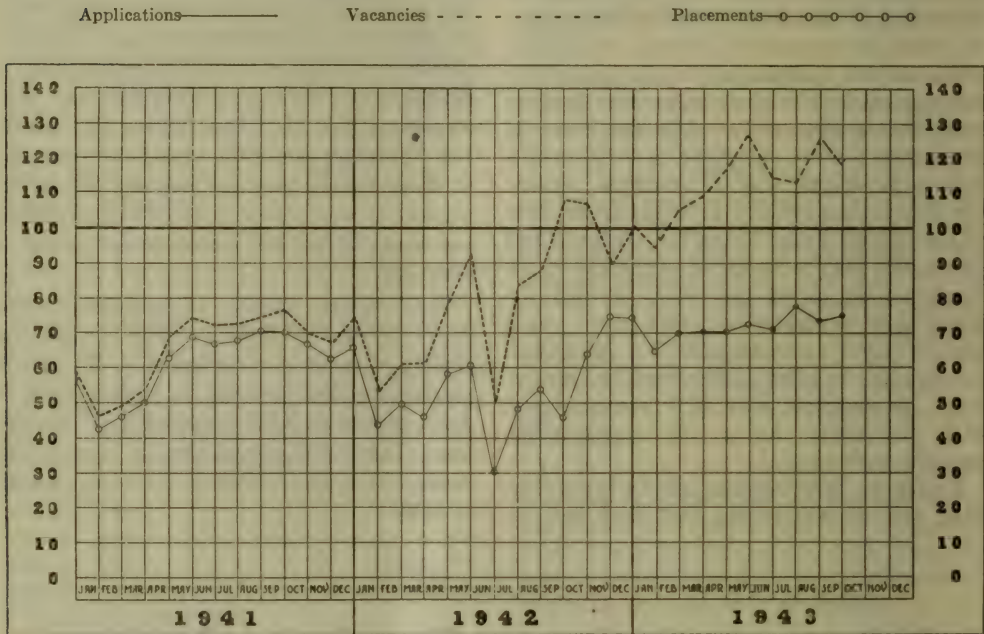
sented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trend of the curve of vacancies took a downward course while that of placements followed an upward trend. The ratio of vacancies to each one hundred applications was 117.9 during the four weeks ending September 30, 1943, in contrast with 126.2 during the preceding five weeks and 108.9 during September of last year, and the ratio of placements to each one

hundred applications was 75.2 as compared with 73.4 in the previous period and 46.4 for September, 1942.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period under review was 11,315 compared with 10,841 during the preceding five-week period and 9,642 during September last year. The average number of applications for employment received daily by the offices during the period September 3 to September 30, 1943, was 9,594, in comparison with 8,588 for the previous five

females, while casual placements totalled 3,359. The number of vacancies reported by employers was 172,063 for men and 88,161 for women, a total of 260,224, and applications for work numbered 220,650, of which 122,989 were from men and 97,661 from women. Reports for the five weeks July 30 to September 2, 1943, showed 325,233 positions available, 257,661 applications made and 189,214 placements effected, while in September, 1942, there were recorded 241,038 vacancies, 221,352 applications made and 102,827 placements in regular and casual employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



weeks and with 8,855 during September a year ago. The average number of placements made daily by the offices during the four weeks September 3, to September 30, 1943, was 7,212, of which 7,066 were in regular employment and 146 in work of one week's duration or less, as compared with a total daily average of 5,307 during the previous five weeks. Placements in September, 1942, averaged 4,114 daily, consisting of 3,894 placements in regular and 220 in casual employment.

During the period September 3, to September 30, 1943, the offices of the Commission referred 218,477 persons to vacancies and effected a total of 165,885 placements. Of these, the placements in regular employment were 162,526, of which 95,240 were of males and 67,286 of

The following table gives the placements effected by employment offices, each year, from January, 1933, to date:—

Year	Placements		
	Regular	Casual	Totals
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943 (39 weeks)	1,455,179	42,188	1,497,367

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
SEPTEMBER 3, TO SEPTEMBER 30, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
P.E.I.	759	760	562	410	384		272
Charlottetown	391	340	422	292	280		235
Summerside	368	420	140	118	104		37
Nova Scotia	10,146	14,468	7,777	7,849	6,172	74	2,221
Amherst	447	264	490	543	434		85
Bridgewater	209	281	143	140	129		16
Dartmouth	416	522	319	320	261		89
Digby	609	177	102	99	95		31
Glace Bay	154	793	322	289	241		51
Halifax	3,740	6,910	2,439	2,627	1,959		611
Inverness	55	41	75	81	66		49
Kentville	918	1,263	307	355	274		214
Liverpool	282	764	180	165	135		71
New Glasgow	599	777	768	751	568	40	174
New Waterford	30	640	91	74	69		29
Pictou	415	100	440	440	448	1	77
Shelburne	16	29	47	44	44		8
Springhill	17	187	41	41	42		0
Sydney	1,174	581	1,024	1,017	731	32	454
Sydney Mines	256	256	397	294	268		54
Truro	453	608	305	293	216		98
Yarmouth	356	275	287	276	192	1	110
New Brunswick	7,563	9,411	5,623	5,368	4,003	30	1,777
Bathurst	619	499	459	435	340		153
Campbellton	1,556	1,766	372	273	222	27	145
Edmundston	196	1,822	215	598	120		199
Fredericton	410	294	324	303	238		98
Minto	78	193	105	108	103		2
Moncton	1,897	1,689	1,471	1,250	1,040		634
Newcastle	151	74	133	111	116		39
Saint John	1,934	1,967	2,156	1,992	1,552	3	383
St. Stephen	330	774	129	95	93		43
Sussex	77	51	108	105	80		51
Woodstock	315	282	151	98	99		30
Quebec	78,878	88,022	60,649	58,415	43,981	270	17,370
Acton Vale	91	79	81	76	68		23
Asbestos	162	120	146	86	48	38	92
Baie St. Paul	161	632	253	176	146		127
Beauharnois	249	194	254	202	185		35
Buckingham	947	765	526	260	181		131
Campbell's Bay	177	899	186	169	173		83
Causapsca	1,739	2,038	380	371	359		119
Chandler	1,822	2,045	626	626	677		204
Chicoutimi	2,095	2,391	1,130	1,069	816		320
Coaticook	92	63	94	105	79		41
Cowansville	154	176	109	114	119		11
Dolbeau	1,753	2,280	186	143	139		41
Drummondville	387	153	481	435	378		298
East Angus	44	228	85	65	65	1	24
Farnham	151	81	110	117	99		21
Granby	361	177	373	412	295		82
Hull	849	1,118	932	759	706		74
Joliette	202	116	259	396	198		66
Jonquiere	586	747	990	1,110	862		168
Lachine	971	880	865	936	726	6	335
Lachute	457	416	376	418	344		106
La Tuque	228	70	244	243	227		28
Levis	958	435	657	440	446		258
Longueuil	857	883	827	697	595		261
Louiseville	188	310	257	218	157		118
Magog	170	42	249	280	151		99
Matane	2,205	2,541	918	889	885	2	17
Megantic	89	155	88	81	104		8
Mont Laurier	780	825	293	293	292		15
Montmagny	97	66	213	108	107		106
Montmorency	227	73	319	224	188		91
Montreal	39,791	41,205	28,459	29,579	20,807	46	8,264
Nicolet	12	7	43	12	28		5
Plessisville	76	63	158	204	89		36
Pointe aux Trembles	611	719	491	540	457		100
Port Alfred	207	216	289	278	230		46
Quebec	5,252	8,440	5,009	4,438	2,896	100	1,708
Richmond	101	107	138	60	59		9
Rimouski	428	376	696	740	647	39	4
Riviere du Loup	938	715	542	527	451		302
Roberval	108	57	115	110	71		55
Rouyn	1,027	2,233	814	724	554		242
Ste. Agathe	534	661	98	43	34	1	47

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
SEPTEMBER 3, TO SEPTEMBER 30, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Con.)							
Ste. Anne de Bellevue	134	59	170	165	107		70
St. Hyacinthe	642	582	518	503	409	11	133
St. Jean	560	267	692	627	439		137
St. Jerome	237	266	486	314	283		82
St. Joseph d'Alma	591	407	545	499	381		177
St. Paul l'Hermite	390	108	347	341	297		50
Ste. Therese	346	1,643	415	269	284		96
Shawinigan Falls	1,154	151	1,196	1,025	897		210
Sherbrooke	863	705	1,229	997	755	25	280
Sorel	399	485	936	785	655		334
Thetford Mines	189	43	441	347	273		55
Three Rivers	1,030	917	1,548	962	918		545
Val d'Or	342	2,124	146	133	142		24
Valleyfield	538	566	632	579	405		232
Verdun	2,852	3,615	1,653	1,828	1,327		579
Victoriaville	277	277	336	259	181		146
Ontario	106,601	103,639	89,232	92,434	67,502	979	26,479
Arnprior	293	239	175	206	179		17
Barrie	452	359	523	382	292	1	90
Belleville	929	513	740	774	643		169
Brazebridge	269	435	263	233	229		74
Brampton	406	1,135	354	374	284		100
Brantford	1,196	1,399	1,292	1,298	984	5	258
Brockville	268	143	362	376	236		81
Carleton Place	86	57	146	92	128		13
Chatham	910	506	1,029	1,070	757	21	352
Cobourg	105	46	151	115	94		28
Collingwood	147	420	104	122	122		145
Cornwall	1,034	175	1,223	1,094	1,095	5	145
Dunnville	106	139	124	100	92		6
Fergus	71	50	161	128	109		21
Fort Erie	274	547	275	275	218		19
Fort Frances	458	1,227	850	184	172		45
Fort William	2,714	3,558	852	1,003	899	6	202
Galt	791	1,139	619	758	584		121
Gananoque	59	26	77	82	76		13
Goderich	169	109	223	161	179	3	59
Guelph	836	466	869	676	582		74
Hamilton	6,150	4,810	5,554	7,103	4,620	104	692
Hawkesbury	162	113	200	217	171		30
Ingersoll	306	200	344	288	249		43
Kapuskasing	1,283	1,880	416	415	409		54
Kenora	269	691	263	247	177		79
Kingston	1,368	1,752	1,189	1,461	944	7	352
Kirkland Lake	727	659	1,052	644	571	5	258
Kitchener-Waterloo	1,163	1,038	1,019	1,210	952	9	112
Leamington	96	87	348	310	272		84
Lindsay	148	50	173	205	173	6	43
Listowel	102	46	228	227	200		2
London	2,727	3,252	2,771	3,423	2,042	102	774
Midland	247	233	392	370	270		111
Napanee	133	120	130	153	109	1	24
Newmarket	129	99	161	122	98		25
New Toronto	2,414	2,899	1,459	1,297	1,180		390
Niagara Falls	1,098	729	1,040	1,063	784	13	175
North Bay	1,099	1,619	1,128	1,028	975	23	597
Orangeville	112	74	190	76	163		18
Orillia	483	469	513	501	371	8	222
Oshawa	1,415	1,656	1,531	1,383	1,158	27	680
Ottawa	5,770	4,391	6,735	4,927	3,660	91	1,065
Owen Sound	404	280	625	662	507		142
Paris	84	68	87	84	57		17
Parry Sound	421	100	487	419	369		253
Pembroke	815	958	538	443	291		194
Perth	166	129	197	164	155	2	49
Peterborough	1,593	1,759	1,037	1,165	881		250
Pictou	758	133	913	951	884	21	62
Port Arthur	1,486	4,385	902	1,003	707		791
Port Colborne	328	247	364	284	239		153
Port Hope	131	125	142	132	117	1	31
Prescott	314	190	278	278	299		27
Renfrew	211	144	181	242	187		158
St. Catharines	1,991	1,661	1,891	2,563	1,580		634
St. Thomas	788	575	676	708	534	14	180
Sarnia	2,361	1,770	1,518	1,399	1,323		477
Sault Ste. Marie	995	1,720	1,125	1,087	969	4	116
Simcoe	705	237	853	851	776	6	121
Smith's Falls	130	38	177	171	136		80
Stratford	462	273	600	618	477	8	86
Sturgeon Falls	374	283	329	267	261		58

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
SEPTEMBER 3, TO SEPTEMBER 30, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario (Con.)							
Sudbury.....	4,304	4,563	1,950	1,630	1,336	37	671
Timmins.....	1,161	1,054	1,672	1,356	1,306	35	776
Toronto.....	32,389	27,662	23,689	27,974	17,829	278	10,635
Toronto Junction.....	5,944	5,984	3,990	3,654	3,095		810
Trenton.....	416	395	315	366	318		84
Walkerton.....	204	222	432	175	143		66
Wallaceburg.....	304	365	279	330	255		57
Welland.....	996	1,211	938	958	674		94
Weston.....	2,214	2,892	826	932	654		213
Windsor.....	4,806	4,202	4,920	4,899	3,287	136	1,265
Woodstock.....	353	509	413	496	354		67
Manitoba	11,149	10,127	11,204	11,766	7,325	884	3,195
Brandon.....	351	565	327	374	242		152
Dauphin.....	286	293	366	145	108		77
Flin Flon.....	113	376	111	101	101	6	27
Portage la Prairie.....	227	193	283	218	229	2	61
St. Boniface.....	191	111	225	328	219		64
Selkirk.....	113	62	153	108	112		12
The Pas.....	227	300	137	89	70		59
Winnipeg.....	9,641	8,227	9,602	10,403	6,244	876	2,743
Saskatchewan	6,789	4,227	8,812	7,463	5,988	237	1,923
Estevan.....	192	245	84	87	58		45
Moose Jaw.....	693	600	799	673	458	5	290
North Battleford.....	126	147	149	146	101		40
Prince Albert.....	972	785	749	774	600	2	155
Regina.....	2,118	1,007	3,824	2,409	2,344	158	575
Saskatoon.....	1,913	955	2,410	2,667	1,807	61	677
Swift Current.....	179	91	184	171	172		16
Weyburn.....	411	214	335	321	309	1	22
Yorkton.....	185	183	288	215	139	10	108
Alberta	11,453	9,821	10,533	9,960	7,697	409	2,815
Blairmore.....	174	489	95	95	88		13
Calgary.....	3,566	1,868	4,074	3,577	2,644	214	1,370
Drumheller.....	196	411	188	208	125		94
Edmonton.....	6,026	5,658	5,077	4,891	4,015	185	974
Edson.....	405	437	46	46	42	1	5
Lethbridge.....	490	459	523	558	382	9	190
Medicine Hat.....	371	237	391	386	274		144
Red Deer.....	225	262	139	199	127		25
British Columbia	26,886	22,602	26,258	24,812	19,474	476	9,827
Chilliwack.....	305	149	462	379	149		302
Courtenay.....	183	312	184	156	131		135
Cranbrook.....	230	488	191	188	175		78
Dawson Creek.....	481	862	134	471	137		70
Duncan.....	262	344	221	208	220	1	82
Kamloops.....	509	341	447	416	439		49
Kelowna.....	584	167	621	615	630		70
Nanaimo.....	250	72	337	287	253	2	125
Nelson.....	394	379	500	365	379		180
New Westminster.....	1,418	805	1,605	2,001	1,279	29	677
Penticton.....	385	30	426	363	382	3	25
Port Alberni.....	354	499	222	208	188		52
Prince George.....	463	698	516	515	469		50
Prince Rupert.....	697	1,239	976	896	862		156
Princeton.....	84	205	93	112	86	1	5
Trail.....	257	348	345	282	245	5	386
Vancouver.....	16,593	12,780	15,205	13,786	10,671	337	5,993
Vancouver North.....	290	244	317	262	258		292
Vernon.....	895	326	1,153	1,123	875	51	414
Victoria.....	2,143	2,301	2,229	2,115	1,572	47	673
Whitehorse.....	109	13	74	64	74		13
Canada	269,224	263,127	220,650	218,477	162,526	3,358	65,884
Males.....	172,063	191,589	122,989	118,628	95,240	918	31,140
Females.....	88,161	71,538	97,661	99,849	67,286	2,441	34,744

Unemployment in Trade Unions at the close of September, 1943

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons, who are without work on account of sickness, a strike or a lockout, or who are engaged at work outside their own trades, are not considered as unemployed. As reports from unions making returns vary from month to month, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

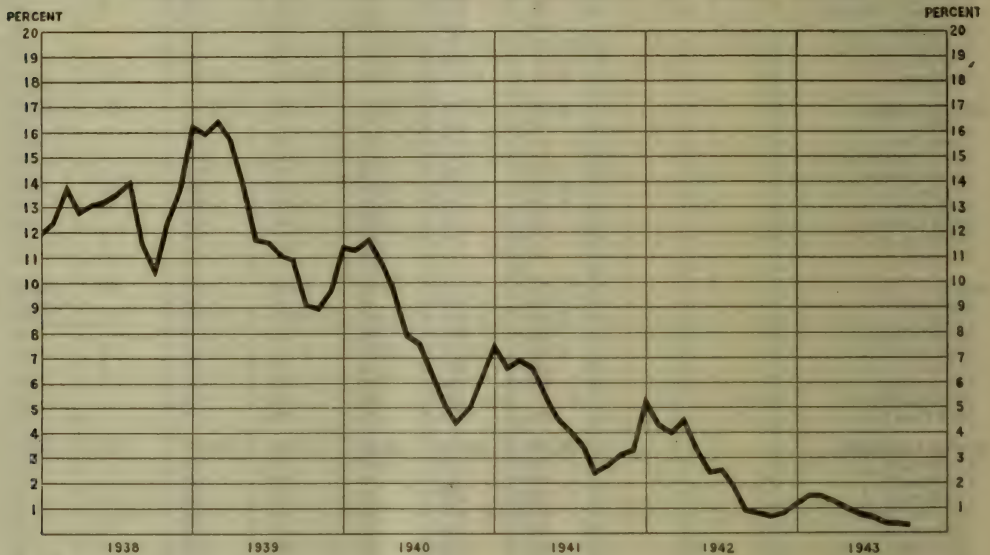
Reports were tabulated for September from 2,331 labour organizations, having a total mem-

bership of 473,867 persons, of whom, 1,398, or a percentage of .3 were listed as unemployed; most of those without work being temporarily laid off. In the previous month the unemployment percentage was .4 and in September, a year ago, it was .8. The Dominion percentage of .3 is the lowest in trade union records and as a result the situation for union members generally, was at this date at the highest employment level ever attained since the figures among this class of workers were collected for the first time for the quarterly period ending with December, 1915. Following the year 1918, the report was changed to a monthly basis and since then has been continued as such. The slight increase in work afforded during September as compared with the preceding month, was due, in a large measure, to higher employment among coal

miners, a minor increase in activity for members in the non-metallic minerals group and also, to the slightly higher employment level, as reflected in reports received from union members in the building and construction trades.

The unemployment percentages by provinces are shown in table I. It will be observed that in September these figures ranged from .1 per cent in both Nova Scotia and Alberta to .7 per cent in Saskatchewan. As compared with August conditions, the employment level in Nova Scotia was appreciably higher; this was due to a moderate expansion in activity among coal miners. In New Brunswick, Quebec

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



bership of 473,867 persons, of whom, 1,398, or a percentage of .3 were listed as unemployed; most of those without work being temporarily laid off. In the previous month the unemployment percentage was .4 and in September, a year ago, it was .8. The Dominion percentage of .3 is the lowest in trade union records and as a result the situation for union members generally, was at this date at the highest employment level ever attained since the figures among this class of workers were collected for the first time for the quarterly period ending with December, 1915. Following the year 1918, the report was changed to a monthly basis and since then has been continued as such. The slight increase in work afforded during September as compared with the preceding month, was due, in a large measure, to higher employment among coal

and Manitoba, minor increases in available work were manifested, while conditions in Ontario, Alberta and British Columbia remained unchanged. On the other hand, in Saskatchewan, there was a minor contraction. In comparison with the situation in September, 1942, considerably better conditions were observed in Nova Scotia, New Brunswick, Quebec and Alberta, while in Ontario, Manitoba, Saskatchewan and British Columbia minor expansions, only, were in evidence.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. At the end of September, these figures ranged from .1 per cent in Saint John to .3 per cent in the cities of Montreal, Toronto and Winnipeg. In comparison with August reports, slightly

higher employment levels were indicated in Montreal and Winnipeg, while the unemployment percentages in Saint John, Regina, Edmonton and Vancouver remained unchanged. On the contrary, in Halifax and Toronto, there were minor declines in available work. In comparison with the situation in September, a year ago, substantial betterment was observed in Saint John, Montreal and Edmonton, while gains of lesser degree were reflected in reports received from unions in Halifax, Toronto, Winnipeg and Regina; the situation in Vancouver was identical with that shown in September, 1942.

The accompanying chart illustrates the trend of unemployment from January, 1938 to date. The curve in September declined slightly, thus reflecting the highest employment level of the year to date. In comparison with September, a year ago, the point of the curve was appreciably lower, thus denoting a rather noteworthy expansion in available work, since that period.

For the manufacturing industries 846 returns were tabulated, having a combined membership of 275,422 persons, of whom, 427, or a percentage of 0.2 were without work. This percentage as in July and August, remained unchanged; in September, a year ago, the unemployment percentage for these workers was .4. Although the group percentage was identical with that of August, fluctuations occurred within the various trades. A slightly higher employment level was apparent for union members in the iron and steel division and likewise, for those in the animal products group; a slight improvement for leather workers was responsible for the latter betterment. Among hat, cap and glove, wood and chemical members, also, there were minor increases in work available. Among workers in the vegetable products group, as well as among those engaged in the production of electric current, textile and carpet, rubber, clay, glass and stone and mineral products, full employment prevailed at both dates. The percentage of those without work among members in the garment trades remained unchanged, while a slightly lower employment level was observed among papermakers and also, for members in smaller groups such as those of printing, general labourers and non-ferrous metals; the latter covers such occupations as metal polishers, etc., aluminum, jewellery and mine, mill and smelter workers. As compared with conditions in September, 1942, members in the printing trades and those in the animal products division, reflected appreciable employment expansion, while increases of lesser degree were manifested among papermakers and union members in the iron

and steel group. As in September, 1942, no unemployment was reported by electric current employees, etc., textile and carpet, mineral products, rubber and chemical workers. On the other hand, members in the garment trades, in which group are included both men's and women's clothing workers, reflected a slight employment contraction.

Returns were tabulated from 58 unions of coal miners, having a total membership of 20,811 persons, all of whom were working, as compared with 0.5 per cent of unemployed members in the preceding month and 0.4 per cent in September, 1942. In comparison with August, all members were reported to be at work in New Brunswick, Alberta and British Columbia, while in Nova Scotia the full employment returns indicated a moderate betterment. As compared with September, 1942, conditions in Nova Scotia were slightly better, while in New Brunswick, Alberta and British Columbia no unemployment was apparent at either date.

Returns were received covering 10,125 members in the metallic ores group and 3,837

TABLE I.—PERCENTAGES OF UNEMPLOYMENT
IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.7
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Sept., 1932.....	11.7	13.1	23.6	23.1	18.7	11.0	19.1	19.7	20.4
Sept., 1933.....	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
Sept., 1934.....	7.3	6.6	21.2	16.7	14.6	9.0	15.3	18.1	16.4
Sept., 1935.....	6.0	8.7	20.4	10.4	8.1	6.2	13.7	14.0	13.0
Sept., 1936.....	6.2	8.0	17.1	9.0	8.0	5.8	9.5	8.5	10.9
Sept., 1937.....	3.1	6.1	12.4	4.2	7.4	6.0	10.4	8.4	7.7
Sept., 1938.....	5.4	9.9	14.9	8.8	10.1	3.8	9.0	9.1	10.4
Sept., 1939.....	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
Sept., 1940.....	1.2	3.5	6.5	2.7	5.4	3.9	5.5	5.7	4.4
Sept., 1941.....	1.8	1.8	3.7	2.1	2.8	1.6	1.9	2.5	2.7
Sept., 1942.....	.8	1.1	1.3	.5	.5	.9	.9	.3	.8
Oct. 1942.....	.7	1.2	1.2	.5	.4	.5	.9	.2	.7
Nov. 1942.....	.7	1.5	1.1	.5	1.0	.6	1.3	.4	.8
Dec. 1942.....	.3	2.4	1.6	1.0	2.6	1.1	1.7	.6	1.2
Jan. 1943.....	.4	2.3	2.1	.8	2.7	.9	1.4	1.6	1.5
Feb. 1943.....	.5	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
March 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
April 1943.....	.3	1.3	1.6	.9	1.3	.9	.8	.4	1.0
May 1943.....	.2	1.2	1.3	.4	.8	.6	.9	.2	.7
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
July 1943.....	.1	.4	.7	.3	.5	.3	.2	.1	.4
Aug. 1943.....	.5	.5	.7	.3	.5	.6	.1	.2	.4
Sept., 1943.....	.1	.4	.4	.3	.3	.7	.1	.2	.3

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civilic)	Miscellaneous	All occupations	
September, 1932	10.6	42.3	12.3	31.3	8.6	16.2	20.1	14.7	0.19	2.14	0.23	7.6	8.0	6.8	27.0	11.1	30.1	0	0	47.0	61.5	11.3	31.4	12.5	1.7	9.1	9.3	0	1.9	11.9	7.1	20.0	29.4			
September, 1933	24.8	16.3	9.8	21.3	7.3	15.4	15.5	15.4	8.7	3.8	4.1	7.7	6.4	23.6	6.4	23.6	25.6	16.7	33.1	0	0	60.9	65.8	12.0	42.1	12.3	1.1	11.5	11.7	0	1.6	11.0	5.2	20.2	19.8	
September, 1934	44.4	14.7	11.7	16.9	7.3	10.4	10.4	10.3	0.23	1.15	4.7	20.5	6.3	8.0	19.4	5.6	32.2	19.4	5.6	32.2	0	0	55.3	63.9	8.1	46.8	7.8	8.6	11.9	12.3	0	11.9	6.7	2.3	14.6	16.4
September, 1935	16.7	6.9	9.5	12.7	8.4	7.4	4.1	10.3	0.9	3.5	1.2	1.5	4.3	8.9	27.1	16.3	13.3	34.1	0	0	38.2	41.5	6.5	33.3	6.7	9.1	11.2	0	10.4	9.2	2.6	19.4	13.0	13.0		
September, 1936	6.3	1.9	12.0	10.9	9.0	6.2	3.7	8.4	0.9	5.0	5.9	10.0	5.4	16.5	5.4	16.5	12.0	10.7	49.1	0	0	38.4	42.2	5.8	23.5	6.1	1.1	9.5	7.7	0	5.3	4.7	2.2	8.0	10.9	
September, 1937	16.2	2.2	7.7	7.9	7.4	7.0	8.0	6.8	0.8	4.2	4.4	5.4	7.4	11.2	8.8	10.2	8.5	5.3	3.2	0	0	38.4	42.2	5.8	23.5	6.1	1.1	9.5	7.7	0	5.3	4.7	2.2	8.0	10.9	
September, 1938	1.1	22.0	5.4	11.8	9.3	4.8	3.6	6.6	18.3	9.2	12.4	8.4	8.8	10.2	29.3	20.6	18.3	13.4	15.9	0	0	22.9	26.7	5.8	34.9	5.9	0	6.2	7.6	0	0	3.6	1.5	2.3	7.7	
September, 1939	7.9	21.0	5.9	10.8	3.7	6.8	6.4	7.4	0.22	9.6	1.1	1.2	3.3	20.6	14.6	11.5	14.6	11.5	15.9	0	0	25.4	21.3	5.8	34.9	5.9	0	6.2	7.6	0	0	3.6	1.5	2.3	7.7	
September, 1940	5.0	11.5	5.6	4.4	3.1	3.1	1.3	6.1	0.19	3.0	3.4	2.4	6.4	11.5	29.3	20.6	14.6	11.5	15.9	0	0	16.3	7.1	3.4	23.9	3.3	0	1.0	7.2	0	0	1.0	1.2	6.5	9.1	
September, 1941	10.4	6.4	2.1	1.6	5.1	1.0	5.2	2.3	0.12	2.2	0.1	2.2	0.1	9.3	0.4	1.5	1.4	2.1	0	0	0	0	25.4	21.3	5.8	34.9	5.9	0	6.2	7.6	0	0	3.6	1.5	2.3	7.7
September, 1942	1.0	0.0	0.9	5.4	1.7	1.3	1.3	1.2	0.0	4.4	2.0	1.1	1.0	1.8	1.0	1.8	0.2	0	2.0	0	0	17.6	9.3	2.2	8.3	1.9	0	1.9	2.0	0	0	3.6	1.5	2.3	7.7	
October, 1942	1.4	0.0	5.4	1.7	1.3	1.3	1.3	1.2	0.0	4.4	2.0	1.1	1.0	1.8	1.0	1.8	0.2	0	2.0	0	0	17.6	9.3	2.2	8.3	1.9	0	1.9	2.0	0	0	3.6	1.5	2.3	7.7	
November, 1942	4.0	0.0	5.4	1.7	1.3	1.3	1.3	1.2	0.0	4.4	2.0	1.1	1.0	1.8	1.0	1.8	0.2	0	2.0	0	0	17.6	9.3	2.2	8.3	1.9	0	1.9	2.0	0	0	3.6	1.5	2.3	7.7	
December, 1942	5.0	0.0	5.4	1.7	1.3	1.3	1.3	1.2	0.0	4.4	2.0	1.1	1.0	1.8	1.0	1.8	0.2	0	2.0	0	0	17.6	9.3	2.2	8.3	1.9	0	1.9	2.0	0	0	3.6	1.5	2.3	7.7	
January, 1943	4.0	0.0	5.4	1.7	1.3	1.3	1.3	1.2	0.0	4.4	2.0	1.1	1.0	1.8	1.0	1.8	0.2	0	2.0	0	0	17.6	9.3	2.2	8.3	1.9	0	1.9	2.0	0	0	3.6	1.5	2.3	7.7	
February, 1943	9.3	2.0	8.6	6.3	2.2	1.1	1.0	1.1	0.6	2.2	3.2	3.2	2.2	1.4	2.4	2.4	1.6	1.6	1.6	0	0	24.4	18.9	8.4	13.4	4.3	1.5	1.2	1.3	0	0	6.0	1.5	2.3	7.7	
March, 1943	7.0	0.0	2.3	3.2	2.2	0.6	6.6	8.0	0.2	0.0	2.0	0.3	1.1	2.4	1.2	2.4	0.2	0	0	0	0	0	5.3	9.0	1.1	5.3	1.0	1.7	1.8	0	0	9.9	1.1	1.7	1.0	1.7
April, 1943	0.0	0.0	6.5	0.3	2.2	0.5	6.6	8.0	0.2	0.0	2.0	0.3	1.1	2.4	1.2	2.4	0.2	0	0	0	0	0	5.3	9.0	1.1	5.3	1.0	1.7	1.8	0	0	9.9	1.1	1.7	1.0	1.7
May, 1943	1.1	9.4	4.4	1.1	1.3	1.8	5.0	1.3	0.18	0.13	2.0	0.3	1.1	2.3	1.2	2.3	0.1	0	0	0	0	0	3.2	2.6	1.5	0.8	3.1	1.1	1.2	0	0	7.4	1.1	1.2	0.8	6.6
June, 1943	0.0	0.0	6.3	0.3	2.2	0.5	6.6	8.0	0.2	0.0	2.0	0.3	1.1	2.3	1.2	2.3	0.1	0	0	0	0	0	3.2	2.6	1.5	0.8	3.1	1.1	1.2	0	0	7.4	1.1	1.2	0.8	6.6
July, 1943	2.0	0.0	5.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
August, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.4	6.4	6.4	0.2	1.3	0	0	0.5	0.1	0.4	1.0	4.4
September, 1943	0.0	0.0	7.2	0.2	0.2	0.1	1.1	2.3	1.1	3.1	0.1	1.1	0.1	1.9	0.1	1.9	0.1	0	0	0	0	0	3.0	1.4	4.											

workers in the non metallic minerals division. The unemployment percentages were .3 and zero as compared with those of .3 and 3.3, respectively, in August; among non metallic mineral workers there were 2.7 per cent without work in September, 1942.

Unions in the building and construction trades returned 205 reports, having a total membership of 34,979 persons, of whom, 340, or a percentage of 1.0 were without work, in comparison with percentages of 1.3, in the previous month and 3.2 in September, 1942. In comparison with August, carpenters and joiners manifested a slightly higher employment level, while among bridge and structural iron and electrical workers, there were minor advances to full employment. A slight improvement was indicated, also, by bricklayers, masons and plasterers and granite and stone-cutters, while among painters, decorators and paperhangers and wood, wire and metal lathers, no unemployment was in evidence at either date. The percentage of union members reported to be without work among steam shovel men remained unchanged, while on the other hand, a minor employment contraction was manifested for hod carriers and unclassified building workers and plumbers and steam-fitters. As compared with the situation in September, a year ago, considerably more work was apparent in reports received from unions of carpenters and joiners, while for hod carriers and unclassified building workers an appreciable employment increase was in evidence, likewise. Slight advances were indicated by electrical workers, painters and decorators and paperhangers, and plumbers and steamfitters, while, on the contrary, among steam shovel men, whose membership is small, there was a minor employment recession.

In the transportation industries, 883 returns were tabulated, having a combined membership of 86,131 persons, of whom, 350, or a percentage of .4 were without work. This percentage was identical with that of August; in September, 1942, the percentage of unemployed members was .8. In comparison

with August conditions, reports from street and electric railway employees reflected the same percentage at both dates, while for teamsters and chauffeurs, etc., no unemployment was apparent at either date. About 79 per cent of the total group membership were in the steam railway division. Among these workers, there was a slight employment decline, while among the comparatively small membership in the navigation group, also, there was a minor recession in available work. In comparison with conditions in September, a year ago, steam railway employees reflected an appreciably higher employment level, while the situation for navigation workers, likewise, showed noteworthy improvement, although a comparatively small number of workers were involved; among street and electric railway employees and teamsters and chauffeurs, etc., there were minor increases in activity.

In the service group, as will be seen in table II, the percentage of unemployed members, in September, as was the case in August, 1943, and in September, 1942, remained very low. In this group are included occupations such as civic employees, hotel and restaurant employees, barbers, theatrical employees, stationary engineers and firemen and unclassified workers. Among union members in the retail and wholesale trades, no unemployment was in evidence, as was the case in the previous month and in September, a year ago.

Reports were received from unions of lumber workers and loggers covering 5,196 members. The returns showed, as in the previous month, all of these to be fully employed, as was the case also, in September, a year ago.

Table I shows by provinces the average percentage of union members, who were unemployed each year from 1932 to 1942, inclusive, and, also, the percentage of unemployment for September, of each year from 1932 to 1941, inclusive, and from September, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

Labour Law

Recent Regulations under Dominion and Provincial Legislation

Pilots—Alberta Hours of Work Act—Pensions in Alberta—Manitoba Workmen's Compensation—Minimum Wages in Quebec and Saskatchewan—Saskatchewan Public Service

ORDER 12, issued November 10 under the National Selective Service Civilian Regulations, (L.G., Jan., 1943, p. 19), exempting the temporary employment of certain classes of persons during the Christmas rush in the retail trade or Post Office Department from Part II (Civilian Employment) of the regulations is dealt with in the Manpower section. New by-laws have been issued for the Pilotage Districts of Bras d'Or Lakes, Nova Scotia and Shediac, New Brunswick.

In the provincial field, Alberta has exempted from the Hours of Work Act cooks, cookees and waiters employed by Abasand Oils Limited, provided that they receive a specified minimum wage. It has also raised from \$25 to \$30 the maximum monthly pension payable to teachers under the provincial pension scheme and has authorized an agreement to implement the Dominion Order in Council providing for an increase in old age and blind pensions. Manitoba has passed a number of new regulations under the Workmen's Compensation Act and Quebec has revised the minimum wage order governing taverns in Montreal and district. Saskatchewan has reissued all its minimum wage orders and passed new regulations governing Public Service employees.

Canada Shipping Act

New by-laws for the Pilotage Districts of Bras d'Or Lakes, Nova Scotia, and Shediac, New Brunswick, were approved by Orders in Council P.C. 7520, September 30, and P.C. 7626, October 1, gazetted October 16. Both sets of by-laws, although differing in details, deal with the examination and licensing of pilots, pilotage dues, pilot vessels, duties, behaviour and discipline of pilots, etc. Candidates for a pilot's licence must be British subjects resident in Canada, 21 years of age or more, and of good character. They must pass eyesight and hearing tests and prove physical and mental fitness for their duties.

Alberta Hours of Work Act

Cooks, cookees and waiters employed by Abasand Oils Limited in Alberta have been exempted from the Hours of Work Act by an Order of the Board of Industrial Relations

dated August 31 and gazetted October 15. The Order only applies to those paid the following minimum monthly wages and supplied with board and lodging: chief or head cooks, \$175; assistant cooks, \$125; cookees, \$75; waiters, \$60. The Hours of Work Act limits hours for men to 9 a day and 54 a week and requires one day's rest in seven. The Order was passed after the Board of Industrial Relations in accordance with the Act had inquired into the application of the Act to these employees.

Alberta Old Age Pension Act

By an Order in Council gazetted September 30, the Provincial Treasurer of Alberta has been authorized to enter into a supplementary agreement with the Minister of Finance for Canada to provide for the payment of war-time increases not exceeding \$5 a month in old age and blind pensions. The terms of such agreements were laid down in the Dominion Order in Council P.C. 6367 (L.G., Sept., 1943, p. 1295). The Alberta Order stipulates that validating legislation is to be introduced at the next session of the Legislature and that no portion of the increased cost of the pensions is to be charged to Municipalities, Improvement Districts or Special Areas.

Alberta Teachers' Retirement Fund Act

The maximum pension payable under this Act is to be raised from \$25 to \$30 a month after December 31, 1943, by an amendment in the by-laws (L.G., 1941, p. 958) gazetted October 15.

Manitoba Workmen's Compensation Act

A number of regulations passed under this Act during the past two years were gazetted on October 2. One, approved May 20, 1941, excludes from Part I of the Act (which relates to the accident fund) all training schools under the Empire Air Training Scheme including Flying Training, Observation and Navigation Schools. Another regulation approved October 29, 1942, excludes any industry carried on or controlled by any government other than the governments of Manitoba, of any municipality or municipal district in Manitoba or of the

Dominion of Canada. The exclusion also applies to industries carried on by a contractor or sub-contractor on behalf of such a government. However, the Workmen's Compensation Board may, on application from the employer, bring any industry so excluded within the scope of the Act on such terms and conditions as it may prescribe.

Two other regulations, dated June 19 and 20, 1942, relate to four air transport companies now controlled by the Canadian Pacific Railway Company, viz.: Canadian Airways Limited, Arrow Airways Limited, Starratt Airways and Transportation Limited and Wings Limited. One regulation extends the application of the accident fund part of the Act to air transport as carried on by the Canadian Pacific Railway Company through these four Companies, and the other withdraws them from Class G, in which all industries except specified railway companies and industries operated by provincial or municipal governments are placed for purposes of assessment, and places them in Class A which covers the Canadian Pacific Railway Company.

There have been three additions to the schedule of compensatable diseases. A regulation approved May 20, 1941, added nitrous fume poisoning from any process in which nitrous fumes are evolved, and poisoning by benzol (benzene) or its homologues and nitro and amido derivatives and its sequelae arising out of any process involving the production, liberation or utilization of any of these substances. In both cases, munitions workers are specifically mentioned as being eligible for compensation for such diseases. A final regulation, approved February 5, 1943, adds aircraft workers to the classes of workers compensated for dermatitis and other skin infections.

Quebec Minimum Wage Act

A new Order 23 governing taverns in Montreal and district was gazetted and became effective on October 23, replacing the Order issued in 1941 (L.G., 1941, p. 959). The hourly wage rates have not been altered but a minimum weekly rate has been established for bartenders and waiters and a number of changes have been made in other provisions.

The application of the former Order was limited to Montreal and cities and towns on the Island of Montreal or totally included within a five-mile radius of the Island. The revised Order covers all municipalities entirely or partly situated on the Island or within a five-mile radius of it. A new clause expressly exempts stationary engineers and firemen covered by Order 6 (L.G., July, 1943, p. 1034) from this Order.

The categories into which employees under the Order are classified have been revised. There are now six categories instead of five, as follows: 1, regular bartenders; 2, bartender apprentices; 3, temporary bartenders; 4, regular waiters; 5, temporary waiters; and 6, cleaners. As before, a bartender's apprentice is defined as an employee who has not completed 648 hours of work in a tavern. Bartenders and waiters are now classed as temporary employees if they work less than 25 hours a week instead of 40 as before.

Regular bartenders, irrespective of the hours worked, must now be paid a minimum weekly wage equivalent to what they would earn in a 54-hour work-week, or \$24.30; and similarly, regular waiters must receive at least \$17.55 a week. Overtime pay is additional. It must be granted for all weekly hours in excess of 54, or daily hours in excess of 12, or consecutive hours extending over more than one day in excess of 12. One and one-half times the wage-rate must be paid for overtime. All waiting is included in hours of work but a new clause declares that meal-periods or times when an employee's services are not required are excluded. Other provisions relating to payment for a minimum of three hours when called to work, the performance of cleaning work by bartenders and waiters and limiting work-spells to six hours are unchanged. The provisions concerning permissible wage deductions, registers, uniforms, posting and references, while not altered substantially, have been made uniform with similar provisions in general Order 4 (L.G., 1942, p. 586; Jan., 1943, p. 154). All provisions of Order 4 not inconsistent with this Order apply to workers governed by this Order.

Saskatchewan Minimum Wage Act

All nine Orders under this Act have been re-issued, rescinding Orders passed in 1940 and 1941. The new Orders which were gazetted October 23 and come into effect November 8 are identical with the earlier Orders as amended except for a slight change in Orders 1 and 6 noted below. Regulation No. 1 of the Minimum Wage Board has also been re-issued. It requires employers to post copies of all minimum wage orders applicable to their employees.

Orders 1, 2 and 3 were last issued in July, 1941, (L.G., 1941, p. 961) and apply to all cities and a five-mile radius surrounding them in Saskatchewan. Order 1 governs retail and wholesale establishments, mail-order houses and all other shops not covered by Orders 2, 3, 4 or 5. A new clause has been added to

the section restricting the number of inexperienced employees to permit this stipulation to be relaxed if the employer obtains written permission from the Secretary of the Minimum Wage Board. Order 2 applies to factories, paint shops, plumbing and tinsmithing shops, fuel, lumber and building supply yards and to all offices connected with such factories or shops. Order 3 governs warehousing, draying, cartage, transfer and delivery.

Orders 4, 5 and 6 were last issued in September, 1941 (L.G., 1941, p. 1271) and also apply to cities and a five-mile radius. Order 4 applies to hotels, boarding and rooming houses, restaurants and refreshment rooms. Order 5 covers beauty parlours and schools and barber shops and schools. Order 6 governs bowling alleys, billiard halls, skating and curling rinks, dance halls, theatres, shooting galleries and other establishments operating games of skill. A new clause exempts men or boys admitted to skating rinks to sweep the ice from the provision requiring workers to be paid for at least two consecutive hours on any day they are called to work.

Orders 7 and 8 were last revised in 1940 (L.G., 1940, pp. 1038, 1258). They cover virtually the same groups of industries as Orders 1 to 6 but apply to the towns of Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melville, Shaunavon and Wynyard and within

a five-mile radius surrounding them. Order 7 governs factories, theatres, dance halls, retail and wholesale establishments, mail-order houses, beauty parlours, barber shops, fuel, lumber and building supply yards and the business of warehousing, draying, cartage, transfer and delivery. Order 8 applies to hotels, boarding houses, restaurants and refreshment rooms.

Order 9 was first passed in December, 1941, (L.G., 1942, p. 60). It governs the lumbering and logging industry, including the operation of saw-mills, shingle-mills and lath-mills anywhere in the province.

Saskatchewan Public Service Act

New rules and regulations governing the employees of the Public Service of Saskatchewan were gazetted October 23. They deal with hours of work, attendance, leave, retiring gratuities, allowances and compensation, overtime, resignations and other subjects.

New rules and regulations were also gazetted on October 23 to govern employees of provincial mental hospitals.

Saskatchewan Public Service Superannuation Act

Regulations under this Act were gazetted October 23. They deal with contributions, allowances and administrative procedure.

Recent Legal Decisions Affecting Labour

Quebec Court Rejects Discharged Seaman's Claim for Wages

A judgment of the Montreal Recorder's Court ordering a shipping company to pay \$169.59 in back wages to a seaman was quashed with costs by Mr. Justice Duclos in Montreal Superior Court on September 22. Two earlier judgments of the Recorder's Court involving two other seamen employed by the same company under similar circumstances were upheld by Chief Justice Bond in Montreal Superior Court on May 1 (L.G., Aug., 1943, p. 1177).

The seaman in question had been articleed at Montreal and was to be paid off in a Canadian port at the end of the voyage. At Salford, England, he was dismissed for being absent without leave, and was paid the wages due him up to that date. He was also provided with passage and maintenance back to Montreal in accordance with the requirements of the Canada Shipping Act. He claimed wages from the date of his dismissal to the time of his return to Montreal on the

ground that his contract did not expire until he was paid off in a Canadian port. The case was heard by the Recorder of the city of Montreal under section 206 of the Canada Shipping Act which permits seamen's claims for wages not exceeding \$250 to be dealt with in a summary manner by any judge of the Quebec Superior Court, Sessions of the Peace or County Court, by any stipendiary or police magistrate or by any two justices of the peace. The Recorder has the authority of two justices of the peace.

The claim was granted, but the company appealed under a writ of certiorari on the ground that the case was not a simple claim for wages and therefore the Recorder lacked jurisdiction to deal with it. The Court upheld this contention. It considered that the seaman had been legally dismissed at Salford under the terms of the Canada Shipping Act, since he had been brought before the shipping master at the port and the latter had investigated the grounds of the discharge, determined the wages due to him and paid them on behalf

of the company. "This", the Court declared, "clearly indicated that the shipping master was satisfied that the discharge was legal." Therefore, the seamen's contract was, at an end and no wages could be due after the date of his dismissal. The court cited several definitions of seamen's wages which limited them to compensation for services performed, and pointed out that the seaman had not performed any services for the company after his dismissal and therefore had earned no wages. The jurisdiction of the Recorder's Court was limited to ascertaining if any wages were due and determining the amount. *Furness, Withy and Company Limited v. Recorder E. J. McManamy*, Montreal Superior Court, September 22, 1943.

Agreement Prohibiting Bakery Salesmen from Soliciting Customers of Former Employer held Valid by Quebec Court

An appeal against a judgment dismissing an action brought by a Montreal bakery firm to enforce an agreement with a former employee was allowed with costs by the Quebec Court of King's Bench on June 29. The agreement which the worker had signed when he was hired as a salesman declared that if he left the company's employ, he would not attempt to sell bakery products to his former customers for a period of a year. A penalty of \$200 was specified for any breach of this agreement.

The evidence showed that the worker had violated the agreement, but the lower Court had held that the agreement was invalid for two reasons: (1) it had not been signed by the company but only by the worker and a representative of the company; and (2) it was contrary to the Quebec Collective Labour Agreements Act as it did not stipulate that the worker must be paid the minimum wage of \$18 a week required by a decree governing the bakery industry passed under the Act. The Court considered that the penal clause was not enforceable unless it rested on a valid agreement.

The appeal Court, however, found the agreement valid. On the first point, it held that, irrespective of whether the employer had properly signed the agreement or not, the worker had freely consented to it when he signed and delivered it to his employer and accepted employment and remuneration from the company. The Court did not consider that the agreement was unreasonable or in restraint of trade since it was limited to a specified zone and for a fixed period.

On the second point, the Court declared that the Collective Labour Agreements Act only

prohibited the prescribing of a wage lower than the minimum established by a decree under the Act for a particular industry. The agreement signed by the worker had stipulated no wage but had merely declared that he was to be paid on a commission basis. He had, in fact, at all times received a wage above \$18. There was nothing in the Act to require that the wage must be specified or to prevent workers from being paid on a commission basis as long as they received the minimum wage.

Since the agreement was valid, the Court had no alternative but to enforce the penalty clause. Under the Quebec Civil Code it had no power to reduce the penalty although Chief Justice Létourneau was of the opinion that it was extremely rigorous to exact a penalty of \$200 from a bakery salesman who had only taken two customers from his former employer. *Caron-Jetté Limitée v. Drapeau; la même v. Corbeil*, *Rapports Judiciaires de Québec*, Cour du Banc du Roi, 494.

English Employer Held Responsible for Accident Caused by Faulty Condition of Ladder

Damages amounting to £700 and funeral expenses were awarded by a King's Bench Division Court in London, England, on July 19, to the widow of a crane-man who had been killed when a rung of a ladder leading to the crane broke. The case was reported in the September issue of the British *Ministry of Labour Gazette*. The plaintiff charged negligence at common law and a breach of the section in the Factories Act which stipulates that "all ladders shall be soundly constructed and properly maintained".

The defendant company denied negligence and gave evidence of the care taken to ensure the safety of the workers. The company had a joint Safety First Committee and all defects reported to foremen were immediately remedied. The Committee examined the plant and machinery including the ladders at short intervals, and had examined the ladder in question two or three weeks before the accident and found nothing amiss. However, examination of the ladder after the accident had shown that the screw which held the broken rung had broken in half due to corrosion, possibly caused by sulphur fumes from a nearby foundry. All the other screws and rungs were in perfect condition. The defendant contended that the statutory duty to keep ladders in good repair was not absolute but was discharged if all practical measures to see that the ladder was in an efficient state had been taken.

The Court disagreed with this view, holding that the statutory duty to keep all ladders in an efficient state was as absolute as the statutory duty to fence all dangerous parts of machinery. It declared that the fact that the rung gave way established beyond question that the ladder was not in good repair and the defendant had, therefore, violated the requirement of the Factories Act, even though this particular failure was one which apparently nobody could have anticipated. *Cole v. Blackstone and Company Limited*, King's Bench Division, London, July 19, 1943.

Scottish Court holds that Fencing of Machinery must Protect Workers against Careless Movements

In another case reported in the same Gazette, an appeal against the acquittal of an employer charged under the Factories Act with failure to fence dangerous machinery properly was allowed by the High Court of Justiciary at Edinburgh on August 25. The case arose out of the injury of a boy whose sleeve was caught in the cogs of two gear wheels on a breaker carding machine. The gear wheels were fenced up to a height of seven feet two inches from the ground but the boy in question was required to work on a platform four feet two inches from the

ground and within two or three feet of the gear wheels.

The lower Court held that the statutory requirements to fence dangerous machinery had been fulfilled when the worker was sufficiently protected while carrying out his work in the ordinary way. The appeal Court, however, rejected this criterion for determining if the gear wheels were securely fenced. It considered that the fencing was not adequate unless it would prevent accidents occurring in all circumstances which might be reasonably anticipated. Such circumstances included, "a great deal more than the ordinary staid, well-regulated conduct of operatives engaged in the ordinary course of their work."

The occupiers of factories were bound to take into account . . . the possibility of negligent, ill-advised or indolent conduct on the part of their employees, and even skylarking and other irregular conduct, especially where boys were employed.

On the basis of this criterion, the Court held that the employer had failed to fence the gear wheels properly as the upper part of the boy's body was within two feet of the unfenced portion of the wheels and any careless movement of his arm might cause an accident. *Lyon v Don Brothers, Buist and Company Limited*, High Court of Justiciary, Edinburgh, August 25, 1943.

Recommendations on Training of Women for War Jobs in United States

THE United States War Manpower Commission's Women's Advisory Committee recently recommended, as a measure vital to the Government's war production program, the immediate wide-scale development of adequate in-plant training programs for women workers.

"Even when a production job requires very little training for the actual performance of the work itself, some training and adjustment to factory conditions and procedures are nevertheless necessary before an inexperienced woman can be placed effectively in any department of the plant," declared Miss Margaret Hickey, Chairman of the Committee.

"To help maintain a satisfactory degree of morale and to keep women working at their highest efficiency and producing to their maximum capacity, carefully planned step-by-step training on the job should be given by well-chosen, skilled supervisors or leadmen. Most effective results have been obtained in plants where management has given as much weight to training plans as to other production problems."

On the basis of War Manpower Commission reports and studies of current employment problems and needs considered at today's session of the women's advisory group, the Committee recommended for women workers a four-fold plant training program as follows:

- (1) Orientation and pre-production training;
- (2) On-the-job training under trained instructors;
- (3) Supplementary training for those who wish to increase their skills;
- (4) Transfers and retraining when this would be in the interests of increased war production.

As an aid to its program of assisting industry in setting up training systems, the War Manpower Commission has just released a new bulletin prepared by its Bureau of Training under the title, *Training Women for War Work*. The Bureau of Training also has compiled a series of reports from Regional Chiefs of Training which are assembled under the title, *Training Womanpower*.

Prices

Prices, Retail and Wholesale, in Canada, October, 1943

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

A decline of 0.1 to 119.3 in October, broke an exceptionally steady rise in the official cost-of-living index dating from February, 1943. This minor recession left the index 2.4 points above its February level, and 1.4 points above the level at which the last cost-of-living bonus was authorized in July 1942.

Declines in the food group were mainly responsible for the October decrease. Potato prices fell sharply in response to a Wartime Prices and Trade Board order restoring price levels of a year ago, and lamb, beef, carrots and turnips also were reduced. Butter and eggs averaged higher, but the food index fell from 133.5 to 132.9. The fuel and light index also moved lower from 113.4 to 113.3. The influence of these two group indexes was partially offset by increases from 111.5 to 111.9 in

rents, and from 120.6 to 121.1 in clothing. Other groups remained unchanged, home furnishings and services at 118.2 and miscellaneous items at 108.3.

Changes in cost-of-living indexes for eight regional cities between August and October were fractional. Four declined, one remained unchanged, and three advanced. The greatest increase was 0.2 points (Montreal and Toronto) and the greatest decline 0.6 points (Saint John, N.B.).

Comparative indexes for these cities in Table II show the relative increase in living costs since August, 1939. They cannot be used, however, to compare absolute living costs from city to city, since the August 1939 family living budgets are not comparable.

Continued on page 1578

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

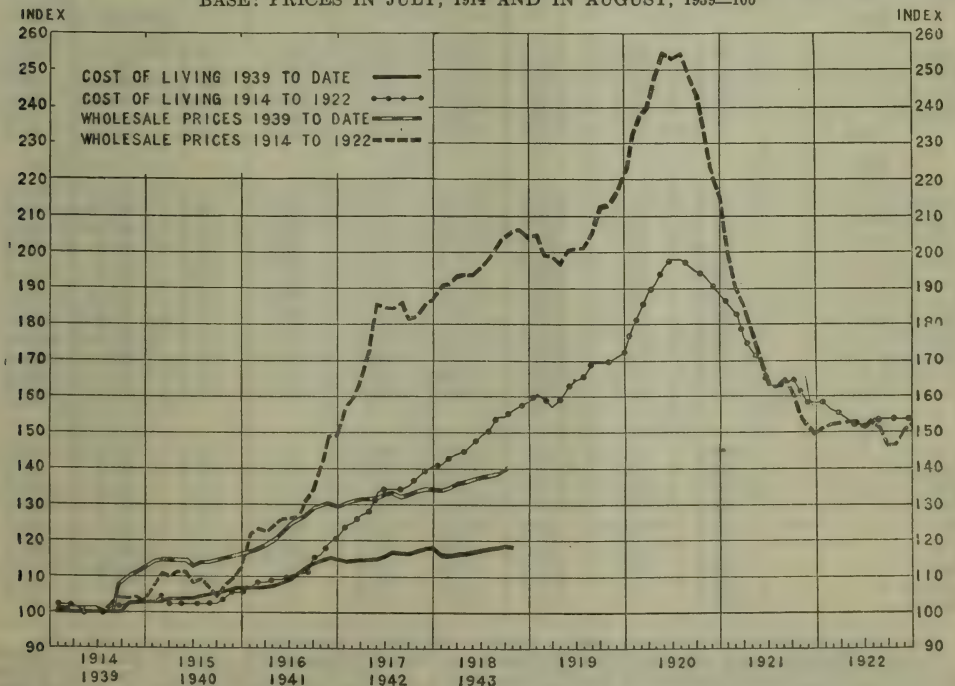


TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING
IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100.0 for August, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.2	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	108.4
October 1.....	106.2	107.0	108.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1	120.3
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1	120.6
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1	120.9
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1	121.8
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1	123.5
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1	123.0
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1	125.0
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2	125.2
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
February 1.....	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5	122.2
March 1.....	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5	122.7
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
May 1.....	117.2	118.1	129.9	111.5	112.7	120.2	117.8	108.0	124.0
June 1.....	117.6	118.5	130.9	111.5	113.0	120.4	117.8	108.2	124.5
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
August 2.....	118.3	119.2	134.2	111.5	113.4	120.6	117.9	108.2	125.8
September 1.....	118.5	119.4	134.5	111.5	113.4	120.6	118.2	108.3	126.0
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

‡ Commodities in the cost-of-living index excluding rents and services.

TABLE II—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1943

Base: August, 1939=100

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	118.2	139.6	105.7	105.9	117.6	114.8	108.6
Saint John.....	118.4	131.9	107.3	109.5	121.7	116.0	110.1
Montreal.....	121.5	139.6	108.3	116.3	124.2	117.7	106.0
Toronto.....	117.5	130.2	111.1	121.2	117.4	114.0	108.3
Winnipeg.....	115.4	130.5	104.4	107.1	118.1	115.8	106.2
Saskatoon.....	119.0	135.1	113.1	107.0	119.2	119.7	106.3
Edmonton.....	115.9	133.5	100.0	99.4	123.8	117.0	107.5
Vancouver.....	117.7	135.9	99.7	111.5	123.2	115.7	108.5

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—OCTOBER, 1943, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR OCTOBER, 1943

Commodities*	Per	Aug. 1939	Dec. 1941	Mar. 1942	June 1942	Sept. 1942	Dec. 1942	Mar. 1943	June 1943	Aug. 1943	Sept. 1943	Oct. 1943	Price Oct. 1943
													cts.
Beef, sirloin steak.....	lb.	100.0	120.7	121.9	131.5	133.7	135.8	140.1	144.8	145.5	145.5	143.7	40.1
Beef, round steak.....	lb.	100.0	125.7	127.8	139.2	142.2	145.1	150.6	157.0	158.2	157.8	155.7	36.9
Beef, rib roast.....	lb.	100.0	125.5	127.8	137.0	140.0	143.0	148.7	160.4	164.3	170.9	172.6	39.7
Beef, shoulder.....	lb.	100.0	132.7	135.2	149.7	153.5	157.2	165.4	176.7	178.6	181.1	180.5	28.7
Beef, stewing.....	lb.	100.0	136.7	140.5	154.0	159.5	165.9	174.6	183.3	184.1	183.3	181.7	22.9
Veal, forequarter.....	lb.	100.0	139.3	143.8	149.7	155.0	158.6	168.0	181.1	179.9	181.1	182.8	30.9
Lamb, leg roast.....	lb.	100.0	109.9	114.4	121.8	124.3	122.5	134.9	141.2	157.4	146.1	135.6	38.5
Pork, fresh loins.....	lb.	100.0	125.3	126.2	128.5	129.6	131.2	132.7	137.7	138.5	139.2	139.2	36.2
Pork, fresh shoulder.....	lb.	100.0	127.0	129.1	131.6	124.2	135.7	139.8	145.9	145.4	146.9	148.0	29.0
Bacon, breakfast, sliced.....	lb.	100.0	132.3	132.3	132.9	134.8	137.2	139.1	139.1	140.0	140.3	140.3	45.6
Lard, pure.....	lb.	100.0	151.3	141.2	143.0	139.5	148.2	160.5	162.3	162.3	162.3	162.3	18.5
Shortening, vegetable.....	lb.	100.0	134.7	134.7	134.7	134.0	134.7	136.8	137.5	137.5	137.5	137.5	19.8
Eggs, grade "A", fresh.....	doz.	100.0	156.4	126.3	116.8	146.7	186.2	142.4	135.5	162.5	171.7	178.0	54.1
Milk.....	qt.	100.0	111.0	111.0	111.0	111.9	112.8	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery prints.....	lb.	100.0	140.5	142.1	143.6	142.9	149.8	146.2	142.9	141.8	141.8	142.5	38.9
Cheese, Canadian, mild.....	lb.	100.0	174.6	174.5	168.7	164.4	163.0	162.5	164.9	166.3	166.3	165.9	34.5
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	127.3	4.2
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8-oz.....	pkg.	100.0	101.1	101.1	101.1	101.1	101.1	101.1	101.1	101.1	101.1	101.1	9.3
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	130.2	130.2	130.2	130.2	131.1	132.1	132.1	131.1	131.1	13.9
Peas, canned, 2's.....	tin	100.0	117.5	117.5	118.3	119.2	120.0	120.0	120.8	120.8	121.7	121.7	14.6
Corn, canned, 2's.....	tin	100.0	128.3	129.2	130.1	131.0	131.9	131.9	132.7	133.6	134.5	134.5	15.2
Beans, dry.....	lb.	100.0	129.4	127.5	129.4	127.5	127.5	127.5	127.5	129.4	129.4	129.4	6.6
Onions.....	lb.	100.0	108.2	136.7	157.1	108.2	98.0	116.3	144.9	159.2	153.1	149.0	7.3
Potatoes.....	15 lbs.	100.0	89.9	122.0	131.7	134.1	122.6	135.4	160.4	169.2	158.2	137.2	45.0
Prunes, medium.....	lb.	100.0	115.8	118.4	118.4	120.2	123.7	123.7	124.6	125.4	125.4	126.3	14.4
Raisins, seedless, bulk.....	lb.	100.0	104.0	104.6	104.6	104.0	99.3	100.0	105.3	111.3	111.3	104.0	15.7
Lemons, medium size.....	doz.	100.0	132.5	108.5	113.3	131.4	153.9	131.4	144.7	143.7	145.7	147.8	43.3
Lemons, medium size.....	doz.	100.0	111.3	111.1	110.8	113.5	127.4	131.7	134.2	144.9	146.2	145.8	47.4
Jam, strawberry, 16 oz.....	jar	100.0	111.3	111.9	111.9	112.6	113.8	115.1	115.1	115.1	115.1	115.1	118.3
Peaches, 20 oz.....	tin	100.0	101.5	101.5	102.0	102.0	103.6	105.1	109.6	109.6	109.6	109.6	121.6
Marmalade, orange, 16 oz.....	jar	100.0	118.3	118.9	118.9	120.5	122.0	127.3	129.5	131.8	130.3	131.1	17.3
Corn syrup, 3½ lb.....	jar	100.0	138.0	138.7	139.0	139.7	139.7	140.7	154.7	154.7	154.7	154.7	46.4
Sugar, granulated.....	lb.	100.0	132.3	130.8	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	131.7	131.7	131.7	131.7	133.3	133.3	133.3	133.3	134.9	8.5
Coffee.....	lb.	100.0	141.6	141.4	141.7	142.0	142.3	130.5	130.8	130.8	130.8	131.1	44.3
Tea, black, ½ lb.....	pkg.	100.0	145.2	146.3	147.6	148.3	148.3	131.3	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to October, 1943, prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS.

LOCALITY	Beef					Veal, boneless front, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, per lb.	Blade Roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—P.E.I.—Charlottetown.....	42-6	37-2	39-8	30-6	24-6	....	35-5	36-8	....	44-9	19-2	20-0	52-9	9-0	39-6	34-2	7-3	4-5	6-0	9-9
Nova Scotia—																				
2—Halifax.....	40-9	38-2	39-2	30-2	24-1	....	38-9	34-9	28-9	44-5	19-4	20-0	58-5	10-5	44-0	35-3	8-0	4-6	6-1	9-9
3—New Glasgow.....	42-6	38-2	39-6	31-1	24-7	....	38-0	38-0	30-4	46-9	20-0	20-0	55-9	10-0	42-9	37-0	7-3	4-9	6-1	10-0
4—Sydney.....	45-8	40-0	38-0	31-0	23-9	....	....	38-3	32-7	44-9	18-8	19-9	58-0	11-5	42-7	37-0	7-3	4-3	5-7	9-8
5—Truro.....	42-3	37-6	37-8	29-7	21-4	....	38-6	36-5	29-2	44-9	20-3	20-6	57-9	10-0	42-5	36-0	6-7	4-8	5-9	10-1
New Brunswick—																				
6—Fredericton.....	41-5	37-5	42-6	29-4	20-7	29-7	39-8	37-3	31-3	46-4	19-4	19-7	55-4	10-0	41-6	35-5	7-3	4-8	6-3	9-5
7—Moncton.....	42-0	37-7	40-1	29-6	21-7	....	38-6	35-9	30-0	47-4	19-4	20-1	56-4	10-0	42-2	34-7	8-0	4-6	5-8	10-0
8—Saint John.....	42-0	39-4	38-0	30-2	23-3	31-0	40-4	39-1	31-0	44-6	19-4	19-7	57-8	11-0	41-5	35-2	7-3	4-3	5-9	9-7
Quebec—																				
9—Chicoutimi.....	38-7	40-0	37-0	29-5	22-5	....	....	31-7	30-4	48-3	19-7	20-7	54-2	9-0	38-4	....	6-7	4-6	....	10-0
10—Hull.....	39-1	36-2	38-2	27-1	21-4	31-3	39-3	33-7	28-2	46-1	18-0	19-1	54-4	10-0	37-7	32-8	5-3	3-8	5-5	9-5
11—Montreal.....	40-1	37-7	43-4	27-3	21-9	26-3	38-9	33-3	27-0	45-8	18-8	19-3	58-2	10-5	38-3	33-7	6-0	3-8	5-4	9-5
12—Quebec.....	38-2	34-8	37-0	25-6	18-7	33-1	36-1	33-2	28-7	42-1	19-0	19-5	54-5	10-0	37-7	34-5	5-5	3-7	5-8	9-7
13—St. Hyacinthe.....	34-3	34-5	34-9	26-7	21-7	32-3	36-5	28-3	25-2	46-8	18-0	19-4	54-5	8-0	37-5	31-6	5-3	4-1	6-0	9-9
14—St. Johns.....	39-7	36-7	37-3	27-7	19-2	34-5	....	36-5	27-4	45-8	19-2	19-7	53-2	9-0	37-9	32-9	5-3	4-1	5-5	9-7
15—Sherbrooke.....	42-0	39-4	37-5	28-9	21-7	33-2	37-6	33-1	25-9	38-8	18-6	19-6	54-5	9-0	37-1	34-0	5-3	4-2	6-0	9-8
16—Sorel.....	37-7	36-4	32-8	24-4	18-4	....	....	32-4	24-6	45-3	18-7	19-7	51-0	9-0	37-9	31-0	5-3	4-0	5-3	10-0
17—Thetford Mines.....	34-1	35-8	27-7	24-7	18-0	....	....	25-1	23-9	37-6	18-9	19-5	50-9	8-0	37-8	31-5	4-7	4-1	5-1	9-7
18—Three Rivers.....	39-6	35-9	36-6	25-6	20-6	....	32-3	28-8	26-2	46-2	18-4	19-6	55-3	9-0	36-7	33-0	6-0	4-0	5-5	9-7
Ontario—																				
19—Belleville.....	39-4	36-6	40-0	28-7	24-3	30-5	42-0	36-0	29-8	46-7	18-8	19-2	52-7	10-0	38-8	32-9	6-7	4-2	5-3	8-9
20—Brantford.....	40-8	37-3	41-9	30-3	21-2	32-0	39-9	36-8	28-7	46-1	18-3	19-3	54-9	10-0	38-6	35-5	6-7	4-2	5-4	9-2
21—Brockville.....	41-0	37-2	45-5	30-2	22-3	....	38-7	35-0	28-7	46-4	19-1	19-5	54-5	10-0	38-1	....	6-3	4-1	5-6	9-0
22—Chatham.....	40-0	37-4	41-1	29-6	21-4	32-0	40-0	37-9	33-1	46-3	18-4	19-4	49-9	10-0	37-3	....	5-3	4-1	5-0	8-9
23—Cornwall.....	40-1	37-2	40-7	28-3	20-2	....	38-8	36-5	27-2	45-1	19-0	19-5	55-0	10-0	38-7	31-6	6-0	4-2	5-8	9-2
24—Fort William.....	40-3	37-1	40-2	28-8	22-9	....	37-2	36-7	29-3	45-9	18-2	19-1	54-9	11-0	38-8	33-7	6-0	4-0	5-1	8-9
25—Galt.....	39-7	37-3	40-8	29-6	24-0	....	39-0	37-7	28-7	46-1	18-6	19-3	53-8	10-0	38-4	37-9	6-7	4-1	5-6	8-8
26—Guelph.....	39-9	37-1	36-5	29-5	25-7	30-7	43-7	38-1	30-0	46-1	18-2	19-2	54-7	10-0	38-3	....	6-0	4-1	5-7	9-0
27—Hamilton.....	40-4	37-5	42-8	29-9	25-2	31-6	41-7	39-2	31-0	46-4	18-5	19-1	56-2	11-0	39-3	35-7	6-0	4-2	5-4	8-8
28—Kingston.....	40-7	36-4	39-1	28-7	20-0	....	39-3	36-9	28-6	45-4	19-0	19-3	55-3	10-0	38-4	35-0	6-0	4-3	5-3	9-1
29—Kitchener.....	39-9	37-6	40-3	29-3	24-5	29-5	39-8	38-0	28-4	46-0	18-5	19-6	51-1	10-0	38-6	35-5	6-3	4-0	6-0	8-8
30—London.....	40-5	37-5	41-5	29-6	23-3	29-6	39-3	37-4	28-2	45-0	18-6	19-2	53-9	10-0	38-4	32-8	6-0	4-1	5-6	8-9
31—Niagara Falls.....	40-3	36-7	43-3	29-5	21-9	....	42-4	37-6	28-8	44-1	18-8	19-7	55-9	10-5	39-3	34-5	6-0	4-3	5-6	9-0
32—North Bay.....	41-6	37-8	44-2	30-7	25-8	....	41-2	40-2	33-4	46-7	18-6	19-5	57-6	11-0	38-9	36-2	6-7	4-3	6-3	9-9
33—Oshawa.....	40-0	37-0	43-0	29-5	24-6	....	37-7	38-3	....	46-0	19-2	19-5	56-3	10-0	39-0	....	6-0	3-9	5-6	8-9
34—Ottawa.....	41-1	38-3	43-3	30-2	22-8	33-0	41-5	35-6	29-8	48-2	18-4	19-1	56-6	10-0	38-6	33-1	6-7	3-9	5-7	8-8
35—Owen Sound.....	39-5	37-0	40-1	28-0	23-5	....	40-7	36-9	27-7	45-4	18-1	19-1	51-1	10-0	39-0	32-8	6-0	4-0	5-4	9-4
36—Peterborough.....	40-5	38-1	41-0	29-4	23-1	34-3	38-0	38-0	29-9	46-8	18-6	19-1	53-0	10-0	38-5	36-7	6-0	4-2	5-4	8-7

COAL AND RENTALS, CANADA, OCTOBER, 1943

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 34 lb. jar	Sugar			Tea, black, medium, per 1 lb package	Coal		Rent (c)	
Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice per 20 oz. tin	Corn, choice, per 20 oz tin												Granulated per lb	Yellow, per lb.	Coffee, medium, per lb.		Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$ (b)	\$ (b)	\$	
14-7	15-0	15-0	6-5	9-1	35-7	13-9	17-1	50-7	71-7	39-0	...	34-7	49-1	8-6	8-1	54-7	37-9	.....	10-62	24-00-28-00(d)	1
14-7	14-6	.....	7-4	7-7	44-9	14-8	15-0	47-6	53-4	38-3	22-0	37-5	49-4	8-5	8-2	50-4	38-0	.....	11-69	27-50-31-50	2
14-9	14-7	15-0	6-3	7-6	52-0	15-0	15-3	49-5	52-0	38-0	22-0	38-3	49-6	8-2	8-2	52-7	37-9	.....	7-47	16-00-20-00	3
14-7	.....	.....	6-4	8-4	48-8	14-1	15-2	46-2	66-0	.....	.....	35-3	49-0	8-6	8-4	51-9	37-8	.....	6-12	18-00-22-00(d)	4
14-7	15-0	.....	6-7	8-0	45-6	14-1	16-6	47-4	52-2	41-3	22-0	37-8	49-3	8-7	8-5	53-0	38-0	.....	10-47	26-50-30-50	5
14-8	.....	.....	6-4	7-5	38-9	14-5	17-1	44-3	52-5	39-5	.....	38-7	49-1	8-4	8-3	52-2	38-0	.....	11-11	21-00-25-00(d)	6
15-0	14-8	.....	6-4	7-8	39-4	15-4	15-0	44-3	53-8	.....	.....	.....	49-0	9-0	8-8	55-4	38-0	.....	11-00	26-00-30-00(d)	7
15-0	15-0	15-0	6-6	7-8	41-3	14-3	16-2	45-4	53-3	38-0	.....	37-3	49-2	8-4	8-2	49-5	38-0	.....	11-75	20-50-24-50(d)	8
14-3	15-9	15-8	7-3	10-0	52-2	16-5	18-2	.....	.....	.....	.....	39-3	50-5	8-5	8-1	50-7	39-8	18-36	.....	.....	9
12-9	.....	.....	7-3	7-8	49-5	14-2	.....	40-5	44-2	.....	.....	36-7	46-5	8-3	8-0	45-0	38-9	17-09	.....	15-50-19-50	10
12-4	13-2	15-0	6-3	7-8	43-3	14-2	16-3	43-3	42-6	.....	.....	34-9	44-5	8-0	7-9	46-3	39-7	16-97	.....	23-00-27-00(d)	11
13-7	14-3	15-0	6-6	8-0	40-5	14-8	17-0	44-6	53-8	37-6	.....	35-5	48-2	8-1	7-9	42-7	39-8	16-64	.....	26-00-30-00(d)	12
12-6	14-6	15-0	6-0	8-7	52-8	13-9	15-7	42-6	49-5	.....	.....	36-5	44-7	8-0	7-8	41-2	40-8	16-07	.....	16-00-20-00(d)	13
12-5	.....	.....	6-1	9-9	49-7	14-6	.....	.....	51-0	.....	.....	37-7	45-8	8-0	7-9	40-5	40-0	15-81	.....	.....	14
13-1	15-0	.....	6-2	8-2	43-6	15-3	18-4	39-9	46-4	.....	.....	39-2	48-4	8-0	8-0	39-8	39-4	17-85	.....	20-00-24-00(d)	15
12-9	14-3	17-3	6-7	8-8	50-2	15-0	.....	.....	51-7	.....	.....	36-7	46-3	7-9	7-7	45-9	39-4	.....	.....	.....	16
12-6	14-3	.....	5-7	8-2	44-7	15-2	16-0	42-9	53-3	.....	.....	37-3	47-8	8-0	7-5	48-4	39-4	19-38	.....	14-00-18-00(d)	17
13-6	14-6	.....	5-7	9-4	48-8	15-9	18-3	.....	51-8	.....	.....	37-2	49-6	8-5	8-0	47-3	40-6	16-32	.....	20-00-24-00(d)	18
12-8	.....	.....	6-1	7-7	47-7	14-9	15-4	41-7	46-3	.....	.....	34-5	46-4	8-6	8-4	44-3	38-9	16-00	.....	22-00-26-00	19
13-7	13-9	.....	6-1	7-4	48-3	14-6	13-4	44-3	45-0	.....	.....	33-0	46-1	8-4	8-3	45-9	39-5	16-00	.....	22-00-26-00	20
.....	.....	.....	6-3	8-3	47-9	13-1	.....	48-0	52-5	.....	22-0	35-0	47-0	8-2	8-0	41-4	38-2	16-00	.....	20-00-24-00	21
14-1	13-7	.....	5-5	6-8	45-5	.....	15-2	38-3	43-5	.....	.....	32-5	45-6	8-7	8-5	40-2	38-4	16-00	.....	21-50-25-50	22
.....	.....	.....	7-1	8-5	46-1	.....	.....	.....	49-2	.....	.....	36-7	.....	8-2	8-2	46-0	38-6	16-50	.....	23-00-27-00(d)	23
.....	14-5	.....	6-3	6-2	39-9	14-0	18-4	42-7	50-0	.....	.....	36-8	45-0	8-6	8-5	40-5	38-1	16-80	.....	25-00-29-00	24
13-7	.....	.....	6-0	7-5	46-5	15-0	15-0	43-7	49-4	34-4	20-3	34-9	45-5	8-8	8-6	43-1	39-5	16-00	.....	22-00-26-00	25
13-8	14-0	.....	5-9	7-1	49-9	.....	15-0	41-9	44-0	36-3	.....	33-9	45-2	8-6	8-5	42-7	38-5	16-00	.....	22-00-26-00	26
13-0	.....	.....	6-1	7-4	49-2	15-0	14-7	46-1	45-0	35-6	.....	35-0	45-6	8-2	8-1	40-9	39-3	15-50	.....	26-00-30-00	27
12-9	14-5	.....	6-7	8-2	45-1	13-9	14-2	40-3	43-7	.....	.....	34-3	46-6	8-1	7-9	43-3	38-6	16-00	.....	28-00-32-50	28
13-9	13-9	.....	6-5	7-4	46-5	15-3	15-5	40-8	46-6	36-7	20-2	34-4	46-4	8-7	8-5	39-3	39-3	16-00	.....	26-00-30-50	29
13-6	14-2	.....	6-1	7-1	47-7	.....	14-2	40-9	44-8	35-3	.....	33-5	44-8	8-6	8-4	44-4	39-3	16-50	.....	26-50-30-50	30
12-9	13-2	.....	7-2	7-3	49-1	.....	14-3	49-2	44-4	.....	.....	35-2	44-1	8-7	8-7	43-7	39-5	14-63	.....	25-00-29-00	31
.....	.....	.....	6-6	8-9	48-2	14-0	15-8	41-6	49-4	.....	.....	47-7	.....	9-0	8-9	52-0	39-6	17-25	.....	23-00-27-00	32
.....	.....	.....	6-5	7-6	42-7	14-1	13-8	44-7	46-5	.....	.....	34-7	44-7	8-6	8-4	48-4	39-3	16-00	.....	23-00-27-00	33
13-9	15-0	.....	6-8	7-6	45-6	13-9	19-0	41-8	46-8	.....	.....	36-8	46-8	8-3	8-1	43-5	38-9	16-75	.....	31-00-35-00	34
13-8	14-7	.....	6-4	7-3	46-8	.....	13-9	44-0	45-3	.....	.....	45-4	.....	8-5	8-4	48-8	38-9	16-50	.....	16-00-20-00	35
13-3	.....	.....	6-1	8-0	45-9	.....	14-1	44-5	45-6	.....	.....	35-3	45-6	8-5	8-5	44-7	39-0	16-75	.....	24-00-28-00	36

TABLE IV—RETAIL PRICES OF STAPLE FOODS.

LOCALITY	Beef					Veal, boneloss fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, p r lb.	Blade Roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
Ontario—Con.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
37—Port Arthur.....	41.3	38.4	36.5	27.6	23.7	29.5	38.0	36.3	29.0	49.3	17.9	19.0	55.5	11.0	38.8	34.8	6.3	4.2	5.6	9.5
38—St. Catharines.....	40.3	37.7	43.5	30.0	22.5	....	39.0	39.6	29.7	46.3	18.6	19.1	55.8	10.5	39.1	35.7	6.0	4.2	5.6	9.1
39—St. Thomas.....	40.2	37.0	42.3	29.9	24.9	30.2	42.0	38.5	30.5	46.3	18.9	19.5	53.5	10.0	38.9	....	6.0	4.2	5.8	9.6
40—Sarnia.....	39.9	37.3	42.7	29.5	22.4	33.3	40.3	36.8	31.6	46.0	18.9	19.6	55.6	10.0	39.1	....	6.0	3.9	5.9	9.4
41—Sault Ste. Marie.....	39.9	37.9	38.4	29.4	24.0	....	39.6	38.3	31.3	43.9	18.3	19.3	57.4	11.0	38.1	34.5	6.7	4.0	6.0	9.3
42—Stratford.....	38.4	36.0	40.6	29.3	23.7	....	41.0	37.0	29.5	46.6	18.8	20.4	50.8	10.0	39.0	....	5.3	3.9	5.8	9.2
43—Sudbury.....	41.0	38.0	39.6	28.6	22.9	29.0	36.7	37.3	29.9	43.4	18.9	19.4	57.6	11.0	38.1	34.8	6.7	4.2	6.3	9.3
44—Timmins.....	39.4	36.1	40.6	29.0	23.1	29.4	37.0	39.1	30.9	44.8	19.4	19.5	58.8	12.0	37.8	34.2	6.7	4.4	5.9	9.6
45—Toronto.....	40.5	37.1	43.5	29.9	24.0	32.7	39.5	38.4	26.8	48.1	18.3	19.1	56.9	11.0	38.9	36.7	6.7	4.3	5.4	8.8
46—Welland.....	40.0	36.4	42.0	29.3	23.3	....	....	37.2	28.6	43.5	18.0	19.3	53.5	11.0	38.7	34.3	6.7	4.2	5.3	9.1
47—Windsor.....	40.0	37.4	41.4	29.6	25.1	....	41.2	38.1	30.7	44.9	18.6	19.2	55.8	11.0	38.5	36.0	6.0	4.2	5.4	8.8
48—Woodstock.....	40.0	37.3	39.3	28.7	23.3	....	35.7	38.0	27.5	44.3	18.5	18.9	52.7	10.0	37.8	32.6	6.0	3.7	5.8	8.8
Manitoba—																				
49—Brandon.....	38.2	33.6	38.0	26.4	21.0	....	35.3	35.2	26.8	44.9	17.5	21.3	50.0	10.0	37.0	34.4	7.1	3.9	5.7	9.1
50—Winnipeg.....	38.7	34.9	34.7	27.5	24.3	28.6	35.7	36.1	29.9	46.8	17.3	19.6	53.0	9.0	36.2	34.2	8.0	3.7	5.5	8.9
Saskatchewan—																				
51—Moose Jaw.....	39.2	34.3	37.2	28.0	20.5	....	36.2	33.8	26.2	45.0	16.5	20.8	46.3	11.0	36.3	....	7.2	3.8	5.7	8.8
52—Prince Albert.....	32.5	29.7	32.3	23.0	20.0	....	....	....	....	34.7	17.1	20.3	45.5	10.0	37.8	33.3	6.0	4.4	5.8	8.8
53—Regina.....	39.0	34.5	37.6	26.7	23.6	25.4	33.5	32.6	24.8	43.1	16.6	21.5	51.2	10.0	36.0	....	6.8	4.0	6.1	8.8
54—Saskatoon.....	38.3	34.6	37.9	27.5	20.2	29.0	33.0	34.5	27.2	44.9	16.4	20.1	48.3	10.0	36.2	....	7.2	3.7	5.2	8.9
Alberta—																				
55—Calgary.....	39.9	36.1	42.3	28.3	24.8	28.1	37.3	35.6	32.0	47.7	17.0	20.1	53.3	10.0	37.9	....	7.2	3.9	5.4	8.9
56—Drumheller.....	37.3	33.7	34.3	26.7	22.5	....	....	36.0	....	44.9	17.6	21.7	50.4	10.0	38.6	....	8.0	4.3	5.7	9.2
57—Edmonton.....	38.7	34.0	36.8	25.2	21.7	28.8	34.7	35.4	26.9	46.0	17.3	20.3	50.8	10.0	37.3	33.6	7.2	3.8	5.5	8.7
58—Lethbridge.....	40.3	36.3	37.3	29.5	21.6	29.0	36.7	35.0	25.7	45.6	16.8	21.3	52.3	10.0	37.4	....	8.0	4.2	....	8.8
British Columbia—																				
59—Nanaimo.....	42.5	38.8	44.9	30.8	26.0	....	38.5	38.8	33.7	50.7	19.1	20.6	52.9	12.0	42.2	....	9.0	4.5	6.0	9.4
60—New Westminster.....	41.6	37.5	44.1	29.4	24.9	33.3	36.7	39.0	29.5	47.2	18.8	20.0	52.4	10.0	40.1	33.4	8.0	4.3	6.0	9.4
61—Prince Rupert.....	42.0	36.8	43.0	29.0	23.7	34.2	35.6	....	....	48.6	19.4	21.3	56.8	15.0	43.0	....	10.0	5.1	....	10.0
62—Trail.....	43.0	39.2	41.3	30.6	27.5	32.0	45.0	39.7	31.3	48.9	18.2	22.5	56.4	13.0	39.5	33.3	9.0	4.2	6.0	9.3
63—Vancouver.....	42.8	38.7	42.2	29.6	26.1	30.6	36.1	36.9	29.7	49.3	17.9	19.3	52.9	10.0	40.0	36.8	9.6	4.2	5.8	9.1
64—Victoria.....	43.2	39.0	44.9	30.1	26.7	33.9	39.2	37.7	29.8	48.3	18.9	20.6	53.9	11.0	41.1	37.6	9.0	4.3	6.6	9.2

(a) Ontario and East, 32 ounce jar; Manitoba and West, 4 pound tin.

(b) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, OCTOBER, 1943.—Con.

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 34 lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 1/4 lb. package	Coal		Rent (c)	
Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$ (b)	\$ (b)			
13-5	14-3	.....	6-6	7-5	40-2	13-2	17-9	41-9	51-3	.....	.....	36-3	44-3	8-5	8-4	41-7	38-4	16-50	.....	23-00-27-00	37
13-3	14-7	.....	6-7	7-4	50-1	.....	15-2	43-7	45-2	33-2	.....	31-5	44-1	8-6	8-3	42-9	39-0	15-75	.....	27-00-31-00	38
13-9	.....	.....	6-3	7-5	40-2	.....	15-1	46-6	48-4	.....	.....	34-4	45-4	8-6	8-6	43-8	39-7	16-00	.....	21-00-25-00	39
.....	.....	.....	6-7	7-4	49-6	.....	16-4	43-7	48-1	.....	.....	.....	46-0	8-8	8-8	43-4	39-1	16-50	.....	23-00-27-50	40
.....	.....	.....	6-5	6-6	46-6	13-7	15-3	41-8	47-8	.....	.....	35-2	46-1	8-6	8-5	40-8	39-6	17-00	.....	23-00-27-00	41
14-3	14-7	.....	6-3	8-2	47-4	.....	14-9	46-5	45-0	.....	.....	34-4	47-0	8-7	8-7	44-4	38-6	16-00	.....	21-00-25-00	42
13-5	14-6	.....	6-2	8-3	47-7	13-8	16-9	38-3	49-9	36-3	.....	35-8	48-0	8-8	8-5	43-7	39-3	17-75	.....	27-00-31-00	43
14-9	14-4	14-8	5-7	8-1	49-3	14-3	17-7	45-6	48-6	.....	.....	35-3	48-1	8-9	8-8	39-3	39-0	19-50	.....	22-50-26-00	44
13-3	13-6	.....	6-0	7-2	44-8	14-0	14-5	44-1	42-2	.....	21-7	31-7	44-3	8-2	8-0	44-5	38-6	15-50	.....	32-50-36-50	45
.....	13-4	.....	7-3	7-0	49-4	.....	.....	.....	43-0	.....	.....	.....	45-3	8-4	8-4	41-2	39-0	15-50	.....	.....	46
12-7	14-3	14-1	5-5	7-2	43-8	13-7	14-2	40-9	39-6	.....	.....	34-3	45-3	8-2	8-0	38-6	38-9	16-00	.....	25-00-29-00	47
.....	14-7	.....	5-6	7-4	46-8	.....	16-1	39-5	46-0	.....	.....	.....	46-2	8-6	8-6	45-9	39-0	16-00	.....	22-00-26-00	48
.....	.....	.....	7-1	4-9	33-8	14-7	.....	44-7	44-4	71-5	.....	.....	43-0	9-1	9-0	45-0	38-2	.....	8-13	21-00-25-00	49
15-0	14-8	.....	6-9	5-0	33-9	14-0	15-6	40-9	42-8	67-9	22-2	.....	44-6	9-1	8-9	37-6	38-1	.....	12-45	26-00-30-00	50
.....	.....	.....	6-2	5-3	37-2	.....	16-0	39-0	44-8	.....	.....	.....	46-6	9-3	9-3	41-6	39-0	.....	98-0	21-00-25-50	51
15-3	.....	.....	7-1	6-5	26-8	14-8	16-4	40-8	45-3	70-5	.....	62-0	48-3	9-9	9-6	40-0	37-8	.....	10-00	19-50-23-50	52
.....	15-3	.....	6-6	5-9	35-9	.....	16-5	37-7	42-9	73-2	.....	.....	47-7	9-2	9-6	42-7	37-8	.....	11-00	27-50-31-50	53
.....	.....	.....	7-0	5-5	35-2	15-1	14-9	44-9	47-8	68-2	.....	.....	46-5	9-5	9-5	43-2	37-8	.....	9-60	22-00-26-00	54
.....	14-4	.....	7-1	5-5	43-2	15-6	16-2	39-5	49-6	67-4	.....	.....	45-8	9-0	9-2	41-5	37-4	.....	7-75	26-00-30-00	55
.....	15-3	.....	7-2	6-1	46-8	13-7	16-1	43-7	50-7	72-6	.....	57-0	49-0	9-5	9-6	42-5	37-9	.....	.....	20-00-24-00	56
.....	15-4	.....	7-2	6-8	33-9	13-7	16-5	39-5	40-8	67-1	.....	57-3	44-8	9-2	9-0	43-1	37-8	.....	4-90	24-50-28-50	57
.....	.....	.....	6-9	5-3	40-9	13-0	16-0	.....	39-8	64-8	21-2	.....	45-0	9-2	9-3	43-0	37-5	.....	4-40	22-00-26-00	58
.....	.....	.....	8-1	5-5	48-9	13-6	14-6	43-7	40-3	62-4	20-5	.....	43-7	8-7	8-3	41-6	38-1	.....	.....	17-00-21-00	59
14-3	.....	.....	7-3	5-4	43-6	12-9	14-2	38-1	38-1	63-8	21-3	.....	43-4	7-9	7-8	36-3	38-2	.....	12-00	20-50-24-50	60
.....	.....	.....	8-6	6-9	59-4	13-7	15-9	50-0	41-7	67-5	20-0	58-7	45-0	8-7	8-5	44-7	39-0	.....	13-00	20-00-24-00	61
.....	15-7	17-0	8-5	4-9	44-7	14-4	15-5	39-7	45-2	59-3	23-0	58-4	48-9	8-9	8-9	39-5	37-9	.....	10-25	23-00-27-00	62
.....	.....	.....	7-0	5-1	45-6	13-3	13-2	48-5	38-7	61-4	20-9	54-5	42-7	8-0	8-0	37-9	37-8	.....	12-00	23-50-27-50	63
15-0	14-9	15-5	7-3	6-7	46-0	14-7	14-0	39-1	39-3	64-7	21-7	53-4	42-6	8-9	8-4	42-3	38-3	.....	12-25	21-00-25-00	64

(c) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the change indicated by these reports.
(d) Rents marked (d) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

Each city budget contains the same items, but the quality of budget items varies, depending upon buying habits and preferences in different areas.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centered around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities

included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The cost-of-living bonus provided for by the Wartime Wages Control Order (P.C. 5963, July 10, 1942, replacing P.C. 8253) must be based on the official cost-of-living index as adjusted to base 100.0 for August, 1939. For each rise of one point in the index the amount of the bonus or its increase shall be:—

(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941, (L.G. 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized quarterly in the LABOUR GAZETTE under the title, *Price Control in Canada*.

Wholesale Prices

The Dominion Bureau of Statistics' monthly index of wholesale prices on the base of 1926=100 rose a further 0.7 points to 101.9 between September and October; a net advance of 4.8 points has occurred since the beginning of the year. October changes were confined to five of the eight main groups. Among vegetable products higher quotations for wheat, rye, hay, rosin and onions more than offset decreases for bananas, lemons and potatoes to advance the group index 1.4 points to 94.1. Animal products registered an increase of 1.2 to 109.6 in the same interval with higher prices for calves, whitefish, fowl, butter and eggs responsible for the gain. Lower items in this series included steers, hogs and lambs. A further upward gain in eastern spruce moved the wood, wood products and paper group 0.3 points

higher to 113.9 while an increase of \$6 per ton for car axles was reflected in a gain of 0.1 to 115.8 in iron and steel products. Recording the only group decline, chemicals and allied products dropped 0.2 to 100.3 on lower quotations for quebracho extract.

Sharp advances for both field and animal products were responsible for an increase of 5.7 points to 103.6 in the composite index of Canadian farm products. The additional subsidy of 30c per cwt. for fluid milk, which became effective on October 1, coupled with gains for fowl and eggs overbalanced weakness in live stock to lift animal products 7.4 points to an index level of 125.0 during the month under review. Field products moved up 4.7 points to 90.8 in the same interval due to continued upturns for wheat, rye, onions and hay. Potatoes were moderately weaker.

TABLE V—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF WHOLESALE PRICES IN CANADA†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Oct. 1926	Oct. 1929	Oct. 1933	Oct. 1939	Oct. 1941	Oct. 1942	Sept. 1943	Oct. 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	98.1	96.8	67.9	79.6	93.8	96.8	101.2	101.9
Classified according to chief component material—													
I. Vegetable Products.....	135	58.1	127.9	167.0	86.2	96.9	96.3	59.2	68.5	80.2	85.6	92.7	94.1
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	98.3	109.9	60.8	80.8	101.1	104.5	108.4	109.6
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	96.6	90.4	71.4	75.8	97.1	92.0	91.9	91.9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	98.9	93.0	64.4	83.6	98.3	102.6	113.6	113.9
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	99.7	93.5	85.7	100.5	112.7	115.3	115.7	115.8
VI. Non-ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	98.3	97.5	65.5	74.9	78.2	79.7	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	99.2	92.3	85.2	86.1	98.9	100.1	100.5	100.5
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	99.7	95.4	81.0	82.3	103.5	102.0	100.5	100.3
Classified according to purpose—													
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	98.0	95.5	72.1	79.9	96.7	96.9	97.0	97.3
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	97.5	103.7	64.7	79.1	96.2	100.7	102.5	103.1
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	98.3	90.1	77.1	80.4	97.0	94.3	93.4	93.4
II. Producers' Goods.....	402	67.7	133.3	164.3	98.8	97.9	97.1	63.4	74.4	85.7	89.3	97.2	98.2
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	97.4	94.3	85.4	96.4	108.0	110.4	114.2	114.2
Producers' Materials.....	378	69.1	139.0	171.0	98.2	97.9	97.4	60.9	72.0	83.2	86.9	95.2	96.4
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	98.1	98.5	81.0	92.8	111.1	115.5	123.3	123.7
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	97.9	97.1	57.5	68.5	78.5	82.1	90.5	91.8
Classified according to origin—													
I. Farm—													
A. Field.....	186	59.2	134.7	176.4	91.2	96.7	94.0	59.6	66.2	79.5	82.2	88.8	90.1
B. Animal.....	105	70.1	129.0	146.0	95.9	98.9	106.3	62.6	81.8	98.8	101.6	101.6	102.4
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	98.6	105.9	51.2	64.8	74.1	85.7	97.9	103.6
II. Marine.....	16	65.9	111.7	114.1	91.7	102.4	110.4	68.5	80.1	104.4	117.7	135.3	136.0
III. Forest.....	57	60.1	89.7	151.3	106.8	98.9	92.9	64.7	83.2	97.9	102.1	113.6	113.3
IV. Mineral.....	203	67.9	115.2	134.6	106.4	99.5	92.1	81.5	86.8	97.3	98.9	99.3	99.3
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	98.3	100.5	57.5	71.7	85.3	93.1	101.4	103.2
All manufactured (fully or chiefly).....	322	64.8	127.7	156.8	100.4	98.1	93.7	71.2	79.4	93.2	92.2	93.7	93.7

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); quarterly Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 the number of commodities was 236; 1926 to 1933 inclusive, 502, and since January, 1934, the number is 567.

Price Movements in Canada and Other Countries

A declining tendency was apparent in the price levels of several other countries during the third quarter of 1943, although in Canada further moderate increases were recorded. The Canadian wholesale price index advanced 1.7 points to 101.2 between June and September to break through the 1926 average level for the first time since July of that year. How-

ever, comparable indexes for the United Kingdom and the United States declined fractionally during his period. The wartime increase in wholesale prices for Canada and the United States has been almost the same; 37.5 per cent for the United States and 38.9 per cent for Canada. The United Kingdom rise of 65.3 per cent has been substantially

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Description of Index	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
		Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
	Number of Commodities:	526	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910-1000	1928-1929 = 1000	1928-1930 = 1000	1926-1930 = 1000	(b)
	Base Period:	1926	(a)	1926	(b)	1930	(a)	(g)	(h)	1910-1000	1938-1000	1928-1929 = 1000	1928-1930 = 1000	1926-1930 = 1000	(b)
1913	.....	64.0	79.1	69.8	70.7	.....	(g)	(g)	(h)	1125	814	.....	748	.....	628
1914	.....	65.5	79.7	68.1	71.8	.....	(g)	(g)	(h)	1090	855	.....	.....	.....	706
1915	.....	70.4	80.7	69.5	72.5	.....	146	.....	.....	1204	885	.....	.....	.....	724
1916	.....	84.3	87.0	85.5	77.9	.....	176	.....	.....	1379	908	.....	.....	.....	786
1917	.....	114.3	102.4	117.5	91.6	.....	203	.....	.....	1583	996	.....	.....	.....	850
1918	.....	127.4	115.6	131.3	107.5	.....	215	.....	.....	1723	1064	.....	.....	.....	912
1919	.....	134.0	126.5	138.6	123.8	.....	226	.....	.....	222	1854	.....	.....	.....	1019
1920	.....	155.9	145.4	154.4	143.0	.....	249	.....	.....	254	2512	.....	.....	.....	1034
1921	.....	110.0	129.9	97.6	127.7	.....	226	.....	.....	1805	1320	.....	.....	.....	952
1922	.....	97.3	120.4	98.7	119.7	.....	183	.....	.....	1445	1101	.....	.....	.....	1010
1926	.....	100.0	121.8	100.0	126.4	.....	172	.....	.....	1387	1063	.....	.....	.....	1006
1928	.....	96.4	120.5	96.7	123.6	.....	166	.....	.....	161	1358	.....	.....	.....	994
1929	.....	95.6	121.7	95.3	122.5	.....	164	.....	.....	161	1305	.....	.....	.....	988
1930	.....	86.6	120.8	86.4	119.4	.....	157	.....	.....	155	1041	.....	.....	.....	981
1933	.....	67.1	94.4	65.9	92.4	.....	140	.....	.....	131	1047	.....	.....	.....	904
1937	.....	84.6	101.2	86.3	102.7	.....	154	.....	.....	137	1174	.....	.....	.....	923
1938	.....	78.6	102.2	78.6	100.8	.....	156	.....	.....	137	1146	.....	.....	.....	951
1939	.....	75.4	101.5	77.1	99.4	.....	158	.....	.....	138	1146	.....	.....	.....	990
1940	.....	82.9	105.6	78.6	102.2	.....	164	.....	.....	151	1273	.....	.....	.....	1071
1941	.....	90.0	111.7	87.3	105.2	.....	199	.....	.....	183.5	1398	.....	.....	.....	1073
1942	.....	95.7	117.0	98.8	116.5	.....	200	.....	.....	183	1569	.....	.....	.....	1109
1942	January	94.1	115.4	98.0	112.0	.....	200	.....	.....	188	1488	.....	.....	.....	1361
1942	February	94.6	115.7	97.7	112.9	.....	200	.....	.....	184	1494	.....	.....	.....	1352
1942	March	95.0	115.9	97.6	114.3	.....	200	.....	.....	189	1496	.....	.....	.....	1357
1942	April	95.0	115.9	97.6	114.3	.....	200	.....	.....	189	1496	.....	.....	.....	1357
1942	May	95.2	116.1	98.8	115.1	.....	199	.....	.....	191	1503	.....	.....	.....	1358
1942	June	95.2	116.7	98.8	116.4	.....	200	.....	.....	192	1503	.....	.....	.....	1358
1942	July	95.2	117.9	98.7	117.6	.....	200	.....	.....	192	1503	.....	.....	.....	1358
1942	August	95.5	117.9	98.7	117.6	.....	201	.....	.....	192	1503	.....	.....	.....	1358
1942	September	95.8	117.4	98.6	117.8	.....	200	.....	.....	191	1503	.....	.....	.....	1358
1942	October	96.6	118.6	100.3	119.0	.....	200	.....	.....	191	1503	.....	.....	.....	1358
1942	November	96.9	118.6	100.3	120.4	.....	200	.....	.....	191	1503	.....	.....	.....	1358
1942	December	97.0	118.6	100.3	120.4	.....	200	.....	.....	191	1503	.....	.....	.....	1358
1943	January	97.1	117.1	101.9	120.6	.....	199	.....	.....	192	1503	.....	.....	.....	1413
1943	February	97.5	116.9	103.5	120.9	.....	199	.....	.....	192	1503	.....	.....	.....	1413
1943	March	98.5	117.2	103.4	122.3	.....	199	.....	.....	193	1560	.....	.....	.....	1443
1943	April	98.9	117.6	103.7	124.1	.....	198	.....	.....	196	1570	.....	.....	.....	1456
1943	May	99.2	118.1	104.1	125.1	.....	198	.....	.....	197	1570	.....	.....	.....	1456
1943	June	99.5	118.5	103.8	124.8	.....	198	.....	.....	197	1570	.....	.....	.....	1456
1943	July	100.1	118.8	103.2	123.9	.....	200	.....	.....	198	1595	.....	.....	.....	1456
1943	August	100.4	119.2	103.1	123.4	.....	199	.....	.....	198	1595	.....	.....	.....	1456
1943	September	101.2	119.4	103.1	123.9	.....	198	.....	.....	198	1595	.....	.....	.....	1456
1943	October	101.9	119.3	103.1	123.9	.....	198	.....	.....	198	1595	.....	.....	.....	1456

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942 = 1000, computed quarterly beginning 1st, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

larger, but the greater part of it came before the end of 1940. The trend in all three countries has been roughly parallel in 1942 and 1943. The New Zealand index also fell fractionally in the third quarter of 1943.

Third quarter movements in living cost indexes have been similar to those described above for wholesale prices. The official Canadian index advanced 0.9 points while the United States Bureau of Labour index dropped

0.9 points. The United Kingdom series showed no net change, a small increase in July being balanced by a later decline. Australian and New Zealand cost-of-living series each recorded a decrease of approximately one per cent.

Further detail concerning price movements for other countries may be found in Table VI which includes the latest records available.

Fatal Industrial Accidents in Canada During the Third Quarter of 1943

DURING the third quarter of 1943 there were 325 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc. This compares with 344 fatal accidents in the third quarter of 1942. Of the 325 fatalities in the period under review, 134 occurred in July, 108 in August and 83 in September. Fatal accidents during each year are recorded by quarterly periods in the issues of the *LABOUR GAZETTE* for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain 52 fatalities for the first half of 1943 and seven fatalities for 1942.

In this series of reports, it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the *LABOUR GAZETTE* and newspaper reports.

Classified by groups of industries, the fatalities occurring during the third quarter of 1943 were as follows: agriculture, 35; logging, 17; fishing and trapping, 7; mining, non-ferrous smelting and quarrying, 41; manufacturing, 78; construction, 40; electricity, gas, and water production and supply, 4; transportation and public utilities, 73; trade, 12; finance, 1; service, 17.

Of the mining accidents, 19 were in "metaliferous mining," 17 in "coal mining," four in "non-metallic mineral mining and quarrying, n.e.s." and one in "structural materials."

Of the accidents in manufacturing, five were in "vegetable foods, drink and tobacco," one in "animal foods," three in "textiles and cloth-

ing," one in "leather, fur and products," one in "rubber products," seven in "saw and planing mill products," one in "wood products," two in "pulp, paper and paper products," 15 in "iron, steel and products," six in "non-ferrous metal products," three in "non-metallic mineral products," five in "chemical and allied products," 27 in "ship-building," and one in "miscellaneous products."

In construction there were 18 fatalities in "buildings and structures," 16 in "highway and bridge," and six in "miscellaneous."

In transportation and public utilities, there were 41 fatalities in "steam railway," three in "street and electric railways," 14 in "water transportation," two in "air transportation," seven in "local and highway transportation," four in "storage," one in "telegraphs and telephones," and one in "express."

In trade there were five fatalities in "wholesale," and seven in "retail" trade.

Of the fatalities in service, 10 were in "public administration," three in "custom and repair," and four in "personal, domestic and business."

During the period under review there was one serious disaster which occurred in Halifax basin, on July 6, when a tug belonging to Halifax shipyards sank following a collision with a freighter. The tug was used for conveying welding equipment and workers to repair ships in the basin, and 19 of the 24 workers on board were drowned.

Other accidents involving the loss of two or more lives were as follows:

An engineer, a fireman, a conductor, a brakeman, and three cablemen were killed, when a gravel train plowed into a caboose, near Cranberry, Manitoba, on July 17.

Four members of an oil tanker crew died of burns following an explosion and fire on a gasoline laden vessel, while en route from Lake Huron, Ontario, on July 26.

Four coal miners trapped in a mine, lost their lives following an explosion which oc-

curred while an electric cutter was being used, near Lethbridge, Alberta, on August 9. Another two coal miners died when overcome by methane gas in a mine at Cadomin, Alberta, on July 16.

An explosion of coal gas in the basement of a bakery plant resulted in the deaths of three employees at Montreal, on August 26.

At Haysport, B.C., on August 31, two fishing patrol boat workers were drowned when they fell from the dock.

When a truck skidded on gravel and fell 150 feet into a lake, at Muskwa, B.C., on August 19, a machine helper and a waitress engaged on duties connected with highway construction were drowned.

A pilot and a pilot trainee were killed in a plane crash, near Cornwall, Ontario, on August 6.

When a train struck a truck, at Rosser, Manitoba, on August 26, the driver and a labourer were killed.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first half of 1943 has been compiled which contains 52 fatalities of which six were in logging, one in fishing and trapping, four in mining, non-ferrous smelting and quarrying, 16 in manufacturing, two in construction, 19 in transportation and public utilities, two in trade, and two in service. Four of these accidents occurred in January, four in February, two in March, four in April, 11 in May, and 27 in June.

A further supplementary list of accidents occurring in 1942 has been made. This includes seven fatalities of which one was in logging, one in fishing and trapping, one in manufacturing, two in construction, and two in transportation and public utilities. One of these accidents occurred in June, three in October, two in November and one in December.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1943, BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.).....		1			4								5
B.—Working machines.....					1								1
C.—Hoisting apparatus (elevators, conveyors, etc.).....				1	2	2		3	2		1		11
D.—Dangerous substances (steam, electricity, flames, explosions, etc.).....	4	1		7	22	5	3	8	2	1	5		58
E.—Striking against or being struck by objects.....	1				4			1					6
F.—Falling objects.....	1	5		12	6	5		2					31
G.—Handling of objects.....	1	2			1								4
H.—Tools.....	2												2
I.—Moving trains, vehicles, watercraft, etc.....	6	2	3	9	24	14	1	51	6		4		120
J.—Animals.....	5												5
K.—Falls of persons.....	12	5	4	4	10	11		8	1		6		61
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	3	1		8	4	3			1		1		21
Totals.....	35	17	7	41	78	40	4	73	12	1	17		325

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at September 30, 1943

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act as amended, and under the various provincial concurrent acts, as at September 30, 1943. (The text of the Old Age Pensions Act was given in the *LABOUR GAZETTE* for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$365 a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$65* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control

and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (*L.G.*, May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$140* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$340*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$140.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

* Amended by Order in Council P.C. 6367, August 10, 1943, passed under the authority of the War Measures Act (*L.G.*, Aug., 1943, p. 1068).

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD-AGE PENSIONS IN CANADA AS AT SEPTEMBER 30, 1943

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia	Ontario
	Act effective Aug. 1, 1929	Act effective Sept. 1, 1927	Act effective Sept. 1, 1928	Act effective July 1, 1936	Act effective Mar. 1, 1934	Act effective Nov. 1, 1929
Number of pensioners.....	11,099	14,337	12,534	11,900	14,154	56,776
Average monthly pension.....	18-75	19-37	18-88	15-65	16-48	18-98
*Percentage of pensioners to total population.....	1-38	1-74	1-70	2-56	2-41	1-48
*Percentage of persons over 70 years of age to total population.....	2-98	4-85	3-79	4-52	5-11	4-89
*Percentage of pensioners to population over 70 years of age.....	46-25	35-84	44-76	56-67	47-18	30-36
Dominion Government's contributions for quarter ended Sept. 30, 1943.....	\$460,608-80	\$611,892 58	\$509,656 47	\$414,278 40	\$518,108 64	\$2,371,729 63
Dominion Government's contributions Apr. 1-Sept. 30, 1943.....	\$921,076 48	\$1,222,064 77	\$1,013,606 06	\$820,690 47	\$1,021,495 44	\$4,715,126 81
Dominion Government's contributions from inception of Act.....	\$17,779,468 22	\$24,604,021 45	\$24,057,532 06	\$10,711,272 88	\$17,439,369 65	\$112,171,246 69

	P.E.I.	Quebec	Saskatchewan	N.W.T.	Totals
	Act effective July 1, 1933	Act effective Aug. 1, 1936	Act effective May 1, 1928	Order in Council effective Jan. 25, 1929	
Number of pensioners.....	1,884	47,014	13,007	7	182,712
Average monthly pension.....	13-57	17-62	22-68	20-00	
*Percentage of pensioners to total population.....	1-96	1-39	1-44	0-06	
*Percentage of persons over 70 years of age to total population.....	6-25	3-13	2-98	1-65	
*Percentage of pensioners to population over 70 years of age.....	31-40	44-35	48-17	3-50	
Dominion Government's contribution for quarter ended Sept. 30, 1943.....	\$55,979 30	\$1,837,184 77	\$564,101 85	\$425 29	\$7,343,965 73
Dominion Government's contributions Apr. 1-Sept. 30, 1943.....	\$112,447 10	\$3,636,886 89	\$1,086,118 58	\$919 08	\$14,550,431 63
Dominion Government's contributions from inception of Act.....	\$1,777,278 79	\$50,774,257 02	\$22,269,550 79	\$23,259 33	\$281,607,256 88

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT SEPTEMBER 30, 1943

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	238	329	348	727	631
Average monthly pension.....	19-69	19-57	19-65	19-65	19-21
*Percentage of pensioners to total population.....	0-030	0-040	0-047	0-156	0-107
Dominion Government's contributions for quarter ended Sept. 30, 1943.....	\$10,513 31	\$14,578 14	\$15,166 77	\$32,093 86	\$27,193 24
Dominion Government's contributions Apr. 1-Sept. 30, 1943.....	\$21,007 85	\$29,216 22	\$30,373 24	\$63,832 94	\$54,376 59
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$181,718 80	\$280,283 55	\$279,778 00	\$647,092 02	\$547,783 25

	Ontario	P.E.I.	Quebec	Saskatchewan	Totals
	Act effective Sept. 1, 1937	Act effective Dec. 1, 1937	Act effective Oct. 1, 1937	Act effective Nov. 15, 1937	
Number of pensioners.....	1,479	114	2,206	327	6,399
Average monthly pension.....	19-64	16-14	19-59	24-35	
*Percentage of pensioners to total population.....	0-039	0-119	0-065	0-036	
Dominion Government's contributions for quarter ended Sept. 30, 1943.....	\$68,074 85	\$4,139 32	\$96,872 57	\$15,509 64	\$284,141 70
Dominion Government's contributions Apr. 1-Sept. 30, 1943.....	\$131,631 16	\$8,288 87	\$193,934 75	\$29,901 62	\$562,563 24
Dominion Government's contributions from inception of amendment to O.A.P. Act.....	\$1,374,111 53	\$76,333 47	\$1,890,220 01	\$275,422 23	\$5,552,742 86

* Percentage based on the estimated population as at June 1, 1942—Dominion Bureau of Statistics.

Labour and Industry in British Columbia, 1942

Twenty-fifth Annual Report of Provincial Department of Labour

INDUSTRIAL payrolls for 1942 established a new high in the history of British Columbia, according to the twenty-fifth Annual Report of the provincial Department of Labour. Following the precedent set in 1941, the greatest increase was in the shipbuilding industry; lumber and metal trades also showed substantial increases, but metal mining and printing and publishing showed relatively small decreases.

Average monthly employment totals rose to a new high in 1942, the month of November showing a total of 143,760 against a high of 110,771 for October, 1941. Shifting of manpower to essential war industries created new employment records in shipbuilding, contracting, metal trades and like industries. In certain of the less essential industries, such as garment making, house furnishings, printing and publishing, etc., the diminishing monthly totals of male workers was offset by sharp increases in the number of females employed.

Increases were recorded in the average weekly wages as a result of increased war-time production, longer working hours, reduction of casual employment and the payment of the cost-of-living bonus. The only average wage decrease was in jewellery manufacturing which declined fractionally 13 cents. The average weekly wage for all adult male wage-earners was \$35.24, an increase of \$4.57 over the previous year and establishing a new high in the records of the provincial Labour Department.

Working hours increased slightly, the average week for all employees being 48.12 hours, as compared with 46.90 hours in 1941.

Industrial, Statistics, Payrolls, etc.—Statistics were compiled by the Department from reports received from 4,845 firms, a decrease of 270 from 1941. A total industrial payroll of \$252,046,389 was reported by these firms. To find the total payroll of the province this sum was augmented by the following items: Returns received too late to be included in the summary, 130,304; estimated payroll of employers in occupations included in the Department's inquiry not sending in returns, \$1,350,000; transcontinental railways, \$17,066,253; estimated payrolls of additional services not included in the industrial survey, viz., Governmental workers, wholesale and retail firms, ocean services, miscellaneous, \$32,300,000.

These items brought the payroll of the province up to a total of \$302,892,946. This represents an increase of \$63,367,487 over the 1941 record.

Payrolls in the shipbuilding industry increased from \$10,534,309 in 1941 to \$47,203,906 in 1942, followed by contracting with a gain of \$15,273,867 and miscellaneous trades and industries with an increase of \$6,802,331. The lumber industries increased by \$4,675,203, followed closely by metal trades up \$4,521,271; food products, an increase of \$2,438,247; pulp and paper mills up \$1,856,792; wood manufacturing (N.E.S.) up \$1,460,887; public utilities up \$1,094,330; smelting, an additional \$1,048,874; coal mining, an increase of \$671,191; coast shipping, \$615,285; explosives and chemicals, \$374,733; breweries, \$346,865; garment making, \$298,798; builders' materials, \$212,843; leather and fur goods, \$78,243; laundries, cleaning and dyeing \$72,472; house furnishings, \$70,968; jewellery manufacturing, \$50,481; oil refining, \$45,082; paint manufacturing, \$5,459; and cigar and tobacco manufacturing, up \$940.

Decreases were noted in metal-mining, with a loss of \$2,004,060, and printing and publishing, down \$83,866.

Apprenticeship.—The Director of Apprenticeship in his report stated that "of the 1,233 apprentices in designated trades, 315 are at present in the armed forces." It is pointed out that the development of an apprenticeship system throughout the Dominion has been accentuated by the war "as shortages of trained craftsmen have been apparent in practically every trade and craft . . . British Columbia . . . has extended its apprenticeship system to cover a broad field of trades and occupations and has thus been able to make a definite contribution to the Dominion's war effort, particularly in the metal trade industries."

At the end of the year there were 1,369 apprenticeship contracts in force, including 136 contracts in occupations not yet designated under the "Apprenticeship Act." The number of apprentices who had successfully completed their apprenticeship, as at the end of 1942, was 729.

During 1942, 2,190 inspections and re-inspections of factories were made. In his report the Factories Inspector pointed out

that in recent years many mechanical exhaust systems had been installed in new and in expanded factories for the removal at points of origin of harmful fumes, gases and dust. "These will prove to be a very beneficial legacy from the war." It is stated also that there was continued progress in connection with the provision of facilities relating solely to the welfare of industrial workers. In some instances special buildings had been erected by employers to provide dining and reading rooms and recreational facilities for their employees.

Women and Children in Industry.—During 1942 the number of women entering industry increased greatly according to the report. "Around the clock, month after month, shoulder to shoulder with men on the production line, women have performed their part in the processing of metals so vital to the war effort, and in the construction of ships, aeroplanes, guns, and also in manufacturing, assembling and testing parts of equipment requiring a high degree of precision."

The report of the Factory Inspector also deals with the employment of children under 15 years during the school vacation; the issuance of temporary overtime permits to women workers where the work was of an urgent nature; and the matter of industrial homework in the garment industry. In the case of the latter, the practice was commenced by an industry that had not operated in the province hitherto, but as rates of pay were substandard and the danger of spreading communicable diseases was indicated, the practice was discontinued and the work was transferred to a factory "where it can be properly regulated."

Labour Disputes and Conciliation.—Of the fifty strikes recorded during 1942, 13 were within the ambit of the province. A total of 18,804 employees were affected by these disputes and of that number 1,030 were within the authority of British Columbia. Of the total 35,024 man-days lost, 1,929 were attributable to the 13 strikes under provincial jurisdiction. Of the 11 awards made by Boards of Conciliation, 7 were unanimous.

Important amendments were made to the Industrial Conciliation and Arbitration Act during the year. The main changes were in the collective bargaining sections of the Act, requiring employers to bargain collectively with the trade union to which a majority of their employees belonged, and forbidding an employer to interfere with or contribute financial or other support to an employees' organization. This legislation was reviewed in the LABOUR GAZETTE for May, 1943, page 691.

Report of Board of Industrial Relations

The ninth annual report of the Board of Industrial Relations give details of the new Orders and Regulations covering the hotel and catering, baking, fruit and vegetable, shingle, mercantile, and manufacturing industries, and respecting janitors, janitresses, stationary steam engineers, and bus drivers.

Women and Girl Employees.—There was an increase of 10,257 female workers over the 1941 total shown in the returns received from 6,357 employers. The total number of female employees reported in 1942 was reported to be 44,461. The average weekly wages for female employees over 18 years, or experienced, was \$17.54 and for employees under 18 years, or inexperienced, was \$10.52, as compared with \$16.04 and \$9.74 respectively, in 1941. The percentage of female employees under 18 years, or inexperienced, was 7.69 as compared with 6.70 in 1941 and the average hours worked per week was 41.96 as compared with 41.82 in the previous year. Aggregate wages and salaries for one week totalled \$755,686.39, an increase of \$221,392.21 over the 1941 figure. These figures do not include domestic workers, farm labourers or fruit pickers, which are excluded from coverage by provision of the "Female Minimum Wage Act." Bank and federal employees are not covered by provincial legislation.

Inspections and collections.—During the year the inspection staff of the Board made 10,727 personal inspections, as compared with 12,104 in 1941. The reduction was due to depletion of the staff, as some personnel had enlisted in the armed services and others were loaned to the Federal government for the duration of the war.

Under the "Female Minimum Wage Act," 195 firms made adjustments for 309 women and girls in the sum of \$5,889.10; while adjustments under the "Male Minimum Wage Act" were made for 184 employees by 115 firms to the amount of \$7,133.63. In addition to the above settlements which were made without recourse to the Courts, Court proceedings were instituted in 44 cases; convictions were obtained in 37 of these and seven were either dismissed or withdrawn.

Under the "Hours of Work Act" the 4,845 firms reporting to the provincial Department of Labour submitted information regarding hours covering 154,191 male and female employees for 1942. A segregation shows 84.70 per cent worked 48 hours or less per week, 7.51 per cent worked from 48 to 54 hours per week and 7.79 per cent worked in excess of 54 hours per week.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

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Notes of Current Interest

Labour leaders and Department of Labour officials honoured by His Majesty

Officials of the Department of Labour and labour leaders in Canada were honoured at the investiture held by His Excellency the Governor General at Government House on

November 24 in receiving the insignia of the decorations bestowed by His Majesty the King for meritorious service.

The honours bestowed are regarded in the Department of Labour as a tribute, not only to the services of the officials concerned, but also as a gracious recognition of the Department's work in labour relations under war conditions.

The labour leaders and officials and their awards, are as follows:—

Commander of the Order of the British Empire:

W. L. Best, Vice-President and Legislative Representative, Brotherhood of Locomotive Firemen and Enginemen.

Tom Moore, former president of the Trades and Labour Congress.

Officer of the Order of the British Empire:

Arthur H. Brown, Executive Assistant to the Deputy Minister of Labour.

George Hodge, National War Labour Board.

J. A. McClelland, National War Labour Board.

Member of the Order of the British Empire:

E. N. Compton, Conciliation Officer, Department of Labour.

F. E. Harrison, Senior Labour Conciliation Officer, Department of Labour.

Harry Hereford, Director of Planning, National Selective Service, Department of Labour.

Miss M. Mackintosh, Chief of Labour Legislation Branch, Department of Labour.

E. McG. Quirk, Conciliation Officer, Department of Labour.

Labour loses outstanding leader

Death claimed one of Canada's outstanding Labour leaders, Patrick Martin Draper, President-emeritus of the Trades and

Labour Congress of Canada, on November 23, 1943.

With the exception of about two years, as a printer's apprentice in his native village of Aylmer, Quebec, Mr. Draper served his working lifetime with the Government Printing Bureau at Ottawa. He was one of the original staff at the Bureau and when he retired in September, 1933, he had risen by successive stages to the position of Director and Superintendent of printing.

From 1900 to 1935 he was Secretary-Treasurer of the Trades and Labour Congress of Canada and from 1935, until he retired because of ill-health in 1939, he was President. He was a trusted advisor in labour matters of the late Sir Robert Borden during the first World War and was one of the Canadian delegation to Paris to assist in drafting the terms of peace. Out of Versailles emerged the ILO and Mr. Draper was the Workers' delegate from Canada at the first ILO conference in Washington in 1919, where he was elected to the governing body of the ILO.

The tributes paid Mr. Draper at the time of his death by the Right Honourable, the Prime Minister, and by Honourable Humphrey Mitchell, Minister of Labour, epitomize the importance and value of his life's work:

Mr. King said: "Draper was strong in his advocacy of labour reforms and fearless in his expression of opinion. He was not less outspoken where he regarded demands of his own associates as unreasonable or excessive, than when he felt they were urgently required and labour's interests were being ignored.

"In dealing with labour problems his method of approach was not provocative. It invariably was that of seeking so to present labour's claims as to invite co-operation and lessen antagonism on the part of those to whom his words were addressed. The public, not less than labour, owe very much to Mr. Draper, Tom Moore and others of their immediate associates, who for so long, shared the direction of the labour movement in Canada . . . Their wise direction enabled labour to hold the ground along which it has advanced."

Mr. Mitchell gave expression to the following tribute:

"In the passing of Mr. Draper I have lost a personal friend and counsellor of many years standing. For more than half a century he had been a tower of strength to the labour movement in Canada." (See also L.G., 1939, pp. 972 and 1006.)

International trades union conference planned for 1944

Action by the British Trades Union Congress in summoning a conference of representatives of labour organizations from all the United Nations, implements resolutions passed by leading trades union organizations in America, Canada and Britain in 1943. The suggestion was formally made by the British Trades Union Congress at its convention in Southport early in September; and both the AFL and the CIO at their conventions in October and November respectively passed forceful resolutions along similar lines. The Trades and Labour Congress of Canada and the Canadian Congress of Labour in their conventions also favoured international labour co-operation.

The proposed world trade union conference is to be dedicated to the rebuilding of the international trade union movement and, if present plans are matured, will be held in London in June, 1944. Four Canadian labour organizations have been asked to send representatives, namely: Trades and Labour Congress of Canada, Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour, and the Canadian Federation of Labour.

A committee of the general council of the British Trades Union Congress, under the

chairmanship of Sir Walter Citrine, has prepared the following provisional agenda to form the basis for discussions:

- (1) Furtherance of the war effort;
- (2) the attitude of trades unions toward the peace;
- (3) the matter of trades union representation at the peace conference and on preparatory commissions for relief, rehabilitation and post-war reconstruction;
- (4) the rebuilding of the international trade union movement.

It is intended that the conference be "purely exploratory and consultative" and that no decisions reached will necessarily be binding on the parent organizations represented. By bringing together representatives of trade union organizations from all of the United Nations, irrespective of their backgrounds, it is hoped that constructive suggestions may be evolved which will be of great value in formulating solutions to trade union problems common to each of the nations that will participate.

As the delegates from neutral countries may not wish to take part in the discussions that may have a direct bearing on the war, it is unlikely that they will share in the first week of the conference.

Appointment of chairman of Committee on Demobilization and Re-establishment

By order in council (P.C. 7953, Oct. 26, 1943), Mr. Walter S. Woods, Associate Deputy Minister of Pensions and National Health, has been appointed chairman of the General Advisory Committee on Demobilization and Re-establishment. Mr. Woods replaces the late Brigadier General H. F. McDonald.

The Committee was established in October, 1940, "to act as a general co-ordinating agency among various government departments in matters of demobilization and rehabilitation, and to bring before the Cabinet Committee on Demobilization and Re-establishment recommendations for legislation in respect of these matters."

Various legislative measures have been taken as a result of the recommendations of this committee (certain of which have been reviewed in the LABOUR GAZETTE: May, 1943, p. 587, 1942, pp. 35, 754, 920, etc.).

These measures relate to post-discharge allowances, training, and provision for opportunities; treatment of disabilities; pensions; reinstatement in civil employment, and other matters.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

Continued expansion in industrial activity was indicated by the index of employment at the beginning of October. This index calculated by the Dominion Bureau

of Statistics was 187.6 at the beginning of October, 186.2 at September 1 and 181.3 at October 1, 1942. The October 1943 figure is slightly higher than in any other month and is 3.5 per cent higher than at the corresponding date in 1942.

The slight increase in the month under review from the level of the previous month

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	November	October	September	November	October	September
Employment Index ⁽¹⁾		187.6	186.2	183.3	181.3	179.3
Unemployment percentage (trade union members)..... ⁽²⁾	0.3	0.3	0.4	0.7	0.8	0.9
Index numbers, aggregate weekly payrolls..... ⁽³⁾		150.7	143.7	140.6	137.8	135.8
Per capita weekly earnings..... ⁽⁴⁾		31.48	31.30	29.81	29.51	29.29
Prices, wholesale Index ⁽⁵⁾	192.4	191.9	191.2	97.1	96.6	95.8
Cost of Living Index ⁽⁶⁾	119.4	119.3	119.4	118.6	117.8	117.4
Retail sales unadjusted index..... ⁽⁷⁾		173.0	158.0	165.2	174.2	153.2
Retail sales adjusted index..... ⁽⁸⁾		157.1	158.5	161.6	152.2	152.6
Wholesale sales..... ⁽⁹⁾		175.0	184.8	152.9	171.4	177.9
Common stocks index..... ⁽¹⁰⁾	178.9	86.4	89.3	67.6	65.0	62.6
Preferred stocks index..... ⁽¹¹⁾		118.2	118.0	97.5	96.2	95.6
Bond yields, Dominion index..... ⁽¹²⁾	197.3	97.3	97.3	99.6	99.6	99.4
Physical Volume of Business Index ⁽¹³⁾		239.5	236.7	207.8	207.2	206.1
INDUSTRIAL PRODUCTION..... ⁽¹⁴⁾		283.3	280.9	239.3	238.6	235.1
Mineral Production..... ⁽¹⁵⁾		310.9	322.4	192.0	195.7	225.8
Manufacturing..... ⁽¹⁶⁾		304.1	299.2	263.4	262.6	253.3
Construction..... ⁽¹⁷⁾		82.5	77.5	106.9	97.8	127.8
Electric power..... ⁽¹⁸⁾		151.3	160.5	137.3	138.5	140.0
DISTRIBUTION..... ⁽¹⁹⁾		148.8	154.0	142.7	142.1	145.8
Carloadings..... ⁽²⁰⁾		121.6	122.9	126.5	124.6	117.4
Tons carried, freight..... ⁽²¹⁾		134.7	148.4	142.0	127.9	127.1
Trade, external, excluding gold. \$		425,795,307	384,639,552	335,166,671	353,160,229	333,858,851
Imports, excluding gold. \$		162,920,856	137,271,083	126,204,238	140,192,890	126,344,012
Exports, excluding gold. \$		259,808,158	244,914,478	204,795,236	211,895,408	206,084,251
Bank debits to individual accounts. \$		4,654,206,673	4,485,003,588	4,968,558,098	4,073,390,537	3,516,107,197
Bank notes in circulation..... ⁽²²⁾		746,700,000	724,800,000	623,500,000	581,800,000	563,700,000
Bank deposits in savings..... ⁽²³⁾		1,961,160,941	1,988,904,185	1,629,494,616	1,708,732,999	1,748,248,134
Bank loans, commercial, etc..... ⁽²⁴⁾		985,406,648	988,762,167	1,164,472,687	1,007,598,156	.....
Railway—						
Car loadings, revenue freight cars..... ⁽²⁵⁾	293,894	290,454	277,081	279,487	288,065	266,136
Canadian National Railways revenues..... ⁽²⁶⁾			33,129,600	28,175,200	32,128,400	29,930,100
Operating expenses..... ⁽²⁷⁾			24,419,998	22,570,045	24,346,408	22,363,692
Canadian Pacific Railway, traffic earnings..... ⁽²⁸⁾		26,344,166	26,289,433	22,414,905	22,799,000	22,113,749
Canadian Pacific Railway, operating expenses, all lines..... ⁽²⁹⁾		20,502,749	22,504,668	17,145,450	17,081,050	18,544,572
Steam railways, freight in ton-miles..... ⁽³⁰⁾			5,670,342,000	5,077,229,000	5,170,852,000	4,550,495,000
Building permits..... ⁽³¹⁾		6,605,794	7,709,916	7,828,184	8,432,851	10,900,174
Contracts awarded..... ⁽³²⁾	14,146,500	19,238,500	18,570,000	22,085,500	21,412,800	29,675,100
Mineral production—						
Pig iron.....tons		146,794	147,902	170,578	175,424	155,900
Steel ingots and castings.....tons		271,976	241,255	270,812	271,127	244,922
Ferro-alloys.....tons		16,843	17,007	16,733	18,266	18,429
Gold.....ounces			282,804	365,755	385,111	380,703
Coal.....tons		1,547,234	1,441,270	1,618,113	1,574,871	1,469,672
Timber scaled in British Columbia.....bd. ft.			245,564,067	222,518,072	214,881,097	245,564,067
Flour production.....bbls.		2,118,409	2,014,409	1,973,401	1,851,062	1,737,472
Footwear production.....pairs		2,885,816	2,737,035	2,884,992	2,992,325	2,807,754
Output of central electric stations.....k.w.h.		3,458,568,000	3,376,775,000	3,188,797,000	3,174,419,000	2,954,285,000
Sales of insurance.....\$		52,846,000	48,490,000	51,333,000	57,149,000	55,065,000
Newsprint production.....tons		259,340	251,830	251,150	271,560	257,620

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended November 25, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figures for four weeks ended November 27, 1943, and corresponding previous periods. (8) MacLean's Building Review.

was reported to be fairly evenly divided between manufacturing and non-manufacturing industries. In the former group the increase of 0.6 per cent was due to higher employment in vegetable foods, rubber, iron and steel, non-ferrous metals and electrical apparatus plants while curtailment was indicated in lumber, pulp and paper, animal food, chemical, and electric light and power plants.

The report of the Bureau states that, "of the total number in recorded employment in the eight leading industries at the beginning of October, 477,757, or 253 per thousand, were females, and 1,407,520, or 747 per thousand, were males. The former proportion showed a considerable gain as compared with that of 227 females per thousand employees reported at Oct. 1, 1942. In the 12 months, there was an increase of rather more than 15 per cent in the number of women workers, while the number of males remained practically stationary".

The salaries and wages disbursed by the employers reporting employment to the Bureau totalled \$59,343,323 at October 1, an increase of 1.3 per cent as compared with September 1. The average weekly earnings per employee rose from \$31.30 at the beginning of September to \$31.48 for October as compared with \$29.51 at October 1, 1942.

Productive operations as indicated by the index of the physical volume of business advanced considerably in October. This index reflecting the trend in mineral production, manufacturing, construction, electric power output and in the distribution of goods was 239.5 in October, 236.7 in the preceding month and 207.2 in October 1942, the increase during the year being 15.6 per cent. Two groups, namely, manufacturing and construction recorded advance during the month, the most important in its effect on the index being manufacturing, while the other three principal groups were lower.

For the first ten months of 1943 the business index which is also calculated by the Dominion Bureau of Statistics averaged about 17 per cent higher than for the similar period of 1942, reflecting the marked expansion due to war demands. It was stated in the report issued by the Bureau that having practically reached a stage of full employment, further important advances are not expected and during recent months the output of war plants has tended to raise the index but isolated cases of curtailment are commencing to have an effect. The index number of employment averaged 7.4 per cent higher for the period January to October, 1943, than for the corresponding period in 1942. Manufacturing production rose 22 per cent in the same comparison; consumption of firm power was

10 per cent higher; the value of exports 26 per cent; of imports 4.3 per cent; and the value of retail sales 3.8 per cent higher. The value of contracts awarded declined 28 per cent; the receipts of gold at the mint 21.9 per cent and the production of coal 5.5 per cent.

Survey on employment in Canadian industry

Detailed statistics on the working population of Canada, necessary in order that the Government's manpower program may be planned and administered in the most effective manner, are currently being obtained from employers across the country. Employers are being asked to complete, as at January 8, 1944, a return showing information on the age, sex and marital status of their employees working in Canada.

Similar information was obtained last year, when employers submitted returns as to the workers in their employ on January 30, 1943. At that time it was found that the working population of Canada totalled approximately 4½ million male and female workers. Of these over a million were engaged in war industry, including almost a quarter of a million women, while a similar number were occupied in high priority civilian employment (L.G., July, 1943, p. 895). Detailed statistics were obtained for every type of industry.

The present survey will bring these statistics up to date. It will enable the Department of Labour to assess with precision the movements of the working population that have taken place during the past year, from one type of employment to another, and from low to high priority industry; and to measure the extent to which women have taken part in industrial occupations. With this information obtained, and on the basis of employers' estimates as to the number of employees they will need at June 30, 1944, the Government will be greatly facilitated in continuing its program of directing the flow of manpower according to the needs of the country's war effort.

The Report on Employment as at January 8, 1944, must be completed by all employers, insured and non-insured, with the following exceptions: (1) Farmers and horticulturists; (2) Employers of domestic servants, except where the employed person is employed in a club, or in any trade or business carried on for purpose of gain; (3) Governments, federal, provincial, municipal and foreign, with respect to their employees engaged in regular governmental activities, including police and fire protection, public works, and the distribution of water by municipalities. (It will, however, be necessary for all governments and govern-

mental agencies, such as commissions and boards, to file reports for business activities operated directly and indirectly by them.)

The report forms, when completed, are to be mailed or delivered to the Local Employment and Selective Service Office nearest to the reporting unit.

Cost-of-living index advances fractionally

The Dominion Bureau of Statistics cost-of-living index advanced from 119.3 on October 1, to 119.4 on November 1, 1943. This

was due entirely to an increase of 0.2 points to 133.1 in the food index. Small declines in fresh fruits and vegetables between October 1 and November 1 were overbalanced by further advances for eggs and butter. Meats remained firm. Other budget group indexes remained unchanged for November, as follows: rentals 111.9, fuel and lighting 113.3, clothing 121.1, home furnishings and services 118.2, and miscellaneous items 108.3.

Industrial Disputes Investigation Act

Seven applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of November. Six

boards submitted their reports; three boards were established, and the constitution of four boards was completed during the month. Nine disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from Commissioners in seven cases. Three applications were withdrawn during the month and one application rejected. In one case the dispute was referred to an Industrial Disputes Inquiry Commission. The settlement of two disputes was reported.

Placement of handicapped workers

Employment and Selective Service Offices across Canada will shortly open special sections in the larger local offices, known

as Special Services Sections, to specialize particularly in the placement of workers who are physically handicapped, either through war service or civilian accidents. One expert in this line of placement work will soon be appointed to each of the 5 regional offices—Moncton, Montreal, Toronto, Winnipeg and Vancouver. Officers in the larger local offices are now being trained to deal with the placement of handicapped workers, and it is expected that the co-operation of employers and social agencies will be enlisted.

From information available to the Department of Labour, it would appear that in these times of labour shortages employers in

a great many cases are realizing that physically handicapped workers are highly efficient in certain types of employment, so that it is hoped to take advantage of the heavy demands for workers of all types to assist in rehabilitating those who are handicapped, as they would be less certain of securing a start in employment at other times.

Organized women help secure workers for textile trade

A two-week campaign conducted in Hamilton during November to secure additional women workers for local textile plants has resulted in a total of 420

additional women being referred to textile jobs. Of this number, 175 were inexperienced workers; 353 registered for full-time work, 67 could only put in part-time work.

Realizing the requirements of the armed forces and the serious effect on health which would result from a shortage of warm clothing and essential materials for infants and children, the Hamilton Local Council supported this direct appeal to women to accept employment in the textile industries.

Simultaneously, successful campaigns were conducted for textile workers in St. Catharines, with the co-operation of the St. Catharines Local Council of Women and in Welland, sponsored by the Welland Women's Institutes.

"The numbers enlisted by this campaign have been most helpful in meeting the urgent needs of textile mills in the Hamilton and Niagara districts", stated Mrs. Rex Eaton, Associate Director of National Selective Service.

(An account of recent campaigns for recruitment of part-time and full-time women workers in Toronto, Ottawa and Halifax appeared in the October issue of the *LABOUR GAZETTE*, on page 1336.)

Lord's day legislation qualified

During the harvest season in Ontario *The Profanation of the Lord's Day Act, 1839*, was invoked against certain individuals who, owing to

the wartime emergency, worked in the harvest fields on Sunday.

While the prosecutions in these cases were withdrawn before being brought to trial, the federal authorities deemed it advisable to qualify the application of any Act or law relating to the observance of the Lord's Day.

Accordingly, on the recommendation of the Minister of Justice and under the authority of *The War Measures Act*, Order in Council, P.C. 8535 passed November 4, 1943 provides:

No action or prosecution for a violation of any Act or law relating in any way to the

observance of the Lord's Day (meaning that period of time referred to in the Lord's Day Act as the Lord's Day) in force in any province of Canada when the Lord's Day Act came into force shall be commenced without the leave of the Attorney General of the province in which the offence is alleged to have been committed.

Recommendations for reduction of juvenile delinquency in Toronto The Toronto and District Welfare Council recently submitted to the Toronto City Council recommendations for the reduction of juvenile delinquency. Although dealing specifically

with local problems, the memorandum is designed to be of use to other public authorities. The Council's memorandum discusses the family and general social conditions which have been contributing to the growth of juvenile delinquency since the outbreak of the present war, the private and public agencies dealing with the problem and measures for improving and extending the work of these agencies.

According to the report, many jobs open to immature boys and girls are undesirable from the point of view of their welfare: the hours of work are long, young people under sixteen are employed at night in war industries and, until early morning, in bowling alleys and other places of commercial amusement.

The memorandum emphasizes the growing scarcity of trained social workers in Canada at a time when their services are more needed than ever before. The war and the greater opportunities for employment which it has afforded have substantially reduced the number of people in Canada needing financial assistance from public authorities or from the voluntary, social agencies. On the other hand, the demand for personal services, which is the main responsibility of the voluntary agencies, has greatly increased. Many social workers have taken up other work, often in government services. These workers are often lost to the social agencies because of the low standards and hard working conditions obtaining in social work. The public is not yet sufficiently aware, the memorandum points out, that if good social work is to be maintained, the positions available must be of a type which will attract suitable and adequately trained people.

Recommendations are made for the improvement and extension of the methods by which private and public social welfare agencies deal with the problem of juvenile delinquency. These include setting up psychiatric clinics in juvenile courts, making available psychiatric service in schools for difficult pupils and establishing provincial training schools for delinquents and serious offenders on a "cottage" plan, each unit accommodating about 20 or 30 children. Under this scheme, delinquent boys

and girls would learn how to live happily with other people, a process which is most easily begun in small groups.

The memorandum also recommends the establishment of observation homes where children awaiting hearing in a Juvenile Court may be placed, not only for detention but also for psychiatric observation. Such a home is also suitable for the reception of children, after their appearance in court, for a further period of observation and study in order to determine the type of care most suitable for them. An observation home of this type is in operation in Toronto under municipal authority.

Urgent and growing need Manning Canada's social services was also considered by fifty persons who attended the all-day conference on Recruiting and Training of Social Work personnel which was held in Ottawa on December 6.

The meeting was under the joint auspices of the Canadian Welfare Council and the Canadian Association of Social Workers and drew representation from the Department of Pensions and National Health, National Selective Service, Dominion Government Committee on Reconstruction, Dependents' Allowance Board, Dependents' Board of Trustees, Department of Labour, the Navy, the Army, and the Air Force. The seven schools of professional social work, the national group work field and voluntary social agencies across Canada, were also represented.

The various government departments in which social work skills are essential to adequate development of service were outlined by Mr. Jack Pembroke, Assistant Deputy Minister, Department of National Defence; by Lieut.-Col. J. D. Griffin, R.C.A.M.C., and by Dr. Leonard C. Marsh, Research Adviser for the Dominion Government's Committee on Reconstruction. Following the presentation of facts by delegates representing a variety of regions, the present and estimated vacancies were evaluated by Dr. George F. Davidson, Executive Director of the Canadian Welfare Council. This revealed the immediate need of approximately 715 social workers.

The discussion of the group at the afternoon session, which dealt with methods of recruiting, training and finance, resulted in the decision that immediate steps must be taken to strengthen the already existing educational facilities and to provide new and auxiliary training plans. The staffs of civilian services, depleted throughout the war years in order quickly to supply trained people for the government departments, must be replaced if these local social services across the

Dominion—on which the government departments rely in such large measure—are to carry on.

A continuing Committee was appointed to prepare a brief for presentation to the appropriate Dominion government departments.

Employment activities of U.S. and Canadian government agencies

A recent report from the War Manpower Commission deals with placement activities of the United States Employment Service. During September the USES made 909,000 placements, which brought total

placements for the year to 6,980,000. This represents a 39 per cent increase over the same period last year, the report states, and reflects the growing importance of the USES in filling the manpower needs of the nation. The number as well as the proportion of female placements reached an all-time high in September, according to the report. Such placements exceeded 345,000 and constituted 38 per cent of total placements. The rising ratio of female placements was attributed to two causes: the continuing influx of women into the labour market; and the high turnover rates among women workers.

In Canada, the number of placements reported by local Employment and Selective Service offices during a corresponding four-week period from September 3 to September 30 amounted to 165,885. During the first 39 weeks of 1943 a total of almost a million and a half placements were made. The enormous increase that has occurred in business transacted by government employment offices since the imposition of manpower controls may be illustrated by comparing this figure with the number of placements made in the last pre-war year. During the entire year 1938, placements by local offices numbered only 382,295.

Of the 165,885 placements effected in Canada between September 3 and September 30, about 70,000, or almost 43 per cent were women workers. A summary of the activities of local offices in Canada during October appears elsewhere in this issue under the title *Applications for Employment; Vacancies and Placements; October, 1943.*

Elaborating on its findings, the United States report further reveals that placements of non-white workers were 144,000 during the month of September. Although non-whites represent less than 16 per cent of total placements, they constitute more than one-half of all the placements in service occupations.

Recruitment of trainees for pre-employment and refresher courses is fast disappearing, the

report states. From 58,000 trainees recruited in January, the number fell continuously to a new low of 13,000 in September.

Britain creates Ministry of Reconstruction

Creation of a Ministry of Reconstruction to direct the vast task of rebuilding Britain after the war was announced by Prime Minister Churchill early in November. The Minister of the new department is Lord Woolton, who as Minister of Food was in charge of Britain's food rationing program.

Press notices of the appointment suggest that the transitional period from a war time to a peace time economy will demand the solution of such problems as the re-absorption of millions of men and women from the fighting forces and from conscript industry; recreation of the myriad businesses temporarily curtailed or suspended because of the exigencies of war; the rebuilding of physically shattered shops and homes; the transforming of manufactories from war to peace use and the numberless co-relative financial commercial and social questions that will arise with the approach and the advent of peace.

Recent rulings on wage incentive plans in United States

To receive approval from the United States National War Labour Board, wage incentive plans must be agreed upon jointly by management and union, if a union is bargaining agent for the plant involved.

In two resolutions issued October 2 the Board outlined its policies with respect to incentive wage plans. The resolutions read as follows:

"(1) Consideration by the National War Labour Board of proposed wage-incentive plans will be limited to voluntary submissions by employers and to joint submissions agreed to by employers and unions in each situation in which a union is the collective bargaining representative of the employees. Incentive wage payment programs will not be ordered in dispute cases since that would be incompatible with the need for co-operative effort, which is basic to the success of such progress.

"(2) Action by the National War Labour Board on proposed wage incentive plans will be limited to a determination of whether or not the proposed plan is in conformance with the national stabilization program, i.e., whether or not it would result in unauthorized wage-rate decreases or wage-rate increases, or in an increase in the general level of production costs. Those proposing a plan will assume full responsibility for the technical details.

National War Labour Board approval of any plan will be a certification that it is consonant with the stabilization program and will not constitute approval of the merits of the plan as an incentive program. Any approval by the Board of any such programs will be accompanied by a requirement for periodic review in order to permit an appraisal of whether or not the incentive wage plan has actually operated within the limits of the stabilization program."

It is pointed out by Dr. G. W. Taylor, Vice-Chairman of the Board, that: "The approval of a wage incentive proposal by NWLB is not an approval of the technical details of the plan. . . . The full responsibility for such matters must be assumed by those who develop a wage incentive program". The function of the Board is to make sure that the plan does not involve a wage decrease, an inflationary wage increase, or that it will result in unwarranted increase in production costs. Plans given the approval of NWLB are subject to periodic review.

It is pointed out by the Office of War Information that traditionally labour is opposed to incentive plans, as it feels that it has the responsibility of "eliminating all forms of stretch-out so that after the war it will not find itself in the position of having lost the right of determining work standards by free collective bargaining". However, the labour members on the Board have concurred, in specific cases where "it is possible that production may be improved by the introduction of properly established incentive systems."

Reference was made in the August LABOUR GAZETTE (p. 1132), to a pronouncement by the U.S. War Production Board listing ten essential features of a wage incentive plan.

In Canada the National War Labour Board has been authorized under the new Wage Control Order to direct an employer to introduce or extend an incentive wage system "where the Board considers that such introduction or extension is practicable and that it will increase the volume or quality of production without increasing the employer's cost of production per unit".

Growth of labour-management committees in United States More than three thousand labour-management production committees are now functioning in the United States, according to a report issued by the War Production Board on November 12. The committees cover more than 6,000,000 workers in war plants, shipyards and mines. Over a thousand

of them have come into existence since last June.

"These new committees", the report declares, "indicative of the spirit of joint co-operation between management and labour to win the war quicker, have been set up in plants in every region of the country, in all types of industries and in every size plant from less than 100 to more than 40,000 employees. Approximately 75 per cent of the committees are in plants with local affiliates of national labour unions, 16 per cent in plants with independent unions and 10 per cent in non-union plants."

According to the report, the number of new committees officially registering in the War Production Drive, which was set up in Washington to sponsor the formation of the committees, is increasing at an accelerating rate.

An enlargement of the functions of the committees is also noted. "Most of the committees, new and old", it is stated, "are increasing the tempo of their work, meeting more frequently, assuming more duties and responsibilities, and handling more difficult production problems than heretofore." This greater volume of war work being carried on by the committees is ascribed in part to the better relations established between representatives of management and labour as they learn each others' problems.

It is due also, according to T. K. Quinn, director-general, to shortages in both manpower and materials, "which make it imperative for the intelligent leaders of war industries to devise new ways of finding shortcuts and other methods of extending war production with the tools, materials and labour forces on hand."

Among the methods by which the War Production Board is encouraging the growth of labour-management committees is by the publication of the *Labour Management News*, a weekly paper which deals with the activities of the committees and disseminates information about them. The paper describes the operation of suggestion systems in different plants, and publicizes certain of the ideas brought forward by workers under such programs. Methods of attacking such production hindrances as waste and bottle-necks are discussed; and accounts are given of the manner in which labour and management in co-operation have dealt with the causes of absenteeism and with accident prevention. The paper makes particular reference to publicity and promotional methods.

Awards to U.S. workers for production ideas

American war workers have, since March, 1942, won over 1,000 national honours for suggestions which have increased and accelerated the output of weapons and equipment for the fighting forces, the U.S. War Production Board announced recently.

As of November 1, 14 workers had received citations of individual merit, the highest award, 269 had received certificates, and 698 had received honourable mention for production ideas.

The suggestions were received through labour-management committees throughout the country according to the announcement. Two committees, one involving an AFL Metal Trades local and the other a local of the CIO Auto Workers, had won respectively 83 and 79 national honours for the suggestions of the workers they represented.

U.S. Labour Board extends retroactive date in prolonged negotiations

longed negotiations.

The original decision of the Board had granted 10,000 telephone workers, represented by an independent union, an increase of \$2 a week retroactive to September 6, 1942. The union then pointed out that this date penalized it for continuing negotiations with the company for several months in a peaceful manner instead of resorting to strikes. Because the Board was advised by its referee that the company had prolonged negotiations unduly, it changed the retroactive date for pay raises of \$2 a week from September 6, 1942, to June 1, 1942.

The company petitioned the Board for reconsideration of this decision, but the Board denied the petition, asserting that it agreed with the referee's finding that "under normal conditions the wage negotiations would have been completed by June 1, 1942". Representatives of industry on the Board dissented.

CIO workers lease housing project

Tenants of Greenmont Village, a 500-home housing project situated just outside of Dayton, Ohio, have formed a mutual housing corporation and have leased the project from the government. The overwhelming majority of the tenants are CIO members employed in several nearby industries.

According to the United States Press Service of Washington, D.C., the project cost approximately \$2,200,000 and rents total \$190,000 a year. There are 100 one-bedroom units, 300 two-bedroom units and 100 three-bedroom units. Rents range from \$28 to \$33 a month exclusive of utilities.

The corporation will manage the project in accordance with the provisions of the lease and under a management program adopted by its Board of Trustees and approved by the Federal Public Housing Authority. All revenues are to be deposited to the corporations' account and cheques are to be drawn on this account only to meet the expenses of administration and operation as provided in the budget adopted by the trustees and approved by the FPHA.

An option to purchase the property at any time after two years, or after the war emergency ends, is included in the agreement. The purchase price is to be determined by an appraisal made jointly by a representative of the government and a representative of the corporation. If these appraisers fail to agree, an independent appraiser may be selected and his appraisal shall be binding upon both parties.

After the sale, each resident member will exchange his lease with the corporation for a mutual ownership contract. He will continue to make monthly payments which will cover his share of the cost of management and operation, taxes, interest and amortization payments for his equity in the project. A member may at any time sell his equity to the corporation, and he cannot retain his membership in the corporation or his control of his house if he moves from the project. Or, if he prefers, he may sell his equity to an individual who is acceptable to the corporation.

After a member has made the required payments for amortization on his home, the only cost to him will be his share of the costs of management, operation and taxes.

Industrial injuries to young persons increasing in U.S.

Reports received by the Children's Bureau of the United States Department of Labour indicate that the number of industrial injuries suffered by minors is increasing. Nation-wide figures are not available, but Illinois reported a 60 per cent rise in accidents to young persons under 18 in 1942 as compared with 1941. Compensation awards to minors in New York State showed a corresponding increase from 1941 to 1942. In Wisconsin the number of workmen's compensation cases involving young persons in 1942 was 135 per cent higher than

in 1941. While part of this rise is due to the increased employment of young persons, it is stated by the Children's Bureau, "a large part is also undoubtedly due to the fact that these youths have higher accident rates in proportion to their number in the working force than have adults". Pennsylvania reported in 1942 "an increase of accidents out of proportion to the number of 16- and 17-year-old children employed."

British experience has shown that young persons under 18 have a higher accident rate than adults. It is attributed to inexperience and the fact that boys and girls are more irresponsible and reckless and lack mature judgment. "Unwise placement of the young worker, failure to observe child-labour laws, inadequate training and supervision and crowded working conditions also play their role in causing accidents." Ohio ascribed the increase in accidents in that State "to indifferent education of the young worker in the hazards of his job, both in vocational schools and in industry, and to failure to insist upon the observance of safety regulations".

A considerable number of injuries involved boys and girls employed illegally. Many were below the minimum age for employment or were working in hazardous occupations closed to young persons under 18 by the Fair Labor Standards Act. For example, a boy just under 16 was killed while employed on a truck carrying heavy goods although this type of work is included in the list of hazardous occupations. A 14-year-old boy was killed by a delinting machine in a fertilizer plant despite the 16-year minimum for employment in manufacturing occupations under the Fair Labor Standards Act. In New York and Wisconsin where increased compensation must be paid to minors injured while illegally employed, the number of such compensation awards in 1942 was double the 1941 figure.

Employers are urged by the Children's Bureau to take special precautions to protect young persons from injury and place them in non-hazardous occupations. Other recommendations of the Bureau were that boys and girls should be trained in safe practices and proper supervision provided at all times; that machines should be adequately guarded and attention paid to good housekeeping; that prompt first-aid treatment should be available for all injuries, however slight. Strict compliance with child-labour laws is urged; also

that compensation to young persons suffering permanent disability should be based on future earning power.

Trade union membership in Australia

Trade union membership in Australia during 1941 exceeded one million, according to the Commonwealth Bureau of Statistics. Although the number of separate unions declined from 381 in 1940 to 374 in 1941, the number of trade unionists rose from 955,862 to 1,075,680.

The population of Australia in 1941 is reported by the Bureau to have been slightly over 7,000,000, excluding full-blood aboriginals.

Governing body of I.L.O. meets in London

For the purpose of deciding upon the date, place and agenda of a regular session of the International Labour Conference, a meeting of the I.L.O. Governing Body was scheduled to be held in London, England, on December 16.

Mr. Edward J. Phelan, acting director of the I.L.O., stated in a press report late in November that: "It is expected that the forthcoming session of the International Labour Conference will define the steps to be taken by the United Nations to give effect to the social principles outlined in the Atlantic charter."

The report further points out that in normal times the governing body meets four times a year to supervise the work of the I.L.O. and to plan agenda of the I.L. conference. Except for the meeting held in New York in October, 1941, it has not met since February, 1940.

During this period an Emergency Committee set up in 1939 in anticipation of the outbreak of war and re-established at the New York meeting, has discharged the functions of the Governing Body. The latter comprises 32 members, 16 representing governments, eight representing employers and eight representing labour. The countries represented are Great Britain, the United States, Belgium, Brazil, Canada, Chile, China, France, India, Mexico, Netherlands, Norway, Poland and Yugoslavia. Two seats are vacant.

The Canadian Government is represented by Vincent C. MacDonald, K.C., Assistant Deputy Minister of Labour; while Hugh W. Macdonnell of Toronto is a member of the employers' group and Tom Moore, former president of the Trades and Labour Congress of Canada, is a labour member.

Wage Control

New Policy of Wage Control

Prime Minister Announces Changes in Wage Structure and Forecasts Code of Labour Relations

TWO important developments in the Government's labour policy were announced by the Prime Minister of Canada, Right Honourable W. L. Mackenzie King, in a radio address broadcast on December 4, entitled "The Battle Against Inflation". These consisted of certain changes in the method of controlling wages; and the introduction of a Code of Labour Relations.

In the Government's wage control machinery two changes were outlined by the Prime Minister. "War Labour Boards", he declared, "in dealing with applications for wage adjustments, will no longer be bound to apply a standard of comparing wages in one plant or industry with wages in other plants or industries. Instead, the standard in adjusting wages will be the removal of gross inequalities and injustices."

The other change in wage machinery has to do with the cost of living bonus. "The payment of cost of living bonuses at varying scales," the Prime Minister stated, "has given Canada a complicated structure of wages and bonuses. These complications have proven a constant source of misunderstanding and friction. The policy of the Government is that all practicable measures shall be taken to keep the cost of living at present levels. If that is achieved, there will be no occasion for additional cost of living bonuses. No further bonuses are to be paid. The existing cost of living bonuses are to be added to and to become part of basic wage rates."

"The government believes that by holding the cost of living at the present level, it will afford a more adequate safeguard of the basic living standard of labour than was provided

by the cost of living bonus. If the cost of living rises more than 3 per cent and remains at that level for two consecutive months, the government will review the whole program of price control and wage control and take appropriate action."

These two changes were effectuated a few days after the Prime Minister's speech by a new Wage Control Order, which was passed on December 9 (see page 1603).

The Code of Labour Relations, which had not yet been made public at the time this month's *LABOUR GAZETTE* went to press, arose from the public inquiry into industrial relations undertaken by the National War Labour Board last May and June. The Prime Minister stated that the labour code, which is to apply to war industries, "will define and prohibit unfair labour practices and, subject to the wage stabilization policy, will provide for compulsory collective bargaining. The Code will be enforced by a National Wartime Labour Relations Board, distinct and separate from the National War Labour Board, which will continue to have jurisdiction over wages."

In announcing these developments the Prime Minister described the progress since the outbreak of war of the battle against inflation. "From now until the end of the war," he declared, "the loss of this battle at any stage would greatly injure the whole of our war effort..... After the war, success in the battle against inflation will contribute more than all else towards the solution of post-war problems."

The text of the Prime Minister's speech follows:—

The Battle Against Inflation

THE world's attention, during the present week, has been centred upon the conferences of the leaders of the four great powers in the Middle East. The conferences remind us anew of the world-wide scale on which the present war is being waged. They reveal more clearly the immensity of the task still to be accomplished before the enemy is defeated.

We needed this wider perspective to restore our sense of proportion.

Our eyes have been focussed upon areas in which the Allies have had spectacular successes. These successes have caused many people to feel that the war might be drawing to a close. This state of mind has become far too general; so general, in fact, that it

threatens to reduce the momentum of the entire war effort.

Many have come to believe that we should now be mostly concerned with post-war problems, forgetting that the winning of the war is still the major problem. Before the energies of men and of nations can be diverted from wholesale destruction to the work of reconstruction, the enemy must be defeated, and the war must be won.

I would be the first to emphasize the necessity of anticipating and preparing to meet the problems likely to arise once hostilities cease. Canada, like other of the United Nations, has been giving earnest attention to such of these problems as we can now foresee. However much we plan, these problems cannot be met and solved until victory is won. The sooner victory is achieved, the easier the solution of post-war problems will be.

The Need to Continue an Utmost Effort

It may well be—and we fervently pray it will be so—that 1944 will witness the surrender of Nazi Germany. It may be that once Germany surrenders, Japan will realize that her fate is likewise sealed. It is hardly probable that the meaning of unconditional surrender, now made so clear, will cause either Japan or Germany to yield any more readily. We may be sure the Nazi leaders in Germany, and the militarist leaders in Japan, realizing what their own fate is certain to be, will seek to force their peoples into ever more violent conflict.

The one hope of the enemy is to hold out until the United Nations show signs of weariness under the strain of war. Any sign of weakness or indifference in any of the free countries will encourage the enemy to hold on longer. Endurance is what counts for most in a long struggle. This war has become a war of endurance, and it is the last round that will spell victory or defeat.

The end of the war will come only when one or other of the opposing forces is convinced of the absolute certainty of defeat. Anything which tends to make the enemy believe that defeat is not certain will prolong the war.

What we most need to remember to-day is that we are still in the thick of a fight against ruthless aggression and monstrous crime waged by terrifically powerful foes. From now on, we must, above all else, maintain and, so far as we can, increase the great war effort we have built up over the past four years. We dare not risk any of the gains that have already been won at so great a sacrifice of human life.

Of one thing we may be sure. If the war is not ended before the snows of winter disappear

from Europe, the spring and summer of the coming year will witness for British, American and Canadian forces campaigns more severe and costly in human lives than any they have yet fought. Upon this the Combined Chiefs of Staff are all agreed. Here surely is a call to every one of us to do everything in our power to shorten the war. It is equally a call to every one to avoid anything which might bring comfort to the enemy, thereby prolonging the war and adding to the loss of human lives.

Battles on the Home Front

And this brings me to what I am most anxious to say to-night about another battle, the battle against inflation. On the home front, this is now the most critical battle of all. From now until the end of the war the loss of this battle at any stage would greatly injure the whole of our war effort. The winning of this battle will contribute much toward victory. After the war, success in the battle against inflation will contribute more than all else towards the solution of post-war problems.

There are two kinds of national effort essential to the waging of modern war. One is concerned with armies, navies and air forces in active combat with the enemy. The other, with the organization of the whole nation to back up the armed forces with the utmost strength the people can muster. One side is symbolized by the warrior; the other, by the worker. The key to victory is a partnership unbroken and unbreakable of the warrior and the worker. The warrior cannot fight without the weapons forged by the worker. The freedom of the worker depends upon the success in battle of the warrior.

The workers are not only wage earners; they are all who, directly or indirectly, are labouring to keep Canada strong in war. They include housewives, workers in mine and forest, in factory, shop and office; farmers and fishermen; business and professional men and women.

Production and Inflation

On the home front there have been two battles to fight; the battle of production and the battle against inflation. In the battle of production, Canada has done magnificently. We have doubled our production since the beginning of the war, and half of all we produce is now being used to wage war. Our ships, our planes, our tanks, our guns, our munitions, our food: are all powerful weapons in helping to accomplish the defeat of the enemy.

But, strange as it may sound, our success in the battle of production has increased our difficulties in the battle against inflation.

By doubling our production, we have doubled the income of the Canadian people. But because we are using half our production for war, we have been unable to increase the quantity of goods for the people to buy with their larger incomes.

If we were now spending twice as much money as we had to spend in 1939, prices would be up and the value of every dollar would be down. What cost fifty cents in 1939 would cost a dollar to-day. We would be experiencing what the economists call "inflation".

The Evil Consequences of Inflation

Inflation is not something new in the world. Many countries have experienced inflation, and the experience has always been bad. The evils of inflation have been experienced most frequently and at their worst at times of war. The process is something like this:—First, prices go up. Then wages and salaries may go up, but they never go up quite as fast. The extra money paid in wages and salaries tends to send prices up again. A few sharp, unscrupulous people may make a good thing of inflation by speculation and profiteering. But, sooner or later, the great mass of the people suffer.

During the last war, and the years immediately following, wages rose sharply, but in few cases did they more than keep pace with the increase in the cost of living, which doubled. When prices fell, wages also began to fall. Worse still, this fall in prices was soon followed by unemployment. We have sought to avoid that experience this time. We have avoided it thus far. If humanly possible, we are determined to avoid it to the end of the war and in the post-war period. What I wish to impress upon you to-night is that, if we are to win the battle against unemployment in the post-war period, we must first of all win the battle against inflation.

Meanwhile, I wish to say with equal emphasis that, in a time of war, inflation is one of the quickest and surest ways of weakening the home front. That is why, from the very start of the war, we in Canada set out to prevent inflation. To help pay for the war, a large part of the extra income caused by increased production has been gathered into the national treasury by such measures as the 100 per cent excess profits tax, the income tax, which is particularly heavy on medium and large incomes, and borrowings through victory loan and war savings campaigns. As all of us know, taxes and borrowings have greatly reduced the amount of money left in our pockets to be spent. Much as we may dislike the war taxes, they at least help to keep up the buying power of every dollar each of us has left to spend.

The Establishment of the Price Ceiling

But we found, two years ago, that we could not win the battle against inflation with taxes and borrowing alone. Prices began going up too rapidly. Each dollar was buying less and less. The time had come for a more drastic weapon. We then decided to fight inflation with direct control of prices. A so-called "ceiling" was placed over virtually all prices. We all welcomed the "ceiling" on the prices of things we had to buy. But, someone has to sell everything we buy. And it is impossible to control the price of what we buy unless the price of what is sold is also controlled.

It is here that the battle against inflation has called for self-denial and self-discipline. Everyone can see an immediate advantage in increasing his income, whether it is by getting higher prices for what he sells, or a higher salary or wages for his work. It is not so easy to see that a higher money income will not be of any advantage if, because prices are going up, all our money buys less and less. The fact that the vast majority of Canadians realize that inflation will hurt themselves is a tribute to their intelligence. The fact they also realize that inflation would hurt the war effort is a tribute to their patriotism.

The Importance of Price Control

The battle of production began four years ago. For two years it was an uphill struggle. But Canada's success in that battle has been the marvel of all our Allies. We also began to prepare for the battle against inflation four years ago; but the battle itself was not actually joined until two years ago when the price ceiling was adopted. In that battle, too, Canada has done well. Since the outbreak of war, the cost of living in Canada has risen only a little over 18 per cent as compared with 53 per cent in the corresponding period of the last war. From 1939 until the price ceiling was imposed, the increase was 15 per cent. So successfully has the price ceiling been maintained that the cost of living has since risen little more than 3 per cent. In the corresponding two years of the last war, it rose 33 per cent, which is just ten times as much.

The battle against inflation is being waged by the people of Canada in co-operation with their government. The price ceiling is the front line in that battle. If we fail to hold that line, the whole structure of our war effort will be impaired. We would endanger the continued and uninterrupted production of munitions of war and of foodstuffs. We would be lessening the value of war savings, and indeed of all savings, both compulsory and voluntary.

We would be cutting down the value of the allowances of soldiers' dependents, and of the pensions of disabled soldiers themselves. Worst of all, by jeopardizing production through industrial strife, we would be adding further risks to the lives of our fighting men. If the battle line begins to crumble, if the price ceiling breaks down, in the long run all stand to lose.

The Necessity of Controlling Costs

When the government undertook to control the cost of living in 1941, it was made perfectly clear that the price ceiling could be maintained only by controlling the cost of producing goods. That meant controlling farm prices and controlling wages. We knew that farm prices could not be controlled without the support of the farmers, and we knew that wages could not be controlled without the support of Labour. In other words, the Farmers and Labour were asked to go into and hold the front line in the battle against inflation, just as they have held the front line in the battle of production.

But, in the fight against inflation, the farmers or the wage-earners were not asked to bear all the burden. The burdens have been placed on those best able to bear them. We have had in Canada, during this war, a planned levelling up and levelling down of spendable incomes on a scale never before attempted in a democratic country. The levelling down has been borne by those with moderate and large incomes. Their profits and incomes have been taxed heavily and their salaries have been rigidly controlled. The levelling up has been of particular benefit to farmers and wage earners. Farmers will agree that, apart from exceptional cases, farm incomes to-day are equal to the best they have ever enjoyed. Similarly, most workers will, I am sure, agree that their yearly earnings are greater than they were in 1939.

Defending a Basic Standard of Living

Now that we have reached the stage where half our total production is used to fight Germany and Japan, no section of the community can expect, while the war lasts, to continue to improve its standard of living.

That does not mean that gross inequalities or injustices should not be remedied; but it does mean that if we are to hold the line on the home front until victory is actually achieved, all must be prepared to play their full part in the battle against inflation.

The purpose of price control is not to improve the standard of living. It is to protect and maintain a basic standard of living. It is this basic standard of living which must be defended against all assaults of the enemy of inflation.

A Floor Under Farm Prices

When the price ceiling was adopted, the government knew that some farm prices were out of line. Farmers know that much has since been done to bring farm incomes into better balance with the incomes of other groups. I wish to-night to thank the farmers of Canada for their magnificent contribution to the battle of production. I wish, as well, to appeal to them to continue to help hold the front line against inflation by continuing to support the price ceiling.

On its side, the government recognizes that farmers are anxious about their post-war prospects. They do not want to face a disastrous fall in farm prices within a year or two after the war. If, to help win the war, the farmers are asked to accept a ceiling on prices, we believe they are entitled to a floor under prices to insure them against an agricultural depression after the war. As an essential part of its post-war policy, the government intends to ask Parliament, at the next session, to place a floor under the prices of the main farm commodities.

Wage Stabilization

In order to hold the price ceiling, it was necessary to control wages. But while almost all prices were frozen, the government did not "freeze" all wages. We know there were inequalities and injustices in the wage structure which needed to be remedied. When wages were stabilized two years ago, a National War Labour Board and regional War Labour Boards were established. To these Boards was given the power to adjust wages which were found to be low by comparison with wages paid for similar work under comparable conditions. In the past two years, the War Labour Boards have dealt with 40,000 applications for wage adjustments affecting two and a half million workers. Adjustments to remove inequalities were made in 90 per cent of the cases. The result of these adjustments, now in force, has meant a total increase in payment to Canadian wage earners of more than \$150,000,000. This is conclusive evidence that wages were not frozen.

If, however, wages generally were allowed to rise, it would be quite impossible to hold the price ceiling. Wages are a large element, often the largest element, in the cost of everything we buy. That is why, if prices were to be controlled, it was necessary to control wages.

When the price ceiling was established two years ago, none could be sure how far it would be possible to hold down the cost of living. To safeguard wage earners against increases in the cost of living, there was established at the same time, a compulsory cost of living bonus. The purpose of the bonus was to offset a part of any increase in the cost of living.

Generally speaking, Labour has recognized that wage control is essential to protect the basic standard of living and has loyally supported the policy.

Canada's record in industrial relations during the war has been highly creditable. Within the present year, however, there have been signs of strain and of a need for new measures to promote industrial harmony. As a first step the National War Labour Board was reconstituted to give it a more judicial character. The Board has since conducted an enquiry into the whole field of industrial relations.

Some weeks ago the Board produced its findings in the form of a Majority and a Minority Report. These reports have been carefully studied by the government in considering modifications of its labour policy.

I am now in a position to say that the government is prepared to accept, as a basis for a revised labour policy, the main proposals on which the Majority and Minority Reports agree.

Modifications of Wage Control

In the battle against inflation, as I have said, the price ceiling is the front line. That line the government is resolved to hold. To abandon wage control would, as I have already shown, make it impossible to hold that line. In the policy of wage stabilization there will therefore be no fundamental change. Two important changes, however, will be made in the method of controlling wages.

The War Labour Boards, in dealing with applications for wage adjustments, will no longer be bound to apply a standard of comparing wages in one plant or industry with wages in other plants or industries. Instead, the standard in adjusting wages will be the removal of gross inequalities and injustices.

The other change has to do with the cost of living bonus. The payment of cost of living bonuses at varying scales has given Canada a complicated structure of wages and bonuses. These complications have proven a constant source of misunderstanding and friction. The policy of the Government is that all practicable measures shall be taken to keep the cost of living at present levels. If that is achieved, there will be no occasion for additional cost of living bonuses. No further bonuses are to be paid. The existing cost of living bonuses are to be added to and to become part of basic wage rates.

The Government believes that by holding the cost of living at the present level, it will afford a more adequate safeguard of the basic living standard of Labour than was provided by the cost of living bonus. If the cost of living rises more than 3 per cent, and remains at the level for two consecutive months, the

Government will review the whole program of price control and wage control and take appropriate action.

The revised Wage Control Order will be made public at the beginning of next week.

A Code of Labour Relations

I have referred to the recommendations of the two reports of the National War Labour Board which the Government is prepared to carry out. The most important of these recommendations is that there should be a code of labour relations to apply to war industries. A code of labour relations is already in the final stages of preparation. The labour code will define and prohibit unfair labour practices and, subject to the wage stabilization policy, will provide for compulsory collective bargaining. The Code will be enforced by a National Wartime Labour Relations Board, distinct and separate from the National War Labour Board, which will continue to have jurisdiction over wages.

In peace time, the authority to make laws to enforce the right of collective bargaining belongs to the provinces. As a result of recent conferences with the provincial authorities, agreement has been reached in principle on a basis of co-operation in instituting and administering compulsory collective bargaining.

The Code of Labour Relations will be enacted in the near future. When the Code is published, the Majority and Minority Reports of the National War Labour Board will also be made public.

In concluding, I wish to thank Labour, as I have thanked the Farmers, for their magnificent contribution to the battle of production. I wish also to appeal to Labour, as I have appealed to the Farmers, to continue to help hold the front line against inflation, by continuing to support the price ceiling.

On another occasion I hope to speak about the plans of the Government to achieve, once the war is won, what I have previously defined as a national minimum of social security and human welfare; not for Labour only, but for all the people. That national minimum should embrace useful employment for all who are willing to work; standards of nutrition and housing, adequate to ensure the health of the whole population; social insurance against privation resulting from unemployment, from accident, from the death of the breadwinner, from ill health, and from old age. Those are our post-war objectives.

I have confined my address to-night to the battle against inflation. That battle we must win to assure victory in war; that battle we must also win to provide a solid foundation on which, after the war, to build a greater and a better Canada.

Revision of Wartime Wages Control Order

Cost-of-Living Bonuses to be Incorporated into Basic Wage Structure— Future Wage Adjustments to be Granted only to Correct "Gross Inequality or Gross Injustice"

A NEW order in council embodying certain changes in the Government's wage control machinery, was announced by the Minister of Labour, Honourable Humphrey Mitchell, on December 9, in the following statement:

Order in Council P.C. 9384 revoking Wartime Wages Control Order (P.C. 5963) and substituting what will be known as Wartime Wages Control Order, 1943, was signed to-day.

The stated purposes of this Order are:—

- (a) to provide for the establishment of wage rates incorporating therein cost of living bonuses payable in respect of the rise in the cost of living;
- (b) to stabilize the wage structure in Canada established in this manner in order to maintain stability in prices and prevent increases in the general cost of living; and
- (c) to provide machinery for an orderly rectification of any gross inequalities and injustices in wage rates so established, insofar as this is possible consistently with the paramount principle of the maintenance of stability in prices.

As the Prime Minister stated in his radio broadcast last Saturday, the Canadian cost of living index has risen less than four points in the two years since price regulation and wage control were introduced; and it is the firm policy of the government to use every means within its power to ensure continued stability of living costs around present levels. In the light of this policy provision for additional cost of living bonuses appears unnecessary and the new order consequently provides that existing bonuses shall be incorporated as a part of basic wages.

If any appreciable and continued change in living costs should occur there will be a general review of stabilization policy and the measures employed under it.

Under the administration of the War Labour Boards, adjustments in wage rates that were deemed to be out of line have been granted in cases affecting some two and a quarter million

employees and the aggregate of increases thus approved is more than \$150,000,000 a year. Provision for adjustments is continued in the new Wages Control Order under terms that give somewhat altered powers to the War Labour Boards.

The formula under the old Order was that wages might be increased if they were found to be low as compared with those "generally prevailing for the same or substantially similar jobs" in the same or a comparable locality.

The new Order bases future upward adjustments simply on the rectification of "gross inequality or gross injustice", coupled with the ability of the employer to pay an increase without raising prices. Similar provisions are made with regard to wage decreases.

Wage adjustment applications already pending will be dealt with under the terms of the old Order though the incorporation of cost of living bonuses with basic wages is still required.

Another change in the Order is of special importance to the lowest-paid workers. Provincial minimum wage-fixing authorities are now free to revise or amend their wage orders without reference to the National Board provided they do not establish a new minimum rate above 35 cents an hour. Few, if any, minimum wage orders in Canada fix a rate for women as high as 35 cents and many of these orders apply also to men.

The Order provides for a National War Labour Board of six members, one of whom shall be chairman and one vice-chairman, the other members being selected as representative of (though not officially representing) the general public, employers, and employees respectively.

In order to secure uniformity of practice, the National Board is given closer supervision over the Regional War Labour Boards, which are required to report to all their decisions and directions to the National Board for review.

Appeals from the decisions of Regional Boards may be made to the National Board with the consent of either Regional or National Boards.

Summary of Wartime Wages Control Order, 1943

Among the important provisions of the Wartime Wages Control Order, 1943, involving changes in existing conditions, are the following:

Section 2—(1) and (2)

The National War Labour Board is to consist of six members, one of whom shall be

the Chairman and one Vice-Chairman; of the other four members, two shall be appointed as representative of the public, one as representative of employers and one as representative of employees.

Section 4—(1)

The National Board is charged with the administration of the Order and more speci-

constituting a quorum shall be a decision of the National Board and in the event of a tie the Chairman, or in his absence, the Vice-Chairman, shall have a casting vote.

(7) There shall be a National War Labour Committee consisting of eight or more members, for the purpose of consulting with and assisting the National Board, the members of such National War Labour Committee to be appointed by the Governor in Council to hold office during pleasure and to be selected as to four or more of such members having regard to the interests of employers and as to an equal number of such members having regard to the interests of employees.

(8) The members of the National Board shall be paid such salaries as may be fixed by the Governor in Council and such expenses as may be incurred by them in the discharge of their duties.

(9) The members of the National War Labour Committee shall be paid such salaries, per diem allowances or expenses as may be fixed by the Governor in Council.

Staff

3. (1) The National Board may appoint an officer to be the Chief Executive Officer of the National Board who shall be paid such salary as may be fixed by the Governor in Council.

(2) The Department of Labour shall furnish such technical and clerical assistance to the National Board as may be possible, and the National Board, with the approval of the Governor in Council, may employ such other officers and employees as may be necessary for the conduct of its business and may, with such approval, fix their remuneration.

Duties and Powers of National Board

4. (1) The National Board shall be charged with

- (a) the administration of this Order including the supervision, direction and control of the work of the Regional Boards constituted under this Order, and
- (b) such other duties as may be assigned to it by the Governor in Council or by the Minister of Labour.

(2) The National Board shall, as directed by the Minister of Labour or from time to time as it deems advisable, investigate wage conditions and labour relations in Canada and report thereon together with such recommendations as it may deem advisable, to the Minister of Labour.

5. (1) The National Board shall have all the powers and authority of a Commissioner appointed under Part I of the Inquiries Act.

(2) The Chairman or any member of the National Board may administer oaths.

6. The National Board may, with the approval of the Minister of Labour, make such by-laws as may be necessary

- (a) to enable it to carry into effect the duties imposed upon it by this Order;
- (b) to provide for the supervision and control of its officers, clerks and employees; and
- (c) to assign to the Regional Boards duties and responsibilities under this Order and to confer upon Regional Boards authority to exercise, in the discharge of such duties and responsibilities, all or

any of the powers of the National Board under Part II of this Order except the powers conferred on the National Board by subsection (2) of section 15, and paragraphs (a) and (c) of section 29 of this Order.

Regional War Labour Boards

7. (1) There shall be nine Regional War Labour Boards (hereinafter referred to as Regional Boards), one for each province, each of which shall consist of three or more members, one of whom shall be Chairman, one or more appointed as representative of employers and an equal number appointed as representative of employees.

(2) The Chairman of the Regional Board for each province shall be appointed by the Governor in Council.

(3) The Chairman of each Regional Board may designate a person to be Vice-Chairman thereof to preside over the Regional Board in his absence who shall for such purpose be a member of the Board, but where the Chairman is a person other than a provincial Minister, no such appointment shall be made except with the approval of the Minister of Labour of Canada.

(4) The members of each Regional Board appointed as representative of employers and employees shall be appointed by the Governor in Council, on the recommendation of the Minister of Labour after consultation with the Minister of Labour or other appropriate Minister of the province concerned, and with employer and employee organizations, as the case may be, and shall hold office during pleasure; and the head office of each Regional Board shall be at such place as may be determined by the Regional Board.

(5) A majority of the members of each Regional Board shall constitute a quorum of the Regional Board.

(6) The Vice-Chairman and members of the Regional Board appointed as representative of employers and employees shall be paid such per diem allowance or expenses as may be fixed by the Governor in Council.

(7) Where the Chairman of a Regional Board is a person other than a Provincial Minister he may be paid such salary, per diem allowance or expenses as may be fixed by the Governor in Council.

(8) Each Regional Board may, with the approval of the National Board, appoint an executive officer to be the Chief Executive Officer of the Regional Board and such officer shall be paid such salary as may be fixed by the Governor in Council.

Duties and Powers of Regional Boards

8. (1) A Regional Board shall be charged with such duties and responsibilities under this Order as may be assigned to it by the National Board and shall exercise such powers of the National Board under this Order as it is authorized to exercise under the by-laws of the National Board.

(2) Where any Regional Board purports to make any direction under the provisions of this Order, it shall be conclusively presumed for the purpose of any proceedings in any court pursuant to this Order that the power to make such direction is validly and effectively con-

ferred on such Regional Board by the by-laws of the National Board.

(3) A Regional Board shall have all the powers and authority of a Commissioner appointed under Part I of the Inquiries Act.

(4) The Chairman or any member of a Regional Board may administer oaths.

Review of Regional Board Decisions

9. A Regional Board shall report to the National Board every decision or direction made by it under this Order forthwith upon the making thereof, and shall make such other reports or returns in respect of the performance of its duties and responsibilities or the exercise of its powers under this Order as the National Board may require.

10. (1) The National Board shall arrange for the review of every decision or direction of each Regional Board and may of its own initiative, vary or revoke any such decision or direction.

(2) Where on a review under the powers conferred by this section, the National Board varies, or revokes any decision or direction of a Regional Board, the decision or direction of the National Board shall be effective only from the date of the making thereof.

Appeals

11. (1) Any person interested in or affected by any decision or direction of a Regional Board may appeal to the National Board if

- (a) the Regional Board making such decision or direction grants leave so to appeal and the request for such leave to appeal has been made within thirty days of the announcement of the decision or direction of the Regional Board, or
- (b) the National Board grants leave to so appeal and the request for such leave has been made within sixty days of such announcement.

(2) On any such appeal the National Board may make the decision or direction which in its opinion the Regional Board ought to have made and the decision or direction of the National Board shall constitute the decision or direction of the Regional Board as if originally made by it.

(3) "Direction" shall have the same meaning in this section and in subsection (2) of section 8, and sections 9 and 10 of this Part as in Part II of this Order.

Expenses

12. The administrative expenses of the National Board and of the Regional Boards, other than the salaries and usual travelling expenses of Dominion or Provincial officials, shall be paid out of the War Appropriation.

PART II

WAGE RATES

13. (1) In this Part, unless the context otherwise requires:

- (a) "cost-of-living bonus" means a periodic supplement to the wages paid to an employee in respect of changes in the cost of living;
- (b) "direction" includes any authorization or determination made by the National Board under the authority of this Order;

(c) "employee" means any person employed by an employer under a contract of service except a person employed in domestic service in a private home or employed to do work of a casual nature other than in the trade or business of the employer;

(d) "employer" means any person, firm or corporation employing any person and shall include His Majesty the King in the right of Canada, but shall not include:

- (i) any department or agency of the Government of Canada subject to the provisions of Order in Council P.C. 6702, of August 26, 1941, as amended; or
- (ii) any department, branch or portion of any provincial Government; or
- (iii) any agent of the Crown in the right of any province; or
- (iv) any municipality and any undertaking operated by the council or by a committee of the council of the municipality, but shall include a corporation carrying on an undertaking in any municipal area, which corporation is separate from the municipality, notwithstanding that the municipality or council exercises a measure of control over such corporation; or
- (v) any person, firm or corporation operating any hospital or any religious, charitable or educational institution or association, if such hospital or such institution or association is not carried on for purposes of gain; or
- (vi) any person, firm or corporation engaged in agriculture, horticulture, fishing, hunting or trapping;

(e) "incentive rate" means a piece work rate or a rate calculated on the basis of a commission on the volume or value of results or any other rate calculated on a basis other than solely on the basis of time worked;

(f) "National Board" includes, except in subsection (2) of section 15, and paragraphs (a) and (c) section 29 and in section 31 of this Part, a Regional Board in respect of employers and matters in respect of which the Regional Board, is by the by-laws of the National Board, authorized to exercise the powers of the National Board under this Order;

(g) "normal working hours" means the hours normally worked by an employee on a full-time basis in the standard work week established by practice or collective agreement and not considered to be overtime, and where an employer has established a standard work week in accordance with instructions of the National Board for the purpose of computing cost-of-living bonus payable under the Wartime Wages Control Order, means the hours comprised in such standard work week;

(h) "occupational classification" means a classification of employees on the basis of

- (i) the performance of similar work or duties; and

- (ii) the exercise of a like type and degree of skill and accuracy in the performance thereof,
and where only one employee is employed to perform work or duties of a particular kind or to exercise a particular type and degree of skill and accuracy in the performance of any work or duties of a particular kind, means the job or position occupied by such employee;
- (i) "previous authorized bonus" means a cost-of-living bonus authorized or required to be paid by an employer to his employees in any occupational classification by or pursuant to the Wartime Wages and Cost-of-Living Bonus Order (Order in Council, P.C. 8253, dated October 24, 1941), or the Wartime Wages Control Order, or the Wartime Salaries Order or any Order in Council specially applying to the employer or by or pursuant to any declaration, determination, direction, instruction, order or General Order made under the authority of the said Orders;
- (j) "previous authorized single rate" or "previous authorized range" means the single rate or range, not including cost-of-living bonus, authorized or required to be paid by an employer to his employees in any occupational classification in respect of work performed during normal working hours by or pursuant to the Wartime Wages and Cost-of-Living Bonus Order (Order in Council, P.C. 8253, dated October 24, 1941), or the Wartime Wages Control Order, or the Wartime Salaries Order or any Order in Council specially applying to the employer or by or pursuant to any declaration, determination, direction, instruction, order or General Order made under the authority of the said Orders;
- (k) "range of rates" or "range" means a group of two or more wage rates, inclusive of the highest and lowest wage rate in such group, paid by an employer to employees in one occupational classification where more than one rate is paid by the employer to employees in the classification.
- (l) "Schedule 'A'" means "Schedule 'A'" to this Order;
- (m) "single" with reference to a wage rate means a rate which is payable to all employees in one occupational classification and in respect of which no range is paid by the employer;
- (n) "time rate" means a wage rate calculated solely on the basis of time worked;
- (o) "wages" include wages, salary, commissions, gratuities, emoluments or other remuneration paid to, or other benefit having a pecuniary value conferred on an employee by an employer in respect of the services of the employee, including any share of profits or bonuses dependent upon the profits of the employer and all other forms of "income" as defined by section 3 of the Income War Tax Act if such income is related to the services rendered by the employee, and includes payments or benefits aforesaid made to or conferred on persons other than the employee in respect of the services rendered by the employee;
- (p) "wage rate" or "rate" means the basis of the calculation of the wages paid to an employee whether such basis of calculation is with reference to a period of time worked or on a piece work basis or as a commission on volume or value of results or on any other incentive basis, and where the basis of calculation of the wages paid to an employee is a combination of such bases of calculation, means each such basis; and
- (q) "Wartime Wages Control Order" means the Wartime Wages Control Order made by Order in Council, P.C. 5963, dated July 10, 1942, as amended.
- (2) For the purpose of this Order, an employee in any office, factory, shop or undertaking, whether his compensation is called wages or salary,
- (a) who is actually engaged in and whose principal duty is the performance of work not of a supervisory character, is below the rank of foreman or comparable rank;
- (b) who has direct supervision of the employees engaged in such work and whose duties are mainly supervisory, is a foreman or of a rank comparable to a foreman,
- if such employee does not, in either case, discharge duties and responsibilities of an executive character.
- (3) If the Lieutenant-Governor in Council of a province by order consents, or if a Minister of the Government of a province authorized on that behalf by the Lieutenant-Governor in Council of such province signifies in writing to the Minister of Labour of Canada that he consents to the application of the provisions of this Order in respect of a municipality in such province, the provisions of this Order shall on and after the date of such consent be applicable to such municipality as an employer, notwithstanding sub-paragraph (iv) of paragraph (d) of subsection (1) of this section.
- (4) If any person, firm or corporation included within the provisions of sub-paragraphs (v) and (vi) of paragraph (d) of subsection (1) of this section has employees engaged in other employments than those specified in such sub-paragraphs, such person, firm or corporation shall, notwithstanding anything contained in the said subsection (1), be an employer subject to the provisions of this Order in respect of such other employees.

Purposes of Order

14. It is the purpose of this Order

- (a) to provide for the establishment of wage rates incorporating therein cost-of-living bonuses payable in respect of the rise in the cost of living;
- (b) to stabilize the wage structure in Canada established in this manner in order to maintain stability in prices and prevent increases in the general cost of living; and
- (c) to provide machinery for an orderly rectification of any gross inequalities and injustices in wage rates so established, insofar as this is possible consistently with the paramount principle of the maintenance of stability in prices, and this Order shall be administered and enforced to give effect to these purposes.

Establishment of Wage Rates

15. (1) Every employer shall establish a single rate or range in the manner prescribed in the rules set out in Schedule "A" for each occupational classification of employees in his employment which single rate or range shall be effective for the first payroll period commencing on or after February 15, 1944,

(a) in respect of which the previous authorized single rate or the highest rate in the previous authorized range is less than \$175 per month or

(b) in respect of which the previous authorized single rate or the highest rate in the previous authorized range is a rate of \$175 per month or more, but the employees in which are not above the rank of foreman or comparable rank,

provided that, where the previous authorized single rate or the highest rate in the previous authorized range for an occupational classification of employees is a rate of \$250 or more per month, the employees in the classification shall be presumed to be above the rank of foreman or comparable rank unless the nature of their duties and responsibilities and their relationship to other employees indicates clearly that they are not above the said rank.

(2) The National Board may, by order, make additional rules not inconsistent with the rules set out in Schedule "A" as to the manner in which an employer shall establish single rates or ranges for the occupational classifications of his employees specified in subsection (1) of this section.

(3) The National Board may direct the manner in which a rate or range shall be established by an employer for an occupational classification of his employees to give effect to the rules set out in Schedule "A", or any additional rules made under sub-section (2) of this section.

Stabilization of Wage Rates

16. No employer shall, except in accordance with a written direction of the National Board, in any payroll period commencing on or after February 15, 1944, pay wages to an employee in an occupational classification for which he is required to establish a single rate or range under section 15 of this Order, at a rate other than a single rate or a rate within a range established in the manner therein prescribed for such classification.

17. No employer shall pay wages to an employee for the performance of work or duties, or for the exercise of a type and degree of skill and accuracy in the performance of any work or duties, not performed or not exercised by his employees in any occupational classification prior to the date of this Order, or who are employed in any establishment in which, or at any site of operation at which, the employer commences operations after the date of this Order

(a) at a rate of less than \$195 per month, or

(b) at a rate of \$195 or more, if the employee is not above the rank of foreman or comparable rank,

until he has obtained a direction of the National Board establishing a single rate or range for the occupational classification in which such employee is employed; provided that where the employer proposes to pay wages to any such employee at a rate of \$250 per month or more,

the employee shall be deemed to be above the rank of foreman or comparable rank and subject to the provisions of the Wartime Salaries Order unless the National Board determines that he is not above the said rank.

18. No employer shall, except in accordance with a written direction of the National Board, alter any term of employment directly or indirectly increasing or decreasing a single rate or the rates within a range established by him under section 15 of this Order or by or pursuant to a direction of the National Board under this Order.

19. No employer shall pay wages to an employee, or employ an employee on terms which are in contravention of or otherwise than in compliance with any direction or order made by the National Board under this Order given or made to, or in respect of, such employee.

Powers of the National Board

20. The National Board may

(a) authorize or direct an employer to increase a single rate or the rates within a range established by him under this Order for an occupational classification of his employee only if and to the extent that the National Board finds that such increased rate or range is necessary to rectify a gross inequality or a gross injustice and is also consistent with the ability of the employer to pay the increase in cost to which such increase may give rise in the business or industry in which the rate or range is to be paid without increasing the price of the product therefrom or of the services rendered therein.

(b) direct an employer to decrease a single rate or the rates within a range established by him under this Order for an occupational classification of his employees only if and to the extent that the National Board finds that the rate or range is so high that it is unsound or causes gross inequalities.

(c) authorize or direct an employer

(i) to alter a term of employment in a manner which will increase or decrease, directly or indirectly, a single rate or the rates within a range established under this Order for an occupational classification of his employees; or

(ii) to establish a single rate or range for a new occupational classification of his employees in respect of which section 17 of this Order is applicable; or

(iii) to establish a range of rates for an occupational classification for which such employer pays only a single rate established under this Order; or

(iv) to establish incentive rates or ranges payable in conjunction with time rates or ranges established under this Order; or

(v) to convert a time rate or range established under this Order to an incentive rate or range or an incentive rate or range established under this Order to a time rate or range,

in such manner or at such rate or range as in the opinion of the National Board

is fair and reasonable and is consistent with and will give effect to the purpose of this Order having regard to all the circumstances deemed by it, in its discretion, to be material.

21. Where the National Board authorizes or directs an employer to increase a single rate or the rates within a range for an occupational classification of his employees, the Board may authorize or direct the employer to increase single rates or rate within ranges for other occupational classifications of his employees, in order to maintain differentials in relation to the rates so increased, only if and to the extent that the Board finds that the conditions prescribed by paragraph (a) of section 20 of this Order to the powers of the Board to authorize or direct increases in such single rates or the rates within such ranges, exist, and only in smaller amounts where the rates are higher than the rates so increased.

22. The National Board may direct an employer to introduce or extend an incentive wage system in the place of or to be paid in conjunction with a time wage system for any occupational classification in his employment where the Board considers that such introduction or extension is practicable and that it will increase the volume or quality of production without increasing the employer's cost of production per unit.

ANCILLARY PROVISIONS

Provincial Minimum Wage Legislation

23. Notwithstanding anything contained in this Order, an employer may, without direction from the National Board, increase a wage rate paid by him to an employee to the minimum wage rate for such employee established at any time by or pursuant to powers conferred by provincial minimum wage legislation, if such minimum wage rate is not in excess of thirty-five cents per hour or such higher rate per hour, if any, established for such employee by or pursuant to such legislation on November 15, 1941, or in excess of an equivalent rate where such rate is other than an hourly rate; and this Order shall not be deemed to authorize or require an employer to pay to an employee a wage rate less than such minimum wage rate or to relieve the employer from liability of any kind, under such provincial legislation or otherwise, for failure or omission so to do.

Adjustment of Incentive Rates

24. An employer may, notwithstanding anything contained in this Order

- (a) change an incentive rate or range established by him under this Order or by or pursuant to a direction of the National Board for an occupational classification of his employees,
 - (i) if such change is made to compensate for the addition, removal or alteration of a work element forming part of the operation or series of operations performed by the employees in such occupational classification, and is strictly commensurate with such addition, removal or alteration, and
 - (ii) if that portion of the employer's cost of production representing the labour cost of such operation or series of operations is not increased, and

- (iii) if a flat rate or time rate or range of such rates is paid in conjunction with the incentive rate or range so established, if such flat rate or time rate or the rates within such range are not increased or decreased and are retained as part of the changed rate or range.

- (b) convert a time rate or range established by him under this Order or by or pursuant to a direction of the National Board for an occupational classification of his employees to an incentive rate or range if there was established by him under this Order an incentive rate or range in respect of the same operation or series of operations and if the conversion is effected in accordance with the same method of calculation followed by the employer in calculating such incentive rate or range.

Individual Employees

25. Nothing contained in this Order shall be deemed in any way to prohibit an employer

- (a) from increasing or decreasing the rate paid to an individual employee within the limits of a range established by him under this Order or by or pursuant to a direction of the National Board for the occupational classification in which the employee is employed, or
- (b) from increasing, or after consultation with the employee, or his representatives or in accordance with the terms of a collective agreement, if any, from decreasing the rate paid to an individual employee upon the promotion or demotion of the employee from one occupational classification to another occupational classification, if the wage rate paid to the employee after his promotion or demotion is the single rate or is a rate within the range established by the employer under this Order, or by or pursuant to a direction of the National Board, for such occupational classification.

Payments to Employees Other Than Wages

26. No employer shall make any gratuitous payment or other gift of any kind whatsoever having a pecuniary value, other than a monetary Christmas gift not in excess of twenty-five dollars, to any of his employees in any occupational classification for which he is required to establish, or to obtain a direction of the National Board establishing a single rate or range under this Order; provided that where an employer paid to his employees in any such occupational classification prior to November 15, 1941, or thereafter pursuant to any authorization of the National Board, a voluntary periodical bonus other than a cost-of-living bonus, he may continue or discontinue the payment of such bonus to such employees, but if he continues payment thereof, the yearly rate of payment shall not exceed the rate of payment established by practice of the year ending November 15, 1941, or by such authorization.

27. Where an employer purports to make any payment by way of loan to any of his employees in any occupational classification for which he is required to establish or to obtain a direction of the National Board establishing a single rate

or range under this Order, in addition to the wages paid to the employee under the contract of service between the employer and the employee,

- (a) if such payment is made periodically at the same time or times as wages are payable under the contract of service, or
- (b) if such payment is made otherwise than as provided in paragraph (a) of this section, unless it is proved that such payment was made in good faith as a loan which it is intended at the time of the making of the payment by both the employer and the employee will in fact be required to be repaid in full by the employee to the employer.

such payment shall, for the purpose of this Order or any proceedings taken pursuant to this Order, be conclusively presumed to be a payment of wages.

Additional Powers of National Board

28. The National Board may, for the purpose of this Order, determine

- (a) the previous authorized single rate or the rates within the previous authorized range payable by an employer to his employees in an occupational classification;
- (b) the previous authorized bonus payable by an employer to his employee in an occupational classification;
- (c) the rate or range required to be established by the employer for an occupational classification of his employees in accordance with section 15 of this Order;
- (d) whether an alteration in a term of employment of an employee will directly or indirectly increase or decrease a rate or the rates within a range established by the employer under this Order for the occupational classification in which the employee is employed;
- (e) the occupational classification in which an employee should be classified;
- (f) in any case of doubt or dispute with regard to the rank of the employee, whether such employee is above the rank of foreman or comparable rank;
- (g) any other matter necessary to be determined for the making of any direction by the Board.

29. The National Board may, by order,

- (a) make such regulations as it deems necessary to give effect to the provisions of this Order;
- (b) require an employer to make returns or reports furnishing information with respect to the work or duties performed by or terms of employment or working conditions of his employees in any occupational classification, the single rate or range or the amount of any cost-of-living bonus paid to such employees at any time prior to, on or after November 15, 1941, or such other information in respect thereof as the National Board deems advisable;
- (c) exclude an employer from any of the provisions of this Order either in whole or in part or in respect of any employee or class of employees or in respect of any area designated by the National Board, if, in the opinion of the National Board, it is impracticable to administer any of

such provisions in respect thereof or in any other case, if, in the opinion of the Board it is in the public interest so to do and if the Wartime Prices and Trade Board concur.

30. (1) Where any power is conferred on the National Board under this Order to give any direction or order the power shall be construed as including a power exercisable in the like manner and subject to the like consent and conditions, if any, to rescind, revoke, amend or vary the direction or order.

(2) Any direction given by the National Board pursuant to this Order may be subject to such terms or conditions as the Board deems necessary to give effect to the purposes of this Order and may require the employer to give effect to such direction commencing with such date, either before or after the making thereof, as the Board, in its discretion, prescribes.

Directions Final and Conclusive in any Court

31. Any finding, direction or order given or made under the authority of this Order by the National Board, or by a Regional Board, until varied or revoked by the National Board on review or appeal, shall be final and conclusive for the purpose of any proceedings in any court taken pursuant to this Order and shall be accepted by and shall not be subject to review in such court.

Applications

32. Where it is provided in this Order that any direction or order may be given by the National Board an application may be made by an employer or by or on behalf of an employee for such direction or order.

OFFENCES AND PROCEEDINGS

33. (1) Every employer, or officer or agent thereof, who

- (a) causes a lockout of any of his employees, to deter or prevent any of his employees from making an application to a War Labour Board constituted under this Order; or who
- (b) contravenes or omits to comply with any of the provisions of this Order or of any direction or order made under the authority of this Order by a War Labour Board constituted under this Order,

shall be guilty of an offence and liable on summary conviction to a fine of not less than \$100 and not more than \$5000 or to imprisonment for a term of not less than one month nor more than one year or to both such fine and such imprisonment; and each payment of wages to an employee in contravention of any provision of this Order or of any direction or order made under the authority of this Order, shall constitute a separate offence under this section.

(2) In any prosecution under this Order the burden of proof that the payment by an employer of wages or any payment of any kind whatsoever to an employee is made in accordance with the provisions of this Order or a direction or order made under the authority of this Order by a War Labour Board constituted under this Order, or that any lockout caused by an employer was not caused to deter or prevent any of his employees from making application to a War Labour Board constituted under this Order, shall be upon the accused.

34. Every employer who discharges or threatens to discharge or who in any way discriminates against an employee who

- (a) has furnished information in support of any application or in any investigation made under the provisions of this Order; or who
- (b) has given any information to a War Labour Board constituted under this Order regarding the wages or rates payable to such employee or any other employee of his employer; or who
- (c) has initiated or taken part in any application made to any War Labour Board constituted under this Order,

shall be guilty of an offence and liable on summary conviction to a fine of not less than \$100 nor more than \$5000; provided that it shall be a good defence to any prosecution under this section if it is proved that the discharge or threat of discharge or of alleged discrimination against any employee was made or done in good faith and not by reason of any act or conduct of the employee described in paragraphs (a), (b) or (c) of this section.

35. (1) Every employee who strikes or takes part in any strike

- (a) to obtain an increase in a single rate or range established under this Order, or pursuant to any direction of a War Labour Board constituted under this Order, or
- (b) to obtain the alteration of a term of an employment which would, directly or indirectly, increase any such rate or range, or
- (c) for the purpose of obtaining any direction from or of influencing the decision of a War Labour Board constituted under this Order or in protest against or to obtain any alteration in any such direction

shall be guilty of an offence and liable upon summary conviction to a fine of not less than \$25 nor more than \$100 or to imprisonment for a term of not less than one month nor more than three months or to both such fine and such imprisonment in respect of each day or part of a day on which he is on or takes part in any strike, but no fine of more than \$1000 or imprisonment for a term of more than one year shall be imposed under this section.

(2) Where, in any prosecution of an employee under this section, it is proved that such employee went on or took part in any strike, the burden of proof that such strike was not in contravention of subsection (1) of this section shall be upon the employee, but this provision shall not deprive the employee of the benefit of any reasonable doubt which may exist after all the evidence has been put before the magistrate or justice by whom such prosecution is tried.

(3) The provisions of this section shall apply in respect of an employee who goes on or takes part in any strike, notwithstanding that an Industrial Disputes Inquiry Commission appointed under Order in Council, P.C. 4020, dated June 6, 1941, as amended, or a Board of Conciliation appointed under the Industrial Disputes Investigation Act, has been established to inquire into or to investigate or report on any dispute between an employee and his employer in connection therewith and whether or not such Commission or Board has made any report thereon.

36. (1) Any person who incites, encourages or aids any employer to do or to omit to do any act or thing in contravention of this Order or any employee to go on or to continue on strike in contravention of this Order shall be guilty of an offence and liable on summary conviction to a fine of not more than \$2,000 or to imprisonment for a term of not more than one year or to both such fine and such imprisonment.

(2) Where, in any prosecution of any person under this section, it is proved that such person incited, encouraged or aided any employee to go on or continue any strike, the burden of proof that such strike was not in contravention of this Order shall be upon the accused, but this provision shall not deprive the accused of the benefit of any reasonable doubt which may exist after all the evidence has been put before the magistrate or justice by whom such prosecution is tried.

37. No prosecution shall be commenced in respect of any offence or offences under this Order or in respect of any offence or offences committed under the Wartime Wages and Cost of Living Bonus Order (Order in Council, P.C. 8253, of October 24, 1941), or the Wartime Wages Control Order, except with the consent in writing of the Minister of Labour and such consent shall be sufficient if it purports to be signed by the Minister of Labour and if the name of the accused is set out therein and if it indicates that the Minister of Labour has consented to the prosecution of the said person under this Order or under the said Orders for an offence or offences.

38. Any document purporting to contain or to be a copy of any by-law, direction or order of the National Board, or of any Regional Board, and purporting to be signed by the Chairman of any such Board, or by the Chief Executive Officer or Secretary of the National Board, or Chief Executive Officer of a Regional Board, shall in any proceedings under this Order be evidence of the by-law, direction or order therein contained or of which it purports to be a copy.

39. The Minister of National Revenue shall, pursuant to section 8 (b) of the Excess Profits Tax Act and subsection (2) of section 6 of the Income War Tax Act, disallow as an abnormal expense the amount of any wages found by him to have been paid, or certified to him by the National Board as having been paid, in contravention of any of the provisions of this Order or of the Wartime Wages Control Order.

40. (1) Where a person has entered into a munitions contract which provides, in effect, that such person shall be paid the cost of carrying out the contract or any part thereof with or without a profit or fee, or that the prices specified in the contract may be adjusted or reduced to an amount which represents the cost of the services to be carried out or rendered under the contract plus a fair and reasonable profit, if such person makes any payment of wages to any of his employees engaged in carrying out the work under such contract at a rate in excess of the single rate or range established under this Order for the occupational classifications in which such employees are employed, such person shall not be entitled under the contract to a payment in respect of the amount of increase in cost occasioned by reason of such payment and the amount of such increase shall not be deemed to constitute part of the cost of the contract or in any way be taken into consideration in

calculating such cost or the profit or fee, if any, to be paid to such person under the contract.

(2) "Munitions Contract" in this section has the same meaning as in section 13 of the Department of Munitions and Supply Act, as amended, and this section shall be read and construed as one with such section.

41. This Order shall have full force and effect notwithstanding any Dominion or provincial statute or law.

SCHEDULE A

RULES FOR ESTABLISHMENT OF RATES OR RANGES OF RATES

1. In these rules unless the context otherwise requires words and expressions have the same meaning as in Part II of the Order and a reference to a rule by number means such rule in this Schedule.

ESTABLISHMENT OF WAGE RATES

Time Rates

Single Time Rates

2. (1) Where there is a previous authorized single time rate payable for an occupational classification, the employer shall establish a single time rate for the classification in the place of such rate by adding to the previous authorized single rate,

(a) if it is an hourly rate—the amount arrived at by dividing the amount of previous authorized bonus by the number of normal working hours in each week;

(b) if it is a daily rate—the proportionate daily amount of the previous authorized bonus;

(c) if it is a weekly rate—the amount of the previous authorized bonus;

(d) if it is a monthly rate—the amount arrived at by multiplying the previous authorized bonus by four and one-third;

(2) A rate established in accordance with paragraph (1) of this rule shall be established at the nearest cent unless by established practice the employer's wage rates are fixed at the nearest half-cent in which case it shall be established at the nearest half-cent.

Ranges of Time Rates

3. Where there is a previous authorized range of time rates for any occupational classification, the employer shall establish a range of time rates for the classification in the place of such range, by adding to the highest and the lowest rate in the previous authorized range, the amount which would be added to each such rate under rule 2 if each such rate were a single time rate.

Authorized Bonuses in Different Amounts

4. Where an employer pays previous authorized bonuses of different amounts to employees in any one occupational classification

(a) if the previous authorized rate for the classification is a single time rate—the employer shall establish a range of time rates for the classification in the place of

such single rate, the lowest rate in the range to be established by adding the lowest amount of previous authorized bonus to the previous authorized single rate and the highest rate in the range to be established by adding the highest amount of previous authorized bonus to the previous authorized single rate;

(b) if there is a previous authorized range of time rates—the employer shall establish a range of time rates for the classification in the place of such range, the lowest rate of the range to be established by adding the lowest authorized bonus to the lowest rate in the previous authorized range and the highest rate in the range to be established by adding the highest authorized bonus to the highest rate in the previous authorized range in the manner prescribed in rule 2 as if each such rate were a single time rate.

Incentive Rates

5. Where there is a previous authorized single incentive rate or a previous authorized range of incentive rates for an occupational classification the employer shall establish a single incentive rate or range of incentive rates for the classification by incorporating into the previous authorized single rate or rates in the previous authorized range the previous authorized bonus in such manner as will

(a) result in the employees therein continuing to receive as wages for equal service performed during normal working hours substantially the same amount of compensation as they would have received if the payment to them of the previous authorized rate or range and previous authorized bonus had been continued, and

(b) not result in an appreciable increase in the employer's labour cost of production per unit represented by payment of the previous authorized rate or range and the previous authorized bonus to employees therein.

Combined Rates

6. Where there is a previous authorized single incentive rate or range of incentive rates and a previous authorized single time rate or range of time rates for any occupational classification

(a) where the said rates or ranges are payable in the alternative to employees in the classification and are not payable simultaneously in respect of the same work done, the employer shall establish rates or ranges for the classification in the place of such rates or ranges by incorporating the previous authorized bonus into each such rate or the rates in each such range in accordance with the foregoing rules as if such rate or range were a separate rate or range to which the relevant foregoing rules were applicable,

(b) in any case other than that set out in paragraph (a) the employer shall establish rates or ranges in the place of such rates or ranges in accordance with rule 5 as if it was applicable in respect of both such rates or ranges.

Manpower

Progress of Compulsory Employment Transfer Program

Numbers Transferred to More Essential Employment—New Order Broadening Scope of Program—Seventh Transfer Order Issued —Medical Examinations of Men Claiming Physical Unfitness

RECENT developments in the compulsory employment transfer program of the Department of Labour have included:

- (1) Passage of an order in council broadening the scope of the transfer regulations.
- (2) Issuance of the seventh compulsory transfer order.
- (3) Provision that men claiming physical unfitness for transfer (or for remaining in jobs in which they are "frozen") may be directed to report for a medical examination.

Number Transferred to More Essential Employment

A statement has been issued by the Department of Labour as to the number of men dealt with under transfer orders numbers one to six. The figures refer to transfers up to November 16, by which date 14,810 men had been moved to more essential employment.

As of the same date, 15,896 men had been granted permits to return indefinitely to their previous employment, after consideration of the applicant's present employment, health and age.

The cases of 21,317 men were being gone into further, with a view to their transfer to more essential work. These men include some cases of pending appeals against directions to accept transfer; some for whom higher priority jobs cannot be found in their own localities, and for whom transfers to other districts have to be arranged; some awaiting further word as to their status under the military call-up, and others who have to be fitted into employment vacancies of particular types.

Of the total of 90,685 men registered to November 16 under the compulsory orders, 2,310 were returned soldiers who are not regarded as subject to transfer under the orders issued so far.

During the period May to November, 25,872 men were granted temporary permits to return to previous employment, after consideration of their domestic circumstances. 5,824 men have been permitted to remain at their jobs for reasons of health. 1,200 men registered under the orders have been reported as having joined the armed forces, while 3,319, very largely students returning to school, have left the employment field.

LABOUR TRANSFERS UNDER COMPULSORY EMPLOYMENT ORDERS 1-6

Number interviewed	90,685
Directed to more essential employment..... (agriculture; coal and other mining; lumbering and logging; other high priority industry)	14,810
Cases being studied with a view to transfer.....	21,317
Returned soldiers not subject to transfer.....	2,310
Granted permits to remain temporarily in present employment	
Married persons or single with dependents.....	25,872
For reasons of health.....	5,824
Granted permits to remain indefinitely in present employment	
For reasons of health, age or present employment.....	15,896
Number joining armed forces since registration.....	1,200
Number ceasing employment..... (largely students returning to school)	3,319
Refusing direction and referred to Alternative Service Officer.....	137

These transfers were apart from ex-coal miners returned to the mines under separate orders, nor do the figures include any men registered under the seventh compulsory employment transfer order described below.

Compliance with Orders

Selective Service enforcement officers have ascertained from reports received by the Unemployment Insurance Commission from regional and district enforcement officers, as well as from insurance revenue inspectors, that, of the more than 8,000 cases interviewed with respect to compliance with compulsory employment transfer orders, almost all infractions as occurred were due to ignorance of the regulations, misunderstandings, and errors on the part of the local offices, etc.

It was indicated further, that where non-compliance was discovered, the workers in question were requested to register immediately with their nearest Employment and Selective Service Office. There was evidence that this had been done in practically every case. Each Regional Enforcement Officer has indicated that he does not consider any case of non-compliance brought to his attention to be serious enough to warrant prosecution.

Labour Transfer Program Broadened

An Order in Council passed on October 7 broadens the scope of the labour transfer program. Under the order (P.C. 7763) any person employed in any industry specified by the Director of National Selective Service may be directed to change his employment, either to another industry or within the same industry.

The Director of National Selective Service is empowered by the order to establish advisory committees in the industries he so specifies. Such committees would be representative of employers and employees and would be consulted regarding employment transfers.

Persons refusing direction under the order may be treated as conscientious objectors and required to perform Alternative Service.

In accordance with Section 209 of the Regulations, employers will receive notice in writing from Selective Service of the direction of an employee to other employment; men whose transfer would necessitate a change of residence will receive financial assistance; and once transferred they will not be allowed to terminate their new employment or be released by their employer within six months without a written permit from a Selective Service Officer.

The order amends National Selective Service Civilian Regulations (P.C. 246, Jan. 19,

1943, as amended) by adding a new section, immediately following 210C. The new section is as follows:—

210D. (1) A Selective Service Officer may, in accordance with directions and instructions issued by the Director, direct any person employed in any industry specified by the Director by notice in writing to enter other employment in another industry, or in the same industry, at the expiration of seven days after such notice.

(2) The provisions of Subsections (3), (5) and (6) of Section 209 of these Regulations shall apply mutatis mutandis in respect of any person directed to accept employment pursuant to Subsection (1) of this section.

(3) If any person refuses to comply with an order of a Selective Service Officer made under Subsection (1) of this section, the Selective Service Officer shall forward the name and address of such person to the Alternative Service Officer as defined in Section 250 of these Regulations and such person shall be deemed to be a person to whom Part IIA of these Regulations applies and may be required to perform Alternative Service within the meaning of the said Part IIA in like manner as any other person for whom Alternative Service may be prescribed under the said Part IIA; provided, however, that the provisions of Section 252 shall not be applicable to such person.

(4) The Director may establish an Advisory Committee representative of employers and employees of any industry specified pursuant to Subsection (1), and, where such a committee has been established for an industry, a Selective Service Officer shall, in accordance with directions and instructions issued by the Director, consult the committee before transferring employees engaged in the said industry to other employment within or outside of that industry.

Seventh Compulsory Transfer Order

Compulsory Employment Transfer Order No. 7 was announced by the Minister of Labour, Honourable Humphrey Mitchell, on November 15. The Order applies to the following types of employment.

1. The underwriting, selling, broking or administering of policies of Insurance of any and every kind, including but not restricted to life, fire, accident, sickness, automobile, marine and general insurance.

2. (a) Short term credit companies including but not restricted to establishments engaged in sales financing, industrial credit, money lending and pawnbroking;

(b) The managing or supervising of the investment of bonds, stocks and securities, including establishments engaged in investment trust and investment advising

(c) Trust Companies mortgage companies; establishments engaged in investment and loan business, including bond houses, financial agencies, stock exchanges and grain exchanges.

3. Real Estate (finance and operation).

4. Travel agencies.

5. (a) Year-round hotels (employees of year-round hotels in the following occupations are

excepted from the requirements of this Order:—skilled mechanical maintenance men, stationary engineers, chief chef, laundry washmen and extractor operators, engineer-firemen and hotel manager);

(b) Seasonal hotels; rooming and boarding houses; auto courts and tourist camps; organization hotels and lodging houses.

6. The manufacturing of millinery, bedspreads, trimmings and embroideries.

7. The manufacturing of academic caps and gowns, vestments, theatrical costumes, commercial uniforms.

8. Establishments primarily engaged in washing and polishing automobiles.

No employer engaged in any of the above industries, activities, or occupations may retain in employment after December 1, 1943, any male person who has attained or who later attains his sixteenth birthday and who has not attained his forty-first birthday, unless such person has presented to the employer a permit in prescribed form issued by a Selective Service Officer.

The Order which was issued under National Selective Service Civilian Regulations applies to both married and single men in the age groups and employments specified. The men affected were required to report by December 1 to the nearest Employment and Selective Service Office; men living too far away could apply in writing.

Previous occupations and industries designated under compulsory transfer orders were listed in the *LABOUR GAZETTE* for September, page 1211.

Medical Examinations of Persons Subject to Job Control

A person who is "frozen" in his present employment, and claims that he is physically unfit for his work, may be directed by a Selective Service Officer to report for medical examination at a specified time and place, according to an Order in Council passed on

November 13. The order also applies to persons directed to transfer to other employment who claim physical unfitness. Transportation expenses may be provided.

The Order, P.C. 8746, adds a new section to National Selective Service Civilian Regulations, as follows:—

211A (1) A Selective Service Officer may at any time by order in writing, direct any person to whom Part II of these Regulations applies and who claims that he is physically unfit to continue in his present employment, or to take employment to which he has been directed pursuant to these Regulations, to report for medical examination at such time and place as may be indicated in such order;

(2) A Selective Service Officer may in accordance with directions and instructions issued by the Director advance such person an amount not exceeding his necessary travelling expenses, including meals and lodging, from his place of residence to the place of examination and return.

Position of Registered Nurses Under Employment Regulations

By virtue of Section 200 (1) (b) (vi) of the National Selective Service Civilian Regulations, registered nurses, persons undergoing training to become nurses and practical nurses in private homes, have been exempt from the provisions of Part II of the Regulations. As a result, a registered nurse, regardless of the nature of her employment, was not required to give notice of separation, nor did she require a permit to seek and enter any employment.

This part of the Regulations has now been amended by P.C. 8309, October 26. Henceforth a registered nurse is to be exempt from the provisions of Part II only while she is employed as a registered nurse.

P.C. 9236, December 2, amends National Selective Service Civilian Regulations by making changes in references in certain sections of the Regulations, necessitated by recent amendments.

Advisory Committee on Teaching Profession

HON. Humphrey Mitchell, Minister of Labour, announced on November 16 that he had set up a committee under National Selective Service Civilian Regulations, to advise on the effective use of the services of school teachers during the war.

The committee was established after consultation with the Canadian Teachers Federation, and consists of six members. Arthur MacNamara, Director of National Selective Service, will be chairman of the committee. Miss Beryl Truax of Montreal, President, and Dr. C. N. Crutchfield of Shawinigan Falls, Que., Secretary-Treasurer of the Teachers' Federation, will both serve on the

committee. The other three members, selected in consultation with the Federation, are R. E. Shaul of Edmonton; O. V. B. Miller of Montreal; and Frank Patten of Ottawa.

Threatened shortages of school teachers led to regulations under National Selective Service (L.G., July 1943, p. 903) requiring that teachers secure special Selective Service permits before leaving the profession. The committee now appointed will be available for consultation in regard to problems which may arise in connection with the shortage of teachers, and the application of the Selective Service Regulations.

Soldier-Workers Assigned to Relieve Manpower Shortages

Undertake Employment in Railway Work, Woods and Lumbering Operations—Payments Authorized to Unemployed Soldier Miners

MEMBERS of the armed forces have been made available to help meet manpower shortages in two additional important types of civilian work, under recent orders in council. Soldiers with experience in coal mining had already been encouraged to accept special leave and undertake this essential activity; while during the summer a substantial number of members of the forces were assigned to farm duty. The present orders apply to woods and lumbering operations, and maintenance work on railways.

Maintenance Work on Railways

Provision for the use of low category personnel from Canada's home defence forces for the "development, operation and maintenance" of Canadian railways was made in a recent order in council (P.C. 8217, October 26).

This action has been taken to "alleviate the acute manpower shortage confronting this industry with its unprecedented volume of wartime and civilian traffic", the order states.

Personnel made available for this work will be deemed to be performing military service for the purpose of the Pension Act, the National Resources Mobilization Act, the Militia Act, the War Measures Act and all regulations and orders made thereunder. They will thus continue to be subject to military discipline. As in the case of soldiers on farm duty (L.G., Aug., 1943, p. 1075) men doing railway work will continue to receive their regular pay and allowances, but on completion of their assignment they will receive such additional sums as they may have earned in excess of the amount already paid them. The financial arrangements are being made by the Department of Labour in conjunction with the Department of Finance.

Those subject to the order are "R" recruits and members of the home defence forces of the Canadian Army called up under the National Resources Mobilization Act, 1940, and having a medical grading lower than Pulhems profile 2222222.

Woods and Lumbering Operations

A number of units and formations of the Canadian Forestry Corps have for some time been engaged in lumbering operations in the United Kingdom. After consultation with the Minister of Supply of the United Kingdom, through the Canadian Department of Munitions and Supply, it was decided that the services of certain of these men could be

better utilized if they were returned to Canada and employed in woods or lumbering operations in this country or in other operations relating to the procuring, production, manufacture or delivery of wood or wood products destined for the United Kingdom.

Accordingly an order in council was passed on October 22 (P.C. 8197) authorizing the use of members of the Canadian Army in work of this kind. Such men will remain subject to military discipline. The place of employment and the nature of the work of men who are granted leave or ordered to undertake such duties is to be determined by the Department of National Defence in consultation with the Departments of Labour and of Munitions and Supply. Financial arrangements are under the direction of the Departments of Labour and National Defence.

Numbers of members of the Forestry Corps have already returned to Canada to take part in this work which is described in the order as "essential for the efficient prosecution of the war." They have been allocated mainly to work in British Columbia and in the Maritimes.

Custodial Duties in Penitentiaries

An order in council of November 30 (P.C. 9041, passed under the authority of the National Resources Mobilization Act, 1940) gives authority to call up men for custodial duties in penitentiaries.

It had been reported to the Minister of Labour that the penitentiaries were having difficulties in securing sufficient men for service as guards. Under this order in council, any man who is not fit for military training but is fit for duty at a penitentiary, may be required to report under National Selective Service Mobilization Regulations, if in an age group already designated for military call-up purposes. The man will then be directed to accept the employment at the penitentiary.

Men so called up will not become members of the military forces, but will be employees of the Department of Justice, through the Penitentiaries Branch.

Payments to Unemployed Soldier Miners

A national emergency having been proclaimed in Canada's coal industry, many members of the armed forces have voluntarily returned to coal mining for the duration of the emergency, on special leave without pay. Since conditions may arise where a soldier

miner's services cannot be utilized temporarily in coal mining through no fault of his own, an order in council has been passed authorizing payments in such cases. Payments may be made retroactive so as to cover unemployment that occurred prior to the passing of the order, and are chargeable to the War Appropriation.

Passed on November 6, the order (P.C. 8561) amends National Selective Service Civilian Regulations by adding a new paragraph as follows:

Sec. 210A (7) (ii). If, for any reason, through no fault of his own, the services of a coal mine worker who is a member of His Majesty's Armed Forces on leave without pay, cannot for a temporary period be utilized in coal mining, a Selective Service Officer may pay such coal mine worker from and after the date of the cessation of his employment in a coal mine and until he again enters employment to which he is referred by a Selective Service Officer, at the rate of forty cents per hour on the basis of an eight-hour day and forty-eight hour week, and such payments may be made in respect of a cessation of employment which occurred prior to the date of this Order or occurs after the date of this Order.

Selective Service Appointments

A NUMBER of changes and new appointments in the Directorate of National Selective Service were effected on November 18 under Order in Council P.C. 8896.

When the plan for the broadening and decentralizing of National Selective Service was approved by the Government in August, 1943 (L.G., Sept., 1943, p. 1214) it was anticipated that a judge would be appointed Vice-Chairman of the Administrative Board. It was found that members of the judiciary were reluctant to accept the position because of the fact that it was purely administrative; therefore the idea of appointing a judge was discarded.

Effective November 19, 1943, Mr. C. W. Foster, who was formerly Associate Director with supervision over essential civilian services, has been appointed Vice-Chairman of the Administrative Board.

Major J. B. Cowell, a mining engineer from Vancouver, has been appointed Regional Director of National Selective Service for the Pacific Region. Major Cowell until recently was Controller of Administration in the

Inspection Board of the United Kingdom and Canada.

Mr. Hector Dupuis of Montreal has been appointed Regional Director of National Selective Service for the Quebec Region, with headquarters at Montreal.

In the Mobilization Division, which has charge of calling up men for military service, Major-General Riley is transferring to Winnipeg and will exercise supervisory functions in connection with the mobilization work in the Western Region from Port Arthur, west. This plan has been developed because it is felt that there is a need for a Director in Western Canada in order that administrative matters can be dealt with immediately; this appointment follows out the general plan of decentralization. Major-General Riley becomes Regional Associate Director, and will have his headquarters at Winnipeg.

The post held up to date by Major-General Riley, that of Director in Charge of Mobilization, is being taken on by Mr. S. H. McLaren who has been chief assistant in the work since the Labour Department took it over a year ago.

Canada's Farm Labour Program

Contribution of Plan to Food Production Reviewed in Address by A. MacNamara, Deputy Minister of Labour, at Dominion-Provincial Conference

AT the Dominion-Provincial Agricultural Conference, held in Ottawa commencing December 6, Mr. A. MacNamara, Deputy Minister of Labour and Director of National Selective Service, addressed the representatives on the progress of the farm labour program. The text of his address is as follows:—

Mr. Chairman, Honourable Minister and Gentlemen:

I wish to thank you most sincerely for the kind invitation to appear at this conference. This is the second time. Last year you asked me to talk to you on farm labour and again this year.

At the time I addressed you last year our plans were in the embryo stage. It was clear to me, however, that a great deal had to be done for the farmer in 1943 if he was expected to keep up his production and I told you

quite frankly that I felt the farmer had every right to demand the necessary manpower.

Dominion-Provincial Co-operation

I think, Mr. Chairman, my report to you this year will be more satisfactory. Things have been done about farm labour in 1943. A comprehensive national program has been developed.

Good results have been secured. Before elaborating on the measures which have been taken, I wish to make one point abundantly clear. I may use the pronouns "we" "us" and "our", during the course of my remarks. When I do, I am using them truly in the plural sense. When I say "we", or talk about "us" I refer to the joint effort of the Dominion Department of Labour, and every provincial Government in Canada.

The Dominion Department of Agriculture has also taken an active interest in our program. Doctor Barton is a valuable member of the National Selective Service Advisory Committee. Mr. P. D. MacArthur, representing the farm organizations, is also a member, and has helped us to keep our feet on the ground.

We have tackled this farm labour job together all over the country. Last Spring we invited every province to join forces with us in an attack on the farm labour problem. We did this, knowing that the farm help shortage would not be met by merely placing additional workers on farms, because the additional workers just did not exist. We realized that the main solution must come from more intensive local community organization and action. Our Employment Offices, located, for the most part, in the larger centres, were not in a position to take on this extra job alone, in addition to the increasingly difficult industrial employment problems which were daily pressing themselves upon them. We knew that the Provincial Governments with their trained agricultural staffs in the field, were logical partners. They have the facilities for doing most of the necessary organizational work in the rural areas. I am happy to say that all of them accepted our invitation.

We are proud of our farm labour agreements. Out of these agreements have developed extensive farm labour programs in every province. When you hear of "Emergency Farm Labour Service" in one province, a "Farm Labour Bureau" in another, a "Farm Help Service" or a "Farm Service Force" somewhere else, they represent the farm labour agreements in action. I am pleased to see that several of the Provincial Ministers who signed the farm labour agreements on behalf of their respective provinces are here to-day. I expect that on Wednesday

most of the others will be here, because, with the exception of two provinces, all Provincial Ministers signing the agreements were the Ministers of Agriculture. For us, the partnerships have been most pleasant associations. We have reason to believe that our partners feel the same way.

Tribute to the Effort of Farm People

In discussing some of the measures taken to ease the farm help shortage, we want to do so, Mr. Chairman, with a genuine sense of humility. We are glad that what has been done has helped. It is extremely gratifying to hear from all parts of Canada that the handling of the farm labour situation has met with general satisfaction. We are well aware, however, that the shortage of help on farms has been largely met by the farmers themselves with their wives and their children. I say, advisedly, that the shortage of help has been met, because the farm production record shows that to be true. We know that the extra farm help, which our plans have provided falls far short of replacing the total number of men and women who have left the farms since the outbreak of war. It is estimated that 400,000 men and, probably, at least 100,000 women, have left the farms since 1939. Tens and tens of thousands of young farmers are serving gallantly, and with honour, on the battle fronts in all theatres of war. Thousands of others went into the munitions factories during the first two years of the war, when it was so vital to the continued existence of our Allies, and ourselves, that fighting weapons be supplied in ever increasing volume.

What have those left on the farms done while their fathers, their sons and daughters, their brothers and sisters have left by the thousands? You know better than I do, what they have done. They have pushed the production of urgently needed food products steadily upward with each year of the war. We have witnessed these farm people, fewer in number, doing more work on the farms than has ever been done in the history of the country. They are milking more cows, feeding more pigs, raising more beef, producing more poultry and eggs, planting more crops. This great result has been achieved mainly by elderly men and women and young boys and girls working much harder than they should have to work. Thousands of men and women have come back out of well-earned retirement to help fight Canada's war on the farm front. Older men and women realize this extra strain will probably impair their health. It may shorten their lives, but they have concluded that, in a total war, casualties are inevitable in all age brackets and all fronts.

I think my own Minister put it pretty well in his manpower speech in the House last Spring, when he said that, when the history of Canada's effort in this war is written, the chapter describing what was done by our farmers will be glorious pages in that book.

What this has meant to Britain, only one of our Allies, was set forth clearly the other day by the Right Honourable Malcolm MacDonald, when he reported that, since the beginning of the war, Canada has sent to Britain 2,100,000,000 pounds of bacon and pork products; 460,000,000 pounds of cheese; 110,000,000 tins of evaporated milk and about 100,000,000 dozens of eggs. I quote the following excerpt from his remarks:—

"Without the help of Canadian farmers, the war would have been lost two years ago. To survive the full fury of the early dark days of the war, Britain had to be in possession of, in addition to a fearless spirit and a strong right arm, sufficient food to keep body and soul together until the forces of freedom all around the world came to her rescue. That food was provided in large measure by Canadian farmers."

I have made these few observations, Mr. Chairman, to make clear that we are under no illusion as to the source of the major contribution in meeting the labour shortage on farms. It has been the farm people themselves straining a greater and greater effort as their numbers became fewer and fewer. Realizing this, it is even more satisfying that our efforts have been productive of some results and have provided some help for them.

Stabilization of Farm Employment by Selective Service Regulations

I referred a moment ago to the exodus of men and women from the farms. Obviously, something had to be done to check this drain when farm production needed not only to be maintained, but increased to higher and higher levels. We are not going to pretend that the application of our Selective Service Regulations for stabilizing employment on farms has entirely prevented people leaving agriculture. We do know that, in the main, this drain has been checked, and we can say, without fear of contradiction, that if these regulations had not been in effect and had not been administered as they have been by our Employment Offices, there would be considerably fewer people on our farms to-day than is the case.

Mobilization Regulations

Then there are our Mobilization Regulations as they pertain to farm workers. With the introduction of National Selective Service in 1942, including regulations for stabilizing manpower on farms, the Mobilization Regulations were amended. The main amendment included a special provision for postponement of farm workers, to make more certain that

men essential in agriculture secured postponement when they made application.

One reason for granting a large degree of autonomy to the individual Mobilization Boards for making decisions regarding postponements, was to get results with the minimum of delay in the calling of men for military training. Naturally, with thirteen Boards across the country, we could not expect absolute uniformity in the interpretation and administration of the regulations. We did have complaints from agriculture.

In February last, we sent out an interpretative letter to the Chairmen of all the Boards. This letter dealt, exclusively, with the subject of farm postponement. We stressed the difficulties of the farm labour problem, emphasized the need for keeping essential agricultural workers on the farms and referred to the special provisions in the regulations applying to men employed in agriculture. Since then a great improvement has resulted, and I believe there is now general satisfaction in all provinces with the consideration agriculture is receiving by the different Boards.

This Summer, meetings were held with most of the Mobilization Boards. Federal and provincial officials interested in the farm labour programs attended. These meetings have proved to be most beneficial and have resulted in much closer co-ordination of effort.

I wish to state here, publicly, that I am most appreciative of the co-operative attitude which the Chairmen and members of the different Mobilization Boards have shown, not only to the farm problem, but to all other labour shortages.

Dominion-Provincial Organization

I have referred to our farm labour agreements with the provinces. I have mentioned that out of these agreements have developed extensive programs to mobilize transport and place farm labour. In each province we have a Dominion-Provincial Committee on Farm Labour. On this committee, in most provinces, is the Provincial Minister, who signed the agreement, his Deputy Minister, other provincial officials and regional and local officials of our Employment Service. Several of the committees have farmer representatives. These farm labour committees decide on the kind of program which would meet best the conditions prevailing in their particular province. A provincial official was then appointed to develop and direct the organization to carry out the program. These men are the Directors of our Dominion-Provincial Farm Labour Program. I am pleased that they are here to-day. To them, and to members of the provincial field staffs, I want to express my sincere thanks for the splendid effort they have made.

Role of Employment Offices

Our Employment Offices have figured prominently in the joint efforts. To effect the best possible co-ordination of our offices in the joint program, we appointed agricultural employment advisers in the different regions. I am glad that they are also here for our conference, and I welcome them most cordially to the staff of our Employment Service. Their job is a necessary one, and from reports I get, it has been well done. As these men gain more experience in the field of farm labour, I am sure that our Employment Service will become increasingly effective in dealing with agricultural labour problems.

Conscientious Objectors

Early this Spring we obtained approval of an Order in Council changing the whole basis for employment of Conscientious Objectors, postponed as such by Mobilization Boards. It became obvious that these men should be engaged in more important work than that which they were doing in Alternative Service Camps. The Order in Council provided for this and singled out agriculture for special consideration. That was logical when most of them were from farms. I think you will agree that special consideration has been given agriculture, when out of a total of slightly more than 7,000 Conscientious Objectors, who have received postponement by the Boards as Conscientious Objectors, over 5,600 work on farms. An effort has been made to place these men on high productive farms requiring help the year 'round.

Organized Transfers of Farm Labour

I believe one of the most valuable features in our farm labour agreements has been the paying of transportation of workers when placed on farms. This has greatly increased the mobility of farm labour. Transportation costs for moving people within a province have been shared equally by the province concerned and the Dominion. Where movement was across provincial boundaries, the Labour Department paid the entire cost. This has enabled us to organize three fairly large excursions of farm workers. Over two hundred girls from Alberta went out to British Columbia early in the Summer for berry picking in the Fraser Valley. I gather that our farm labour officials in British Columbia have an unusually keen eye for this kind of labour. Apparently, the Alberta girls must have been required to meet a high standard of type and appearance, because I am informed that our Regional Agricultural Employment Adviser never missed meeting a train while they were coming in to Vancouver.

We are particularly proud of our excursion early last July of some 750 Saskatchewan farmers to Ontario, because this made history. We have been accustomed to annual farm excursions to the west for the grain harvest, but this year is the first time to my knowledge when it has been put in reverse. The Saskatchewan men stayed down here for about two months for haying and early harvest returning home just in time to take off their own crops. This additional source of experienced help did much to relieve a very difficult problem in Ontario, where farm operations generally were so far behind because of weather conditions.

Ontario farmers expressed their gratitude to the west for this assistance in the most eloquent way. That is by actions; not merely by words. They responded magnificently to our appeal this Fall for men to go west to help harvest the prairie grain crop. More than 3,700 experienced men made the trip. I think most of you men are familiar with the success of this excursion. We have heard from more than one source that never before has such a good class of men gone west for harvest and given such satisfactory service at the job. Our files in the Department of Labour are not exactly congested, Mr. Chairman, with letters of a complimentary nature. Because of this, I can assure you that the numerous letters we have received during the past few weeks, commenting on the handling of the farm labour situation, have been a great source of encouragement to us, and have been gratefully received.

Now we do know that a favourable harvest season on the prairies this year aided our efforts. As long, however, as people look upon the labour supplied as the major factor in getting the job done in record time, we are quite content that their minds should not be changed. After all, we took a lot of abuse last Spring for delayed farming operations in Eastern Canada, when the weather was really mostly responsible.

Other Sources of Farm Labour

You will have an opportunity this evening to hear more about other sources of farm help which have been developed, such as the help which has been received from students and townspeople, women, treaty Indians from the Reserves, prisoners of war and internees.

Assistance From the Armed Forces

I do want to say a word about the help we got this year from the Armed Services. This was very substantial. Many of you may be surprised to learn that, during September and October, close to 12,000 men representing all three branches of the Services were doing

farm work. The big majority of these were out on compassionate farm leave, working on their home farms. We did, however, have 2,500 soldiers out on our farm duty plan. Under this plan men were not given leave, but were detailed for farm work as part of military duty. This was a new project. We did not know how it would work out. We had some apprehension about the quality of work which might be done by soldiers who were sent out to farm work. Reports from all over the country indicated much greater satisfaction by farmers with this plan than we anticipated. There were very few cases where the men did not do a competent and conscientious job. Of course, there was the odd instance where a little trouble occurred. One of our provincial farm labour directors tells us that he had one man on four different farms in as many days. He was chased off the third farm with a pitch fork. How he spent his time from dusk until dawn during these four days, had better not be described at this meeting.

Soldiers on farm duty harvested grain on the Prairies, put up hay in British Columbia, picked apples, other fruits and vegetables in Ontario, Quebec, and Nova Scotia and potatoes in New Brunswick and Prince Edward Island. During October, in addition to 550 soldiers, there were over 500 Navy men picking apples in the Annapolis Valley. This special arrangement with the Navy was largely handled by the Director of the Farm Labour Program in Nova Scotia.

Soldiers under the farm duty plan were moved from Ontario and Quebec to the Prairies and the Maritimes and from the West Coast as far east as Manitoba. Transportation costs were paid under the same terms as applied for other farm help. When the movement was inter-provincial, the Department of Labour paid the bill, and for moving the soldiers around within a province, the expense was shared equally by the Dominion and the province. Transportation costs covering the first 500 miles were paid by the Department of Labour as assistance to men from the Army granted compassionate farm leave to return to their own farms. Before leaving for farm work, soldiers, whether on farm duty or compassionate leave, were issued with a suit of work overalls. The expense for these is charged to the Department of Labour.

You will hear more about the help from the Armed Forces as it is to be discussed in more detail this evening. I do wish to say how much we are indebted for the splendid co-operation we have received from the Department of National Defence officials when working out all details.

We are in the midst of an intensive campaign to encourage farmers or farm workers,

who can leave their farms during the Winter without reducing dairy and livestock production, to accept work in other essential industries. The fundamental principle of our campaign is that farm workers needed on the farm during the Winter are not to leave. The place for them is on the farms. We are getting excellent help from the provinces in this campaign. The organizations developed to supply farm labour under our agreements are now helping to encourage farm labour, where it can be spared, and, on the advice of our Employment Service, directing the men recruited to specific jobs. Through this campaign we are sending men into the woods where vital work has to be done. From this source of labour we met, just in the nick of time, an urgent demand for extra help in the meat packing plants, which enabled them, during the last few weeks, to handle the heaviest hog runs on record. Demands of many of the base metal mines are being taken care of by this campaign. Many farm workers have been recruited for the coal mines. All will be required to return to agriculture next Spring. They are issued with temporary employment permits, which expire the end of March, to provide greater assurance that they will go back to the farms.

I have, Mr. Chairman, sketched rather hurriedly, an outline of the general organization which has been developed to meet this problem, and some of the things which have been done to provide additional help for the over-worked farm people.

Mr. Shaw has referred to our session this evening. We extend you all a cordial invitation to attend. On Thursday, we are continuing our farm labour session in order that Provincial Ministers and their Deputies can spend some time with us following the conclusion of this conference. Any of you who can find time to attend will be more than welcome.

I hope, sir, that this review of our farm labour activities will not suggest that we are satisfied that the problem has been solved. We know that it hasn't. We know that there are thousands of high producing dairy and livestock farms requiring permanent help. We consider this is the phase of the problem which must receive our most concentrated attention this Winter. We do feel, however, that from what has been done this season, your conference can plan a production program for 1944 without undue concern that a shortage of farm labour will be a serious limiting factor to attaining the desired production objectives. I want to thank you for permitting our men to sit in on some of your sessions. I am most grateful for this opportunity to review our farm labour program with you.

Industrial Welfare

Progress in Formation of Dominion-Provincial Wartime Day Nurseries

AS of November 18, 1943, 25 day nurseries, established under Dominion-Provincial agreements, had been approved by the Minister of Labour. These are all located in Ontario and Quebec. Of 19 nurseries approved in Ontario, 15 are operating and 4 are being made ready. The 6 nurseries in the province of Quebec are all located in the city of Montreal.

Recently an agreement was signed between the Dominion and the province of Alberta to cover the establishment of day nurseries for working mothers, but the actual establishment of nurseries had not yet been decided under this agreement.

The nurseries provide day care for children from 2 to 6 years of age, but in addition the agreements with the provinces provide care before and after school, as well as the noon

day meal, in the case of some projects. There are now operating 17 of these school day care projects, and 6 more have been approved and will be under way shortly.

The province of Ontario has further school and nursery projects under survey, some of which will undoubtedly receive Dominion approval shortly.

In commenting upon day nursery agreements being sponsored by the Dominion and the provinces, Mrs. Rex Eaton, Associate-Director of National Selective Service, said: "In all these projects emphasis is placed upon the nutrition and health of the children being cared for. The results we are obtaining in this regard are highly satisfactory—and I think the fact that we have had no complaints is a good indication that the work is going forward in splendid fashion."

Importance of Physical Examinations to Factory Health Program

THE importance of physical examinations of workers is emphasized in a report of the medical director of General Motors Corporation of the United States, a summary of which is published in the *Monthly News Bulletin*, issued by the Health League of Canada. The objectives of such examinations are enumerated as follows:

- (1) To safeguard the workmen against employment under harmful working conditions.
- (2) To assist them in the early discovery of preventable or remedial sickness.
- (3) To promote early contact for them with their own private physicians when treatment is indicated for conditions of non-occupational origin.
- (4) To obtain data and facts which will enable the employer or compensation authority to reach a just decision on claims of questionable origin.

The pre-employment examination is divided into two classes: (1) "before employment" by which prospective employees are examined before they are hired to ensure placement in suitable work which can be performed with safety; and (2) "on transfer", a supplemental examination received when workmen are transferred to jobs differing in nature and physical requirements from their original assignments.

The periodic health examinations:—These are subdivided in the Bulletin as follows: (1) "upon re-entrance"—in which workmen are examined or interviewed when they return to work after absence caused by sickness or injury; (2) "according to occupational exposures"—when workmen are engaged in harmful occupations; for this keener medical observance is desirable; (3) "to fix responsibility"—ailments are sometimes attributed by the employees to occupational conditions or accidental injuries and it is necessary "that the doctor be sufficiently thorough to permit a just decision as to responsibility"; (4) "for consultation purposes"—the advice of an industrial physician is often required to give treatment for personal illness or illness in their families; (5) "at least once a year"—seventy or eighty per cent of the employees are given the benefit of one or several examinations during the year, and the remaining 20 or 30 per cent who "escape" these benefits are called in for examination at the end of the "physical" year.

Complete copies of this report may be obtained from the Industrial Division of the Health League of Canada.

Rest Periods for Industrial Workers

REGULAR rest periods to reduce fatigue and increase production are becoming increasingly popular in industry and are being strongly recommended by the British Ministry of Labour and National Service and the Women's Bureau of the United States Department of Labour. They are particularly needed in wartime when hours are lengthened, lunch hours shortened, persons unaccustomed to factory work are employed, operations are speeded up and strain and tension increase. They have been found very beneficial where the work is monotonous, unpleasant, strenuous or requires close concentration. In many cases they have resulted in increased production and in almost all cases the morale and well-being of the workers have improved. However, the Women's Bureau warns that rest pauses are "no substitute for healthful working conditions" but are only one factor to be considered in combatting fatigue.

The information given below is drawn from a number of British and American studies on rest periods most of which were made before the war. While it is known that the practice of allowing rests has been greatly extended during the present war, little material is available to show the extent or the effects of such periods in war industries.

It is well known that all workers take unofficial rests during any work-spell. Such rests may occur while the worker is waiting for material or a tool-setter or they may merely be brief stops for conversation, a snack, a drink or a visit to the rest-room. The British Health of Munition Workers Committee observed during the last war that a typical group of women workers took about one hour's rest during a 10-hour working day, but the rests were taken in a most irregular manner and often at unsuitable times. The committee recommended organized rest periods which reduce time-wasting by allowing a set period for conversation, snacks, etc., and which can be taken at the moment when most needed.

Legal Requirement of Rests

Official rest periods were first granted to women workers but most authorities now agree that they are equally valuable for men in occupations where they have been found beneficial. If women and men are working together, the granting of pauses to women only may interrupt the smoothness of operations.

Where rest pauses are required by law, however, the stipulations usually apply only to women and young persons. In Great

Britain the Factories Act, 1937, provides that women and young persons must be granted a half-hour break for a meal or rest at the end of 4½ hours of work but may continue for 5 hours if there is a 10-minute rest during the spell. The emergency orders issued during the war relaxing the hours' provisions of the Act usually repeat this stipulation regarding breaks although the order for the engineering industry permits a 6-hour spell if a 15-minute rest pause is granted. In Canada, Quebec requires factories which have been exempted from the provisions of the Industrial and Commercial Establishments Act prohibiting night work for women and young persons to grant two 10- or 15-minute rest pauses a day (L.G. July, 1943, p. 1035). In Manitoba, both male and female part-time workers in retail and wholesale stores (excluding department stores and mail order houses) and delivery services connected with them must be allowed a 15-minute rest period after three hours of work.

Industrial Practice

Intervals for rest are often granted voluntarily by employers. The practice is fairly common in Great Britain and is being more widely adopted on this side of the Atlantic. Rest periods are more frequently allowed for women than for men and are more common in plants where there are continuous processes, repetitive work or work-spells exceeding four hours.

A study conducted by the National Institute of Industrial Psychology in 1938 covering 1050 factories of all sizes scattered throughout Great Britain showed that over half were granting official rest pauses, one-third had no rest period and the rest permitted unofficial rests. In the United States, the Industrial Relations Section of Princeton University made a study in 1942 of approximately 120 war plants employing women. Only one-fifth of these plants were giving rest pauses (L.G., 1942, p. 739). Of 155 war plants where women were replacing men or doing men's work, which were surveyed in 1943 by the National Industrial Conference Board of New York, about one-half provided for rest pauses to women and 31 per cent to men. Quite a number of collective agreements signed recently in Canada in the aircraft, metal, leather, motor vehicle and other industries make provision for rest periods.

In all the above studies it was found that the usual period for rest was 10 minutes, but in a number of cases it was 15 or 5 minutes. The U.S. Women's Bureau recommends a 5

or 10-minute break in each four-hour spell. The Industrial Health Research Board of Great Britain which has made a number of experiments with rest pauses declared that the period should be long enough for recuperation from fatigue but not so long as to reduce the speed attained by practice. Towards the end of the day, longer pauses will be needed to overcome fatigue but a pause that is too long interferes with the rhythm of the work, makes it more difficult to start again and may reduce production. In all cases the length of the pause should be known to the workers so that they will be mentally prepared to start work at the end of the period. In plants which had only one break in a day, it was usually in the morning when spells were longer and food was needed to supplement inadequate breakfasts.

Mid-spell is the usual time for a rest period but experiments have shown that this is not always the best point. It should come when output has just reached its peak and before a decline sets in. This generally occurs about two or two and a half hours after the beginning of the spell but it is not the same for every occupation and every person. It is generally agreed, however, that even though different workers may reach a maximum fatigue point at different times, it is better to have a whole group rest at the same time so as not to lose the benefits of mass effort and relaxation.

In some repetitive and monotonous work such as handkerchief folding or ironing in laundries, labelling or parcelling operations, it has been found advisable to grant several short pauses instead of one long one in each spell. For example, when workers assembling bicycle chains in an English factory were given a five-minute rest every hour, their working day was reduced by seven per cent but their output increased 13 per cent. Shorter and more frequent pauses may also be necessary in operations such as chocolate-dipping where there is danger of the chocolate hardening if left too long. The staggering of rest-pauses is another solution of this difficulty.

Most writers stress the need for study of the work-curve in any operation to find "the optimum duration and incidence of rest-pauses" and to adapt them to the occupation and the worker.

Use of Rest Pauses

The manner of using rest periods varies. Over 80 per cent of the plants granting rest pauses covered by the survey of the National Institute of Industrial Psychology reported that food was eaten during the period. In many cases employers declared that the inter-

vals were introduced primarily to permit workers to supplement their inadequate break-fasts. In the United States and Canada the snack-pause is also common. A number of American firms organized exercises and games to occupy the break. In nearly all cases the pause afforded an opportunity for changing the position from standing to sitting or vice versa, for moving about and for conversation. While complete relaxation was recommended for those doing strenuous work, sedentary workers usually benefit from movement of some sort, but strenuous games or exercise have been found in some cases to induce fatigue rather than relieve it. An American plant observed that 20 of its best workers on monotonous sedentary tasks spent their rest periods in complete relaxation, and some slept. Other workers moved around or danced. Group singing or listening to music have been found beneficial.

Where possible the rest period should be spent outside the work-room so as to avoid spoilage of materials, the creation of litter and contact with dangerous machinery. However, in 60 per cent of the plants covered by the National Institute of Industrial Psychology survey, this rule was not followed due to lack of canteen and rest-room facilities. It should be noted that the Institute survey was made in 1938, and under war conditions the provision for lunch-rooms, canteens, etc., has been greatly extended. If these facilities are limited the rest pauses should be staggered. Where poisons are used in the industrial process, or dangerous gases or fumes are present, workers should never be permitted to take food in the work-room (this is usually prohibited by law), and they should if at all possible be provided with a place outside the work-room for relaxation. In many plants the rest pause affords an opportunity for free ventilation of the work-room.

Experience has shown that the value of the pauses is greatly increased if food is eaten. In many cases fatigue is merely hunger. This is more likely to be the case when there is an interval of five or six hours between meals due to long spells and added travelling time. In England the National Institute's survey showed that over 80 per cent of the workers brought their own food, but this situation has changed with the growth of industrial canteens during the war. Of the employers covered by the 1938 survey who provided food or drink, nearly one-half paid for the drinks and one-third for the food supplied. Many of the others sold it at cost and some provided heating facilities and crockery. By far the most popular drink was tea and food usually

consisted of bread or sandwiches, cakes and buns. In the United States, soft drinks, fruit and candy are often made available in travelling wagons or vending machines. In large plants special provision must be made to ensure that all workers are served promptly.

Effect of Rest Pauses

Experiments conducted by the Industrial Health Research Board have demonstrated that the introduction of rest pauses will result in an increase in production despite the loss in working time. The experiments were all confined to workers paid on a piece-work basis and engaged in monotonous, repetitive work such as labelling, parcelling, folding handkerchiefs, ironing, assembling bicycle chains, etc. Other experiments in other countries have shown similar results. For example, in Great Britain after the introduction of a 10-minute rest period in the morning, girls labelling small packages increased their production by 13 per cent, those sewing the uppers of shoes, by 11 per cent and those tying small packages, by 8 per cent. In a New England textile mill the granting of rest pauses resulted in a 20 per cent increase in production in the spinning department. The effect is most marked in operations where the worker rather than the machine sets the pace. In hemstitching handkerchiefs, a semi-mechanical operation, the British Industrial Health Research Board observed that a decline in production followed the introduction of a 10-minute rest pause. The effect of rest periods varies among individuals. The increase in working speed of girls folding handkerchiefs after the introduction of a rest ranged from 2.7 per cent to 6.5 per cent.

Other effects noted were an improvement in the quality of the work and a reduction in accidents. The effects may not be immediately evident. Dr. H. M. Vernon for the British Industrial Health Research Board observed that girls assembling bicycle chains took six months to become adjusted to the rest pauses and output did not rise appreciably until after this period.

The U.S. Women's Bureau considers that "the more tiring and monotonous the work, the greater the increase resulting from a rest". The National Industrial Conference Board declared that

Their desirability and their practical utility are largely determined by the particular type

of work, the composition of the work force, the length of the work spell, and the special operating conditions in the individual establishment.

It recommended, however, that even if no increase in output was evident, rest periods should be retained because of their effect on health, welfare and morale. In three factories in or near London it was found that although hours of work were the same, labour turnover on comparable operations was 21 per cent in the factory which gave two 15-minute breaks with tea, 52 per cent in the one which allowed a three-minute pause with tea and 94 per cent in the factory which granted no rest pause. While there are other factors involved, it is recognized that rest pauses have an important psychological effect. A 4½ or 5-hour spell does not appear nearly so formidable if it is known that a break is coming at the end of two or two and a half hours. An American firm reported that it reduced from 250 to 5 per cent the annual turnover in a mule-spinning room by introducing four 10-minute rest periods a day which gave the workers opportunity for social intercourse.

Some employers complain that rest periods are abused, that they interfere with smoothness of operation and break the swing of the work. Others consider that there are sufficient irregular rests caused by waiting for materials or tool-setters. One stated that "there's no need for such provision here, since 95 per cent of our employees work sitting down". Piece-workers are afraid their earnings will decline and employers that production will drop. On the whole, however, experience with rest pauses seems to show that all these objections can be met. The National Institute of Industrial Psychology reported that well over 80 per cent of the firms in its survey expressed satisfaction with rest periods. Adequate discipline can prevent abuses. Organized rests have been found less time-wasting than unorganized ones. In most cases production and piece-work earnings go up. Nor do time-workers suffer as deductions are seldom made for time lost during rest periods. Under the U.S. Fair Labor Standards Act an employer must pay for any break of 20 minutes or less. One writer expressed the opinion that "No matter what wages he may pay, the employer who does not authorize rests will pay for those authorized by his competitor".

Medical Care and Rehabilitation Schemes for Dockers and Merchant Seamen in Great Britain

SPECIAL arrangements have been made in Great Britain for the medical treatment and rehabilitation of dockworkers and merchant seamen. The schemes have been approved by shipowners and seafarers and the Transport and General Workers' Union. Canada has also made provision for free medical treatment for Canadian merchant seamen who become sick or disabled while serving in war zones (L.G., Oct., 1943, p. 1417), and those unable to return to sea are eligible for rehabilitation grants and training under the Post-Discharge Re-establishment Order (L.G., May, 1943, p. 587).

Dockers

Following the decasualization of dock employment in Britain under wartime schemes to ensure maximum use of a limited supply of labour (L.G., 1942, p. 130), it was possible to make a study of attendance among dockworkers. A survey in Manchester revealed that 40 per cent of dockers' absences were due to neglected injuries, rheumatism, sciatica and gastric troubles. With the co-operation of the Transport and General Workers' Union plans were made by the Government for establishing rehabilitation centres to provide corrective treatment for these and other ailments in order to make disabled dockworkers fit for service as soon as possible. The first centre was opened by the Minister of Labour and National Service on September 4 at Salford.

The centre can accommodate 50 patients and includes social, gymnastic and physiotherapy departments. While the main object is to return dockers to work as soon as possible, the centre acts as a check on the tendency to resume work prematurely. It also arranges for the transfer to other work of dockers unable to return to their former work. Dockers are under no compulsion to make use of the centre. It is under the financial control of the Regional Port Director assisted by a committee of persons interested in dockers' welfare. A welfare officer of the Ministry of Labour and National Service collaborates with the medical officer in charge of the centre. Local medical men will be encouraged to take an interest in the work of the centre.

Merchant Seamen

Free hospital treatment is provided by the Government for officers or seamen who become ill or are injured while at sea. The scheme applies to all British subjects and Allied Nationals serving in the British or Allied Merchant Navies. Treatment is also available for seamen who suffer fractures while ashore at any place or who are injured or become ill while ashore away from their home area. In these cases, however, the seamen are expected to pay as much of the cost of treatment as they can reasonably afford and the Government pays the rest.

Treatment is provided in hospitals under the Government's Emergency Hospital Scheme which includes most of the general hospitals in the country and a number of specialized treatment centres for dealing with fractures, head injuries, neurosis, etc. The scheme makes no provision for the treatment of tuberculosis, mental illness or infectious diseases which are left to local public health authorities.

Seamen suffering amputations due to war service are fitted with artificial limbs free of charge. The cost of supplying artificial limbs to those who lose limbs from other causes is paid on a contributory basis by the worker or his employer, but in certain cases the full cost is met by the Government.

Seamen with disabilities caused by war service or resulting from disease or accident which prevent them from resuming their former employment are placed in land jobs or provided with training to prepare them for such employment. The local offices of the Ministry of Labour and National Service keep in touch with hospitals, interview persons requiring jobs and offer advice on opportunities for employment or training. During the war disabled seamen are trained for and placed in war jobs but if necessary, additional training for peacetime work will be provided at the end of the war. Specialized training courses are also available for disabled seamen in such trades as draughting, instrument making, welding, spray painting, radio testing, electrical installation, watch repairing, etc. Training for other occupations including professional and technical posts may also be arranged to suit individual cases.

Minimum Safety and Health Standards for American Shipyards

SAFETY and health for workers in shipyards are the object of certain minimum standards which were adopted early in 1943 by the United States Maritime Commission and the Navy after a national conference on the subject in December, 1942.* The standards were drafted by experts who surveyed shipyards on all coasts, and have been endorsed by medical and safety departments and labour-management committees in many yards. Some of the standards are mandatory and others advisory.

Each yard must submit a monthly report of all disabling injuries to the Bureau of Labour Statistics. A disabling injury is defined as any injury which prevents a man from reporting for work on the next regular day or shift after the accident or one which calls for a standard time-charge being made regardless of whether time is actually lost. The Bureau's figures for the first quarter of 1943 indicate the effect of the more stringent safety requirements. The injury frequency rate dropped from the 1942 national average of 37.9 disabling injuries for every million employee-hours worked to 32.5. Individual frequency rates are calculated for each yard and safety experts under the direction of the Maritime Commission and the Navy concentrate on yards with bad records.

Over one-third of all accidents reported in the first quarter of 1943 were caused by falling, moving or flying objects. Twenty per cent were due to falls and fifteen per cent to slips and over-exertion in lifting heavy objects. A great number of eye injuries, fractures of feet and toes, and burns and scalds, including "welders' flash" cases were reported. In two-thirds of the accidents, unsafe working conditions were apparent and in 90 per cent, unsafe work practices such as failure to wear goggles were observed.

Minimum Safety Standards

"It is absolutely essential", the two agencies state, "if a successful accident-prevention program is to be installed and operated, that top plant management take an active and interested part in the work". Management is responsible for providing a safe working environment, appointing a safety staff, training employees in safe methods, keeping accident records, enforcing rules, attending safety meetings and taking executive action to correct unsafe conditions.

Safety Staff and Committees.—Every shipyard must have a full-time safety director

responsible to the highest ranking managerial executive. There must be an assistant safety director if 3,000 or more workers are employed and one safety engineer or inspector is to be added for every 1,500 workers over 3,000. Safety engineers are to be divided among the shifts.

The safety director is responsible for formulating and executing the accident-prevention program in the yard and advising the management on safety matters. He must see that legal requirements are complied with, accident records properly kept, and regular inspections made. He co-operates with the training department in planning safety training, and with the medical department in seeing that workers are placed in jobs suited to their physical capacity.

Safety committees are required in all yards. There must be a central committee to formulate policy and co-ordinate the medical, safety and production departments, a supervisors' committee to stimulate and educate supervisors, and an inspection committee for each department and each hull to keep constant watch for unsafe practices and conditions. General labour-management safety committees may be added to assist in the accident-prevention campaign. Inspection committees should have two workers and one supervisory employee from each job. The safety director or a safety engineer should accompany an inspection committee to correct at once any hazards which are immediately dangerous to life, limb or health. Specialized inspection committees composed of experts are suggested for cranes, boilers, staging, etc. All yards must use the prescribed forms for recording accidents, safety recommendations and corrective action taken.

Safety Training.—All workers must be carefully instructed in safe practices and warned of hazards before they commence work. Such training must also be given by apprentice and craft-training schools. Yards are required to have bulletin boards on which safety rules and recommendations are posted and a section of any company magazine or newspaper must be devoted to safety. Rule books for workers and the use of films and public address systems for safety education are recommended.

Employees must have all necessary personal protective equipment and be instructed in the proper use of it before beginning work. Practically all shipyard workers are exposed to eye-hazards and need impact-resisting goggles. Those working near welding operations must wear "antiflash" goggles and be protected by welding screens. A supply store must be established in each shipyard at which workers

* Minimum Requirements for Safety and Industrial Health in Contract Shipyards, U.S. Navy Department—U.S. Maritime Commission, 1943.

may procure safety hats, shoes, goggles, etc. Shoes may be sold at cost but goggles and hats must be supplied to each worker. They should be fitted to the individual and sterilized before being re-issued.

Welders and Burners.—Welders and burners must be instructed in the special hazards of their jobs and supplied with protective equipment. Welders must wear a protective hood, leather jacket, long-sleeved wool shirt with buttoned collar, leather gloves, a safety hat, goggles with filter lens and sideshields, and safety shoes or pull-on boots with cord or leather soles and heels. Burners need the same outfit except for the leather clothing and welder's helmet. Women welders should wear long underwear (woollen in winter), khaki trousers and shirt or overalls, welder's leather uniform, leather gloves and safety shoes. Whenever possible, outer clothing, unless of wool, should be flame-proofed. Burners' uniforms must be laundered weekly or oftener if oil or grease is spilled on them.

Electric welders and burners are required to inspect the area in which they are working to see that there is nothing on which sparks could start a fire. They must know where the fire-extinguishing equipment is and how to use it. Welding leads and gas lines are to be inspected at least once each shift and defects repaired at once. All gas lines must be clearly marked to indicate the type of gas carried and must be turned off at the manifold at lunch and quitting time or when the burner leaves his work. The dangerous practice of blowing oxygen on the clothes to dust them or using it for ventilating or cooling purposes is strictly forbidden.

Women welders new to shipyard work should be watched for signs of fatigue and temporarily transferred to lighter work if fatigue is evident.

Other Safety Measures.—Numerous precautions to be taken in the use of cranes are set out in the pamphlet. Crane operators must be given a physical examination upon employment and at least yearly, with particular emphasis on eye examinations. All yards are required to maintain a high standard of housekeeping. Aisles, passages, stairs and staging must be clear of obstruction, debris, snow and ice, and must be of sufficient width. Guard rails are required about all deck openings and midrails are recommended where women are employed. Free access to exits and fire-extinguishing equipment must be maintained and inflammable materials stored and used according to the standards of the National Fire Protection Association.

Lighting should conform to the minimum standards laid down by the Illuminating Engineering Society. A safety engineer should inspect all tools issued from the tool-room daily and workers' personal tool kits should be inspected monthly. Workers should be instructed in the proper methods of lifting heavy objects. Wherever possible, mechanical lifting equipment should be used. All dangerous machines must be adequately guarded. Wooden guards are acceptable if metal ones are not available but State regulations must be complied with. Staging and ladders must conform to recognized codes.

Minimum Health Standards

All workers must be given a physical examination to ensure proper placement and periodic medical examinations are required for all persons working in dangerous occupations such as welding, spray-painting, grinding, etc.

Medical Department.—Yards with from 3,000 to 5,000 workers should have two full-time doctors and six full-time nurses. An extra doctor and three more nurses should be added for every additional 5,000 workers. One ambulance for every 15,000 workers should be provided and an ambulance driver must be available on each shift.

The medical department should include a waiting room, treatment room, doctors' and nurses' offices and a ward equipped with three beds for the first 5,000 employees and an additional one for every 10,000 thereafter. There may also be special rooms for eye cases, physiotherapy and minor surgery. Yards with over 5,000 workers should have X-ray facilities. First-aid sub-stations staffed by nurses are recommended if the main dispensary is remote from many operations or unduly crowded. If women are employed, separate waiting and treatment rooms must be provided. Standard forms and nomenclature are recommended for use in medical departments to simplify administration and the keeping of records. The department should make a daily report to the safety department on new cases.

It is compulsory for the medical staff to inspect the yard frequently in order to become familiar with operations and watch for conditions likely to endanger health. Special attention must be given to cafeterias and canteens, water supply, sewage and waste disposal. Food-handlers should be given pre-employment examinations. Salt tablets must be made available in all yards. The medical staff is also responsible for air-raid precautions work and must establish emergency

first-aid dressing stations at strategic points and train yard employees in first-aid to assist at these stations.

The medical staff must collaborate with the safety department in maintaining accident and absence records. It is jointly responsible with the safety department for protecting workers from industrial disease and must be fully informed as to the composition of the various chemicals and substances used in the operations.

Protection Against Industrial Disease.—Shipyard workers in such operations as welding, sand blasting, spray painting, etc., are exposed to such diseases as lead poisoning, asbestosis, silicosis, zinc fume fever, dermatitis, conjunctivitis from Fiberglas, and poisoning from solvent vapours. In addition they may suffer eye injuries from welding arcs and flying objects. Preventive measures suggested include special ventilation, isolation of the operation, the provision of showers, the wearing of respirators and goggles and periodic medical examinations. Dermatitis can be controlled by the use of protective salves and creams but efforts should be made to eliminate or curtail the use of irritating substances. Loose clothing, with cheesecloth to protect the neck and arms, and goggles should be worn by workers handling Fiberglas.

The safety department is responsible for maintaining supplies of the different types of

respirators needed, instructing workers in their use and sterilizing all equipment before it is transferred from one employee to another. Respirators should be of a type approved by the U.S. Bureau of Mines which maintains a laboratory to test protective equipment of this kind.

Ventilation.—The safety department is responsible for the provision of adequate ventilation. Air analyses and tests will be made by the safety consultants of the Navy and Maritime Commission. Every yard must have on each shift a ventilation supervisor specially trained in this field and responsible to the safety director. He will be assisted by inspection, repair and maintenance crews sufficient to maintain good working conditions. He is required to instruct other members of his staff in standard ventilation methods.

Means of providing both local exhaust to carry off fumes and general ventilation in enclosed spaces are described. Local exhaust must be supplied in all places where welding is being done in a confined space. The end of the suction hose must be within six or eight inches of the welding arc to be effective. Ventilation of confined spaces may be facilitated by the temporary removal or cutting through of certain plates. The ventilation department should be notified in advance of construction plans so that ventilation needs may be anticipated.

Accidents Resulting from the Human Factor

A RECENT issue of the *Bulletin* of the Industrial Accident Prevention Association quotes Dr. K. S. Bernhardt of the Department of Psychology, University of Toronto, as describing certain highlights of the human factor in accidents in the following terms:

(1) Ignorance; for example, unawareness of what is dangerous;

(2) Pre-disposition to accidents; for example, slow reaction time or faulty sense of balance;

(3) Attitudes of workers; such as one disposed to take chances;

(4) Bad habits; such as hurry or confusion; and

(5) Preoccupation with something else; such as fatigue, worry, feelings of resentment, etc.

The correction of these conditions is essentially a problem for plant management and supervisors and much can be done in this connection through the assistance of a good plant safety committee, the *Bulletin* declares, and recommends its Pamphlet No. 36 as of assistance in setting up such a safety committee.

A reduction in the number of accidents reported to the Workmen's Compensation Board of Ontario occurred during October, 1943. In this month there were 10,943 accidental injuries reported to the Board, including 39 fatal cases. In October, 1942, the figures were 11,815 and 57. In the last twelve months the accidents in Ontario industry have averaged over 11,000 per month.

Increase in Wage Rates in Canada

Survey of Index Numbers of Wages from 1901-1942

GENERAL wage rates in Canada have reached their highest level in the last forty-two years according to the annual survey recently completed by the National War Labour Board.

A table of index numbers of wages has appeared since 1921 in the annual report on Wages and Hours of Labour in Canada issued by the Department of Labour as a supplement to the Labour Gazette. The last report in the series published was No. 25—supplement to the October 1942 Labour Gazette—and covered the years 1929, 1940 and 1941. No report in the series was issued this year.

The collection and compilation of wage statistics was transferred to the National War Labour Board early in 1942 in order to facilitate the work of administering the Government's wartime wages control policy.

The table of index numbers of rates of wages contains figures showing changes in wages for some of the main occupational and industrial groups from 1901 to 1942, and for certain other groups from 1911, 1913 and 1920 to 1942. The purpose of the table is to show the general trend of the movement in wage rates. The base used (wage rates in 1935-39 as 100) is the same as that used for the official cost of living index number issued by the Dominion Bureau of Statistics, thus making possible direct comparisons between numbers in both series.

The general wage index number for all of the industries covered by the calculation in 1942 was 127.5 as compared with 119.2 in 1941, an average increase of 7 per cent. This in turn compares with an increase of 10 per cent in 1941 over 1940, and 3 per cent in 1940 over 1939. The percentage increase in wages from 1939 to 1942 was approximately 21 per cent. For the same period the cost of living index advanced 17 per cent.

By occupational or industrial groups in order of appearance in the table, the percentage increases in 1942 over 1941 were as follows: Building Trades 6.0, Metal Trades 5.8,

Printing Trades 4.8, Electric Railways 7.8, Steam Railways 1.8, Coal Mining 4.6, Common Factory Labour 8.6, Miscellaneous Factory Trades 8.7, Logging and Sawmilling 11.0, Metal Mining 6.9, Steamships 12.4, Laundries 10.3, and Telephones 5.2 per cent.

The wage data (including cost of living bonus), on which the above calculations are based were collected for June 1942, but the compulsory cost of living bonus payable in August (60 cents per week or 2.4 per cent) was included. The average for all groups in the table ("General Average Weighted") is obtained by averaging the group figures weighted according to the approximate number of workers in each group as shown by the decennial census of 1921 and 1931, the average of the figures for these two dates being taken in each case.

The weights are as follows (in thousands): Building Trades 143, Metal Trades 131, Printing Trades 25, Electric Railways 18, Steam Railways 161, Coal Mining 28, Common Factory Labour 110, Miscellaneous Factory Trades 363, Logging and Sawmilling 77, Metal Mining 30, Steamships 16, Laundries 19, and Telephones 18.

Weighting within groups, although desirable, has not been done. In such groups by occupations or industries weighting makes comparatively little difference as rates of wages for the various classes of labour tend to rise and fall to the same extent even in different localities. In most of the groups the index numbers, being calculated from samples, the averages are automatically weighted by the number of samples. This number of samples varies according to the number of workers in the different occupations and industries. Also the rates selected as samples are predominant rates, that is, rates paid to the largest number of workers in the various occupations.

For further details regarding the calculation of the index numbers of wage rates, refer to *Report No. 25—Wages and Hours of Labour in Canada*, page 14.

INDEX NUMBERS OF RATES OF WAGES FOR VARIOUS CLASSES OF LABOUR IN CANADA 1901-1942
(Rates in 1935-39=100).

NOTE.—Rates include cost of living bonus.

Year	Building Trades	Metal Trades	Printing Trades	Electric Railways	Steam Railways	Coal Mining	Common Factory Labour	Miscellaneous Factory Trades	Lumbering and Sawmilling	Metal Mining	Steamships	Laundries	Telephones	General Average Weighted*
	(a)	(b)	(c)	(d)	(e)	(f)		(g)						
1901.....	36.5	37.8	32.0	33.7	35.4	48.8			55.7	62.9	48.3			40.1
1902.....	38.9	38.7	32.8	35.8	37.0	49.4			57.1	63.3	48.5			42.1
1903.....	40.8	40.4	33.3	37.5	38.6	50.3			58.4	61.2	48.3			43.6
1904.....	42.2	41.9	35.2	38.5	39.5	50.2			59.4	59.7	48.9			44.5
1905.....	44.2	43.4	36.5	38.7	38.3	50.9			61.5	60.3	49.2			45.4
1906.....	46.5	44.0	38.4	40.0	40.8	51.6			63.6	64.2	50.0			47.3
1907.....	48.5	45.4	41.7	42.9	41.6	55.2			65.2	63.4	51.1			48.8
1908.....	49.3	46.7	42.8	43.1	44.3	55.9			63.9	64.4	52.4			49.9
1909.....	50.3	47.5	44.4	42.8	44.4	56.1			67.2	65.0	53.1			50.9
1910.....	52.6	49.0	46.7	45.2	46.3	55.6			69.3	64.2	53.2			52.5
1911.....	54.6	50.2	48.8	46.4	49.2	57.5	49.9	47.7	70.7	64.9	54.0			51.8
1912.....	58.1	52.6	51.1	48.7	50.3	58.0	51.6	48.6	73.0	68.2	55.1			53.5
1913.....	60.5	55.2	53.2	52.7	51.4	59.0	52.6	50.0	73.9	67.1	57.2	47.8		54.9
1914.....	61.0	55.4	54.5	53.2	52.4	60.1	53.1	51.6	70.6	67.2	58.1	50.0		55.6
1915.....	61.4	56.0	55.1	51.6	52.3	60.4	53.1	53.1	68.0	68.1	59.4	48.3		56.0
1916.....	62.0	59.0	56.3	53.9	54.4	65.9	58.0	57.6	79.3	75.2	60.4	51.6		59.9
1917.....	66.5	70.6	59.2	60.4	64.0†	77.2	67.9	64.0	100.5	83.4	71.0	57.8		68.7
1918.....	76.2	85.6	65.8	75.3	81.2	93.1	80.1	73.4	114.6	90.6	86.5	66.7		80.7
1919.....	89.7	99.3	77.6	86.1	94.6	100.6	94.7	90.1	131.2	90.9	95.4	76.4		94.8
1920.....	109.5	115.5	97.9	102.4	113.6	116.6	113.2	108.5	148.7	105.8	115.7	89.7	95.1	112.7
1921.....	103.2	103.0	102.9	101.3	100.7	122.9	100.2	101.1	112.9	97.9	105.6	99.0	94.6	102.7
1922.....	98.4	95.8	102.3	97.2	94.8	116.7	96.2	94.6	92.6	90.5	95.4	99.9	89.9	95.9
1923.....	100.7	96.0	100.5	98.2	95.8	116.7	95.5	95.1	107.1	94.5	100.7	101.3	91.3	98.6
1924.....	102.7	96.8	102.1	98.3	95.8	113.5	96.3	95.8	116.2	96.6	99.2	101.6	91.8	99.8
1925.....	103.1	96.7	102.6	99.0	95.8	98.9	97.9	97.8	107.8	95.9	99.4	100.7	91.9	98.8
1926.....	104.2	97.8	102.9	99.3	95.8	98.8	98.5	98.4	108.4	95.8	99.2	101.6	92.5	99.4
1927.....	108.5	98.2	103.8	100.1	102.0	99.1	98.7	99.7	109.5	95.9	100.4	102.5	94.2	101.5
1928.....	112.3	99.3	105.5	102.3	102.0	99.6	98.4	100.5	110.9	95.8	101.1	103.3	96.0	102.7
1929.....	119.6	101.8	107.7	104.7	105.0	99.6	98.7	101.1	110.5	96.4	105.7	103.5	97.1	104.5
1930.....	123.0	102.9	108.2	105.1	105.0	99.9	98.9	101.2	109.2	96.5	106.9	103.7	97.6	105.2
1931.....	118.5	100.9	102.2	104.7	102.4†	99.9	96.4	98.7	92.6	95.2	102.3	103.2	97.9	101.7
1932.....	107.9	96.4	103.4	100.7	94.6	96.8	91.3	92.2	76.7	92.2	95.1	100.7	91.3	94.5
1933.....	95.6	93.3	98.1	96.3	92.4	95.5	88.4	87.9	66.0	91.1	89.3	98.6	90.6	89.6
1934.....	93.7	92.7	97.7	96.2	89.3	96.1	89.8	90.3	74.9	93.4	88.6	97.7	96.6	90.5
1935.....	96.7	93.6	98.2	96.8	94.6	97.8	92.0	92.2	82.3	95.2	89.2	98.2	95.9	93.1
1936.....	97.3	93.8	98.6	97.8	94.6	97.9	94.5	94.4	90.5	97.6	90.6	98.7	96.7	94.8
1937.....	100.1	103.4	99.9	100.4	100.8	98.4	102.8	101.9	104.6	101.9	101.2	100.0	101.6	101.8
1938.....	102.5	104.4	101.5	102.1	105.0	102.9	105.0	105.2	112.0	102.4	109.0	101.4	102.8	104.9
1939.....	103.3	104.7	101.9	102.7	105.0	102.9	105.9	106.0	110.5	102.8	110.0	101.7	103.1	105.3
1940.....	105.7	109.3	103.6	105.6	105.0	104.0	109.5	110.6	114.2	103.5	115.5	103.1	104.1	108.4
1941.....	111.7	119.0	108.6	113.7	117.7	116.6	122.4	123.5	125.6	113.2	126.9	110.2	114.5	119.2
1942.....	118.4	125.9	113.8	122.6	119.8	122.0	132.9	133.2	139.4	121.0	142.6	121.6	120.5	127.5

*Weighted according to average number of workers in each group in 1921 and 1931 except metal mining where years 1921, 1931 and 1933 were used.

† Including some increases effected near the end of the year.

‡ Including a 10 per cent decrease for certain classes toward the end of the year.

(a) Seven trades from 1901 to 1920, eight from 1921 to 1926, nine from 1927 to 1942; 13 cities to 1927, 14 cities to 1930, thereafter 31 to 42 cities.

(b) Five trades from 1901 to 1926, four from 1927 to 1942.

(c) Two trades from 1901 to 1920, four for 1921 and 1922, two for 1923 and 1924, six from 1925 to 1942.

(d) Two classes from 1901 to 1923, five classes 1924 to 1942; from 1901 to 1930, 13 cities; thereafter 35 decreasing to 24.

(e) Twenty-three classes from 1901 to 1940; sixty classes 1941 and 1942.

(f) Four classes 1901 to 1920, twelve classes 1921 to 1942.

(g) The number of samples (and industries) increased from time to time since 1920; machine operators, helpers, etc., also included.

Report and Recommendations of Royal Commission on Western Coal Mines

REFERENCE was made in the November issue to the report of the Royal Commission, appointed to investigate the demands of the coal miners of Western Canada (p. 1495). At the time that brief summary appeared the text of the Commission's report was not available for publication. It has now been issued and in view of its importance it is being reproduced in the following pages. During the month the National War Labour Board issued its decision in regard to the coal miners of District 26, Nova Scotia. This report is also published in full and will be found in the section dealing with the decisions of the National War Labour Board on page 1645.

First Interim Report of the Royal Commission appointed under Letters Patent of the 14th day of October, A.D. 1943, pursuant to a Minute of Meeting of the Privy Council, approved by His Excellency the Governor General, on the 14th day of October, 1943, being P.C. 8020.

Sirs:—

Pursuant to the terms of Order in Council P.C. 8020, dated October 14, 1943, as subsequently amended, we have conducted an inquiry into the wage rates paid to persons employed in the operation of coal mines in the Provinces of Alberta and British Columbia, and into matters relevant to or affecting the application of the Wartime Wages Control Order (Order in Council P.C. 5963 of July 10, 1942), and now submit an interim report thereon.

Sittings of the Commission were held at Calgary on October 29 and 30, and November 10 and 11, and in Edmonton on November 12. Every opportunity was given to all interested parties to appear, tender evidence and to make submissions. Representations were made on behalf of the United Mine Workers of America, District 18, by its officers and counsel, and on behalf of the Western Canada Bituminous Coal Operators' Association, the Drumheller Coal Operators' Association, and the independent operators and others, by their representatives and counsel.

At the opening session at Calgary on October 29, 1943, Mr. Robert Livett, President of the U.M.W.A. District 18, informed the Commission that the U.M.W.A. objected to the terms of the order constituting this Commission in so far as it only contained power to recommend measures to be taken, without authority

to put such recommendations into effect, and that the U.M.W.A. were not satisfied to have such recommendations go to the National War Labour Board for implementation. Having taken such objection, he indicated his willingness to have the commission proceed with the inquiry. The case for the U.M.W.A. was then placed before the Commission and at its conclusion the Western Canada Bituminous Coal Operators' Association proceeded with its representations. The Commission adjourned late in the afternoon, to resume its sittings on October 31. In the interval, strike notices were sent out and, on reconvening the following morning, the Commission was faced with the fact that a strike had been called for Monday, November 1.

A determined effort was made by the Chairman and other members of the Commission to secure a reconsideration by the U.M.W.A. of their intention to go on strike, without avail. In the opinion of the Commission, the action of the U.M.W.A. was ill-conceived, unwarranted and against the national interest. In the face of the situation which then confronted it, the Commission declined to continue with its inquiry and adjourned to meet again at the call of the Chairman.

As a result of conferences between the U.M.W.A. officers and the Honourable, the Minister of Labour, and others, held during the week of November 1, it was agreed that the miners would return to work, and that this Commission would be given the powers of a Regional War Labour Board under the provisions of the Wartime Wages Control Order (Order in Council P.C. 5963, July 10, 1942). These powers were subsequently granted.

Pursuant to such agreement, the miners were requested to return to work, and the Commission resumed its inquiry at Calgary on November 10.

Practically all the men involved in the strike are now back at work.

The main sittings were concluded on November 12, although there are two minor issues upon which it may be necessary to hear further representations.

In its demand, the U.M.W.A. has set forth three specific claims:

1. Two dollars a day increase for all day wage and contract employees;
2. Time and one-half and rate and one-half for the sixth day's work in any one week;

3. Two weeks' holiday with pay at the basic wage rate after twelve months' employment.

The existing rates were established by mutual agreement, dated May 12, 1939, effective December 9, 1938. On April 11, 1940, a supplementary agreement was entered into with respect to a cost of living bonus, and on August 25, 1941, a further supplementary agreement was made revising cost of living adjustments. Each of the supplementary agreements confirmed the 1938 agreement in all other respects, and the agreement of April 11, 1940, contained a clause providing for the continuance of the agreement as amended for the period of the war and one year thereafter, and for such further period as would bring the agreement to expire on March 31.

The U.M.W.A. rely on the provision in the original contract providing that: "In the event of a national emergency the economic situation will be subject to review . . ." This was done by the agreements of April, 1940, and August 25, 1941. No new emergency has developed since the economic situation was last reviewed.

Early in 1943 applications were made on behalf of the employees in the Drumheller, Lethbridge, Edmonton, Princeton and Tulameen fields, to the National War Labour Board, for increases. The applications were dealt with and certain adjustments favourable to the employees were put into effect. Unfortunately for industrial peace, the U.M.W.A. is not prepared to abide by its contractual obligations nor the findings of the National War Labour Board and again seeks to press its demands for a further upward revision of its basic wage rates. It is common knowledge that inflation is one of the great risks of war, and the Dominion Government, in an effort to control inflation, put a ceiling on wages and on prices. It recognized, however, that arbitrary rulings of general application might work hardships in individual cases, and provision has been made to deal with specific applications where an inequality in the wage structure is claimed.

The U.M.W.A. to justify its demands has endeavoured to bring itself within the provisions of the Wartime Wages Control Order which sets the ceiling on wages. Section 25 of that Order provides that, if the National Board finds that a range of wage rates or a single wage rate forming part of the basic scale of wage rates paid by an employer on November 15, 1941, is low as compared with the ranges of wage rates or single wage rates respectively, generally prevailing for the same or substantially similar jobs, etc., in the locality or in a locality which, in the opinion of the Board, is comparable, it may direct such

increased range of wage rates or single wage rate to be paid as it finds fair and reasonable, having regard to all the circumstances deemed by it in its discretion to be material.

In support of its submission that Section 25 is applicable the U.M.W.A. states:

- (1) That the coal miners in District 18 are working for considerably less wages than their fellow mine workers in the United States, despite the fact that approximately 60 per cent of the coal consumed in Canada is imported from the United States, and submits for comparison the wage rates prevailing in what is termed the "Mid-competitive field"—that is Western Pennsylvania, Ohio and Illinois;
- (2) That many men normally engaged in coal mining have taken advantage of increased demand for labour in the ship-building, logging and other industries to leave the mines for more remunerative work in other fields;
- (3) That the action of the Government in freezing miners to their employment is indicative of the fact that miners can secure employment and higher rates of wages in other industries.

Operators, quite properly, have maintained the position that the agreement negotiated with the miners in 1938, and as revised in 1940 and 1941, is still in effect and should continue in effect until the expiration period provided for in the agreement, viz., one year after the war. They also submit that the miners' wages are not low and compare favourably with wages paid in other fields of industry, and that, in view of the Government's announced policy of wage control and price fixing, they cannot be a party to any voluntary increase in basic wage rates.

The Commission finds that the rates of wages paid (including cost of living bonuses) to persons employed in the operation of coal mines in the Provinces of Alberta and British Columbia may be summarized as follows:

Bituminous Field, including Vancouver Island, and the Sub-Bituminous Mines in the Princeton Field:

Surface workers.....	\$5.61 per 8-hr. day
Underground workers.....	6.49 per 8-hr. day
Contract miners, aver....	\$9.00-9.50 per 8-hr. day

Sub-Bituminous Mines, Including the Edmonton, Lethbridge and Drumheller Fields:

Surface workers.....	\$5.56 per 8-hr. day
Underground workers.....	6.28 per 8-hr. day
Contract miners.....	\$5.71-9.00 per 8-hr. day

While the daily rates appear to be high, the annual earnings of those employed in mining operations are actually much lower than might be expected.

The average annual earnings of the Alberta and British Columbia coal mine workers as compared with the average annual earnings of the coal mine workers of the Dominion Coal Company, Cape Breton, N.S., are as follows:

Nova Scotia, 1942

Face Workers or contract miners;
Annual average.....\$2,488.20

Alberta and British Columbia, 1942

Excluding those who worked less than
175 days.....\$2,115.50

One reason for the difference in actual earnings is that the Alberta sub-bituminous mines are usually operated for approximately 200 days each year out of a possible 300, while the Cape Breton mine is operated at least 286 days a year. The Alberta and British Columbia bituminous mines at present operate at least 275 days a year but for many years employment in these mines was intermittent.

TABLE SHOWING NUMBER OF DAYS' OPERATION
IN CENTRAL ALBERTA FIELD FOR 1942

Newcastle.....	230
Rosedale.....	192
Star.....	220
Murray.....	219
Maple Leaf.....	265
Atlas.....	200
Red Deer.....	239
Brilliant.....	205
Midland.....	196
Hi-Grade.....	284
Monarch.....	284
Empire.....	220

2,754

Average for all these mines, 229 days.

The following extract from the report of the McGillivray Commission (LABOUR GAZETTE, January, 1939, page 12), is appropriate in the circumstances.

"It is quite evident that a rate which would provide not only a living wage but a very fair wage in a mine which was able to offer work to its workmen for five days a week throughout the year might be wholly inadequate to provide a living wage, to the employees in a mine which was unable to provide more than one work day per week for its employees."

It should be pointed out that the Dominion Government has recognized that a national emergency exists in respect of the production of coal as an essential war commodity, and has taken steps to stimulate the production thereof to ensure an adequate supply. It established the Emergency Coal Production Board in November 1942, to deal with the emergency. It might have been considered that this Board could properly have dealt with the question of miners' wages as part of the emergency situation, but it is apparent that the functions of the Board have been limited mainly to the granting of subsidies to mines where wage increases have been put into effect, beyond the

ability of the operators to meet. The fact remains, however, that even though the Board has not power of itself to increase wages, the principle has been recognized that the production of coal is a primary essential in the war effort and, if increased wages are required to induce men to continue in the mining industry, that the situation could have been met through the functioning of the Emergency Coal Production Board.

The Commission would also like to direct attention to the powers of the Western Labour Board in connection with defence projects. If the mining industry were declared to be a defence project, (and it is apparent that it does form a vital part in Canada's war effort), the Western Labour Board could have been authorized to prescribe the payment of such ranges of wage rates as it might find fair and reasonable, having regard to the necessity of recruiting and maintaining an adequate supply of labour for employment in coal mines, with the minimum dislocation of wage rates in and the supply of labour for other employments, and having regard for all other circumstances deemed by it, in its discretion, to be material.

Attention is directed to the powers of the Emergency Coal Production Board and the Western Labour Board to indicate the attitude of the Government to the importance of maintaining an adequate supply of coal throughout Canada, even at the risk of disturbing the wage ceiling.

Your Commission has given very careful consideration to the whole of the circumstances surrounding the application for increases, and for the purposes of this inquiry finds that the requirement of Sections 25 and 29 (relating to working conditions, etc.) of the Wartime Wages Control Order have been sufficiently satisfied, and, having regard to the emergency conditions existing, your Commission directs:

- (1) An increase in the wages paid to persons engaged in manual employment in the operation of underground coal mines in the Provinces of Alberta and British Columbia of \$1.00 per day for all day wage, contract and other employees not above the rank of foreman or comparable rank;
- (2) Two weeks holiday with pay at the basic daily wage rate to be granted to such employees who between April 1 and September 30 in any year have continued in the employment of any one employer for at least twelve consecutive months, and provided that such employee has not been absent from his employment for more than ninety days (including Sunday, holidays and vacation) during such twelve month period, except through causes beyond his control;

- (3) That the foregoing be effective as of and from November 1, 1943, as to any employees who were at work on that date, and as of and from the date of resumption of work in the case of all other employees.

Counsel for the Western Canada Bituminous Coal Operators' Association pressed us to limit any increase granted to a war time bonus, but the Wartime Wage Control Order does not authorize this.

The Commission would have preferred if the application could have been disposed of by the Emergency Coal Production Board or the Western Labour Board as it is of the opinion that the circumstances surrounding the application were peculiar to the coal-mining industry as a defence project and have no bearing upon other industries not directly connected with the furtherance of the war effort or the comfort and safety of the citizens of Western Canada.

Notwithstanding its finding that the applicants have brought themselves within Section 25 of the Wartime Wages Control Order the Commission frankly admits that the increases actually recommended are in the nature of a compromise necessitated by the action of the miners at the outset of the winter season and the shortage of coal reserves in the west. Time has been a factor in the preparation of this report and the Commission regrets that it did not have an opportunity for more careful consideration of the problems involved. It sympathizes with the efforts of those responsible for the application to better conditions in the industry but unanimously condemns the methods adopted by the U.M.W.A. in the existing circumstances.

The directions of the Commission will necessitate an increase in the selling price of coal, or financial assistance to the operators to keep the mines open.

The Commission has required the mine owners to submit financial statements, and our accountant has prepared the accompanying tabulation showing the financial position of the companies involved and the operators' claims for price increase or subsidy. We are not

satisfied that these claims are all sound, but if established they would appear to justify a price increase of 40 cents a ton to the selling price of coal. As the average family burns 10 tons of coal each winter this increase would not be burdensome, and we believe most consumers would prefer to pay it rather than run the risk of a strike which would deprive them of fuel and bring suffering and possibly death to many persons.

The Commission is not making any specific recommendation on this issue because after further study it may be considered best to give financial assistance to the mines rather than to increase the price of coal. We enclose a computation of the cost of the Treasury of assuming the wage increase.

A further report as to the necessary increase in the price of coal will be submitted if it is required.

The Commission finds the present system of collecting income tax is partly responsible for dissatisfaction and absenteeism amongst the miners and recommends that the scheme of collection of income tax from mine employees approved by representatives of the Minister of Finance, of the U.M.W.A. and of the Western Canada Bituminous Coal Operators' Association be made compulsory in Alberta and British Columbia so as to take effect with the first instalment of increased pay on November 30, 1943.

The Commission was fortunate indeed to secure the services of Mr. F. E. Harrison as secretary; Mr. K. C. Teare, C.A., as accountant and Mr. H. H. Parlee, K.C., as counsel.

Dated at Edmonton, Alberta, this 17th day of November, 1943.

All of which is respectfully submitted.

(Sgd.) G. B. O'CONNOR, *Chairman.*

(Sgd.) T. W. LAIDLAW, *Commissioner.*

(Sgd.) L. D. HYNDMAN, *Commissioner.*

To: The HON. HUMPHREY MITCHELL,
Minister of Labour

and

The NATIONAL WAR LABOUR BOARD,
Ottawa, Ont.

Decisions of National War Labour Board Regarding Vacations with Pay

SINCE its reorganization in February, 1943, the National War Labour Board has dealt with a number of applications for vacations with pay in Canadian industry. The majority of these applications have been granted; and in the course of its various Reasons for Judgment the Board has stated the considerations which have led to its decisions.

In June 1943, in granting the application of Division No. 4 Railway Employees Department (A.F.L.)¹ the reorganized Board made its first pronouncement on the subject of vacations with pay, reading in part as follows:

The general desirability of vacations with pay can hardly be questioned in peace time. In war time as well it may be particularly desir-

able in conditions where the element of industrial fatigue becomes an important factor in the field of industrial production.

After referring briefly to the situation in Sweden, England and the United States, the Board listed a number of "fundamental considerations" in regard to the granting or withholding of vacations with pay, as follows:

First of all a Board must keep in mind that it is exercising a judicial discretion and is not to deal with the matter as if it had the right to legislate arbitrarily an employer into granting vacations with pay.

Secondly, a most important consideration is that there is a war on and uninterrupted production and services are the prime need in such a time.

Consideration should also be given to the problem of manpower. Vacations with pay should not be granted where conditions are such that an industry will as a result lose too much important production or where to keep it up will make the cost unduly high.

Another factor is of course the importance of the product in the war effort or the national interest. . . .

After consideration of such fundamentals perhaps the most practical criterion is a comparison of the class of employees concerned with the same class in similar industry.

If after such tests and any others that may seem important to the Board concerned, it is determined to impose vacations with pay, there should be further consideration given to the conditions which should accompany such an imposition—namely as to the period of such vacation, as to the length of employment before a person becomes eligible for the privilege and as to what conditions should prevail before such a right should be forfeited in whole or in part.

In the same case the Board established the principle that employees (as well as employers, and employers and employees jointly) had the right to make application to the Board for vacations with pay.

In its decisions the Board has frequently made reference to a statement of policy on the subject of vacations with pay which was issued to Regional Boards in 1942 by the National War Labour Board then differently constituted. This statement occurred in Directive Bulletin No. D.B. 17, which reads as follows:—

Text of D.B. 17

Vacations with pay plans as established prior to November 15, 1941, or as altered subsequent to that date, on authority of a War Labour Board, or within the limits prescribed by any ruling of a War Labour Board, shall be continued in effect, except as they may be modified

by agreement between employers and employees with the approval of a War Labour Board.

If a War Labour Board finds justification for approving an application by an employer, or a joint application on behalf of an employer and his employees as a result of collective bargaining, for permission to inaugurate a new annual vacation with pay plan, it is recommended by the National War Labour Board that, at least for the time being and to permit such further study and consideration of conditions as may be required, as well as to maintain general uniformity of practice in the matter throughout the country under war conditions, any approval granted should be subject to the following qualifications:

- (a) a vacation with pay should be granted only after the employee has completed one year's continuous service, i.e., a minimum of, say, 300 days of actual work, the vacation to be allowed for and during the following twelve months' service.
- (b) a vacation with pay should not exceed the equivalent of one-half day for each 25 days of actual work, due allowance to be made for authorized leaves of absence because of sickness or other justified causes. Thus, an employee who has rendered regular service during one year or more at the date of the approval of a vacation plan would be entitled to six days vacation with pay at some time during the succeeding twelve months.
- (c) vacation pay should not be allowed for vacations not taken; in such cases any unused vacation privileges should be allowed to accumulate until conditions permit them to be exercised.
- (d) (i) if an employee, not having been dismissed for cause, leaves the service of his employer for reasons beyond his control at a time when an unused period of vacation with pay stands to his credit, he should be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.
- (ii) if an employee leaves the service of his employer of his own accord, or is dismissed for cause at a time when an unused period of vacation with pay stands to his credit, he should be paid the amount due him in lieu of vacation calculated to the end of of his last completed twelve months of service.

It is further recommended that War Labour Boards, in considering applications for approval of new vacation with pay plans should give permission for their inauguration only when they are satisfied that it is feasible for the employer to arrange his operations in such a way as to make the actual vacations generally available to those who would be entitled to them without impairing the quantity and regularity of war production. To this end, employers in connection with any approved plan should be impressed with the importance of staggering or spreading the vacations over the longest possible period of time.

Vacations with Pay Refused to Seasonal Workers

An application for vacations with pay which was refused by the Board was dealt with on September 30. This case involved work of a seasonal nature performed by wharf freight handlers in Montreal and Saint John. In its Reasons for Decision the Board declared in part:—

However desirable the condition [vacations with pay] may be, its basic foundation is upon the principle that the overworked human machine should have a period of rest in the interests of productivity and the workers' well being and health. The workers concerned here are seasonal workers. As far as the employing Railway Companies are concerned these workers' services are not in demand the year round. As long as human nature is what it is, the likelihood is that the worker takes his period of rest in the off season and in that is assisted by the privilege accorded all railway workers of free transportation within certain limits.

Accordingly, we feel this branch of the claim must be refused particularly with the manpower situation as it is.

On October 8 the question was considered of granting pay for time not worked on six public holidays.² The company (Dominion Tar & Chemical Company Ltd.) and the union (Local

174, United Gas, Coke and Chemical Workers of America, CIO) already had an agreement including holidays with pay, and were seeking the additional concession of payment for statutory holidays in a joint application as an appeal from the Regional Board for Ontario. The application was refused by the National Board, which gave its opinion that "to give approval to this branch of the application would be inconsistent with the purpose and spirit of the Order." (P.C. 5963.)

Most Recent Decisions

In the current issue of the LABOUR GAZETTE appears the most recent declaration by the Board on the subject. In granting vacations with pay to certain Railway Brotherhoods the Board calls attention to the extent to which the practice is being accepted as a general condition of work, and quotes a statement by the Right Honourable Winston Churchill on the desirability of "reasonable minimum holidays". The text of the Reasons for Decision in these cases appears on page 1635.

Other decisions in which the Board has granted or withheld vacations with pay have appeared in the LABOUR GAZETTE in the following instances: August, p. 1137; October, p. 1350; November, pp. 1489, 1491, 1492.

² L.G., Nov., 1943, p. 1490.

Industrial Psychology in New Zealand

THE November issue of *News*, published in London by the British National Institute of Industrial Psychology, outlines the functions of the Industrial Psychology Division, set up a year ago by the War Cabinet of New Zealand. The Division makes it possible for "firms engaged in war production, trade union officials and others" to call in "expert advice on all matters relating to the human factor in industry". Through the medium of a quarterly *Bulletin* it provides information as to the activities of the Division and summarizes useful information gleaned from the experience of other countries.

Such topics as hours of work, working conditions in factories, reduction of fatigue and accidents, the placement and training of new

workers and other related problems have been studied in many parts of the world, and these studies are proving of direct value in evolving adequate solutions. It is pointed out that "the correct handling of these human problems can materially assist war production, as well as helping to maintain the health and well-being of the workers".

With these purposes in view, the Division of Industrial Psychology offers a free survey service to manufacturers engaged on essential national work. Or, if preferred, the Division is prepared to send a trained investigator to any centre in the Dominion of New Zealand to offer expert counsel to industrialists and to industrial workers.

Decisions of the National War Labour Board

RECENTLY the National War Labour Board has issued decisions in the following cases:—

Eaton-Wilcox-Rich Limited, Windsor, Ont., and United Automobile Workers of America (CIO).

J. S. Nairn and Cape Breton Quarrymen's Union (George's River, N.S.).

Ottawa Master Painters' Association and Brotherhood of Painters, Decorators and Paperhangers of America.

Canadian Vickers, Limited, Fairchild Aircraft, Limited and Noorduyn Aviation Limited, and International Association of Machinists (Montreal Aircraft Lodge 712).

Central Aircraft Limited (London, Ont.).

Canada Packers Limited, Swift Canadian Company, Limited, Burns and Company and Gainers Limited, Edmonton, Alta.

Dominion Oilcloth and Linoleum Company, Limited, Montreal, Que.

Brotherhood of Maintenance-of-Way Employees and Railway Association of Canada.

International Brotherhood of Firemen and Oilers, Round House and Railway Shopworkers and Canadian Pacific Railway Company.

Canadian Brotherhood of Railway Employees and other Transport Workers and Canadian National Railways.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company.

Dominion Coal Company Limited, Acadia Coal Company Limited and Old Sydney Collieries Limited and United Mine Workers of America, District No. 26.

Re: Eaton-Wilcox-Rich Limited, Windsor, Ontario, and United Automobile Workers of America (CIO)

Reasons for Decision

(Oral Decision)

This is an appeal from the Ontario Regional War Labour Board in respect of an application for upward adjustment of a cost-of-living bonus. The Company is at present paying a cost-of-living bonus of 60 cents per week, and the application is jointly by the Company and the union, to have that increased to the full cost-of-living bonus.

We are not inclined to lightly disturb the findings of a Regional Board, but in this case it appears to us, from the reasons given by the Regional Board, that perhaps some over emphasis was placed upon the position of a comparatively small number of the workers in a certain class. Particular emphasis seems to have been placed on what the result would be in wages of automatic operators and automatic set-up men, and some of the classifications of machine operators. In these classifications there probably are not more than thirty five or forty employees, whereas the total number of employees in the company is in excess of two hundred. We prefer to look at the matter from the point of view of the

great majority of employees in the plant, and we find that in this particular industry, which may be described as manufacturing of precision parts, automotive, and for munitions, including guns, in the Windsor area there are five plants. In these other plants the cost-of-living bonus is \$4.25 weekly, and our comparison of rates paid does not incline us to the view that the wage situation would be very much disturbed if the application were granted and the appeal allowed.

Of course, our only authority to increase cost-of-living bonus as applied for, is to be found in the proviso at the end of section 34 of the Order in Council. We feel that it is not stretching the point at all to reach the conclusion that the adjustment in this case is being made within an industry in the particular area. Accordingly we will allow the appeal so that the company will be directed to pay the full cost-of-living bonus, instead of the 60 cents weekly.

The adjustment will be retroactive to the date of the application to the Regional Board, September 16, 1943.

November 10, 1943.

Re: J. S. Nairn and Cape Breton Quarrymen's Union (George's River, N.S.)

Reasons for Decision

The Union applies for leave to appeal from a decision of the Nova Scotia Regional Board dated April 9, 1943. The application was for wage increases to all classifications and full cost-of-living bonus. The Regional Board directed payment of the full bonus but refused to increase the basic rates on the ground that the rural location of this industry did not permit comparison with rates paid in the nearby steel plant and coal mining operations. Section 25 of the Order (P.C. 5963) gives a Board fairly wide scope in the determination of what are comparable jobs, particularly when the classifications involved are largely unskilled or semi-skilled. For the reason that the employees are part-time farmers, the Regional Board seems to have precluded itself from dealing with the merits of this application on the usual comparative basis. Because of the principle involved, we think leave to appeal should be granted.

The Union based the rates applied for largely upon the rates paid by a wartime temporary quarry operation at Point Edward, N.S. We were informed at the hearing that it has now been discontinued and we are of opinion that because of the special emergency conditions under which it was begun and carried out, it did not in any event afford a sound basis of comparison. But we do think that resort may be had to the rates for unskilled and semi-skilled labour generally prevailing in the district and as to the shovel operators, the rates paid in the Sydney steel plant can afford a guide. Upon that basis, we have concluded that the following adjustments should be made:—

	Present Rate	New Rate
Shovel Operators	·62	·80
Truck Drivers	·44	·52
Labourers	·42	·48
Watchmen	no change	

We have not dealt with all the classifications mentioned in the application because upon the evidence developed at the hearing it was not at all clear to what extent it could be said they had actually been established. Using the above rates as an indication of the Board's views, the parties can undoubtedly come to an understanding concerning the other rates and the matter will remain open for further application to this Board.

The Regional Board, in ordering payment of the full bonus, proceeded entirely without legal authority. There had been a general increase of wages in January, 1941 and section 34 (3) clearly restricted the Regional Board's discretion, unless the adjustment was ordered to rectify an anomalous situation within an industry—a situation which was not shown to exist here. We find that the employees were receiving all they were legally entitled to by way of bonus and the Regional Board's decision on that point should be set aside. The additional bonus paid by the employer following the decision under review *will be set-off against the increases now ordered and these will be effective in the usual manner from the date of the Regional Board's decision.

The appeal is allowed to the extent mentioned and there will be a finding and direction in accordance with the above.

November 17, 1943.

Re: Ottawa Master Painters Association and Brotherhood of Painters, Decorators and Paperhangers of America

Reasons for Decision

(Oral Decision)

We feel, gentlemen, that we can dispose of this appeal without any reservation.

In the first place it is to be noted that the Direction and Finding appealed from is dated the 26th February 1943, effective from January 1, 1943. The original application for leave to appeal, apparently, was made on April 5 and leave was granted by the Ontario Regional War Labour Board on May 17, 1943.

In effect the decision of the Ontario Regional Board confirmed a recommendation that had been made by the National Joint Conference Board of the construction industry about

August 15, 1941. We have had cases of this kind in the construction industry before, and while we have tried to point out that a recommendation of the National Joint Conference Board is perhaps not legally binding on the parties, still the very fact that the Board is composed of employers and employees, its recommendation is one which carries a good deal of weight, and should be paid a good deal of attention. No doubt the Regional Board was actuated to a degree by this principle, although the principle is not one that is definitely laid down in the order in council.

There is a basic test under the order in council which is to be found in section 25, which sets out that wages may be adjusted

when they are found to be low in comparison for the same or a similar job in the same or a comparable locality. On that score we are of the impression that sitting in appeal we cannot very well disturb the finding of the Regional Board, in that we find that the rate appealed from is the same as the rate in Kingston, ten cents less than the rate in Toronto and the same rate as in Hamilton and within the range of rates in Windsor and so on. These are in a sense reasonably comparable localities, especially the City of Kingston.

Then, from the point of view of the appellant, there is another difficulty involved, namely that the direction of the Ontario Regional Board was actually implemented and

put into effect before a move was made with regard to appeal. We have dealt with this principle once before in the case of a union in the B.C. Electric Railway case, where the Regional Board having made a certain direction the union adopted it in writing and then subsequently appealed on it. At that time we tried to lay down the principle that an appellant could hardly adopt a direction that he was appealing from and then subsequently appeal.

On these various grounds we feel that we cannot disturb the decision given by the Regional Board, and accordingly the appeal will be dismissed.

November 17, 1943.

Re: Canadian Vickers, Limited, Fairchild Aircraft, Limited, and Noorduyin Aviation Limited, and International Association of Machinists (Montreal Aircraft Lodge 712)

Reasons for Decision

This is an application for review of the Board's decision dated March 26, 1943* granting full cost-of-living bonus from March 23, 1943 instead of July 1, 1942 as asked by the Union. The matter first came before the Board as an appeal from the Quebec Regional Board; this time we deal with it following an understanding contained in correspondence between the Chairman of the Board and Mr. Paul Fournier, president of the Montreal Trades and Labour Council. Under the terms of the understanding, the review is to be limited to the sufficiency of cost-of-living bonus payments made between June 30, 1942 and March 23, 1943 under the law in force prior to the amendment adding the proviso to section 34 (3) of P.C. 5963 by which the Board was authorized to adjust the bonus to the maximum level.

With regard to the Board's powers prior to March 23rd, 1943, the Union's counsel relied upon section 46 of the Order. His contention is that the words

"The National Board may, with respect to any employer or employee, or any class of employers or employees, direct that any increase or decrease in a cost-of-living bonus or that the commencement of the payment thereof be made at a time and in respect of intervals other than those specified in section 34."

gave the Board an unfettered discretion to order these employers to pay the full bonus from July 1, 1942. With that proposition we are unable to agree. The intent and purpose of Section 46 is to empower the Board to

except employers from the provisions of a *general order* made under section 34 (1) and (2). This is shown by subsection 2 of section 46 which provides that no action is to be taken under it by a Regional Board.

Subsection 3 of section 34 is a provision having nothing to do with general orders; it gives both Regional Boards and this Board authority to adjust in particular cases the amount of a bonus beyond the amount fixed in the general orders. That it should have been placed among a set of provisions dealing exclusively with the making of general orders may be bad draughtsmanship, but no more. Just because subsection 3 of section 34 and section 46 were placed where they are in the Order does not permit us to draw under the latter section a power which would enable us to disregard, by directing back payments of the bonus as we saw fit, the restrictions otherwise clearly placed upon our authority with respect to an employer's obligation as to cost-of-living bonus.

Although strictly outside the scope of the question under review, the Union was given full opportunity to argue that the amendment of March 23, 1943 had a retrospective effect, a contention against which the Board had previously decided.

On this question, the first rule in the interpretation of a statute is to ascertain its meaning from the language used. Here, what was given the War Labour Boards was a power to remedy "unequal and unfair combinations of wage rates and cost-of-living bonus within an industry" by adjusting the bonus "through the use of a month" other than that of the last general increase in wage rates. This does

*L.G. April, 1943, p. 445.

not mean that, once the increased bonus has been calculated "through the use" of a given month, the Board has the power to impose upon an employer the further obligation of paying it from a date prior to the enactment of the legislation. Retrospective payment is a means of adjustment which the legislating body did not see fit to enact. It went no further than to permit the Board to adjust inequalities by raising the amount of a bonus for the future. Remedial legislation should of course receive a liberal construction but even then the rule is that, unless there is a clear intention in the wording of the enactment itself, retroactive effect should not be given when the legislation creates a new obligation on the employers as was the case here.

It was also argued that by virtue of the Board's by-law No. 11 (5), the National Board's decision should take effect from the date (August 25, 1942) of the decision of the Regional Board from which the appeal was taken, "as if originally made by" the Regional Board. Not only does the argument strain the meaning of the by-law, but to give effect to it would be to impose a substantive obligation by means of a mere regulation of procedure.

Coming to matters more relevant under the exchange of letters between the Chairman and Mr. Fournier it becomes necessary to state briefly the history of cost-of-living bonus payments made by these companies.

The Union's first contract was negotiated in 1940 and expired June 30th, 1941. The negotiations for renewal of the agreement involved increases in rates and led to a Conciliation Board under the Chairmanship of Mr. Justice Fortier. On September 26th, 1941 the Board recommended a schedule of rate increases and suggested that all adjustments in wages during the term of the coming agreement should be made by means of a cost-of-living bonus in accordance with the provisions of P.C. 7440, the order in effect at that time. Prior to the announcement of the Board's report two of the companies had begun paying a bonus representing the rise of the index from November 1st, 1940. The Conciliation Board's report was in large measure adopted by the parties and it served as the basis for the new collective agreement signed on November 19, 1941. The agreement provided that July 1, 1941 was to be the index base date for calculation of the cost-of-living bonus and that the bonus, if any, then

being paid would be cancelled and any amount paid on account deducted from back wage increases accruing from July 1, 1941.

The Union contends that it should be relieved of these terms of the bargain on the ground that the parties misinterpreted the recommendation and it asserts that, P.C. 7440 placing the index date at August, 1939, the workers are entitled to the full bonus for the period under review. We have carefully examined Mr. Feiner's interpretation of the relevant clauses of P.C. 7440 and we cannot agree with it. What the Conciliation Board did was quite in conformity with the prevailing Order-in-Council, namely it recommended rates which in their view brought the wages paid by the employers up to a fair and reasonable level and, *for the future*, that adjustments be made by means of a cost-of-living bonus measured from the effective date of the increase in wages. Obviously, the parties themselves so construed the recommendation and signed the contract. Nor can we alter the terms of agreement on another ground asserted by the Union, namely, the mistaken assumption that the contract had to be concluded before the coming into operation of P.C. 8253. As a matter of fact, the contract was not signed until after November 15, 1941 the effective date of the new Order-in-Council prohibiting war increases without the authority of a War Labour Board. In any event, a perusal of the records discloses that the effect of P.C. 8253 upon this agreement did not become a matter of concern until after it had been signed. Collective agreements, like private agreements, are not to be interfered with except in clear cases of fraud or mistake or as authorized by the Wages Control Orders. We are of opinion that this is not a case where there is justification for intervention.

The first bonus payments began on February 15, 1942 in the amount of 90 cents weekly. On August 15, 1942 the bonus was increased, by the Board's general order, to \$1.50 weekly, the amount paid until the amendment of March 23, 1943 and the Board's decision increasing the bonus to the full amount.

Our review of the matter leads us to the conclusion that all legal requirements as to the payment of the bonus during the period under examination appear to have been lived up to.

Accordingly no finding and direction will be necessary.

November 19, 1943.

Re: Central Aircraft Limited (London, Ontario)

Reasons for Decision

The Company appeals from a decision of the Ontario Regional Board refusing permission to increase basic wage rates of senior foremen and assistant foremen from \$70.00 and \$60.00 per week respectively to \$75.00 and \$70.00 for a 60-hour week. Leave to appeal was granted by the Regional Board.

When computed on an hourly basis, we find that the rates applied for are not out of line

with the rates paid to similar classifications in comparable plants nor would the differentials above the rates paid to lead hands and journeymen be unreasonable.

We approve the rates applied for, subject however to the condition that they be adjusted if and when the normal work week is reduced from 60 hours.

The appeal is therefore allowed.

November 23, 1943.

Re: Canada Packers Limited, Swift Canadian Company Limited, Burns and Company and Gainers Limited, all of Edmonton, Alberta, and Packing Plant Employees Federal Union No. 78, Edmonton, Alberta

Reasons for Decision

This is an appeal by the Union from the Regional Board of the Province of Alberta. The application concerned two matters. One was a request for a five cent general increase and the other a demand by the Union for uniform rates in the plants for each classification at the highest rate paid in any one of the plants. Gainers Limited was not a direct party to the appeal but has consented to be bound by any direction to the other three Companies. The question of the direct wage increase was settled while the appeal was pending so there is only one issue left to decide—namely that of uniformity in rates.

During the course of argument the Board suggested that the matter could best be resolved by a competent referee who could deal with the matter in the plants concerned in the City of Edmonton and have the benefit of conferences with management and Union officials. The suggestion of the Board was acceded to by the parties.

The Board was fortunate in securing the services of Professor J. C. Cameron, head of the Industrial Relations Department of Queen's University. Dr. Cameron spent several days in Edmonton going into the matter. In general he has reached the conclusion that full effect cannot be given to the Union's request but has worked out ranges of rates for classifications to be common in all four plants except in the case of present incumbents receiving pay above the top of the range. In the result quite a number of classifications receive automatic increases to bring their pay to the minimum of the range.

We believe that we should endorse wholly Professor Cameron's report without further hearings. Finding and direction will be issued as recommended in the report and will be forwarded together with copies of the report to the parties interested for their guidance. In the circumstances here we feel it would be fair to make any increases resulting retroactive to the date of the appeal, October 1, 1943.

November 24, 1943.

Re: Dominion Oilcloth and Linoleum Company, Limited (Montreal, Que.)

Reasons for Decision

The Company appeals from findings and directions of the Quebec Regional Board dated July 13, 1943, leave having been granted by the Regional Board. There are two matters involved: *first* the determination under the rules set out in section 13 (P.C. 5963) of the rank of a number of classifications; *second*, wage increases to the chief clerk (credit department) and to the private secretary and confidential clerk.

On the first question, our discretion must be governed by the presumption enunciated in section 13 (2), when an employee receives

a salary at the rate of \$250 or more per month he is to be deemed to be above the rank of foreman or comparable rank, unless the nature of his duties and responsibilities or his relationship to other employees indicates clearly that he is not above that rank. All of the employees concerned are paid well in excess of \$250 per month—two of them in fact in excess of \$10,000 yearly. After a careful examination of the duties and responsibilities of the chief chemist, purchasing agent and sales managers, we cannot say that they are clearly not "of an executive character". On the other hand the plant manager, chief accountant, and comptroller all have under

them employees doing supervisory work. The two foremen are in reality division superintendents and are above the rank of foremen for the purposes of the Wages Control Order. All of these employees are under the provisions of the Wartime Salaries Control Order (P.C. 1549).

With respect to the other branch of the appeal, we do not think that there is ground

upon which we can disturb the decision of the Regional Board.

We refrain from dealing with the rank of the foreman-aircraft division, as this is a new matter and was not submitted to the Regional Board.

The appeal is therefore dismissed.

November 24, 1943.

Re: Brotherhood of Maintenance of Way Employees and Railway Association of Canada

Reasons for Decision

This is an application by the Brotherhood for increased rates of pay and vacations with pay.

We propose to retain the matter as far as wage increases are concerned for determination at a later date. We do this because there is still pending before us an application from some seventeen other Brotherhoods for pay increases and we deem it inadvisable to proceed in an individual application without having before us, as we expect soon to be the case, all comparative factors in the whole railway wage structure.

We have, however, reached the conclusion that we should deal with the question of vacations with pay and now proceed to do so.

Our conclusions on the matter have been somewhat delayed because we deemed it advisable to procure a good deal of information on such an important matter involving so many employees not contained in any of the briefs submitted.* Accordingly, through proper diplomatic channels, we have endeavoured to obtain authentic information as to what is the present practice in other countries particularly on the railways. This has all taken some little time.

There have been numerous public pronouncements on the advisability of vacations with pay in war time conditions. We shall not deal with them exhaustively being content to select a statement of the men best qualified to pronounce with authority upon the subject generally. We refer to the statement of the Right Honourable Mr. Winston Churchill as follows:

First of all, if we are to win this war—and I feel solidly convinced that we shall—it will be largely by staying power. For that purpose you must have reasonable minimum holidays for the masses of the workers, there must. . . . be one day in seven of rest as a general rule, and there must be, subject to coping with bottle-necks and with emergencies which know no law, a few breaks and where possible one week's holiday in the year. Since what I will call

the Dunkirk three months datum period, we have undoubtedly relaxed to that extent. Sunday work is practically eliminated, and brief periods of leisure have been allowed to break the terrible routine strain of continuous employment. I am quite sure that if we had not done so, we should have had a serious crack which would have cost far more in production than these brief periods of rest from labour.

There have of course been pronouncements as well by different Labour Boards including ourselves (Division 4 case).¹ What is perhaps still more important than mere pronouncements on the matter, is the extent to which the vacation with pay is being put into practice as a general condition of work. This Board in its earlier days when differently constituted accepted the principle in its supplementary decision bulletin No. D.B. 17², although it laid down the restriction that the only type of application it was prepared to receive was one by the employer or jointly by employer and employee. We subsequently expressed disapproval with the restriction and stated that in our opinion it was only fair and in accordance with Section 29 of the Wages Control Order that employees should have the right and opportunity to make application without the consent of the employer being required as a condition precedent. This Board and the Regional Boards have received and dealt with a great number of employer applications, all of which has evidenced to us that a steadily increasing number of employers throughout the country have deemed the vacation with pay a desirable condition of work in war time.

We have been unable to see why the non-operating classes of railway workers should be deemed to be in any unique position which makes it imperative that they should not enjoy a privilege more and more generally extended to others. With a view to ascertaining whether such was regarded to be the case in other countries, we have taken the trouble of surveying the situation on our own

¹L.G., June, 1943, p. 752.

²See p. 1636.

initiative. We find that in the United States the vacation with pay has been enjoyed by all railway workers except the running trades since November of 1941. In England it has been extended to the "conciliation grades" since 1919, to the clerical, supervisory and other salaried staffs since 1919-1921, and to the railway shopmen since 1938.

It will be argued of course that this has arisen through collective bargaining prior to the outbreak of war and perhaps was a concession granted as an offset to some other demand. We do not think the argument is by any means conclusive. The fact is that the condition is steadily becoming more and more prevalent and there seems no good reason why the class of railway worker concerned in this application should not enjoy

the privilege merely because the employer does not approve. All working conditions are not necessarily to be of pre-war vintage. Even the Wages Control Order concedes that (Section 29).

Accordingly, effective January 1, 1944, the privilege of one week's vacation with pay in the calendar year will be extended to the hourly rated employees covered by the application. In the case of employees whether hourly rated or otherwise already enjoying a week's vacation or more there will be no change. The formal direction may well embody the conditions laid down in D.B. 17 unless the parties otherwise agree.

Interim finding and direction accordingly.

November 24, 1943.

Re: International Brotherhood of Firemen and Oilers, Round House and Railway Shopworkers and Canadian Pacific Railway Company

Reasons for Decision

In this case on September 15, 1943* we refused to grant an application for vacations with pay pending disposition of an application for wage increases.

In the light of our consideration of the Maintenance of Way case and others involving

vacations with pay we have now reached the conclusion that our former direction should be withdrawn and the application granted to the same extent and for the same general reasons as in the Maintenance of Way case.

Finding and direction accordingly.

November 24, 1943.

Re: Canadian Brotherhood of Railway Employees and other Transport Workers and Canadian National Railways

Reasons for Decision

This is an application for wage increases and vacations with pay.

As we have done in the case of the Brotherhood of Maintenance of Way Employees, we propose to retain the matter as far as wage increases are concerned pending determination of an application filed with the Board but not yet heard so that in deciding the matter

we shall have before us all comparative factors in the whole railway wage structure.

On the other question of vacations with pay we have decided to grant the application to the same extent and for the same general reasons as in the Maintenance of Way case. The reasons in that case are being released concurrently.

Interim finding and direction accordingly.

November 24, 1943.

Re: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company

Reasons for Decision

This is an application by the Brotherhood for vacations with pay as a condition of work.

We have reached the conclusion that the application should be granted to the same

extent and for the same general reasons as in the Maintenance of Way case.

Finding and direction accordingly.

November 24, 1943.

* L.G., Oct., 1943, p. 1350.

**Re: Dominion Coal Company Limited, Acadia Coal Company Limited and
Old Sydney Collieries Limited and United Mine Workers of America,
District No. 26**

Reasons for Decision

This is an application by the Union for wage increases. There were three main claims: (a) Increase in datal rates of \$1.25 per day; (b) Increase in contract rates of 7.8 per cent and (c) Payment of balance of cost of living bonus under the McTague Board award of 1941. Besides these principal claims there were some 175 claims for particular adjustments. The companies' estimate of the overall dollar cost if all claims were granted is \$15,460,225 yearly, or an increased cost on 1942 production figures of \$3.44 per ton of coal.

On the hearing practically no evidence was offered on the particular adjustment demands. The argument was confined in the main to the question of increased datal and contract rates. We propose to deal with the application on that basis.

The conclusion at which we have arrived makes it necessary to deal with the recent strike in the Alberta and British Columbia coal fields and what has resulted directly or indirectly therefrom.¹

In the first place it should be pointed out that this Board is the one regularly constituted body set up to deal with wages in coal mines. In the next place it should be emphasized that a previous application had been before this Board and was finally disposed of on September 2, 1943. The demands on which District 18, U.M.W.A. Executive called a strike vote on September 21, 1943, were never at any time before this Board. Evidently the Union Executive decided as a matter of policy that direct and illegal strike action was the way to achieve its ends rather than take the risk of justifying them under existing wage legislation before this Board. It appears as if the plan has succeeded. The result has not enhanced this Board's prestige. What is perhaps more important is that once again it has been demonstrated that outlaw methods properly timed make quite an impression. Our work in administering the wages order according to its general intent is not made less difficult by such successful outbreaks although in this particular Nova Scotia case our task in reaching a conclusion is made easier by the results obtained by outlaw action in the West. We cannot see why the coal miner

of Nova Scotia who has brought forward his case in the way lawfully provided should be treated in principle with less magnanimity than the coal miner of the West who has achieved his ends by illegal strike action.

Probably no group of persons has a better opportunity for observing how these breakthroughs spread and fan out than we have. We have watched carefully and with a considerable degree of alarm the spread of increasing wages resulting from the breakthrough in steel. We realize what consequences almost inevitably follow. If it was proper for the O'Connor Commission to base its decision—frankly stated to be a compromise one—to any extent on a comparison with United States coal mine wages and shipyard and logging wages in Canada as invited by District U.M.W.A. 18, then who is to say to the railway worker that the same method of comparison is not open to him. This Board's policy seems to have been in error.

The increased wages in the Western coal mines are being met by price increases in coal. We presume that any increase granted to Nova Scotia coal miners will have to be met in the same way. The production per ton per man per day is considerably less in the Nova Scotia mines than it is in the Western mines. The price increase to compensate must work in the reverse way. It is doubtful if price increases can be held to coal alone because of its importance as a factor of cost in other industry notably the railway industry and paper and pulp to say nothing at all of the manufacture of more homely consumable goods.

It must be apparent to all that the process cannot be allowed to ramble on or otherwise the price ceiling must break. When that happens high money wages will purchase too little of the necessities of life for the worker and his family. There will be none left to burn his pocket. We know that sane labour realizes the consequences bound to follow from a break in the price ceiling. The trouble is that sane labour is in the process of being swallowed in a vortex as is also the work of this Board.

Nevertheless in spite of all these considerations and having in mind probable post-war reverberations when Santa Claus on Parliament Hill will be without sufficient funds to extend present benefits and pay his war debts as well, we feel that we must extend to the Nova Scotia miners substantially the same treatment as has been wrung by Mr. Livett

¹ The Report of the Royal Commission on Western Coal Mines is printed in full elsewhere in this issue on p. 1632.

and his associates from the pockets of the consuming public and from the pockets of workers whose destinies Mr. Livett in a professional capacity is supposed to guide. Accordingly, to paraphrase the direction of the O'Connor Commission "having regard to the emergency conditions existing", this Board directs an increase in the wages paid to persons engaged in manual employment in the operation of underground coal mines owned or operated by the three respondent companies in the Province of Nova Scotia of \$1 per day for all day wage, contract and other employees not above the rank of foreman or comparable rank, even though we doubt it will result in greater production of coal.

As to the vacations with pay, the direction of the O'Connor Commission puts us in a bit of a predicament. This Board and its predecessors have given considerable study to this question. As a result, with the Regional Boards we have established a fairly consistent policy during war time of granting one week's vacation with pay with certain safeguards against absenteeism where vacations with pay were not a condition of work prior to November 15, 1941. The O'Connor Commission has evidently embarked on a policy of its own. We must presume that it was done after the most thorough and careful consideration. Nevertheless we do not propose to adopt it. That would be manifestly unfair to thousands of workers who are presently enjoying one week's vacation with pay. Accordingly, although the privilege was not applied for in this case we direct, effective from January 1, 1944, one week's vacation with pay in the calendar year in substantially the terms of Directive Bulletin D.B. 17 unless the parties otherwise agree.

The question of retroactivity in the circumstances here is troublesome. On the one

hand the miners have remained at work without a contract while negotiations were taking place and this application was pending. On the other it is quite clear that the Companies cannot meet the wage increase from their own resources without an increase in the price of coal or a subsidy. Any increase in the price would not permit recoupment for retroactive wages.

On the argument before us on the question of retroactivity it was pointed out that while Mr. John L. Lewis's U.M.W.A. policy in the United States was "no contract no work", that policy had not been adopted in Nova Scotia and that there was a strong feeling that it should be adopted. The Livett policy in U.M.W.A. District 18 in the Western coal mines judged from acts seems to be to make a long term contract and while it is still in force breach it by illegal strike to obtain better than the agreed wages and working conditions. U.M.W.A. policy generally in war time is rather difficult to rationalize. There appears to be one thing in common between Mr. Lewis and Mr. Livett in war time—namely, to by-pass constituted authority—and get away with it.

In the circumstances here we feel there is only one equitable solution. We shall not place U.M.W.A. District 26 in any worse position than U.M.W.A. District 18. Accordingly, we adopt another O'Connor Commission formula and make wage increases retroactive to November 1, 1943. If this results in an undue burden on the Companies perhaps the coal administrator can be prevailed upon.

The application on behalf of workers employed at the International Pier at Sydney and certain adjustments spoken to by Mr. Munro will be dealt with at a later date.

December 3, 1943.

Revocation of "No-Strike" Order in Coal Mines

REFERENCE is made on page 1647 of this issue of the LABOUR GAZETTE, to the passing of Order in Council P.C. 8021 of October 14, 1943, prohibiting strikes and lockouts in coal mining during wartime in view of the national emergency in that industry.

Since its adoption, the new Wartime Wage Control Order P.C. 9384 has been promulgated, providing penalties for non-compliance. Accordingly, the government has enacted Order in Council P.C. 9600 of December 14,

1943, revoking Order in Council P.C. 8021. The text of the revoking Order is as follows.

Whereas the Minister of Labour reports that, having regard to the provision of the Wartime Wages Control Order 1943, Order in Council P.C. 9384, of December 9, 1943, it is no longer necessary or desirable that Order in Council P.C. 8021 of October 14, 1943, prohibiting strikes and lockouts in connection with the mining of coal, should continue in effect.

Now therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to revoke and doth hereby revoke Order in Council P.C. 8021 of October 14, 1943.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the *LABOUR GAZETTE* publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1942 appeared in the *LABOUR GAZETTE* for July, 1943.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Prohibition of Strikes and Lockouts in Mining of Coal

THE following Order in Council, prohibiting strikes and lockouts in connection with the mining of coal for the duration of the war, was passed on October 14.

Text of P.C. 8021

Whereas the Minister of Labour reports that it is advisable, in view of the emergent condition in the production of coal in Canada, to prohibit strikes or lockouts by employees or employers engaged in coal mining in Canada for the duration of the state of war now existing;

Therefore, His Excellency the Governor General in Council, on the recommendation

of the Minister of Labour, and under and by virtue of the powers conferred by the War Measures Act, is pleased to order and doth hereby order as follows:—

1. No employee employed in the operation of any coal mine in Canada shall go on or take part in any strike during the state of war now existing.

2. No operator of a coal mine in Canada shall cause a lockout from a coal mine in Canada during the state of war now existing.

3. No person shall, during the state of war now existing, incite, encourage or aid any operator of a coal mine in Canada to cause a lockout from a coal mine in Canada or any

employee employed in the operation of a coal mine in Canada to go on or take part in any strike.

4. Every employee who goes on or takes part in any strike in contravention of this order shall be guilty of an offence and liable on summary conviction to a fine of not less than twenty-five dollars nor more than one hundred dollars or to imprisonment for a term of not less than one month nor more than three months or to both such fine and such imprisonment in respect of each day or part of a day that such employee is on strike.

5. Every operator of a coal mine in Canada who causes a lockout in contravention of this Order shall be guilty of an offence and liable on summary conviction to a fine of not less

than one hundred dollars nor more than one thousand dollars or to imprisonment for a term of not less than three months nor more than one year or to both such fine and such imprisonment in respect of each day or part of a day that such lockout exists.

6. Every person who contravenes or omits to comply with section 3, of this Order shall be guilty of an offence and liable on summary conviction to a fine of not more than two thousand dollars or to imprisonment for a term of not more than one year or to both such fine and such imprisonment.

7. Notwithstanding anything contained in this Order no fine in excess of five thousand dollars or term of imprisonment in excess of two years shall be imposed in respect of any offence under this Order.

Recent Proceedings Under the Industrial Disputes Investigation Act

DURING the month of November six Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:—

(1) Between the Paton Manufacturing Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 101, United Textile Workers' Organizing Committee (C.C.L.).

(2) Between the Collingwood Shipyards, Limited, Collingwood, Ontario, and its employees, members of Local No. 4, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.).

(3) Between the Dominion Textile Company, Limited (General Machine Shop and Merchant Branches), Montreal, P.Q. and its employees, members of the United Textile Workers of America.

(4) Between the Office Specialty Manufacturing Company, Limited, Newmarket, Ontario, and its employees, members of Local No. 7, National Union of Furniture Workers (C.C.L.).

(5) Between Montreal Cottons, Limited, Valleyfield, P.Q., and its employees, members of Local 100, United Textile Workers of America.

(6) Between West Coast Shipbuilders, Limited, and Hamilton Bridge (Western), Limited, Vancouver, B.C., and certain of their employees, members of various trade unions, as follows: Local No. 1, Boilermakers and Iron Shipbuilders' Union of Canada; Local No. 2, Dock and Shipyard Workers' Union of Vancouver and District; Lodge 692, International Association of Machinists; Local No. 115, International Union of Operating Engineers;

Local No. 1, Amalgamated Building Workers of Canada; Local No. 2, Amalgamated Shipwrights, Joiners and Boatbuilders and Caulkers; Local No. 170, United Association of Plumbers and Steamfitters; and Local No. 3, Amalgamated Electrical Workers.

The text of the reports of the Boards will be found at the conclusion of this statement.

Applications Received

During the month of November, seven applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour, as follows:

(1) From employees of P. D. Bates Company Limited, Ridgeway, Ont., members of the Federation of Industrial Workers (C.C.L.). The dispute, which concerns the negotiation of a collective labour agreement was said to affect 59 employees directly and 22 indirectly. On November 15, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(2) From employees of the Acton Rubber, Limited, Acton Vale, P.Q., members of the

*By P.C. 5963, the National and Regional War Labour Boards are specially charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

United Rubber Workers of Acton Vale. The dispute which developed out of a request for union recognition, seniority rights, classification of work, wage rates for each classification, recognition of grievance committee, closed shop and the re-instatement of three dismissed employees, was said to affect 290 employees. On November 9, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. In his report, the Commissioner recommended that the application for a Board be denied, inasmuch as it was ascertained that the dispute did not come within the scope of the Industrial Disputes Investigation Act as amended. Subsequently the application was withdrawn at the request of the applicant union and the interested parties notified accordingly.

(3) From employees of C. S. Hyman Company, Limited, and Hyman Leaders, Limited, London, Ont., members of Local 25, Shoe and Leather Workers Organizing Committee. The dispute, which was said to affect 210 employees, concerns union recognition and the negotiation of a collective labour agreement. On November 15, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. In an interim report, the Commissioner advised the Department that he had obtained the joint consent of the parties to the dispute, to the holding of a vote in the plant to determine the bargaining agency desired by the employees and that they had agreed to abide by the decision of the election. The company also agreed to recognize the union receiving the vote of the majority of the employees. On December 1 the vote was taken and resulted in the majority in favour of the applicant union which requested that the application for a Board be held in abeyance pending the outcome of negotiations for an agreement with the Companies.

(4) From employees of the Saint John Dry Dock and Shipbuilding Company, Limited, East Saint John, N.B., members of Local No. 3, Industrial Union of Marine and Shipbuilding Workers of Canada. The dispute, which concerns union recognition, was said to affect 92 employees directly and 1,500 indirectly. On November 20, Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(5) From employees of the Aluminum Company of Canada, Limited, Shawinigan Falls, P.Q., members of the International Union of Aluminum Workers. The dispute, which arose

out of a request for union recognition and the negotiation of a collective labour agreement, was said to affect 2,500 employees.

(6) From employees of Knechtels, Limited, Hanover, Ont., members of Local No. 3, National Union of Furniture Workers (C.C.L.). The dispute, which concerns the negotiation of a collective labour agreement covering employees of the company's aircraft division, was said to affect 59 employees. On November 30, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(7) From employees of the Canadian Bridge Company, Limited, Plant No. 3, Windsor, Ont., members of Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America. The dispute, which developed out of the refusal of the company to agree to amendments to the present agreement establishing a voluntary check-off of union dues, was said to affect 787 employees.

Boards Established

On November 5, a Board of Conciliation and Investigation was established to deal with a dispute between the Canadian Marconi Company, Montreal, P.Q., and its employees, members of Division No. 59, Canadian Marconi System, Commercial Telegraphers' Union (L.G., Oct., 1943, p. 1356). Mr. Bernard Rose, K.C., Montreal, P.Q., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he had been unsuccessful in his efforts to bring about a settlement and recommended that a Board of Conciliation and Investigation be established. The personnel of the Board is as follows: His Honour Judge Ian M. MacDonell, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs Walter A. Merrill, K.C., Montreal, P.Q., and Drummond Wren, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

A Board of Conciliation and Investigation was established on November 15, to deal with a dispute between the Dominion Textile Company, Limited (Mount Royal, Colonial and Hochelaga Mills), Montreal, P.Q., and its employees, members of the United Textile Workers of America (L.G., Oct., 1943, p. 1356). Mr. Bernard Rose, K.C., who was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he had been unable to affect a mutually satisfactory settlement of the dispute, and recommended that a Board be established. The personnel of the Board is

as follows: Honourable Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed on the joint recommendation of Messrs D. A. Paterson and Paul Fournier, both of Montreal, P.Q., employer's and employees' nominees on the Board.

On November 27, a Board of Conciliation and Investigation was established to deal with a dispute between the Dominion Rubber Company, Limited (Papineau Factory), Montreal, P.Q., and its employees, members of the Distillery, Rectifying, Brewery and Wine Workers International Union (L.G., Nov., 1943, p. 1498). Mr. Bernard Rose, K.C., Montreal, P.Q., who was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, recommended that a Board be established in view of the fact that the company declined to recognize the applicant union. Mr. Paul Fournier, Montreal, P.Q., was appointed a member of the Board on the nomination of the employees, and at the end of the month the employing company had been requested to nominate a person to be appointed to the Board.

Other Boards Fully Constituted

The Board of Conciliation and Investigation established on October 22, to deal with a dispute between the Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ontario, and its employees, members of Local 189, United Rubber Workers of America (L.G., Nov., 1943, p. 1497) was fully constituted on November 13. The personnel of the Board is as follows: The Honourable Justice W. D. Roach, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs J. J. Robinette, and F. Andrew Brewin, both of Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The constitution of the Board of Conciliation and Investigation established on October 13, to deal with a dispute between the Scott Tool and Machine Company, Montreal, P.Q., and its employees, members of Aircraft Lodge 712, International Association of Machinists (L.G., Nov., 1943, p. 1498) was completed on November 10. The personnel of the Board is as follows: Mr. J. Wright, Montreal, P.Q., chairman, appointed on the joint recommendation of Messrs George S. Thom, Ville la Salle, P.Q., and Paul Fournier, Montreal, P.Q., employers' and employees' nominees on the Board.

Industrial Disputes Inquiry Commission at Arvida

In December, 1942, an application was received for the establishment of a Board of Conciliation and Investigation from employees

of the Aluminum Company of Canada, Limited, Arvida, P.Q., members of the International Union of Aluminum Workers No. 22022. Ten thousand employees were said to be affected by the dispute which concerns union recognition. Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to make an investigation (L.G., Jan., 1943, p. 68). Subsequently, in April, 1943, Mr. R. Trepanier, Industrial Relations Officer, Dominion Department of Labour was successful in obtaining a temporary settlement of the dispute on the following basis: (1) the International Union of Aluminum Workers would be given representation on the Parity Committee administering the agreement between the Company and the National Catholic Syndicate of Aluminum Workers. (2) the International Union would agree to maintain the terms of the existing agreement; and (3) that a representation vote would be taken between November 15 and November 30, to ascertain the employees' desires with regard to their bargaining agency.

In September, 1943, representatives of the International Union indicated that they were anticipating that the representation vote would be taken under the supervision of the Dominion Department of Labour in conformity with the temporary settlement reached in April. The National Catholic Syndicate stated that it had not agreed to the taking of a representation vote but had expressed its willingness to participate in such a vote if, at the time the vote was contemplated, there was either Dominion or Provincial legislation compelling the taking of such a vote. On the other hand, the Company suggested that an examination of the membership records of both unions be made.

On November 19, under the provisions of Order in Council P.C. 4020, the Minister of Labour established an Industrial Disputes Inquiry Commission for the purpose of determining the proper bargaining agency of the employees upon the expiration of the existing agreement between the Company and the National Catholic Syndicate. The Commission was composed of Mr. Cyprien Miron, Chief Conciliation Officer of the Quebec Department of Labour, chairman; and Messrs Louis Philippe Boily and Philip Cutler, members on the nomination of the National Catholic Syndicate and the International Union respectively. Subsequently, on November 23, Mr. Adrien Villeneuve replaced Mr. Cutler as a member of the Commission.

Pending the receipt of the Commission's report, the Company and the National Catholic Syndicate have made a joint application to the Provincial Department of Labour for an extension of the termination date of

their agreement beyond November 30 as provided in the agreement.

Other Disputes Referred to Industrial Disputes Inquiry Commissioner

An application for the establishment of a Board of Conciliation and Investigation was received on October 19, from employees of the Horseshoe Lake Mining Company, Ormiston, Sask., members of Local 2, Sodium Sulphate Workers Union (L.G., Nov. 1943, p. 1496). On November 15, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Man., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

On November 8, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between Grover Mills, Limited, Montreal, P.Q., and its employees, members of the National Clothing Workers' Union, Inc. (L.G., Nov. 1943, p. 1497). In his investigation the Commissioner found that the dispute did not come within the scope of the Industrial Disputes Investigation Act as amended, inasmuch as only two per cent of the company's total production consisted of war work, and therefore recommended that the application for a Board of Conciliation and Investigation be denied. The interested parties were advised that a board would not be established.

An application for the establishment of a Board of Conciliation and Investigation was received on October 27, from the employees of the Dominion Rubber Company, Limited, Kitchener, Ontario, members of Local 80, United Rubber Workers of America (L.G., Nov. 1943, p. 1497). On November 2, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

Notwithstanding the good relationship existing between the parties, the Commissioner was unable to bring about an agreement, and consequently on the recommendation of the Commissioner a Board was established to deal with the dispute and Mr. F. A. Brewin, Toronto, Ont., was appointed a member of the Board on the nomination of the employees.

On November 1, Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was authorized as Industrial Disputes Inquiry Commissioner, to make an investigation of the dispute between Purdy Brothers, Limited, Halifax, N.S., and its employees, members of Local No. 1, Industrial Union of Marine and Shipbuilding Workers of Canada (L.G., Nov. 1943, p. 1497). The Commissioner was successful in having the company and the union reach an amicable settlement of the dispute, and on November 10, the representative of the union requested that the application for a Board be withdrawn. The agreement between the company and the union is summarized in the article "Recent Collective Agreements" appearing elsewhere in this issue.

Other Settlement

On November 30, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., who was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between Canadian Vickers, Limited, Montreal, P.Q., and its employees, members of Local 13, Boilermakers and Iron Shipbuilders Union of Canada (C.C.L.) (L.G., Nov. 1943, p. 1496), notified the Department that he had been advised by the representative of the union that the application for a Board was being withdrawn as an amicable understanding had been reached between the parties in settlement of the dispute between them.

Report of Board in Dispute between Paton Manufacturing Company, Limited, Sherbrooke, P.Q., and its Employees

On November 1, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Paton Manufacturing Company, Limited, Sherbrooke, P.Q., and its employees, members of Local 101, United Textile Workers' Organizing Committee (C.C.L.) (L.G., Oct., 1943, p. 1358).

The personnel of the Board was as follows: His Honour Justice Alfred Savard, Quebec, P.Q., chairman, appointed by the Minister of

Labour in the absence of a joint recommendation from Messrs. D. A. Paterson and Guy M. Desaulniers, both of Montreal, P.Q., the employer's and employees' nominees on the Board.

The report of the Board was signed by the chairman and Mr. Desaulniers, employees' representative. Mr. D. A. Paterson submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of the dispute between The Paton Manufacturing Company Limited, Sherbrooke, P.Q., and employees members of Local 101, United Textile Workers Organizing Committee (C.C.L.)

TO THE HONOURABLE
THE MINISTER OF LABOUR,
OTTAWA, ONTARIO.

Sir:—

The Board of Conciliation and Investigation which was appointed by you to enquire into the above mentioned dispute has the honour to report and recommend, as follows:—

The first session of the Board was held in Montreal, Que., on Friday, October 22, and subsequent sessions were held on Saturday, October 23, and Saturday, October 30.

The employees were represented by:

Messrs. Arthur Williams, M.L.A. of Oshawa, and G. H. Boisvert, of Sherbrooke, Que.

And the Paton Manufacturing Company, Limited, was represented by:—

Messrs. F. R. Daniels and Anderson.

On the 13th of July, 1943, Local 101 Textile Workers Organizing Committee had filed an application for the appointment of the Board of Conciliation and Investigation. The nature and the cause of the dispute were the fact that the Company refused to deal with the union's representatives before being satisfied that the union represented the majority of the plant employees.

On the 26th of July Mr. J. W. Booth, managing director of the Company, advised Local 101 as follows:—

"The Paton Company agrees to recognize the Union as the bargaining agent of its employees and will undertake to open negotiations for an agreement within 3 days after, or July 29, 1943."

The 22nd of October, Messrs. Williams and Daniels had a conference to discuss the details of the contract but the final outcome was that the Company took the stand that it would not discuss and sign any agreement until the different War Labour Boards had finally adjudicated on the wages rates.

It was suggested by the employees that the contract be signed immediately by the Company, with the reserve that the final wages shown be inserted at a later date after the final decision of the Labour Boards, and the wages of the contract to be the wages which should prevail during the life of the agreement.

The employees were holding for an immediate signing of the contract and the Company wanted to wait until after the decisions of the War Labour Boards. It was suggested by this Board and finally agreed by both parties that they would wait to discuss and negotiate a contract, until the final decision of the War Labour Boards, subject to the following conditions:

First: The Company for ordinary matters and labour relations with its employees, agreed to negotiate with a committee consisting of its own employees and union representatives Williams and Boisvert, as a temporary modus vivendi pending the final consummation of a joint agreement between the Union (TWOC Local 101) and the Company.

Second: The Company agree to meet the union representatives Williams and Boisvert at an early date after the decision of the War Labour Boards has been made known with a view of concluding a union agreement.

Third: The Board agree to reconvene to deal with any difficulty which might arise if asked to do so by either party.

Fourth: The union undertakes to do its part to clear away any obstacle regarding wages and other demands by making an immediate application to the War Labour Board.

It is to be hoped that no unnecessary delays will occur, and that both parties should soon be in a position to discuss and conclude an agreement which will cover all matters covering relations between the Company and its employees members of the union.

The whole respectfully submitted,

(Sgd.) Alfred Savard,

(Sgd.) Guy M. Desaulniers.

Montreal, Que.,
October 30, 1943.

Minority Report

Montreal, 3rd November, 1943.

Re: The Paton Manufacturing Co. Ltd., Sherbrooke, P.Q., and its Employees members of Local 101, United Textile Workers Organizing Committee (C.C.L.)

THE HON. HUMPHREY MITCHELL,
MINISTER OF LABOUR,
OTTAWA, ONT.

I refer to the majority report of the Board of Conciliation appointed by you herein, signed by the Chairman, The Honourable Mr.

Justice Savard and by Mr. Guy M. Desaulniers, the representative of the employees and dated October 30, 1943.

I very much regret the necessity, as the representative of the employer Company on the Board, of submitting a minority report which, however, I hereby do.

With the general outline of the case and the proceedings before the Board as stated in the majority report, I am in agreement with the exception of the provisions of condition first appearing on page 2.

In explanation, the Company did agree to negotiate with a committee of its own employees who are members of the Union, on problems or grievances arising within the plant, pending the execution of an agreement. The Company, however, *did not* agree and *does not* agree to discuss such matters with non-employees (Messrs. Williams and Boisvert, paid union officials) until the matter of wages, etc., has first of all been disposed of by the appropriate War Labour Board.

At the last moment the representatives of the Union pressed the Board to recommend such procedure. Instead of recommending the practice, however, the majority report makes it appear as a condition to which the Company agreed, which is emphatically not the case. The majority report errs in the foregoing regard, and the undersigned is confident that his contention will be sustained on your referring the matter to the Chairman of the Board.

It is considered, moreover, that, in view of the recognition of the Union by the Company and the opportunity thereby given to the Union of bringing the matter of wages before the Labour Board for adjustment (which might have been done last July) such matters as discussions with non-employees could very well wait a while longer, with the prestige of no official of the Union becoming impaired.

I have the honour to be, Sir,

Your obedient servant,

(Sgd.) D. A. Paterson.

Report of Board in Dispute between Collingwood Shipyards, Limited, Collingwood, Ontario, and its Employees

On November 8, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Collingwood Shipyards, Limited, Collingwood, Ontario, and its employees, members of Local No. 4, Industrial Union of Marine and Shipbuilding Workers of Canada (L.G. Oct., 1943, p. 1357).

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Toronto, Ontario, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. L. A. Forsyth, K.C., Montreal, P.Q., and Drummond Wren, Toronto, Ontario, appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Mr. Drummond Wren, employees' representative on the Board. Mr. L. A. Forsyth, K.C., submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

Re: Industrial Disputes Investigation Act, and re dispute between Collingwood Shipyards Limited, Collingwood, and its employees, members of Local 4, Industrial Union of Marine and Shipbuilding Workers of Canada.

TO THE HONOURABLE

HUMPHREY MITCHELL, M.P.,

MINISTER OF LABOUR,

OTTAWA, ONT.

Sir:—

The Board of Conciliation and Investigation appointed by you to deal with the above dispute, has now the honour to submit its report.

The complaint of the applicants was: "Refusal on the part of the Company to meet a Committee from the Union to negotiate a Union contract covering working conditions, including Union recognition." The answer of the employer to this complaint was that there was an existing agreement with the employees.

It appears that in 1940 a Board of Conciliation was appointed upon the application of a Local of the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, and several other Unions, all of which were affiliated with the American Federation of Labour. The report of the Board is published in the October, 1940, number of the *LABOUR GAZETTE*. As a result of the report an agreement was signed with the applicant Unions. It should be noted, however, that the Board did not find that these Unions represented a majority of the employees. The agreement signed was between the Collingwood Shipyards, Limited, and its employees, and was signed by the Union representatives on behalf of the employees.

The agreement referred to provided that it should continue to be in force until November 30, 1941, and for each succeeding period of one year, ending November 30, unless notice terminating the agreement be given by either party. Notice of termination was given by some of the Unions in the Autumn of 1941, and negotiations were commenced to settle terms of renewal. At this time the Unions claimed that they represented 90 per cent of the employees. However, to ensure that all parties were represented the employer permitted some employees apart from the AF of L Unions to be present at the negotiations. Discussions continued until January 6, 1942, by which time the terms of a draft agreement had been settled. These terms are in the opinion of the Board rather sketchy; there were two parts to the draft, one relating to working conditions, and the other to wages. It was of course necessary that the provisions relating to wages should be approved by the proper authorities. Such approval however has never been obtained. The employees refused to consummate the agreement until such approval might be obtained; the agreement, therefore, was never signed. It is also clear from the evidence before the Board that its provisions were never actually implemented. On enquiring from the employer if the grievance procedure, etc., and other terms of the agreement were operating, he said that such operation had been "sabotaged" by the present applicants. Whatever may be the facts as to this, the Board is of the opinion that it is impossible for it to find there is an agreement in force at the plant at present.

In view of the foregoing, the Board is at a loss without further evidence to make any recommendation as to the proper bargaining agency for the employees. It is claimed by the applicant Union that they have as paid up members over 75 per cent of the employees, and they say that they doubt if the Craft Unions have any appreciable membership. They have agreed to abide by the result of a representation vote, and have undertaken to retire from the plant if they do not obtain a substantial majority.

The Company's reason throughout for its refusal to agree to a vote has been that they were bound by the existing agreement. For the reasons indicated, the Board is of opinion that there is no such agreement, and therefore recommend that a representation vote should take place, at which the employees may have an opportunity to signify whether they wish to be represented by the applicants or not. It is hoped in view of our findings in regard to the agreement that the Company may agree to the desirability of holding such a

vote to clear up the present troublesome situation. If, however, a vote is not agreed to by the Company, the Board has no further recommendations to offer. It does suggest, however, if a vote takes place, that it would be advisable to reassemble the Board to make recommendations upon the result of such a vote.

All of which is respectfully submitted.

Dated at Toronto this 27th day of October, 1943.

(Sgd.) Ian M. Macdonell,
Chairman.

(Sgd.) Drummond Wren,
Employees' Nominee.

Minority Report

Re: Industrial Disputes Investigation Act, and re dispute between Collingwood Shipyards Limited, Collingwood, and its employees, members of Local 4, Industrial Union of Marine and Shipbuilding Workers of Canada.

TO THE HONOURABLE
MINISTER OF LABOUR,
OTTAWA, CANADA.

Sir:—

The undersigned member of the Board of Conciliation and Investigation established in respect of the above dispute pursuant to the Industrial Disputes Investigation Act reports as follows,—

After hearings of the Board held in the City of Toronto, at which all the interested parties were given an opportunity to present their submissions, it appeared that the so-called dispute arose from the refusal of the employer to meet with representatives of Local No. 4 of the Industrial Union of Marine and Shipbuilding Workers for the purpose of negotiating a collective agreement with its employees, and like refusal by the employer to recognize the said Union as the exclusive bargaining agency of the employees.

It is with great regret that I find myself compelled to disagree in the result with the conclusions of the Chairman of this Board and my colleague, Mr. Wren. Their wide experience in matters of this kind I fully appreciate, and their attitude during the hearings and at our discussions was one evidencing a keen desire to reach a fair, impartial and satisfactory solution of the dispute.

There appears to be little difference between the parties to the dispute as to the facts.

Perhaps the history of labour relations at the plant during the past three years affords

a point of departure from which one can embark upon a study of present conditions as disclosed at the hearings of the Board.

In 1940 the question of Union recognition and the exclusive of a collective agreement at Collingwood Shipyards Limited had resulted in the establishment of a Board of Conciliation and Investigation. The present applicant Union was not, however, interested in or a party to the proceedings before that Board, which had been set up upon the application of various craft unions affiliated with the American Federation of Labor or the Trades and Labour Congress of Canada.

Following upon the report of that Board in October 1940, a collective agreement was concluded between the employing company and its employees which agreement was signed by the craft unions, to which I have referred, on behalf of their membership and had been negotiated by representative employees of the Company assisted by the National or Regional Officers of these unions.

This agreement was, by its terms, to remain in force until November 30, 1941, and thereafter from year to year unless terminated pursuant to the provisions of the agreement on that behalf.

In due time notice was given to the employer by certain of the Unions signatory to the agreement that they wished to re-open or abrogate this agreement and enter upon negotiations for another.

Some point was made before us by a representative of one of the craft unions that his organization had never given notice of termination and had signed no new agreement and that therefore the agreement was still in force as between his union and the employer. In the view that I take of the whole case, I cannot give the effect to this contention.

Negotiations for a new contract were entered upon and at meetings held on the 6th and 7th of January, 1942, agreement was reached between those participating in these negotiations upon all matters in issue save that of rates of wages. Upon this subject, which was then the subject of official enquiry and still awaits decision by the National War Labour Board, it is obvious that the parties could make no binding agreement.

The employees were represented in the negotiations last referred to by individuals selected by themselves and had the benefit of the assistance and advice of officers of their Unions, notably Mr. W. J. Coyle, International Vice-President of the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America. Mr. Wolvin, President of the employing Company, says of that Union that, from a jurisdictional

viewpoint, it represents "much the larger portion of our employee classifications".

Both Mr. Wolvin and Mr. Coyle appeared before the Board and both agreed that during the negotiations of January, 1942, Mr. Coyle acted as the chief spokesman for the employees although there were others present representing them.

The matters agreed upon were reduced to writing and the draft agreement was initialled by Messrs. Coyle and Wolvin. Minutes of a meeting of employees at which the items of the agreement were discussed and approved were produced before us.

The agreement was not signed and has not since been signed and we are informed by Mr. Wolvin, Mr. Coyle and representatives of other craft unions who were interested and were present at the negotiations that the sole reason for the failure to execute it formally was the desire first to have the new wage scales incorporated in it.

It was contended on behalf of the Company and of those unions which had signed the previous agreement that this later agreement was in force and should be recognized by the Board, although, as Mr. Wolvin admitted in answer to the Chairman, the machinery created by it is not now functioning due, as Mr. Wolvin explained, to "sabotage" of the agreement by the applicant Union.

The question which naturally arises is,—was there an agreement in existence under the circumstances which I have narrated above. In my opinion there was a valid agreement consummated by persons duly authorized to represent the parties. I cannot accept the suggestion that it is a prerequisite to the validity and effectiveness of an agreement that it be in writing and signed in a formal way by the parties to it unless some provision of law exists which imposes such a condition. I know of no such provision relative to collective labour agreements.

It is now alleged that since that agreement was reached the employees have changed their Union allegiance and that they now desire to be represented by the applicant Union. It is suggested by Mr. Coyle and those who support his trade union group that advantage has been taken by the applicants of the discontent caused by the failure of the National War Labour Board to settle the wage question and that by promises to remedy that situation the seduction of the employees has been accomplished.

After the conclusion of this agreement the International Unions, through Mr. Coyle and others, continued to press the claims of their members on the wage question, as they had

done before. In the meantime, however, but some six months after the agreement had been reached, the applicant Union entered the labour field at Collingwood and between July of 1942 and May of 1943 had reached a stage of organization which they claim enabled them to assert their right to represent the employees. Before this Board the statement was made that 75 per cent of the employees are now adherents of this Union.

I am of the opinion that the so-called dispute is what is known in trade union parlance as a "jurisdictional dispute", and is in reality a dispute between trade unions and not between employer and employee.

Believing, as I do, that there still exists a valid agreement between Collingwood Shipyards Limited and its employees made in conformity with the principles laid down in P.C. 2685 and in no way conflicting with either the letter or the spirit of any enactment or authoritative decree affecting labour relations, it follows that the outcome of any vote which might now be taken would not and could not alter the intrinsic aspects of my conclusion; and I, therefore, cannot agree with my colleagues that the taking of a representation vote will aid in the solution of the difficulty.

I might add that I have no opinion to express as to the relative merits of the rival unions involved in the controversy, nor do I think that the methods followed by the applicant in this case are altogether foreign to the philosophy of those whom it seeks to displace.

I do feel strongly, however, that in many instances, of which this appears to be one, the welfare of the workmen takes second place to the desire of the leaders of the organization to extend its influence and enhance its prestige.

I also feel that when representatives of employees, duly chosen by them, have in a *bona fide* exercise of their mandate concluded collective bargains with their employers, the best interest of all concerned will be served by requiring that those bargains be honoured and respected regardless of intervening changes of Union adherence or affiliation.

Mr. Wolvin very definitely asserted his preference for dealing with the Company's employees rather than with trade Unions as such, but in practice it appears that the employees in their collective bargaining with the company avail themselves of the assistance and

advice of their trade union officials, who attend at the meetings when negotiations take place, and take an active part in the proceedings; resultant agreements are signed by the trade unions on behalf of their members. This course appears to me to accord with the principles of P.C. 2685 and, as against the practice of recognizing a sole or exclusive bargaining agency, to have the advantage of ensuring that all shades of opinion in the plant can be properly represented on such occasions.

It was made quite clear that the employing company was prepared to accord to the applicant union the same measure of recognition as has been enjoyed by the AF of L or craft Unions since October, 1940, which, of course, means that the applicant Union would be admitted to sign the collective agreement on behalf of its members, and would in due course reflect the strength of its membership in the representation elected by the employees to co-operate with the management in the administration of the agreement.

Such arrangements are to my mind much more truly democratic than a policy of aggressive exclusion of all philosophies but one, and in accepting such a status as was conceded by the Company the applicant Union would display genuine concern for the preservation of harmony in the plant, with no sacrifice of its opportunity to promote and defend the welfare of its members.

In the face of my conclusions as to the existence of the agreement, it is impossible for me to recommend that the status of the applicant Union be enlarged beyond that enjoyed by the other Unions who participated in the negotiations which led up to it, nor can I agree that an interim change in the Union allegiance can be availed of to destroy the agreement before the expiry of its term.

I believe that the proposals made by Mr. Wolvin are fair and reasonable ones and calculated, if accepted and loyally adhered to by the applicant and the other Unions in the plant, to operate satisfactorily in the interest of all parties concerned. I therefore recommend their acceptance as the best and most expeditious method of settling this dispute.

Yours very truly,

(Sgd.) L. A. Forsyth.

Montreal, Que.

November 8, 1943.

Report of Board in Dispute between the Dominion Textile Company, Limited (General Machine Shop and Merchant Branches), Montreal, Quebec, and its Employees

On November 3, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Textile Company, Limited (General Machine Shop and Merchant Branches), Montreal, Quebec, and its employees, members of Local 102, United Textile Workers of America.

The personnel of the Board was as follows: His Honour Justice Alfred Savard, Quebec, P.Q., chairman, appointed on the joint recommendation of Messrs. Walter A. Merrill, K.C., and Paul Fournier, both of Montreal, Quebec, appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Mr. Paul Fournier, employees' representative. Mr. Walter A. Merrill, K.C., submitted a minority report.

The texts of the report of the Board and the minority report follow:

Report of Board

In the matter of the Industrial Disputes Investigation Act and of the dispute between: The Dominion Textile Company, Limited (General Machine Shop and Merchants Branch), Montreal, P.Q. and: Employees, Members of the United Textile Workers of America.

To the HONOURABLE the MINISTER OF LABOUR,
OTTAWA, ONTARIO.

SIR.—The Board of Conciliation and Investigation which was appointed by you to enquire into the above mentioned dispute has the honour to report and recommend, as follows:—

The first session of the Board was held at the Court House at Montreal, Quebec, on Saturday, October 2nd, and subsequent sessions were held on Monday, October 4, and on October 22.

The employees were represented by:—

Mr. R. Kent Rowley.

And the Dominion Textile Company, Limited, was represented by:—

Messrs. F. R. Daniels and Bertrand Boissoneault.

In the brief submitted by the employees it was requested that the Board adjudicate on the following points:—

(a) The recognition of the United Textile Workers of America as the sole bargaining agent between the Company and its employees,

in the handling of their relations and grievances with the Dominion Textile Company;

(b) Acceptance of the company, subject to the approval of the National War Labour Board, of the following:—

1. Payment of a cost-of-living bonus of \$4.25 a week;

2. Payment for holiday of one week for all employees in service for a year or more, and of two full weeks for all employees in service for five years or more;

3. General increase of wages of ten cents an hour for all employees.

The brief also requested that the decision of this Board should apply to all mills of the Dominion Textile Company in Montreal, that is, to the employees of the General Machine Shop, Merchants Mill, Mount Royal, Colonial and Hochelaga.

The company took the stand that they did not consider that Mr. Rowley, as labour organizer, should be allowed to make use of the Industrial Disputes Investigation Act to compel acceptance of his union as the sole negotiating agent for all its employees, unless he could legally establish his right in that respect by proving that this union contained in its membership a majority of the employees. The company, however, stated that if this was satisfactorily established, it would be prepared to meet and negotiate with representatives of the union.

The company further submits that while it is not opposed to unions, it is opposed to one or two individuals, especially when such persons are in no way connected with the company nor even with the textile industry, endeavouring to make a living through foisting their self-created unions upon the company when their membership is practically nil.

This summarizes the requests and contentions of the respective parties.

Under the provisions of P.C. 5963, the question of basic wage rates, wartime cost-of-living bonus, and paid holidays, should be dealt with only by the appropriate War Labour Board. The employing company involved in this dispute falls within the category of regional employer, as defined by the National War Labour Board. Therefore, the present Board cannot consider any question affecting basic wage rates, wartime cost-of-living bonus and paid holidays. The findings of the present Board will only apply to the employees of the Dominion Textile Company (General Machine Shop and Merchants Mill), as the application and the order of the Minister of Labour only apply to the Dominion Textile, Com-

pany, Limited, at the General Machine Shop and Merchants Branch.

It follows therefore that the only point left for adjudication by the present Board is as to whether the United Textile Workers of America should be accepted as the bargaining agent of the employees with the company.

The United Textile Workers of America, affiliated with the American Federation of Labor, began organizing a local in the Fall of 1942; and in May, 1943, letters patent were issued by the Head Office of the American Federation of Labor constituting Local 102 for the purpose of looking after the interest of the employees of the Dominion Textile Company who were members of the local in their dealings with the company.

The mode of initiation of employees in the United Textile Workers of America was as follows:

Application for admission was signed by each candidate for membership, who, upon such application, paid an initiation fee of \$2 and stated that he wished the United Textile Workers of America to represent him in all matters relative to employer and employee as to wages and working conditions.

Previous to the issuing of the letters patent the cards and fees paid were kept in the head office of the United Textile Workers of America in Montreal. After the letters patent constituting Local 102 were issued, the funds were kept by the officers of the local; and the cards of the members previously admitted, together with the cards of further applicants for membership, were kept by the treasurer.

Up to the present time the local has neither books nor ledger showing the exact number of members in good standing; their only way of ascertaining such information is by reference to the cards.

A copy of the constitution was filed. It is provided therein that a member, upon joining the union and paying the initiation fee, remains in good standing until struck off the list by the officers for nonpayment of dues or other reasons.

The fact that a member is in arrears does not thereby automatically entail suspension; such suspension has to be decided by the officers of the union and the officers may use their discretion. It was stated that during the organization period, officers will not insist upon, not enforce the payment of monthly dues.

In May, 1943, and up to the end of June, 1943, representatives of the United Textile Workers of America entered into negotiations with the company seeking to have their

union recognized as bargaining agent for the employees; but such negotiations were unsuccessful.

On June 25th the United Textile Workers of America filed an application with the Department of Labour for the establishment of a Board of Conciliation and Investigation, to arbitrate between the employers and employees; the main grievance being the refusal of the company to meet representatives of the union for the purpose of making an agreement covering wages, hours and working conditions.

On June 19th the company sent Mr. Kent Rowley, Canadian representative of the United Textile Workers of America, the following letter:

"We must advise you that before we will consider any dealings with your Union, you must first present us with an audited and sworn statement showing the number of our employees who have been members of your Union for the past three months, and for whom there has been no waiving of dues or initiation fees."

On June 25th, Mr. Rowley replied:

"We would draw to your attention that it was only after June 1st, not before, that we forwarded to you a communication stating that we represent a clear majority of the employees of the General Machine Shop and Merchants Branch, and, therefore, desire to open negotiations. We are rather perplexed, therefore, by your reference to employees who have been members of our Union for the past three months. We may say, however, that at no time has our Organization waived dues or initiation fees requirements, and when we speak of a clear majority of employees in the Union, we are naturally referring only to members in good financial standing.

"Your proposal that we submit an audited and sworn statement of our membership is inadequate, in view of the fact that nowhere do you state that upon submission of such statement you are prepared to negotiate with our Union, and further, because such procedure is not to our knowledge recognized by the Department of Labour. In other words, you do not commit yourselves to accept its results as binding.

"There is, however, a procedure which is recognized by the Department of Labour, that is, the holding of the representation vote. We, therefore, propose officially to you, that a representation vote administered by Officials of the Federal Department of Labour, be held in order to determine the bargaining agency for the employees."

And further on in the letter Mr. Rowley adds:—

"We shall be fully prepared to give adequate proof before an Enquiry Commissioner appointed by the Department of Labour that we represent a majority of the employees concerned."

On June 28th a telegram was sent to the Company by Mr. Clovis Blache, Secretary of Local 102, United Textile Workers of America, reading:—

"Executive appointed Standing Committee to meet Company for purpose discussing employees representation. Propose meeting Friday latest as situation urgent. Employees vote strike authority to executive, but feel meeting with Company can clear up situation."

On the 29th the Dominion Textile Company, Limited, replied as follows:—

"Your telegram of June 28th and your letter of June 25th, together with your application for establishment of Board of Conciliation and Investigation, dated June 25th, reached us concurrently today. We will, therefore, prepare and transmit our reply to the Registrar and send you a copy in accordance with Sec. 20 of the Act."

This reply was sent to Mr. M. M. Maclean, Director of Industrial Relations and Registrar, Department of Labour, Ottawa, on June 30th. It reads as follows:—

"We have declined the invitation of Local 102 U.T.W.A. to enter into negotiations with them as representing our employees, for reasons which appear to us to be sound and proper, as follows:—

(1) We have no ground for believing that the U.T.W.A. has a bona fide membership of substantial proportions amongst our employees as a whole in the two units included in their application.

(2) We have no faith in the integrity of the persons who have been active in the organization activities of the two units concerned.

(3) We know that such membership as has been obtained has been built up on false statements and fantastical promises by the organization.

(4) We can see no element of stability, responsibility or equitability in any agreement which is evolved from negotiations with these factions.

Under the circumstances we do not consider the establishment of a Board of Conciliation and Investigation will serve any beneficial purpose."

On July 1st copy of the reply to Mr. Maclean was forwarded to Mr. Blache, Secretary of Local 102 U.T.W.A.

On July 17th Mr. Rowley wrote Mr. Maclean, as follows:—

"Our delegation appeared before the Enquiry Commissioner July 15th quite prepared to conclude as speedily as possible, and, therefore, offered amicable negotiations with the Company. The Company claimed that they were not satisfied that the Union represented a majority of the employees. We, therefore, stated that, though in principle we insisted that we have every right to the vote, for purposes of satisfying all parties, we would agree to produce our signed original application cards to the Commissioner for proof of our majority. The Company asked for a delay in the proceedings, and the enquiry was adjourned to the following day. On July 16th we appeared with all the necessary evidence and submitted same to the Commissioner. The Company raised countless objections, but principally insisted that the cards be checked

against the Company's payroll. We then asked that the Company give us the guarantee that, in the event that such a check should prove that the Union represents the majority of the members, the Company would recognize us as bargaining agency for the employees. We specifically went out of our way to make clear that by this we did not imply that the Company would have to accept the conditions of our proposed agreement. However, the Company would give us no such guarantee. Under such circumstances, we asked of the Commissioner to recommend the setting up of a Board of Conciliation.

To our astonishment the Company challenged the Commissioner's right to make any such recommendation, even if he was satisfied that we had represented the majority, on some abstruse legal technicality. When the Commissioner insisted that he would make his report, both the Commissioner and the undersigned were threatened with Court proceedings, and the Company's Counsel, Collins, specifically menaced the undersigned that if he persisted in his stand, he would be faced with the treatment of the Marconi Company towards its employees.

We believe that the Dominion Textile Company is definitely challenging the authority of the Department of Labour. Our Union has carefully followed proper procedure and respect the recommendations of the Government. We feel most strongly that your Department must act with energy and decision towards such companies as this.

We would therefore urge that you take steps to establish immediately a Board of Conciliation and Investigation to look into this case so that a decision may be rendered at the earliest possible date."

On July 21st Mr. Rowley wrote Mr. F. R. Daniels, manager of the Merchants Mill, as follows:—

"We are willing to submit our original application cards to be checked against the payroll of the Company as of the date of application for a Board of Conciliation, provided that,

(a) Should such an examination prove that a majority of the employees of the General Machine Shop and Merchants Mill are members of the Union, the Company will immediately agree to recognize the Union as the bargaining agency for the employees of these two plants for a period of at least one year.

(b) The Company will within one week after such proof is afforded open negotiations with the representatives of the Union with a view towards the conclusion of the collective agreement on wages, hours and working days.

It is clearly understood that the recognition of the Union as bargaining agency does not imply acceptance of the wage and other conditions proposed in the contract submitted to the Company, but it does imply that negotiations will take place between the Company and the Unions on these proposals. If in the course of negotiations it is impossible to reach an agreement on wages, same will be referred to an impartial arbitration board, such as the National Wartime Board for decision. In the Interval, the Union would continue to speak on behalf of the employees and would officially be recognized as their representative."

The firm of Coulter & Coulter, Chartered Accountants, was named by Mr. Bernard Rose,

K.C., to count the membership cards of the employees of Local 102, and compare them with the payroll of the Company. Their report was that 637 names appearing on these cards appeared on the payroll of the Company. The total number of employees was 1,030.

On August 9th Mr. Rowley wrote the Dominion Textile Company, as follows:—

"It has now been definitely established even by the procedure which you yourselves proposed, that our Union represents a clear majority of the employees in the Merchants Branch and General Machine Shop. The Company stated before the Enquiry Commissioner that, should such a majority be proven, negotiations would be instituted without delay.

We, therefore, propose to you that a date be set within a delay of a week for the opening of negotiations. We, at the same time, draw your attention to the fact that some period of time has elapsed since we first proposed negotiations, and that in the interval developments have taken place that have been profoundly disturbing to our members, such as negotiations with an organization that does not by any means represent the workers in your mill.

On this and other accounts we must point out to you that should negotiations not be opened by the 18th of this month between our Union and your Company, the question shall be referred to a general meeting of our boards in Montreal for their action.

At the same time, our conference resolved to request that a meeting be held between the management of the Company and the General Committee elected to represent all six mills in the Montreal area for the purpose of discussing problems common to all the mills".

On August 11th the Company replied, as follows:—

"We have had recent word from Mr. Bernard Rose, K.C., Enquiry Commissioner, that his auditor, having compared your membership cards with the payroll of our Merchants Branch and of our General Machine Shop, purports to find that sufficient names are shown on the cards, which are also to be found on the payrolls, to constitute a bare majority of the total number of names on the payrolls. Based on this evidence we are prepared to give consideration to any representations which you may care to make on behalf of our employees in Merchants Branch and in the General Machine Shop.

"We will not participate in any such meetings as suggested in the sixth paragraph of your letter. An attempt on your part to go beyond the limits of Merchants Branch and General Machine Shop in any negotiations entered into with us on the basis of the Enquiry Commissioner's findings will lead to a suspension of such negotiations and you should be governed accordingly."

On August 3rd Mr. Rowley replied, as follows:—

"We gather from the substance of your letter that your Company will open negotiations with our Union. At a special meeting of our Executive Board held last night, a Negotiating Committee was duly appointed for the Merchants Branch and General Machine Shop. It was also decided to propose that negotiations should open next Wednesday, August 18th, at 10 a.m.

This should give adequate time to the Company to make any arrangements required. Will you kindly contact our office by Monday so that we may advise our Committee of the exact place of our meeting."

On August 16th Mr. Rowley wrote the Company as follows:—

"The following are the main points for our discussions:—

(1) Recognition of the U.T.W.A. as bargaining agent, same to include grievance and machinery.

(2) Vacations with pay.

(3) Cost of living bonus.

(4) Wage adjustment.

(5) Hours of work and overtime.

(6) Production problems.

Kindly notify us of the exact time for the opening of negotiations."

On August 25th the Company sent the following message to Mr. Rowley:—

"In order that there be no misunderstanding concerning points adopted this morning, please take note of the following:—

(1) This Company will oppose before the Regional War Labour Board any demands made by your Union for increased wages, additional vacations with pay, or increased cost of living bonus.

(2) This Company will grant your Union exclusive bargaining rights on behalf of the employees of Merchants Mills and General Machine Shop, provided proposed contract is satisfactory in all other respects, including points concerning wages and cost of living bonus, as detailed above."

On August 28th Mr. Rowley replied to this telegram, as follows:—

"We are in receipt of your telegram of the 25th, in which you state the Company will oppose all proposals for increased wages, cost of living bonus, or full week's vacation with pay. In it you also state that you are willing to accord exclusive bargaining rights to our Union in the plants concerned.

May we say that the report of the results of our negotiations to date was presented by the Negotiating Committee to the Executive Board of our St. Henri Local Union. We also reported upon the final proposals which we shall list here, made with the approval of our Boards:

(1) Recognition of Union as exclusive bargaining agent;

(2) Acceptance of the Company's proposal on vacations for this year, provided that it is definitely accepted in the contract that a full week's vacation be given for next year;

(3) The full cost of living bonus of \$4.25 per week;

(4) A general increase of five cents per hour for all employees, and another five cents per hour to all employees with the proviso that this latter is to be paid only to those who do not miss time over their two weeks pay period unless with valid cause.

It was the feeling of the Executive Board that, failing an agreement with the Company on the basis of these proposals strike action would be undertaken. A report upon negotiations was also made to a general meeting of the employees of the six plants of the Company in Montreal. The Company reported

that it felt itself unable to sign an agreement unless wage alterations were included. This position was very strongly supported by the meeting. Subsequently, two motions were adopted, the gist of all which was that it was the opinion of the meeting that failing an agreement on these points above, no employee of the Company's mills in Montreal would work after September 11th, 1943, until such agreement was concluded.

We regret exceedingly to be required to report that such action was undertaken because it appears to us that the points at issue are such that agreement can be found with good will on both sides. However, a blank refusal on the Company's part to even consider wage improvements leaves the employees with very little choice.

We trust sincerely that you have not been misled by false reports with respect to the decisions taken, as one might judge from the statement accredited to the Company in the press. For any one who attended the meeting held August 25th and listened to the unanimous and enthusiastic call for a cessation of work could not doubt that it was a real expression of a determination to employ all measures necessary to right the injustices presently prevailing."

On the 30th of August Mr. Daniels replied, as follows:—

"The only portion calling for any comment on our part is the third paragraph on page 2 of your letter. Since we have already told you definitely that we are neither prepared nor in a position to discuss wage increases or increases in present cost of living bonus with the Negotiating Committee which you have set up, purporting to represent the employees of our Merchants Mill and General Machine Shop, no good purpose can be served by a further meeting with that group.

We notified you in our letter of the 11th of August, 1943, that any attempt on your part to exploit the negotiations between the Negotiating Committee at Merchants Branch and the Company for the purpose of involving our other mills in the Montreal area, would lead to a breakdown in negotiations. It is only too evident from your letter of the 28th of August, and your actions since the 11th of August, that you have ignored that condition, and it would appear that you are doing your utmost to mislead some of our employees in the district into an illegal strike."

The foregoing summarizes the negotiations that took place between the Company and Mr. Rowley. They were broken off in September and on the tenth of that month the appointment of the present Board was authorized by the Minister of Labour.

At the hearing, the representatives of the employees agreed to restrict their demands to the recognition of the United Textile Workers of America as bargaining agent between the Company and its employees. Consequently, the question of wages, payment for holidays and cost of living bonus would be reserved for adjudication by the different War Labour Boards appointed to deal with such matters.

In its brief, dealing with the question of the recognition of the Union, the Company states:—

"The policy of the Company is to discuss matters relating to its employees with any suitable and responsible organization which the employees, in a clear-cut majority of their members elect to join as bona fide members. The Company is and always has been prepared to discuss matters relating to their employees, and to negotiate with any labour union which represents in its bona fide membership the majority of its employees.

The difficulty is that there has never been established to our satisfaction that Mr. Rowley and Miss Parent represented our employees, although they have claimed on many occasions that they do so—they claim that Local 102, which is a union of their own creation, represents the majority of our employees in the Merchants Mill and the General Machine Shop. And further on the Company states:—

"The Company has not any information as to the membership of the Union of Mr. Rowley and Miss Parent. All the Company requires is legal proof of their claim that their Union contains in its body by membership a majority of the employees of our Company in our Merchants Mill and in our General Machine Shop. It is stated that when the Board of Conciliation was first applied for, Mr. Bernard Rose, K.C., was appointed a Commissioner to examine the claims of Mr. Rowley and Miss Parent. According to the Company the only way to establish the membership of Mr. Rowley's Union was to examine the books of the Union and to find out the membership from these books. Both Mr. Rowley and Miss Parent flatly and categorically refused to permit the examination of the books, but instead produced a number of application cards which they claimed were application cards signed by the employees for membership in their Union. It was pointed out at the time to Mr. Rose that application cards for membership meant nothing. An application to become a member in the Union does not constitute that applicant a member until the application is accepted and the amount required to be paid has been paid.

It is further stated that Mr. Rose refused to exercise the Board powers conferred upon him as a Commissioner and decided to take the application cards upon their face value as positive, official and conclusive proof of the parties named therein as being members in good standing of Mr. Rowley's Union and that they were also employees of the Company in the General Machine Shop and in the Merchants Mill. Finally, Mr. Rose directed that the names on the application cards be compared with the payrolls of the Company, and this checkup showed that 627 names contained on the application cards were found to be on the payrolls of the General Machine Shop and the Merchants Mill.

Though the Company was not satisfied with the way Mr. Rose had conducted the enquiry, and with his failure to force Mr. Rowley's Union to prove their paid up membership in a legal way, the Company decided to meet Mr. Rowley to consider representations made by him to see if it were not possible to negotiate an agreement.

Mr. Rowley asked that the company and the Union make a joint request under Wartime

Wages Control Order to increase wages, which the Company refused to accept."

The Company, however, stated that it was prepared to enter into an agreement with Mr. Rowley's Union constituting such union as bargaining agent, that such agreement would include the usual clauses contained in such documents agreed to by the parties but excluding all question as to wages.

Mr. Rowley in his reply stated that such an agreement would be a mere scrap of paper, that it would mean nothing, and that it would not be acceptable to the members of his Union.

That is a summary of the statements contained in the briefs submitted by the parties.

On October 5, 1943, the National War Labour Board, Mr. Justice McTague presiding, heard an application of the United Textile Workers of America, presented by Mr. Rowley, requesting a general increase of ten cents an hour in all the mills of the Dominion Textile Company, Limited, in Montreal, and in the mills of the Montreal Cotton Mills, Limited, at Valleyfield.

The application was dismissed by the Board as it was not clearly shown that Mr. Rowley and his Union had been duly and legally named agents of the employees in these mills. However, the Board stated that seeing that the matter was presently under consideration by two conciliation boards in Montreal, it would reserve the right of the employees to submit the matter again when the conciliation boards would have rendered their decision and made recommendations as to whether or not the United Textile Workers of America were the legal representatives of the two textile companies.

It should be noted that there is only one really active Union at the mill, such Union being Local 102 of the United Textile Workers of America.

At one time the National Catholic Syndicate acted for a group of the employees of the Dominion Textile Company, Limited, but they seem, of late, to have suspended or limited the field of their activities; at any rate, they do not seem to be very active.

Any union claiming to represent a group of employees must clearly show by other evidence than mere statements that they are entitled to represent such group of employees. Of course, in matters concerning labour disputes much latitude and discretion is allowed conciliation boards as regards to evidence submitted and there is no doubt that such boards should not be as strict as a judicial court in that respect. Very frequently such cases are

handled by persons who are not familiar with the laws of evidence and with the procedure that should be followed. Very frequently they have not had the assistance of legal counsel in preparing their briefs. It is therefore incumbent upon the members of Board that judgment should be exercised in considering as to whether or not the employees really desire to be represented by a particular trade union.

In the present case, there are in the neighbourhood of one thousand employees at the mill. A check-up of the names on the application cards with the payrolls of the Company has established that six hundred and twenty-seven names appearing on the application cards were found to be on the payrolls of the General Machine Shop and the Merchants Mill.

Since the check-up was made some employees may have left the Company and may have been replaced; but the check-up shows that a large number of the employees of the Company want to be represented by the United Textile Workers of America as their bargaining agent.

It goes without saying that the organizers and officers of the Local should have sought to have had a proper system of bookkeeping and auditing set up and thereby showing at a glance the number of members in good standing.

It was stated by way of explanation for such lack of evidence that in a period of organization some things are left undone which would be attended to in due course.

However, beyond anything that might be said on either side, there always remains the fact that the majority of the employees have manifested their desire to form a union and have their interests looked after by the United Textile Workers of America.

It was admitted by officials of the company, at the hearing, that if a vote were taken of the employees as a whole, a substantial majority would have stated that they were in favour of being represented by the United Textile Workers of America.

Such is undoubtedly the desire of the majority of the employees of the company, and in itself satisfactory evidence that they are behind this application and its conclusions. It is true that the evidence submitted would not be sufficient, if the law respecting evidence was strictly enforced; but, as already stated, in all matters pertaining to labour and the study of problems arising in that connection Boards can exercise their discretion in appreciating and weighing the evidence.

In this case the Board considers that if a vote were taken a substantial majority would

vote in favour of being represented by the union; and it may be added that on this particular question the officials of the company are also of that opinion.

Therefore, the present Board considers that it is in the best interest of all concerned that the desire and wish of the employees be approved and sanctioned and that the United Textile Workers of America be, accordingly, recognized as the bargaining agent.

It is only fair to add that this arrangement will only avail if both parties put aside their past grievances and make a sincere and honest effort to co-operate in the making of a contract which will render their relations smoother and more peaceful.

It may also be pointed out that it would be in the best interests of the local and its members if the organizers and officers would immediately engage the services of qualified accountants to set their books in proper shape.

It is recommended that the treasurer be bonded. This officer is in charge of large sums of money which he holds in trust for the employees and protection should be given them. Moreover, in the preparation of any memorandum, brief or demand, evidence in support of their contentions should always be presented. It must be understood that the Board will exact something more than a mere statement of the representatives of the Union.

The organizers and officers of the union should bear in mind that they must first and foremost look after the interests of those whom they represent rather than their own prestige or the prestige of their particular union. A great responsibility rests upon them inasmuch as from their actions very serious consequences may follow which will affect thousands of employees and the members of their families.

They must be firm at times, but even then they should be reasonable, tactful, courteous and conciliating in all their relations with their employers.

Trade unions have now become a business and should be run properly as a sound business should be, if the employees of a large industry are to derive the fullest benefit resulting from organized labour.

On the other hand, the company should give a sympathetic hearing to any reasonable demand on the part of their employees; because, after all, they are partners, each contributing their share in the industry and in the making of profits.

The whole respectfully submitted.

Montreal, Oct. 29, 1943.

(Sgd.) Alfred Savard, *Chairman*.

(Sgd.) Paul Fournier.

Minority Report

Re: Conciliation Board established in respect of disputes between Dominion Textile Company Ltd., Montreal, P.Q. (General Machine Shop and Merchants Branches), Employer, and Members of Local 102, United Textile Workers of America, Employees.

TO THE HONOURABLE

HUMPHREY MITCHELL, P.C., M.P.,

MINISTER OF LABOUR,

OTTAWA, ONT.

The Board of Conciliation having been established by the Minister of Labour, composed of The Honourable Mr. Justice Alfred Savard as Chairman, Mr. Paul Fournier, nominee of the Employees, and Mr. Walter A. Merrill, K.C., nominee of the Employer; two public sittings of the Board took place, after which the Board adjourned to deliberate.

After a full discussion between the members of the Board of the submissions and arguments of the parties at the hearings, I find myself unable to agree with the majority of the Board for the following reasons.

The principal question at issue was whether Local 102 of the Union had such a majority of members in good standing as to warrant its recognition as sole bargaining agent for the employees in the two plants.

The Company's representative, Mr. F. R. Daniels, took the position that the Company was and always had been prepared to discuss matters relating to their employees and to negotiate with any labour union which represents in its bona fide membership the majority of its employees, and that the Union had not and could not establish, to the satisfaction of the Company or the Board, its clear right to represent the majority of the workers, by such means as would leave no reasonable doubt on the subject.

The Union, on the other hand, contended through its representative, Mr. R. Kent Rowley, that as a result of an investigation made by Mr. Bernard Rose, who had employed the services of a chartered accountant, it had been established on a comparison of cards of application for membership in the Union with the pay-rolls that out of 1021 employees, 627 had application cards.

The War Labour Board, as recently as the 5th of October, 1943, in the matter of Montreal Cottons Limited and United Textile Workers of America, Local 100 (Valleyfield, Quebec) maintained the principle that "the Union would have to establish its clear right to represent the majority of the workers and establish it by legal means."

I doubt that the War Labour Board, in using the term "*legal means*", meant to convey or hold that such legal proof as is required in a court of justice should be exacted, but I do think the words were intended to mean, such conclusive evidence as will leave no doubt in the minds of the employers or the members of a conciliation or other board that the contention of the Union is founded on facts which can be substantiated.

It would appear to be a fair statement to say that unions have reached that stage in the economic life of this country that they may be said to be comparable to any ordinary business organization and, as such, (considering their claims of a large membership with the consequent handling of considerable sums of money) should keep such records, documents and books of account as the importance of the organization would necessarily require to be kept.

Members of the Board repeatedly attempted, without success, to obtain from the union representative definite information as to the manner in which the records and books of the Local and Union were kept, in order to be able to explore and check the statement that the Union had a bona fide paid-up majority membership of the workers in the plants.

Although the Board had the power under Section 31 of the Industrial Disputes Investigation Act to order production of such books, papers and documents as it required, the majority of the Board decided not to re-open the hearings and exercise that power, accepting Mr. Rowley's statement that the Local was in course of being organized and that the records would not disclose anything else but applications for membership cards.

If, as appears to be the case, the Union has no by-laws, rules or regulations stating specifically how a person becomes and is accepted as a member, when and under what conditions his membership ceases and such other books and records as have become the recognized and universal practice to have kept in all types of organizations, then how can the Union expect their contention to be supported by such unsatisfactory and flimsy evidence as it relies upon.

I am not prepared to accept, as evidence and proof of bona fide and paid-up membership in the Union mere application for membership cards unsupported by some evidence that the applicant has been accepted as a member according to some rule or regulation, together with some entry or entries in books of account which could be checked in order to establish whether the member has actually made his initial payment on appli-

cation and is a bona fide paid-up member at the time the check is made.

I do not accept the answer which was given that, although it may be usual and customary in clubs and other organizations to keep membership lists, books of account, by-laws and rules, etc., it is not adopted by the Union because it would require a large clerical staff, would be complicated and cumbersome, by reason of the large membership.

It is my submission that before a Union can claim the right in a plant to be the sole bargaining agent for the employees, it must, *before any vote is taken by the employees at large*, on the question of whether the employees at large wish to be represented by the Union or not, first—"establish its clear right to represent the majority of the workers and establish it by legal means."

The fact that at one time the Company, in order to avoid a threatened strike, agreed to negotiate with the Union representatives, which came to naught, because the Union representative insisted that the negotiations must include matters dealing with wages, cost-of-living bonus and vacations with pay (see correspondence submitted with application for Board, extracts of which are contained in the majority report), being matters that the negotiating committee knew or should have known were of such a nature that the War Labour Board alone could deal with, does not now relieve the Union from its obligation to satisfy this Board by legal means that it had a majority of members in the two plants.

I cannot agree with the statements on Page 19 of the majority report that the officials of the Company admitted at the hearing that if a vote were taken of the employees as a whole, a substantial majority would have voted in favour of being represented by the Union.

My recollection of what the representatives of the Company stated was that a vote of the employees at large would mean nothing more than a vote in favour of an increase in wages and that a vote of the employees at large was not the proper means of establishing that the Union had a bona fide paid-up majority membership of employees in the Union, which would entitle it to become the sole bargaining agent.

I am fully in accord with the majority of the Board that qualified accountants should be employed by the Union to set their books in proper shape, that the treasurer be bonded and that the Board should exact something more than the mere statements of representatives of the Union, likewise that the organizers

and officers of the Union should bear in mind that they should first and foremost look after the interests of those whom they represent rather than their own prestige or the prestige of their particular Union.

Under the circumstances, I conclude and recommend that Local 102, United Textile Workers of America, should not be recognized as representing the majority of the workers

in the General Machine Shop and Merchants Branch of the Dominion Textile Company Limited.

Montreal, 2nd November, 1943.

The whole respectfully submitted,

(Signed) Walter A. Merrill,

Member of the Board.

Report of Board in Dispute between the Office Specialty Manufacturing Company, Limited, Newmarket, Ontario, and its Employees

On November 2, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Office Specialty Manufacturing Company, Limited, Newmarket, Ontario, and its employees, members of Local 7, National Union of Furniture Workers (C.C.L.) (L.G. July, 1943, p. 922).

The personnel of the Board was as follows: Dr. Alexander Brady, University of Toronto, Toronto, Ontario, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. Bora Laskin and J. J. Robinette, both of Toronto, Ontario, appointed on the nomination of the employees and employer respectively.

The report of the Board follows:

Report of Board

Re: Industrial Disputes Investigation Act and re-dispute between the Office Specialty Manufacturing Company, Ltd., Newmarket, Ont., and employees, members of Local 7, National Union of Furniture Workers' (C.C.L.)

THE HON. HUMPHREY MITCHELL,
MINISTER OF LABOUR,
OTTAWA, ONT.

Sir:—

The Board appointed by you to investigate the dispute caused by the refusal of the Office Specialty Manufacturing Company to recognize Local 7, National Union of Furniture Workers, begs to submit its report. The background of the dispute may be briefly sketched. Early in January, 1943, the Office Specialty Employees' Welfare Association was organized, and on January 22, 1943, it signed an agreement with the Office Specialty Manufacturing Company which recognized the Association as the sole collective bargaining agency for all the hourly paid workers employed by the Company. A month later, on February 22, Local No. 7 of the National Union of Furniture Workers sought from the Company recognition as the bargaining agency on the ground that it, rather than the Employees' Welfare

Association, represented the majority of the employees in the plant. The Company refused to take any steps to recognize Local No. 7 of the National Union of Furniture Workers, and consequently on March 9, 1943, the Union applied for a Board of Conciliation. Mr. J. P. Nichol, on behalf of the Department of Labour, investigated the dispute, and on May 18 conducted an election in order to determine whether the employees desired to be represented by the Union or the Welfare Association. The result of this election was:

Number of eligible voters.....	309
Number of votes cast.....	298
Number voting for Welfare Association.. . . .	140
Number voting for National Union of Furniture Workers.....	155
Number of spoiled ballots.....	3

The vote thus revealed that a majority of the hourly paid employees wished to be represented by the National Union of Furniture Workers, but the Office Specialty Manufacturing Company had not previously bound itself to negotiate with the Union if the latter obtained a majority decision. Hence the vote of May 18 brought no change in the formal arrangements between the parties; namely, the Office Specialty Manufacturing Company adhered to its existing agreement with the Welfare Association and continued to recognize it as the bargaining agency, whereas the National Union of Furniture Workers was naturally more convinced than ever that it should be considered the proper bargaining agent for the employees.

On June 17, you appointed the present board which, after investigating the history of the dispute and hearing evidence from the parties, urged that both parties agree to allow the agreement of the Office Specialty Manufacturing Company with the Welfare Association to run its course till its expiry in October, 1943, and that in the meantime a fresh election should be held and that on this occasion the Office Specialty Company should obligate itself to accept the result of the election. If, in other words, it was still clear that a majority of the employees wished to be repre-

sented by the National Union of Furniture Workers rather than by the Office Specialty Employees' Welfare Association, the Company should negotiate an agreement with the Union. The two parties in good faith accepted this method of resolving their dispute, and further that, while the vote should be conducted by the Industrial Relations Branch of the Dominion Department of Labour, the Board of Conciliation should arbitrate in the case of employees whose right to vote in the election was challenged. The election was duly held on October 22, 1943, and the Board of Conciliation counted the ballots. The result of the election was as follows:

Number of eligible voters.....	306
Number of votes cast.....	287
Number voting to have the Welfare Association as bargaining agent..	128
Number voting to have the Union as bargaining agent.....	154
Number of spoiled ballots.....	5

Thus the employees by a majority of 26 votes (11 votes more than on the previous occasion) expressed their wish to be represented by the National Union of Furniture Workers in bargaining with the Office Specialty Manufacturing Company. By the previous arrangement the Company agreed to bargain with the Union if it received a majority of the votes cast. Your Board recommends that the Company and Union now negotiate a collective agreement in keeping with the prior arrangement, and with that recommendation the Board completes the task for which it was appointed in June. -

All of which is respectfully submitted.

Toronto, Ont.

October 28, 1943.

(Sgd.) Alexander Brady,
Chairman.

(Sgd.) John J. Robinette,
(Sgd.) Bora Laskin.

Report of Board in Dispute between Montreal Cottons, Limited, Valleyfield, Quebec, and its Employees

On November 6, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Montreal Cottons, Limited, Valleyfield, P.Q., and its employees, members of Local 100, United Textile Workers of America (L.G., Oct., 1943, p. 1356).

The personnel of the Board was as follows: His Honour Justice Alfred Savard, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Messrs. D. A. Paterson and Edouard Larose, both of Montreal, Quebec, appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Mr. Edouard Larose, employees' representative. Mr. D. A. Paterson submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of the dispute between the Montreal Cottons, Limited, Valleyfield, P.Q., and employees, members of Local 100, United Textile Workers of America.

TO THE HONOURABLE,
THE MINISTER OF LABOUR,
OTTAWA, ONT.

Sir:

The Board of Conciliation and Investigation which was appointed by you to inquire into the above mentioned dispute has the honour to report and recommend, as follows:—

The first session of the Board was held in the City of Quebec on September 14, 1943, and subsequent sessions were held in Montreal on September 20th, October 1st, 2nd, 4th, and 7th, in the City of Ottawa on October 8th, and in Montreal on October 22nd.

The employees were represented by:—

Mr. R. Kent Rowley, Miss Madeleine Parent and Mr. Trefle Leduc, president of Local 100.

Montreal Cottons Limited was represented by Mr. W. G. E. Aird, general manager, and Mr. G. H. Maudsley.

The Board also summoned Mr. L. P. Lariviere, secretary treasurer of Local 100, United Textile Workers of America, to appear before it, and he appeared on Saturday, October 2, 1943.

The employees concerned in the dispute are all in the service of the Montreal Cottons, Limited.

At one time the National Catholic Syndicates represented the employees in their dealings with the Company, but of late years they seem to have lost ground and are presently inactive; they are taking no part in this dispute.

In the fall of 1942 the United Textile Workers of America, through Mr. Kent Rowley

and Miss Madeleine Parent, began organizing in Valleyfield, and in February, 1943, letters patent were issued to Local 100.

On December 23, 1942, Mr. Rowley wrote to Mr. Aird confirming the offer of his organization to open negotiations with the Company with a view to concluding an agreement covering wages and working conditions.

On December 30, 1942, the Company, through Mr. Aird, replied, as follows:—

"It did not see the need for the intervention in its relations with its employees of an outside party in no way directly concerned in the matter."

The letter goes on to say:—

"If you believe that you have any report to make of your membership which you claim to have amongst our employees, such matters can be placed before us for consideration."

On January 18, 1943, Mr. Rowley sent Mr. Aird a copy of a proposed agreement between the Montreal Cottons, Limited, and the United Textile Workers of America.

On January 23, 1943, Mr. Aird replied to Mr. Rowley, stating that he was of the opinion that no discussion of the terms set forth in the agreement would serve any good purpose and could not be entertained.

On January 26, 1943, Mr. Rowley replied, stating that his union represented the employees of Montreal Cottons, Limited, and was ready to co-operate with the Company, the Government and the public, and he suggested that a vote be taken of the employees of the Montreal Cottons, Limited, under the supervision of the Department of Labour, to determine whether or not a majority of the employees desired to be represented by the International Union.

On January 29, Mr. Aird replied, as follows:—

"The declarations contained in the second and third paragraphs of your letter do not add anything to the situation, and we feel you might be well advised to realize that this Company has a very definite sense of its responsibility to its employees, the Government and the public. Stemming from that sense of responsibility we also have a realistic conception of our duty in the situation engendered by your organizing activities and methods. The proposal contained in the fifth paragraph and elaborated in the sixth paragraph of your letter is by this time a somewhat outworn trick of the organizer's trade and is not acceptable to us.

"You must know that even in cases where such a vote, as you suggest, has been taken, Boards of Conciliation and Investigation have not accepted the result as constituting any proof that the employees voting in favour of representation by a union are actually members of that union.

"Against the background of promises and threats built up in the course of the Union organizers' campaign, the taking of such a vote proves nothing except the gullibility of a number of persons."

And further on, Mr. Aird adds:—

"This Company has nothing to learn at your hands about its responsibility as regards collective bargaining. It is prepared to discuss matters relative to its employees with any suitable and responsible organization which the employees, in a clear-cut majority of their members, elect to join as bona fide members and where, having become members, they decide to entrust to the executive or other representatives of their negotiations the responsibility of presenting their view to, or negotiating agreements with the management of the Company. Such a stand is not consistent with the high pressure methods of the professional organizer, and you probably realize this as we do.

"There are no grounds, at the present time, for assuming that the group which you have organized includes in its membership anything like a majority of our employees. If you desire to maintain that it does, we are quite willing to have you make proof of that fact before a competent authority, such as a judge of the Superior Court, and to accept his finding on that point."

Copies of the correspondence exchanged between the Company and Mr. Rowley are filed with this report and recommendation.

On February 21, 1943, the United Textile Workers of America, Local 100, applied for the appointment of a Board of Conciliation and Investigation.

On August 11, 1943, the Minister of Labour granted the application and the dispute was referred to this Board for adjudication.

The Company states that it is ready to negotiate with any trade union and enter into an agreement with such a union, provided it is shown that the union represents in its membership a majority of its employees, but that up to now it has not been shown that Mr. Rowley and his union represent a majority of the employees.

When the application was filed the number of employees was estimated to be: males, 21 years and over, 1,840; females, 1,440; making a total of 3,270.

Mr. Lariviere, secretary-treasurer of the Local, having been duly sworn, testified that when the application for the appointment of a board was made in February, 1943, the membership of the Local at Valleyfield was 1,800.

The mode of recruiting is, as follows:—

The applicant signs a card whereon it is stated that he applies for membership in the United Textile Workers of America and authorizes the union to represent him in all dealings with the Company respecting relations between the employees and the employer.

In his evidence Mr. Lariviere stated that over 1,800 employees signed application forms. Furthermore lists were signed by about 1,800

employees of the Company authorizing the United Textile Workers of America to represent them.

The Company was not satisfied that these application cards were bona fide, and, the Department of Labour delegated Mr. Bernard Rose, K.C., to investigate and check up the lists with the payrolls of the Company.

The Company would not accept the findings of the check-up because Mr. Rowley had sent agents who made a house to house canvass in certain parts of Valleyfield in order to procure signatures and had produced at one of the sittings, before Mr. Rose, a petition supposed to contain some eighteen hundred names, which, upon investigation as to the validity of the signatures, under the supervision of Mr. Rose, was found to contain 508 names that were not on the payrolls of the Company. Moreover, many names appeared to have been written in the same handwriting; but the explanation, as given to Mr. Rose, was that many of the applicants were unable to write and their names had been signed by others on their behalf.

The Company contended that no attempt had been made to show that any of the persons whose names appeared on the petition were members of the Union.

It may also be stated that no explanation was ever given with respect to the 508 names of which no record was to be found on the payrolls of the Company.

Admitting the contention of the Company, there still remains the fact that about 1,300 cards were shown to correspond with names appearing on the payroll, which is certainly a very substantial proportion of the employees.

At the hearing, the treasurer handed to Mr. Edouard Larose, representing the employees on this Board, 1,432 cards and swore that all of these persons were members in good standing of Local 100. Mr. Lariviere further stated that over \$3,600 had been paid in entrance fees.

During the period of organization, these funds were kept in Montreal, but since the charter has been granted the funds have been kept in a bank account in Valleyfield.

No ledgers were produced indicating the members who were in good standing. The explanation given was that they are still in the process of organization and that so far they have no ledgers.

A copy of the International constitution was filed and it contains the provision that a member remains in good standing until he has been suspended.

The treasurer stated that not a single member has been suspended since the organization of the Local.

In the course of the discussion, Mr. Aird, managing director of the Company, stated that if it were proven to his satisfaction that a substantial number of the employees were members in good standing of the Local, he would give serious consideration to the demand contained in the application.

The secretary-treasurer was asked to produce anything that he had in the way of minute-books, ledgers, and so on. He could not produce any books; all that he had were the cards, showing that over fourteen hundred members were in good standing.

The Company was not satisfied with this statement and refused to accept as correct the figures given by Mr. Lariviere.

Mr. Aird was then asked by the Board as to what the result would be if a vote were taken of the employees as a whole. He replied that all the members of the Local would vote for the Union, that a large proportion of the non-union members would also vote with them, and the result would be that a large majority of the men would vote to be represented by the Union in their dealings with the Company.

The foregoing constitutes the evidence that was placed before this Board by the applicant to show how their membership stood.

This evidence is clearly not the best and would hardly meet the requirements of a court of justice.

Any union claiming to represent a group of employees must clearly show by evidence other than mere statements that they are entitled to represent such group of employees. In matters concerning labour disputes, much latitude and discretion is allowed Conciliation Boards regarding evidence submitted. Such Boards should not be as strict as a judicial court in that respect, the reason being that very frequently, such cases are handled by persons who are not familiar with laws of evidence and with the procedure that should be followed. They have not always available the assistance of legal council in preparing their briefs. It is therefore incumbent upon the members of the Boards that judgment be exercised in weighing and appreciating the facts and evidence submitted, and in considering for instance whether or not the employees really desire to be represented by a particular trade union.

In the present case there are in the neighbourhood of 3,000 employees at the mill. A check-up of the names on the application cards with the payrolls of the company has established that over 1,400 names appearing on the application cards were found on the payrolls of the Company.

It goes without saying that the organizers and officers of the local should have sought

to have a proper system of bookkeeping and auditing set up and showing at a glance the number of members in good standing.

It was stated by way of explanation for such lack of evidence that in a period of organization some things are left undone which would be attended to in due course.

However, beyond anything that can be said on either side, there still remains the fact that employees have manifested their desire to form a union and have their interests looked after by the United Textile Workers of America.

It was admitted by Mr. Aird that if a vote were taken of the employees at large, a substantial majority would have stated that they were in favour of being represented by the United Textile Workers of America.

Such is undoubtedly the desire of the majority of the employees of the Company, and in itself satisfactory evidence that the men are behind this application and its conclusions.

In this case the majority of the Board considers that if a vote were taken, a substantial majority would vote in favour of being represented by the union; and it may be added that on this particular point the officials of the Company agree.

In its brief, page 6, paragraph 7, the Company outlines a system of its own which it considers would be much preferable. This is what it says:

"It has been recognized by the Company that one of the difficulties which has existed between employers and employees in the past has probably been lack of keen personal interest of the employer in his employees, chiefly in industries where thousands of employees are employed. To overcome this difficulty, the Company has created a department personnel for the sole purpose of establishing that very necessary and important personal relations with the employees. Employees can come to this department and lay all their trouble before it, personal, financial and otherwise, and the members of this department are particularly entrusted to give their people sympathetic, practical and prompt advice and assistance."

This is a step which undoubtedly redounds to the credit of the Company, but unfortunately, it should have been taken long ago. It may well be that the Company has tarried too long, inasmuch as its employees do not seem to place much confidence in their Company's new deal for them, and prefer dealing with the Company through the agency of a trade union.

Therefore, the present Board considers that it is in the best interest of all concerned that the desire and wish of the employees be approved and sanctioned and that the United Textile Workers of America, be, accordingly, recognized as the bargaining agent.

It is only fair to add that this arrangement will only avail if both parties put aside their past grievances and make a sincere and honest effort to co-operate in the making of a contract which will render their relations smoother and more peaceful.

It may also be pointed out that it would be in the best interests of the Local and its members if the organizers and officers would immediately engage the services of qualified accountants to set their books in proper shape.

It is recommended that the treasurer be bonded. This officer is in charge of large sums of money which he holds in trust for the employees and protection should be given them. Moreover, in the preparation of any memorandum, brief or demand, evidence in support of their contentions should always be presented. It must be understood that the Board will exact something more than a mere statement of the representatives of the Union.

The organizers and officers of the Union should bear in mind that they must first and foremost look after the interests of those whom they represent rather than their own prestige or the prestige of their particular union. A great responsibility rests upon them, inasmuch as from their actions very serious consequences may follow which will affect thousands of employees and the members of their families.

They must be firm at times, but even then they should be reasonable, tactful, courteous and conciliating in all their relations with their employers.

Trade unions have now become a business and should be run properly as a sound business should be, if the employees of a large industry are to derive the fullest benefits resulting from organized labour.

On the other hand, the Company should give a sympathetic hearing to any reasonable demand on the part of their employees; because, after all, they are partners, each contributing their share in the industry and in the making of profits.

Montreal, October 28, 1943.

Alfred Savard, *Chairman*.
Edouard Larose.

Minority Report

Montreal, November 4, 1943.

Re: Industrial Disputes Investigation Act and the Dispute between Local 100 of the United Textile Workers of America and the Montreal Cottons Limited, Valleyfield, Que.

THE HON. HUMPHREY MITCHELL,
MINISTER OF LABOUR,
OTTAWA, ONT.

Sir:

I beg to submit as representative of the employer on the Board of Conciliation appointed here in the following Minority Report:

1. SESSIONS OF THE BOARD

Sessions of the Board were held at the City of Quebec on September 14, 1943, at Montreal on September 20, October 1st, October 2nd, October 4th, October 5th, October 7th and October 22nd, and in Ottawa on October 8th.

2. REPRESENTATIVE OF PARTIES

The Union was represented by Mr. R. Kent Rowley, its organizer, Miss Madeleine Parent, another organizer, and Mr. T. Trefle Leduc, President of Local 100, Mr. L. P. Lariviere, Secretary-Treasurer of Local 100, appeared at one session. The Montreal Cottons Limited was represented by Mr. W. G. E. Aird, its Managing Director and Mr. J. H. Maudsley.

3. CAUSE OF DISPUTE

The cause of the dispute may briefly be summarized as follows:—

Local 100 demanded to be recognized as the bargaining agent for all the employees of the Montreal Cottons Limited. The Montreal Cottons Limited refused to recognize Local 100 as bargaining agent for all its employees unless and until the Union established that it had within its paid-up membership the majority of the employees of the Company, and the Company only asked that proper proof of membership in the Union be made.

4. FACTS

The facts of the case are briefly as follows:—

After carrying on a campaign of organization, Mr. Rowley approached the Company and was informed that it was prepared to discuss matters relating to its employees with any suitable and responsible organization which the employees, in a clear cut majority, elected to join as bona fide members. That had been the

accepted policy of the Company for years and before the appointment of this Board the Company made clear on several occasions that it was quite prepared to deal with Local 100 as bargaining agent for its employees once it was established to the Company's satisfaction that the Local comprised in its paid-up membership a majority of the employees of the Company. An application for a Board of Conciliation was thereafter made by Local 100 and Mr. Bernard Rose, K.C., was appointed as commissioner to investigation as to the merits of the claim. No copy of the report of Mr. Rose was filed with the Board and its contents are unknown but it appears that the Union refused to produce before Mr. Rose any proof of membership despite the fact that Mr. Rose in his quality of commissioner at least twice ordered the Union to produce its membership records. The Union, instead of complying, went out into the streets of Valleyfield from door to door and had a petition signed, which was later presented to Mr. Rose apparently as a substitute for membership records. It purported to contain some 1,800 names but, upon investigation, it was shown by the government's own investigators that 508 of those names were not even on the payroll of the Company. Moreover, as stated in the majority report, many names appear to have been written in the same handwriting and the contention of the Union in that regard is that many of the applicants were unable to write and their names therefore had been signed by others on their behalf. Again before the Board, the Company insisted that membership records of the Union be produced but although the Chairman and the Company's representative on the Board urged that that be done, *the Union failed to produce them after agreeing to do so.* At the hearing, before the Board, Mr. L. P. Lariviere, the Treasurer of the Union, handed to Mr. Larose, the representative of the employees, 1,432 forms of application for membership and Mr. Lariviere swore that the persons named thereon were members in good standing of Local 100. No attempt was made to check Mr. Lariviere's statement that the cards actually were membership cards of employees of the Montreal Cottons Limited, and when one considers the result of the previous investigation made by Government auditors, which showed that, out of a list containing 1,800 odd names, 508 people whose names appeared therein were found to be not even employees of the Montreal Cottons Limited, the serious question immediately arises as to what an examination of the 1,432 alleged membership cards produced by Mr. Lariviere would show, he being one of the parties who appeared before Mr. Rose, the Commissioner. Despite the "evidence" before

the Board showing the result of the previous investigation with regard to the 508 names above mentioned in respect of which the majority report states:—

"It may also be stated that no explanation was ever given with respect to the 508 names of which no record was to be found on the payrolls of the Company"

the majority members of the Board did not consider it necessary or felt it was hopeless to investigate the alleged membership cards. All members of the Board were in agreement, however, that the cards submitted established nothing in the way of proof of membership.

5. PROCEEDINGS BEFORE BOARD

The only question before the Board was whether or not Local 100 did represent the majority of the employees of the Montreal Cottons Limited and as stated no evidence that it did was presented. In the majority report the lack of evidence is clearly admitted, as appears from the following extracts from the majority report.*

On page 6:—

"No ledgers were produced indicating the members who are in good standing. The explanation given was that they are still in the process of organization, and that so far they have no ledgers."

The only comment to make on this is that the organization started in October 1942, which is over a year ago. The undersigned cannot accept the explanation as satisfactory.

On page 7:—

"The secretary-treasurer was asked to produce anything that he had in the way of minute books, ledgers, and so on. He could not produce any books; all that he had were application cards, showing that over 1,400 members were in good standing.

The Company was not satisfied with this statement and refused to accept as correct the figures given by Mr. Lariviere."

"This evidence is clearly not the best and would hardly meet the requirements of a court of justice."

On page 8:—

"Any union claiming to represent a group of employees must clearly show by evidence other than mere statements that they are entitled to represent such group of employees."

The foregoing is exactly what the Company contended before the Board at all times, that is, that the Union must prove by evidence and not by general statements what it claims. In other words, while the Union leaders may make fantastic claims as to membership, etc., the undersigned submits that *the Union must establish those claims by unassailable evidence before the Board.*

On page 8 we find:—

"It goes without saying that the organizers and officers of the local should have sought to have a proper system of bookkeeping and auditing set up and showing at a glance the number of members in good standing.

"It was stated by way of explanation for such lack of evidence that in a period of organization, some things are left undone which would be attended to in due course."

On page 10:—

"It may also be pointed out that it would be in the interest of the Local and its members if the organizers and officers would immediately engage the services of qualified accountants to set their books in proper shape."

Also on page 10:—

"Moreover, in the preparation of any memorandum, brief or demand, evidence in support of their contentions should always be presented. It must be understood that the Board will exact something more than a mere statement of the representatives of the Union."

The last statement, in the opinion of the undersigned, is an admission that the majority members of the Board accepted the statements of the representatives of the Union although the Union is advised, for future purposes, that evidence ought to have been presented, as *another* Board would likely not accept their statements. The undersigned's only comment on this revealing paragraph is that the recommendations therein given should have been insisted upon, and the attitude of *another* Board practised, in the present case.

Despite the contents of the above extracts and despite the lack of proper proof, recognition is recommended by the majority members.

In the democracy the rule of law still governs and so far as the undersigned is aware, unions have no greater rights before the law than companies. If a union contends that it represents the majority of the employees of any company, surely it is proper that it should prove its contentions, when seeking to be accepted as a contracting party.

6. UNION'S FAILURE TO KEEP BOOKS

The Company tried before Mr. Rose to obtain proof of membership but the Union ignored the orders of the Government Commissioner, and before this Board the Union claimed that it had no books. As a matter of fact, it came out before the Board that the Union did not even have a constitution. In the copy of the International Constitution which was filed there is a provision that a member remains in good standing until he has been suspended and the treasurer

*See this issue, pp. 1666-1669.

of the Union stated that not a single member had been suspended since the organization of the Local. Consequently, if the Union has no books, what system does it use to keep track of its membership in default of ledgers? How does the Union know who has paid dues? How can the organizer control attendance at meetings of the Union? How can the organizer do the many things in respect of which records and books are essential? Is the Union responsible? *It is fantastic of the Union to ask acceptance of its statement that no books exist and in the same breath to ask acceptance of its claim that it represents the majority of the employees.* There is no mystery about union membership although there may be secrecy. Membership could be determined by some independent third party in a proper way—preferably by a chartered accountant. Such party could have been named by the Board. There was absolutely no danger that the names of the members would come into the possession of the Company, if that were feared. If unions are not required to make proof of their membership as in the present case, if they may ignore with impunity the orders of a Government Commissioner, there can never be any proper basis of employer and employee relationship.

The function of a Board of Conciliation and Investigation is to conciliate either before or after it has investigated a dispute, but where no conciliation is possible, the function of a Board is to investigate and to report upon the ascertained facts.

7. CRITICISMS OF MAJORITY REPORT

My specific criticisms of the majority report and the reasons upon which they are founded are the following:—

1. The evidence of Mr. Lariviere, the secretary-treasurer of the Union is incomplete. He stated that in February 1943, the membership of the Union was 1,800 but, at the hearing before this Board, he caused to be produced 1,432 application cards, although he swore that not a single member had been suspended since the organization of the Union. No explanation was given of this important discrepancy. If the membership was 1,800 in February 1943, and no members were suspended, how could the membership fall to 1,432 about eight months later.

2. On page 5 of the Majority Report it is stated:—

"In his evidence, Mr. Lariviere stated that over 1,800 employees signed application forms. Furthermore lists were signed by about 1,800 employees of the Company authorizing the United Textile Workers of America to represent down.

"The Company was not satisfied that these application cards were bona fide, and, the Department of Labour delegated Mr. Bernard Rose, K.C., to investigate and check-up with the payrolls of the Company."

No application cards or forms were ever presented to Mr. Rose as the Union refused to produce any records before him although twice ordered to do so. The check which was made under Mr. Rose's supervision was a check of the petition circulated from door to door in Valleyfield, which contained 508 names not found on the payrolls of the Company. The lists which were supposed to have been signed by about 1,800 employees of the Company, as stated in the above mentioned extract from the majority report, were the so-called 1,800 application forms referred to in the above quoted extracts from the majority report, and were not additional thereto. The majority report is not clear in this regard and the undersigned is simply stating the facts to make the record accurate.

3. The reasons why the majority members came to the conclusions that they reached are apparently contained in the three following paragraphs of the report, on page 9:—

"It was admitted by Mr. Aird that if a vote were taken of the employees at large, a substantial majority would have stated that they were in favour of being represented by the United Textile Workers of America.

"Such is undoubtedly the desire of the majority of the employees of the Company and in itself, satisfactory evidence that the men are behind this application and its conclusions.

"In this case the majority of the Board considers that if the vote were taken, a substantial majority would vote in favour of being represented by the Union; and it may be added that in this particular point, the officials of the Company agree."

The majority members of the Board freely admit that the Union submitted no evidence of any kind as to its membership, as appears from their own report and particularly from the extracts thereof quoted herein, but they had to justify their conclusions and the above three paragraphs furnish the reasons.

The majority members overlook the fact that there is only one union involved, not two, and therefore there was no reason for a vote. A vote to determine representations, where only one union is concerned, would be farcical and the reasons are so obvious that they merit little discussion. It is not difficult to understand why a substantial majority would favour being represented by the Union if such a vote were held. The Union would be course promise the employees that, if they supported the Union, the Union would obtain what it has been demanding from the Company, that is:—

(a) Ten cents per hour increase in all wages, that is approximately \$1 a day increase for each employee.

- (b) Vacations with pay.
- (c) Full cost of living bonus.
- (d) Minimum starting wages.

The Company on the other hand would have nothing to offer. It could not increase wages or grant vacations with pay. Obviously any such vote would only resolve itself into a question "Are you in favour of an increase in salary" and I think all would vote "Yes" to such a question. That is the basis upon which the majority members of the Board have made their decision.

The majority report states that the Company officials agreed that the majority of the employees would vote for a union, but that is not quite accurate. What Mr. Aird stated at the meeting was that the employees would undoubtedly vote for a Union under the circumstances outlined above.

(4) On pages 9 and 10 of the majority report reference is made to the fact that the Company has established a Department of Personnel. It is clear that the majority members have erred in referring to the creation of this Department as the Company's method of settling labour disputes. It is obvious from reading the paragraph quoted that the Department was created solely to take keen personal interest in the problems of the employees and to give them sympathetic, practical and prompt advice and assistance in the many personal and financial difficulties which from time to time beset them, and which have an adverse effect on their morale and capacity to produce.

8. RESPONSIBILITY OF LOCAL 100

The reading of the majority report raises at once in the mind of any unbiased observer the question whether or not Local 100 is a responsible Union and one which a Company with over 3,000 employees should deal with. A Union which keeps no ledgers after a whole year of existence, which has no minute books or any books of account, which produced a list of names supposed to represent employees of the Company, in respect of which, after checking, 508 names could not be found on the payrolls of the Company, does not engender confidence. The majority report itself admonishes the Union on its business practices. I quote from Page 8 of the Report:—

"It goes without saying that the organizers and officers of the local should have sought to have a proper system of bookkeeping and auditing set up and showing at a glance the number of members in good standing.

"It was stated by way of explanation for such lack of evidence that in a period of organization, some things are left undone which would be attended to in due course."

On page 10 the majority report recommends that the Union employ qualified accountants, that the Treasurer be bonded, that the organizers and officers first and foremost look after the interest of those whom they represent rather than their own prestige and finally the report goes on to say that trade unions have now become a business and should be run properly, *as a sound business should be*. Very definitely, however, Local 100 is not run that way.

9. CONCLUSIONS

In the light of all the submissions to the Board, I reach the conclusion without difficulty that the Union definitely failed to establish its title to act as bargaining agent for the employees of The Montreal Cottons Limited. I fear that the majority report recommendations are based upon compassionate grounds. It cannot be otherwise, for facts in support of the claim of the Union are lacking. Sympathy, however, should have nothing to do with determining the merits of this case. The findings of the Board should have been based upon facts and on facts alone.

10. RECOMMENDATIONS

In view of the obvious failure of the Union to establish by regular means its claim to represent a majority of the employees in the plant, and in view of the statement of the Company before the Board by its accredited representative, Mr. W. G. E. Aird, that it is prepared to enter into a labour agreement with any Union which can establish claim to 51 per cent of the employees in the plant as members in good standing, and in view of the fact that a labour agreement between a Company and a labour association is a matter of legal importance, the right and title to act as contracting parties to which should be unquestioned. I respectfully but strongly recommend, in the best interests of all concerned, that you appoint, as speedily as practicable, a Special Commissioner possessing auditorial qualifications to scrutinize and report upon the membership records of Local 100 of the United Textile Workers of America in Valleyfield, with specific reference to the plant of The Montreal Cottons Limited, in order that the claim of the union may be finally and definitely determined.

I have the honour to be, Sir,

Your obedient servant,

(Sgd.) D. A. Paterson,

Member.

Report of Board in Dispute between West Coast Shipbuilders, Limited, and Hamilton Bridge (Western), Limited, Vancouver, B.C., and certain of their Employees

On November 8, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the West Coast Shipbuilders, Limited, and Hamilton Bridge (Western), Limited, Vancouver, B.C., and certain of their employees, members of various unions, as follows: Local No. 1, Boilermakers and Iron Shipbuilders' Union of Canada; Local No. 2, Dock and Shipyard Workers' Union of Vancouver and District; Lodge No. 692, International Association of Machinists; Local No. 115, International Union of Operating Engineers; Local No. 1, Amalgamated Building Workers of Canada; Local No. 2, Amalgamated Shipwrights, Joiners, Boat Builders and Caulkers; Local 170, United Association of Plumbers and Steamfitters; and Local No. 3, Amalgamated Electrical Workers (L.G., August, 1943, p. 1091).

The personnel of the Board was as follows: His Honour Judge J. O. Wilson, Ashcroft, B.C., chairman, appointed on the joint recommendation of the other two members; Messrs. H. W. Herridge, M.L.A., Nakusp, B.C., and Fred W. Fearman, Vancouver, B.C., appointed on the nomination of the employees and employer respectively.

The report of the Board was signed by the chairman and Mr. F. W. Fearman, employer's representative. Mr. H. W. Herridge, M.L.A., submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a Dispute between West Coast Shipbuilders, Limited, Hamilton Bridge (Western), Limited, and certain of their Employees, members of various trade unions, as follows: Local No. 1, Boilermakers and Iron Shipbuilders' Union of Canada; Local No. 2, Dock and Shipyard Workers' Union of Vancouver & District; Lodge 692, I.A.M., Local 115, International Union of Operating Engineers; Local No. 1, Amalgamated Building Workers of Canada; Local No. 2, Amalgamated Shipwrights, Joiners, and Boatbuilders and Caulkers; Local 170, United Association of Plumbers and Steamfitters, and Local No. 3, Amalgamated Electrical Workers.

TO THE HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
PARLIAMENT BUILDINGS,
OTTAWA.

Honourable Mr. Mitchell:—

The Board of Conciliation and Investigation in this matter was appointed by you on June 28, 1943, and consisted of the following persons:

Mr. H. W. Herridge, M.L.A., nominated by the Unions;
Mr. F. W. Fearman, nominated by the Employers, and
His Honour John O. Wilson, Chairman, chosen by the nominees of the unions and the employers.

These members have duly taken oath and have conducted the proceedings according to law.

Meetings of the Board were held at Vancouver on the following dates: August 7, 9 to 13 inclusive, September 8, 9, 10, 14, October 12, 13, 14, 15, 16.

West Coast Shipbuilders Ltd. was represented by Knox Walkem, Esq., K.C., Hamilton Bridge (Western) Limited, by J. H. Lawson, Esq., K.C., and the unions by William Stewart, Esq., Frank Carlisle, Esq., and Lawrence Anderson, Esq.

A considerable volume of oral and written testimony was submitted and written briefs of argument were filed with the Board.

There are two employers concerned in this matter, West Coast Shipbuilders Limited and Hamilton Bridge (Western) Limited. The latter firm operates on premises adjoining those of West Coast Shipbuilders Limited, and is engaged almost entirely in fabricating steel used by the latter company in shipbuilding. Its operation is so closely integrated with the shipbuilding carried on by West Coast Shipbuilders Limited that it may be called a joint operation. Of the unions involved in this reference, all of which are represented among the employees of West Coast Shipbuilders Limited, four have members employed by Hamilton Bridge (Western) Limited, and represent the great majority of the employees of that concern. It is therefore proposed to deal with the two companies, for the purposes of this report, as though they were a unit. The facts and figures hereinafter cited are compiled and stated on that basis, and the recommendations made apply to both companies.

Eight unions are parties to the reference. Of these unions it may be said generally that six are craft unions, having as members only persons versed in one particular skill or craft. These are as follows: Machinists, Plumbers and Pipefitters, Operating Engineers, Painters, Shipwrights and Carpenters, Electricians. The remaining two unions, the Boilermakers and Iron Shipbuilders' Union of Canada, and the Dock and Shipyard Workers' Union of Vancouver & District are industrial unions, embracing in their membership persons of various skills and crafts.

The industries involved are distinctly war industries. West Coast Shipbuilders Limited did not exist prior to the war. By far the greater part of the operations of Hamilton Bridge (Western) Limited were called into being to meet the demand created by the war. The joint operations of the two companies are concerned with turning out merchant vessels to fill Government orders.

The employers have recognized the principle of collective bargaining, and are willing to enter into agreements with the Unions covering the terms of employment of their members. Every term of the written agreement attached hereto has been agreed to by both Employers and Unions except clause 31, which reads thus: "Only members of this organization will be employed and in the event of the union being unable to supply men, no man who is unfair to this organization will be employed." In parenthesis it should be said that the Unions interpret the expression "No man who is unfair to this organization" as meaning "No man who fails to join the union within a stated period after his employment." The employers refused to execute an agreement containing the said clause 31.

As a result of their refusal, a conciliator from the Department of Labour attempted to adjust the differences between the employers and the unions. This attempt failed. Following this, in compliance with the Industrial Disputes Investigation Act, the Unions caused a vote to be taken by their members on the following question: "If the Department of Labour refuses to grant a Board of Arbitration with regard to the dispute between your union and the company, do you wish to take strike action? Yes or No." 3,955 Union Members voted, 3,295 "yes", and 640 "no". Since over 83 per cent of those polled had voted "yes", an application was made to the Minister for the appointment of a Board, and the constitution of this Board resulted.

Every effort was made, both at the public meetings of the Board, and at private hearings where the representatives of each side were interviewed by the Board apart from their

opponents, to arrive at a settlement. The Employers were unwilling to agree to any form of restrictive employment agreement from the maintenance of membership condition to the closed shop. The Unions took just as arbitrary a stand, contending that they were entitled to exactly the same contract as given in the other Vancouver yards, which is admittedly the strictest form of closed shop agreement.

The table appended, submitted by the Unions, gives a fair picture of the membership of the unions among the employees of the companies concerned. It is not quite accurate in that there are, we believe, rather greater numbers of persons eligible for membership than shown on the tables, which would mean that the percentages shown by the unions of membership to persons eligible are slightly higher than they should be. However, the inaccuracy is so slight that it would not greatly affect the general picture shown on the table. It shows that the great majority, some 83 per cent of the employees, belong to the Unions.

There are in British Columbia seven shipyards, four in Vancouver, two in Victoria, and one in Prince Rupert. Of these, three, all in Vancouver, operate under closed shop contracts similar to clause 31 in contest here. Two, West Coast Shipbuilders Limited, and Prince Rupert Drydock Limited, operate under open shop conditions, and the two Victoria yards operate under what can only be called mixed conditions. For instance, the Boilermakers' Union has closed shop agreements with both yards. The Dock & Shipyard Union has a Union Preference agreement with both yards. The Machinists Union has a closed shop agreement with both yards. Neither the Plumbers, the Shipwrights and Carpenters, nor the Painters have closed shop agreements, nor have the Riggers or the Iron Moulders and Founders.

Generally speaking, the open shop prevails in British Columbia. It obtains in the lumber industry, in the pulp and paper industry, and in the greater part of the mining industry. There is no closed shop in the fisheries, nor in the railroads. Generally it can be said that the application of the closed shop principle in this Province is confined to certain craft unions. There are exceptions to this rule, of which some of the shipyards are among the most notable. Certain of the mining companies have also accepted the closed shop idea.

Other unions. In addition to the protagonist unions, there are other labour organizations having members employed in the shops

concerned in this dispute. These are as follows:—

(a) The United Welders, Cutters and Helpers, Local No. 1. This is a local organization, not affiliated with any national or international body. It is incorporated under the Societies Act of British Columbia. It has members employed in the shops in question. It competes directly for membership with the Boilermakers' Union. The Boilermakers' Union includes many crafts and skills, among them, welders, cutters and helpers. The Boilermakers' Union, as we are informed, is in process of forming a sub-union to take care of the special problems of welders, cutters and helpers. All the protagonist unions reject the claim of the United Welders, Cutters & Helpers to be recognized as a bona fide trade union. They condemn it specifically on two grounds, one, that it has no national or international affiliations, two, that it is incorporated, and hence liable to be sued, a form of organization repugnant to trade union principles. We doubt that this organization would qualify as a trade union under the definition given in the Provincial Industrial Conciliation and Arbitration Act, so as to enable it to take advantage of subsection 9 of Section 4 of that Act. However, it does not appear to be under any disability so far as Dominion legislation is concerned. The Federal Trades Union Act, R.S.C. 1936, Chap. 202, would prevent it, as an incorporated Society, from being registered as a Trade Union. But this is not a valid objection, since none of the protagonist unions are registered under that Act. Therefore, if a closed shop were to be instituted, it would probably be necessary to poll the employees in the yard eligible for membership to ascertain whether the majority of them would prefer membership in this union or in the Boilermakers. Since we do not recommend the closed shop, this necessity does not arise, and the existence and membership of this union are only interesting as indicating that there is not complete solidarity among the employees in the yard. We are not certain from the evidence whether the majority of the Welders, Cutters & Helpers are members of this union, or of the Boilermakers, although we are inclined to think that the Boilermakers would have a majority. At any rate, the United Welders, Cutters & Helpers' Union favours the closed shop, but insists that its own should be one of the unions to which the principle is extended, a contention which is vigorously rejected by the other unions. It should be added that Welders & Burners Unit No. 4 (Amalgamated Building Workers of Canada), formerly represented practically all welders, etc., and had an open shop agreement with the companies. This organization has now disintegrated, and its former members are now associated either with the Boilermakers or with the United Welders, Cutters & Helpers, Local No. 1.

(b) United Brotherhood of Carpenters & Joiners of America. The membership of this organization embraces from a quarter to a third of woodworkers employed in the yard. Its jurisdiction conflicts with that of the Shipyard Section, Amalgamated Building Workers of Canada, one of the protagonist unions. The other unions do not consider this an outlaw union, as they do the United Welders, Cutters & Helpers. This union has a subsisting open shop agreement with West Coast Shipbuilders

Limited. It has been in negotiation with the Shipyard Section of the Amalgamated Building Workers of Canada, with a view to working out an amicable arrangement for the resolving of jurisdictional differences if the closed shop is instituted. So far, the negotiations have not been successful. This organization has not asked for a closed shop.

(c) Local No. 661, Bridge & Structural Workers. The members of this union are generally known as the Riggers. The union has members employed in the yards in question. It is a bona fide trade union. Its right to recognition is disputed by the other unions. It does not ask for a closed shop. If a closed shop were recommended, it would probably be advisable to poll the riggers to see whether the majority of them wish to support this union or the Dock & Shipyard Workers Union, with which its jurisdiction conflicts.

The total membership of these three unions is not large, and the great majority of employees belong to the protagonist unions.

West Coast Shipbuilders Limited, has, from its inception operated as an open shop, and has had posted at its gate a notice to this effect. Therefore all persons accepting employment there have had full notice of the conditions under which they are to work.

A considerable part of the very excellent brief submitted by the Unions was devoted to a discussion of the legality of the closed shop. The authorities cited were American. With due appreciation of the assiduity with which this material was gathered, it can be said that the legality of the closed shop has never been disputed in Canada to the extent it has in the United States where both Federal and State constitutions contain provisions of a general and quasi-philosophical nature, unknown to our jurisprudence. Such decisions as we have on the matter arise from actions for damages against union officials by persons who have been deprived of their livelihood by the operation of the closed shop, and the more recent of them, from *Allen vs. Flood*, 1898 A.C. 1, to *Corbett vs. Canadian National Printing Trades Union*, 1943 (2) W.W.R. 401, all hold that no action lies where the closed shop is instituted in a bona fide effort to improve the status of union members.

So far as British Columbia is concerned, the closed shop agreement is expressly legalized by subsection 2 of Section 7 of the Industrial Conciliation Act, Chapter 31, Statutes of 1937. It has been held (*Hay v. Ontario Bricklayers Local Union No. 25*, 1929, 2, D.L.R. 336) that a closed shop policy, so long as it is to forward or defend a trade, does not offend against Sec. 498 of the Criminal Code. Therefore, under either jurisdiction, there does not appear to be much doubt as to the legality of a bona fide closed shop agreement.

A survey of the Canadian labour situation shows that while a large number of industries operate under closed shop conditions, the open shop is still the general rule in this country. All shipyards in Eastern Canada operate under open shop conditions.

Only one case (Davie Shipbuilding Co. vs. Boilermakers Union, Vol. XLIII, Canadian LABOUR GAZETTE, page 766) was cited to us, where a board such as this had recommended the closed shop. Admittedly the case was very similar to this one, involving certain shipyards in Quebec. However, the fact is that the recommendation was never implemented, and that the union concerned, the Boilermakers, is now operating under a written contract with the companies concerned, which contract contains no closed shop clause. The only case cited to us in which an American labour board or court has recommended the closed shop was that of the Bethlehem Shipbuilding Company at San Francisco. In that case, the closed shop was recommended to bring the company into line with all other shipbuilding companies in the United States Pacific Coast.

The industries herein concerned have been declared to be war industries, and as such come under Dominion rather than Provincial supervision during the war period. Accordingly, this Board has been set up under the Federal Industrial Disputes Investigation Act, rather than under the Provincial Industrial Conciliation and Arbitration Act. Nevertheless, we have considered both Provincial and Federal legislation in arriving at our decision. We have two reasons for doing this. One is that there would appear to be some doubt as to whether the fact that these are war industries would remove them from the application of the recent amendments to the Provincial Act providing for compulsory collective bargaining. The other reason is that both parties to the dispute appear to be mainly concerned with the post-war period, and there is no doubt that the industries in question will then cease to be war industries, and come under Provincial jurisdiction.

Many writers have classified the various forms of restrictive employment agreements creating or leading up to the closed shop condition. While there are many sub-classifications and modifications, it can be said that the main types of agreement are as follows:—

(a) The maintenance of membership agreement. Under this type of contract, all employees who now are or may hereafter become members of the union, are required, as a condition of employment, to maintain their union membership.

(b) The union shop agreement. This type of contract provides that the employer may hire whom he pleases but that the persons hired

must, as a condition of continued employment, join the union within a stipulated period, generally thirty days.

(c) The closed shop agreement, under which the employer covenants to hire only members of the union so long as it can supply men and, if it cannot supply men, and other persons are hired, that they must become members of the union. This is the type asked for by the Unions here.

British labour conditions were cited to us by both sides, in support of their arguments. The Unions claimed that the closed shop was well-nigh universal in Great Britain, while the Employers asserted that such a thing as a closed shop agreement was unknown there. Both contentions are approximately correct. So far as we can discover, no industry in the Old Country has entered into a written agreement binding itself to engage only members of a particular union or unions. On the other hand, labour there is so highly organized that instances of non-union men being employed in industries where union men predominate are practically unknown. It might therefore be said that British Labour has arrived at closed shop conditions without closed shop agreements. This condition seems to have come into existence with only a fraction of the strife and discord which have attended its attempted introduction in this country, and particularly in the United States. While British Trades Unions have gone through many and arduous struggles to establish themselves, it does not appear that the closed shop has ever been an issue between the unions and the employers to the extent that it has been on this continent. This is probably due to the greater homogeneity of the British working class. It would appear that from the institution of the various unions the employees eligible have joined practically en masse, so that the employers found themselves facing a condition rather than, as here, opposing a theory. The same condition would appear to have obtained in other European countries, such as Sweden and Germany prior to Hitlerism. One possible explanation is that there is a greater class consciousness in these older countries, where a man expects to live his life in the class into which he is born than there is on this continent, where society is more fluid, and men are constantly emerging from the employed into the employing classes.

The Board feels it necessary to deal specifically with the arguments advanced by the Unions as epitomized in the concluding remarks in their brief:

That the closed shop is democratic and a logical extension of the principle of collective bargaining. We do not agree that the argument advanced by the Unions is a tenable

one. The Unions drew an analogy between the operation of the closed shop principle and the ordinary workings of democratic governments. They said that since it is a first principle that the will of the majority shall prevail, it follows that where a majority of the employees belong to a union, the minority should bow to their will and also join the union. They compared this to the rule exercised by a majority party in political affairs. If, for instance, the Liberal Party commands the votes of a majority of the people of Canada, then its policies are enacted into law and obeyed by the minority, who may disagree with these policies.

Collective bargaining is the law of the land in British Columbia. The employer is bound to recognize any union which commands the support of a majority of his employees, and to bargain with that union as to wages and working conditions. The bargain so made is binding not only on the union but on all employees, so that the minority are as to the terms of their employment, bound by the will of the majority. So far we have a perfect analogy with the working of our political institutions, where the policy of a successful majority becomes the policy of the State, and must be accepted by the dissenting minority. But the unions want to go farther than this. They say that not only must the minority accept the policy of the majority, but that it must join the majority party. This is as though one of the Canadian political parties, after a successful election, were to insist that all dissentients should forthwith not only accept their rule, but join their party. Whatever may be the practical benefits to labour of the closed shop, it is not, in our opinion, an extension to the field of labour relations of the democratic principles used in government.

Collective bargaining is not only the law of the land, but a system which must appeal to any fair minded person. We cannot see that the compulsory closed shop is a logical consequence of collective bargaining, at any rate under the advanced legislation we have in British Columbia. We do concede that a total or almost total trade union membership is the logical result of collective bargaining as enforced in British Columbia. With the well-deserved advantages which are given to the employees and the unions, it would appear to us that the pressure to join the unions will be almost irresistible, and that those persons among the workers who do not now subscribe to trade union principles will, by a sane and untyrannical educational policy, soon be won over to the unions. The unions will then, as in Britain, have achieved the condi-

tion which they desire without imposing offensive restrictions on any man's right to make up his mind.

It is argued that in an open shop employees who do not join the unions secure all the advantages gained for the workers by union activities without paying any of the cost. There is a great deal of truth in this statement. Unions have accomplished great things for workers, and will doubtless continue to do so. This accomplishment doubtless imposes a moral obligation on a worker to join the union which represents his craft. There are in many other walks of life organizations which work for the general benefit of classes of society, such, for instance, as ratepayers associations, working in the interests of property owners, boards of trade, which plead the cause of business, and innumerable other associations representing special interests. These associations all try for and secure benefits for the classes they represent. There is probably a moral duty on all business men to belong to their local boards of trade. But no one has yet suggested that they be compelled to do so as a condition of carrying on their businesses. We have in some trades and professions an absolute closed shop. The physicians and surgeons, the dentists, the lawyers, the barbers, are required to belong to their professional and trade associations as a condition of carrying on their trades or professions. We have in British Columbia marketing associations for the selling of the products of farmers, which have exactly the same effect, since they effectively prohibit farmers from carrying on their business save as members of, and subject to the rules of the associations. Furthermore, these associations have power to police, discipline and tax their members by collecting fees. But these powers are statutory. They are conferred by the State can be taken away by the State, and are subject to modification, enlargement or amendment by the State. Any policy of arbitrary exclusion, of exorbitant fees, adopted by any of these associations can at once be checked by the State. This is not true of labour unions which have always strongly opposed any form of Government supervision. In this connection, it is interesting to note that none of the unions involved in this dispute have registered under the Federal Trades Union Act. This Act appears a beneficent one, imposing on the unions no greater obligation than that of filing financial reports, but even this degree of public supervision is apparently objected to by the unions.

We have already stated that the six craft unions involved in this dispute are now

enjoying conditions of employment very close to the closed shop. From this they argue that the employers may well recognize, by a written agreement, an existing condition. The employers say that, since the condition exists already, no written agreement is necessary. Throughout this arbitration the Unions have cited British Trade Union conditions to us as models. Here we have in regard to the craft unions, a condition similar to that in many British industries. The unions involved have supplied such a generally satisfactory class of labour, have maintained such high standards of craftsmanship that the employers do not go beyond their ranks in hiring men of the trades covered by the unions. In other words, a condition approximating the closed shop has been arrived at, as in England, by evolution rather than by compulsion. This being the case, why not follow the English parallel through, and let this satisfactory state of affairs continue as it does in England, without compulsion.

The gentlemen who very ably presented the Unions' case, were quite frank, when questioned by the Board, in expressing the view that closed shop conditions should prevail not only in the industries involved in this dispute but in all Canadian industry. This means that they contemplate with equanimity the prospect of a condition where no workman can secure employment unless he belongs to a union. The condition thus brought about would be directly analogous to that which existed in the darkest ages of the labour repression, when unions were outlawed and persecuted, and no union man could secure employment; except that the shoe would be on the other foot, and no non-union man could get a job. If such a discipline is to be imposed on the workers, it will inevitably result in the unions becoming subject to State control and, eventually, possibly instruments of the State. The powers which would then be wielded by unions of depriving any man of the right to a living are far too great to be left to the arbitrary decisions of an organization which is not subject to Government supervision.

The Industrial Conciliation and Arbitration Act of British Columbia makes collective bargaining compulsory. It provides that where a majority of the employees of a shop, or a majority of the group of employees belonging to a craft in a shop, are organized into a trade union, that trade union shall be recognized by the employer as collective bargaining agent for all the employees in the shop or the craft, and that a bargain made by them with the employer shall cover the terms of employment of all employees in the

shop or craft, whether they are members of the union or not. With a closed shop agreement in operation, this law would have the effect of perpetuating the rule of any union which first gained a majority of the employees as members. Thereafter, since all employees would be compelled, as a term of their employment, to be members of the union, and since any union commanding the allegiance of a majority of the members must be the sole collective bargaining agent, there would be no possible way in which the employees could avail themselves of the procedure set out in subsection 11 of Section 4 of the said Act for establishing another union as the collective bargaining agent. It has been argued before us that both employer and employee have everything to gain from the stability that such a condition would create, since it would eliminate jurisdictional labour disputes, and give the selected unions absolute security. There is considerable validity in this argument, but there is another side to the picture. The union so recognized and entrenched would be in an absolutely invulnerable position. No employee could resign from it, no other union could gain adherence in the shop in question. Such incentive as might be provided to the union management by the necessity of maintaining membership and by the fear of competition would be gone forever. No matter what sins the union committed, it could maintain its sway. This Board doubts whether the jurisdictional position of the unions, as disclosed on this inquiry, has sufficiently crystallized to make such a condition altogether a desirable one.

Looking at the matter from a purely practical, as opposed to a theoretical standpoint, it cannot be said that the case of the closed shop advocates, in the light of experience on this continent, is clearly proved. There are doubtless many instances in which it works very well. There indubitably are many instances in which the power given to union leaders by closed shop conditions has been notoriously and flagrantly abused and has led to almost open "racketeering". The unions which have been guilty of the abuses have not been outlaw unions but members of the great national labour federations. Neither can it be said that the institution of the closed shop brings an end to strikes and labour unrest. A notable instance is the current strike of coal miners in the United States, which follows on a long period of labour strife in the coal-mining industry. The coal mines in question are all closed shops. The Board does not presume to know who is right in the dispute between the miners and the

operators, but cites the condition that now prevails as proof that the closed shop is far from being a universal panacea to end labour troubles.

The National Selective Service Regulations would, the Board is told, permit of a workman, without his consent, being assigned to shipyard work. If this were the case, and he were assigned to a closed shop yard, he would presumably have to join a union willy nilly. The employers argued that this would, in the case of a man who did not believe in unions, be an invasion of his rights. Theoretically this is absolutely sound. Practically no instances were reported to the Board where this particular situation had created trouble.

The most cogent argument advanced by the proponents of the closed shop is this: That a man has a right to sell his labour where he wills, and that he has a right to refuse to labour with persons whom he considers obnoxious, in this case, non-unionists. This argument is stressed by the Webbs, Daugherty and all other labour advocates. The individual right to refuse to work with non-unionists implies the right to strike collectively against work with non-unionists.

The right to strike, subject to wartime controls, undoubtedly exists. But it cannot too often be repeated that the function of boards of this kind is not to tell people what they can or cannot do, according to law, but what they ought to do under the existing circumstances. If the questions to be determined were merely those of legal rights, there would be no necessity for the constitution of such boards, for the courts could take cognizance of the facts and enforce the law.

If in the case at hand the unions were faced with a condition where the resolute hostility of the employers, the conditions of the trades and, above all, the present state of the law, made it likely that their strength, failing a closed shop, could be undermined, they might be justified in invoking the right outlined above. The facts are otherwise. They have an overwhelming majority of the employees listed as members of their unions. There is no evidence that the employers have shown anything but the strictest impartiality as between union and non-union men. And finally, the unions are allowed by law to employ all legitimate tactics in soliciting membership, and indeed are in a position to bring almost irresistible pressure to bear on employees. This Board proposes to further re-enforce their already strong position by requiring that all present and future members of the unions shall be required as a condition of employment to continue their union membership. The law of British Columbia

provides that so long as they command a bare 51 per cent of the employees, they will maintain their position as collective bargaining agents for all the employees. Their wages and working conditions are, during the war, protected by Dominion regulation, and, after the war, will fall within the protection extended by the Provincial Minimum Wages and Hours of Work Acts and Regulations. As against this, the employers are enjoined by law (Sections 6 and 7 of the British Columbia Industrial Conciliation and Arbitration Act) from restricting their employment to non-union men, from threatening or discharging any person for joining any union, and from attempting to dominate, interfere with or sponsor any labour organization. When the Webbs and Daugherty wrote their textbooks, it might have been said that the dice were loaded against labour; now, so far at least as British Columbia is concerned, this cannot be said truly. The whole position is such that the unions ought, with fair and wise management, and without seeking to impose further conditions, to be able to achieve the condition desired by them where every employee belongs to his appropriate union. They may retain their legal right to strike, but their moral right to do so has been taken away by the fairness with which they have been treated.

This right of labour to decide where and when it will work, to refuse to work with persons obnoxious to it, formerly existed contemporaneously with an equally absolute right on the part of the employer to decide whom he would employ. He could, without fear of legal interference, and indeed with public approbation, refuse to employ unionists or persons who took part in labour activities. This was the condition that existed at the time that Daugherty and the Webbs wrote their theses. The employer's right to discriminate was not only coeval with the workman's, it was based on exactly the same sort of reasoning, the sort of reasoning that seeks to protect the interest of a class, regardless of the public weal. So far as the employer is concerned, the so-called right has now been taken away, in British Columbia, by statute. No longer dare he discriminate against, discharge, or even attempt to influence the unionist. With this abrogation of the employer's "rights", the whole case of the theoretical closed shop supporters falls to the ground. They cannot in decency claim for themselves a degree of freedom that is denied to the employer.

In a social organism, no one is wholly free. The only free man is the savage. We surrender reluctantly, and with due circumspection, part

of our freedom in order to assure the working of the organism which protects us and makes civilized life possible. We surrender because we hope to gain thereby. In this case the gain has preceded the surrender. The unions have gained by what amounts to a curtailment of the freedom of the employer—they have been given by this legislation a measure of security which demands on their part forbearance in the exercise of what may have been, under former conditions, their right.

To epitomize, we feel that under present actual and legal conditions the unions have no valid grounds to fear that they will lose their hold on the employees in these industries, and that the employers will thereby be enabled to worsen working conditions. We think that with the advantages given them by statute and by this award, the unions should soon achieve peacefully and without compulsion their goal of 100 per cent membership.

It might be said that where, formerly the employers wielded the weapon of anti-union discrimination, the unions were entitled to wear the armour implicit in their right to refuse to work with non-unionists. Since the weapon has been removed, the necessity for the armour no longer exists.

A great deal of evidence was given to prove or disprove that other Vancouver shipyards operating under closed shop conditions were more efficiently operated than the yard concerned in this inquiry. We do not propose to review this evidence at any length.

The only definite evidence was submitted by the employer and established the fact that some production records had been set up by West Coast Shipbuilders Limited. We do not make any findings as to the superior efficiency of any shipyard, but we do think it is clearly established that the efficiency of the West Coast Yard, under open shop conditions, is at least equal to that of the closed shop yards.

The unions contend that the establishment of a closed shop will eliminate workers' unrest, "quickie strikes", and labour troubles generally. The uncontroverted evidence submitted by the employers shows that there have been less man-hours lost through strikes and labour troubles in the West Coast Shipbuilders operation than in the closed shop yards. The following table, compiled from the *LABOUR GAZETTE*, shows approximately the man-days lost during the period from April, 1941, to June, 1943, in the four Vancouver shipyards.

Yard	Man-days lost
Burrard North.....	4,455
North Van Ship Repairs.....	9,205
Burrard South.....	8,696
West Coast.....	1,085

The facts seem to dispose pretty effectively of the union's contention in this regard.

Arising from this it is conceded by both parties to this dispute that no causes of dissatisfaction, other than the demand for a closed shop, exist at present. It is further conceded by the unions that their main concern in asking for a closed shop is not for the present but for the future. They have a present condition in which the great majority of employees eligible belong to the unions, in fact, in some cases, they have 100 per cent membership. There is no evidence whatever of any discrimination against the union or union employees. There is no evidence of the fostering by the companies of company or any other type of opposition unions. There is no evidence that general labour conditions in the yard are not just as satisfactory as in the closed shop yards. But the unions regard with concern the state of affairs which they conceive as likely to exist after the war, when shipbuilding business falls off, when large numbers of returned soldiers will be thrown on the labour market and when there will not be full employment available in the shipyards for all persons qualified to work therein. They distrust their employers to this extent: They think that their employers will take advantage of a flooded labour market to discharge union employees, replace them with non-union employees, and so break the power of the unions, with a consequent retrogression in wages and working conditions.

For the employers it can also be said generally that their objection to the closed shop is based more on the fear of its future operation than on dissatisfaction with its present effect as known in other yards. They return the distrust shown by the employees. They visualize a post-war condition where thousands of skilled workers will be discharged from the armed forces, and will compete with the present worker for the reduced number of jobs that will be available. Among these returned soldiers and sailors will be many former employees and skilled artisans whom they will wish to employ and toward whom they may feel they have a duty. They prophesy that under closed shop conditions it will be impossible for them to employ these men. They point out that the closed shop gives the union the last word as to who shall be employed, since the unions can always refuse an employee or prospective employee membership in the union concerned, and thus deprive him of the right to employment. They think that in a time of keen competition for shipyards, the unions will be bound, at the insistence of their members, to close their ranks and refuse admission to applicants where such admission might easily mean

the replacement of a union member in his job by the new applicant.

The union representatives have said that they have no intention of adopting a policy of exclusion in regard to membership in the post-war period. They say that they will always welcome new members; that they feel that their strength grows with their membership; that they will not set prohibitive initiation fees. We had at the time no reason to doubt the sincerity of their statements, but the fact is that they are merely present representatives of the union. The union policy in regard to membership is subject to change at any time.

So far as shipbuilding is concerned, we do not think that the most sanguine person would expect the industry to be maintained in the post-war period at its present level. Before the war, no major ships were built on the Pacific Coast of Canada. The tremendous industry now existing here is entirely the product of war conditions, of the necessity to transport and supply our troops, to provision Britain and to replace submarine losses. When the war ends, there will inevitably be a decline of employment in the shipyards.

This decline will coincide with the release of hundreds of thousands of men from the Armed Forces. Many of them will be skilled artisans, former shipyard workers. We hope and expect that private enterprise and Government work will provide jobs for all returned men. However, even taking this as a certainty, it is nevertheless equally certain that a great number of returned soldiers will seek work in the shipyards. Our present experience shows us that this class of work is preferred by working people. Even during the times of greatest labour shortage, it has been easier to attract men to shipyards than it has been to induce them to work at primary industries, such as logging, mining and fishing. The wages are high, the working conditions generally good, and the workers are able to be in the cities. There is no reason to suppose that returned soldiers will not show the same preference for shipyard work.

On the other hand, it is hard to imagine that the persons now employed in the yards are going to relinquish their positions to returned soldiers without a struggle. Giving them all due credit for patriotism and unselfishness, it does not seem likely that they will want to abandon their jobs and go into the woods to work if they can avoid doing so.

We can, therefore, visualize a considerable competition for these preferred jobs in the shipyards. If the field is left open, this will adjust itself naturally. The employer will want the best workman he can get. He may feel some special duty towards returned

soldiers formerly employed by him, but cannot be expected to go to the length of discharging a satisfactory employee in order to re-engage an incompetent one. Therefore, the condition should, in a short time, stabilize itself. The better old employees will be retained, the more capable returned soldiers engaged, and the yards will operate at a good level of efficiency to meet post-war competition.

Granted ideal, or rather idealistic union administration, this result could be achieved as easily under closed shop as under open shop conditions. Where it was proposed to replace a union member with a returned soldier, the worker would gracefully resign his post, the union would enrol the soldier, and the soldier would step into the job. But it is inconceivable that this will happen. The worker will fight for his job. If closed shop conditions prevail, the natural and obvious way for him to retain it is to get his union to exclude the returned soldier from membership. Human nature being what it is, it is almost inevitable under those circumstances that there will be very great pressure, on the unions for a policy of restricted membership. If a closed shop condition exists, this policy would effectively debar any returned soldier not already a union member from employment in the shipyards.

It may be said that this statement involves a grim view of post-war prospects for the shipyard worker. We think it inevitable that many of these workers will have to change their employment after the war. Such changes will entail some hardship. But the returned soldier must be considered. Granted he is a skilled worker, must he, after years of war service, go into the unskilled labour market while the man who has held his job during the war remains at his more congenial employment.

It might further be said that the point we have tried to establish, the infiltration into the yards after the war of non-union returned soldiers, is just what the unions fear will operate to break the strength of their organization. We do not think their fears are well-founded. We think that so long as they preserve a liberal membership policy, they will have no difficulty enrolling the new workers in their ranks. The law of British Columbia will operate to prevent any attempt by the most unscrupulous employer to proselytize or bring pressure to bear against the unions. So long as the union continues to represent a bare majority of the employees, it retains its collective bargaining powers.

The modern trade union is a unique form of organization in that it enjoys many of the rights of a body corporate, with few of the

corresponding responsibilities. In particular, its internal organization is not subject to statutory control. A corporation can only pass by-laws in accordance with its statutory powers, which may at any time be restricted or amended by Parliament. No such control is exercised over a union. Therefore, the union can, if they wish, adopt a policy of exclusion, resolutely closing their ranks against new members, without fear of interference by the State.

While this matter was before the Board, certain events occurred which shed some light on this phase of the argument, that is the possibility of the enforcement by the unions of a restrictive membership policy. In mid-September it began to appear likely that, due to improved shipping conditions, there would be a curtailment of production in the ship-yards, involving the laying off of large numbers of workers. The Boilermakers' Union, which represents over 50 per cent of the workers involved in this dispute, thereupon issued a notice to its shop stewards, business agents and other persons empowered to receive membership applications, instructing them, *inter alia*, that no new members were to be accepted in the closed shop yards, and that strict check was to be kept of all men who were in process of losing their membership through non-payment of dues, with a proviso that no dues payments, which might presumably have the effect of reinstating them, were to be accepted from such men. The said notice further provided "In the open shop yards, the rule being enforced in the closed shop yards is to be explained, and it is to be inferred that the same rule would apply in the open shop yards in the near future." A copy of the said notice is appended to this report.

The union representatives were confronted with this notice and asked to explain it. They stated that they felt it wrong to accept initiation fees and dues from persons who could not be sure of employment in the yards. This attitude is perhaps commendable, but it shows a certain confusion of mind on their part as to their function. The Board feels that it is the duty of the unions to accept as members all persons qualified for membership, irrespective of the abundance or scarcity of jobs. What a man should expect from his admission to the union is not a job, but the right to try to get a job in a closed shop yard. The union officials might well tell him, when they admit him to membership, that prospects of employment are poor, but they must, or should not refuse him membership. If they do so, they deprive him of the opportunity to apply for employment. It could well be that some applicants are better qualified for

jobs in the yards than certain persons now employed there. If so, they should have a chance to compete for these jobs. The closed shop and union membership must not be employed as an instrument to keep in employment, to the exclusion of other persons, union members, irrespective of the superiority or inferiority of their qualifications. The Board cannot help but be impressed by the fact that the largest of the unions has, at the first threat of curtailment of employment, invoked the very policy of exclusion which they had previously stated to the Board would not be invoked in the post-war period.

In this connection we should like to point out that some of the most ardent advocates of the closed shop policy stopped short of supporting it when it is allied to a policy of restriction of union membership. Sidney and Beatrice Webb, in their great and authoritative work, "Industrial Democracy", devote many pages, starting at p. 704, to a condemnation of this practice, which they conclude is a more maleficent form of monopoly than that enforced by great business trusts and cartels. Similarly, Carrol F. Daugherty in "Labour Problems in American Industry" says at p. 557, after a hearty condemnation of the anti-union shop, "The closed Union shop with closed union comes at the end of the scale opposite the closed anti-union shop, and is completely comparable therewith". And again at p. 561, "At the other end of the scale are the unions which demand a closed shop with a closed union, and in connection therewith artificially restrict their members by reason of restrictive membership and apprenticeship requirements. Here again such policies may be understood but hardly justified. If a union bars entrance to a trade by monopolistic practices and in doing so keeps out non-union men who might otherwise join, it alienates sympathy and classes itself with trusts and pools. Labour has just as much right to effect monopoly in its commodity as employers or doctors or lawyers in theirs, but all such methods, although explainable in terms of human nature, are unreasonable and unjustifiable from a social point of view".

The statement made in the last sentence quoted requires some examination. In the first place, so far as Canada is concerned, employers, in so far as many trades and industries are concerned, have no right to effect monopoly, but may, on the contrary, be punished for doing so. In the second place, the right which doctors, lawyers and engineers, and in British Columbia, barbers, hairdressers and chiropractors have to control membership in their professions or trades, is as we have already pointed out a statutory one, subject

to Governmental control. We would venture to suggest that the very persons who advocate an absolute closed shop for all boilermakers would be shocked at the suggestion that an association of doctors could, in the absence of some statutory authority, arbitrarily exclude their sons from the practice of surgery. We do not say that the Boilermakers should not have the same right to control membership in their trade that the surgeons have in respect of their profession, but we do say that if such power is to be given them, it must be given by statute, and be subject to statutory control, so that it may not be abused.

Another aspect of the closed shop which was discussed during the hearings was the implications of the affiliation of trades unions with political parties. The Boilermakers' Union, presently suspended from membership in the Canadian Congress of Labour, is normally a member of that body, and confidently expects that certain negotiations now under way will result in its being readmitted to membership. The Canadian Congress of Labour, at a recent convention, went on record as recommending to its affiliates the support of one of the great Canadian political parties, the Co-operative Commonwealth Federation. As this matter was explained to us at the hearing, the local unions affiliated with the congress are given complete autonomy in this matter, and may individually decide whether they want to support the C.C.F. However, the unions which do decide to follow the policy advocated by the central body commence at once to contribute to the coffers of the political party a stated sum of a few cents per month per member. It was not stated, and it is not important, whether this money is to be paid from the general funds of the union or raised by a special levy on the members. The fact is that once a union has by a majority decided to support the political party, each member of that union will thereafter directly or indirectly contribute a certain sum of money to the support of that party. Applying that condition to a closed shop, we could have a union member who, as a condition of his employment is required to maintain his union membership and pay his dues, but who does not believe in the policies of the political party in question. This man would then be confronted with the alternative of throwing up his job or of paying part of his wages towards the advancement of principles in which he did not believe. It is needless to say that the identity of the political party concerned does not affect the matter. The result would be equally objectionable if the party to be supported were the Liberal Party, the Progressive

Conservatives, or the Bloc Populaire. In England, such a contingency is expressly provided against by legislation protecting the dissident workman from being levied upon for political purposes, but no such protection exists in Canada. This Board is not aware of any principle of democracy or equity which would justify confronting a workman with such a choice as above outlined. But such a condition could certainly arise under the present Canadian law in industries where there are closed shop contracts.

The Board recommends that the Employers and the Unions enter into the form of agreement already negotiated with clause 31, establishing a closed shop, deleted.

The Board recommends that the following Union security clause be inserted in the agreements to be entered into between the Employers and the Unions: "The company agrees that any present employee who at the date of this agreement was a member of the union or who has become a member of the union since that date shall, as a condition of continued employment, maintain membership in good standing; and any employee who hereafter, during the life of this agreement, becomes a member or is reinstated as a member of the union, shall, as a condition of continued employment, maintain membership in good standing."

It may be said that in recommending any sort of restrictive clause, even such a comparatively mild and inoffensive one as the above, the Board is swallowing the camel of principle, while straining at the gnat of form. It is true that some, though by no means all, of the objections which the Board has cited against the closed shop would apply against a union security provision. The Board's reasons for the recommendation are as follows: During the negotiations before the Conciliator which preceded the appointment of this Board, the employers, in an attempt to effect a settlement, offered to enter into an agreement containing such a clause as we have recommended. On the hearings before the Board, the employers took the position that this offer, not having been accepted at the time, was now withdrawn, and that they were not bound by it. In ordinary legal or commercial dealings, where an offer can be made without prejudice and subject to revocation if it is not immediately accepted, this would be a perfectly sound position for them to take. However, the Board does not feel that the rules of conduct proper to lawsuits are applicable to dealings of this kind, and feels that the employers should make good on their previous offer. Hence the above recommendation. The Board is also

influenced by the further practical consideration that a similar type of agreement has, for a great many years, given rise to very satisfactory labour conditions in one of the great businesses of this Province, the pulp and paper industry, and that renewals of agreements between employees and employers in that industry containing a clause similar to the above have very recently been negotiated. It will also be noted that this sort of provision will not allow any union, by a restrictive membership policy, to deprive any person of the right to a job.

Mr. H. W. Herridge, M.L.A., the third member of the Board, dissents from these findings, and is filing a separate report.

Vancouver, B.C., November 1, 1943.

The whole respectfully submitted.

(Sgd.) J. O. Wilson,
Chairman

(Sgd.) F. W. Fearman,
Member.

Minority Report

In the Matter of the Industrial Disputes Investigation Act and of a Dispute between West Coast Shipbuilders' Limited, Hamilton Bridge (Western) Limited, and certain of their employees, members of various trade unions, as follows: Local No. 1 Boilermakers and Iron Shipbuilders' Union of Canada, Local No. 2 Dock and Shipyard Workers' Union of Vancouver, District Lodge 692, I.A.M. Local 115, International Union of Operating Engineers, Local No. 1 Amalgamated Building Workers of Canada, Local No. 2 Amalgamated Shipwrights, Joiners, and Boat Builders and Caulkers, Local 170 United Association of Plumbers and Steamfitters, Local No. 3 Amalgamated Electrical Workers.

TO THE HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
OTTAWA.

Sir:

Having had the honour of serving as a member of the Board of Conciliation and Investigation on the recommendation of the eight applicant Unions, and having had an opportunity to hear and study the evidence presented to the Board, I find myself in disagreement with the other members of the Board and therefore submit a minority report for your consideration.

I wish to take this opportunity to express my sincere appreciation for the courtesies and consideration at all times extended to me as

a member of the Board by my colleagues, Judge J. O. Wilson, Chairman, and Mr. F. W. Fearman, representing the employers.

FACTS NOT IN DISPUTE

(a) The above-mentioned 8 internationally affiliated unions have applied for a closed-union shop in the companies, West Coast Shipbuilders, Limited, and Hamilton Bridge (Western) Limited.

(b) According to the figures presented by the management the 8 Applicant Unions represented about 75 per cent of the employees at the two plants involved. According to the figures presented by the Unions they represented about 87 per cent of the employees. I believe I can fairly say that all the members of the Board agreed that the difference was a difference in the method of computation and that it was agreed among the Board members that at least 80 per cent of the employees in these two plants were members of the 8 applicant Unions.

(c) In the brief presented by the West Coast Shipbuilders, Limited, it was submitted that "the company is engaged solely in wartime contract and does not carry out any repairs or any other private work. In these various respects it differs from the Closed Shops of Burrard and North Vancouver. The Company has acquired its site on a lease-hold basis and the terms of the various leases obligate the company to remove its plant and equipment from the premises after the termination of its war and post-war contracts". Although this submission is worded rather ambiguously, the straight inference is that West Coast Shipbuilders, Limited, is a company which will do business only for the wartime and not after and much was made by the companies of this point in an attempt to differentiate between their yards and the other yards in the Vancouver area. The only logical reason for making this point is the inference I have mentioned; however, I reject in advance the fact as a reason for refusing to accept the Union Shop.

(d) It was further mutually agreed that of the four important yards engaged in ship building in the Vancouver area, three; namely, Burrard Drydock North Company and Burrard Drydock South Company and the North Vancouver Ship Repairs had Closed Shop agreements with the 8 Applicant Unions, but that union shop practice is actually in effect.

(e) It was further agreed that the applicant Unions asked for an Agreement based on the practice in the other Shipyards in the Vancouver area.

These other shipyards represent about 16,000 men out of the 20,000 odd employed in the industry in this area.

DEFINITION OF UNION

Another organization purporting to be a labour union; namely, The United Welders, Cutters and Helpers, Local No. 1, appeared before the Board, but throughout my report I do not recognize this a bona fide union for the reason that it is neither affiliated with any national or international union—it is in fact a chartered society under the Societies

Act, and it is not considered a union by the aforementioned 8 applicant Unions. Therefore, in my report, whenever I mention Unions, I shall be referring to the 8 bona fide applicant Unions and not the Society of United Welders, Cutters and Helpers, Local No. 1.

CLOSED SHOP AND UNION SHOP

Throughout the submission of the companies, there is constant reference to the closed shop. It must be noted at once that the applicant Unions do not ask for the closed shop, but as appears from their brief ask for a modification which is in reality the union shop. The difference may be briefly stated as follows:—

(a) The closed shop requires the employers to hire only union members.

(b) The Union Shop allows the employers freedom to engage both union and non-union men but after a stated period (mutually agreed upon by the company and the unions—30 days was suggested by the unions) all non-union men as a condition of employment must become members of the union.

It will be seen at once that some of the submissions presented by the companies therefore have little validity since they mistakenly apply to a closed shop condition. I shall refer to these company submissions below.

ANALYSIS OF COMPANIES' ARGUMENT

Both companies' and unions' contentious arguments revolved mostly around the 13 submissions of the company. I shall deal seriatim with the submissions and the replies given by the unions and I shall indicate my agreement in 12 respects with the unions' submission. As to jurisdictional disputes, I shall deal separately with the company submission.

1. *Companies Claim Right to Operate Open Shop.*—This is a claim long abandoned in Great Britain, Australia, New Zealand, and large sections of the United States. The so-called right claimed has no more validity than the so-called right claimed by employers 100 years ago to operate their mines at 14 and 15 hours a day, all in the name of freedom of the individual.

2. *Companies Claim Closed Shop a Denial of Right of Citizen to Work.*—There are undoubtedly a large number of individual rights which have been abrogated in the common interest in modern times. For example, the fundamental right of a citizen to operate a post-office, or cross the street wherever he may wish has been abrogated in the interest of the common good. However, I would particularly refer to the various professional groups who have through their endeavours

secured legislation to force their members to become members of their association. Lawyers, doctors, chiropractors, hairdressers, and nurses all have such legislation in British Columbia and this legislation was achieved with a minority objecting in most cases.

3. *Minority Rights.*—Both the union shop and the closed shop afford the employees the democracy of majority rule in the common good. In this instance where a union shop is asked for, the Companies have, as I have already stated, the right to first choose whatever workmen they wish. In regard to a minority who do not wish to join the Union, it is obvious that in this case such a group is very small, representing less than 20 per cent of the men employed at both plants. No parliament or no organization democratically constituted could operate if it were required to obtain unanimous support as a condition precedent to operation. For example, it could surely not be proposed that if a small group of fascists opposing democratic parliamentary institutions refuse to participate in elections that therefore we should not have a parliament for the welfare of the people as a whole. Again, the Legal Profession's Act and other such acts are examples of majority decision binding the entire occupation or profession. Perhaps some lawyers were originally opposed to the legal "Closed Shop", but nevertheless the majority were in favour of it and the Government has enforced such a "closed shop" through legislation. The same principle is here involved. I am in favour of similar legislation which will by law grant workmen the same rights as lawyers, doctors, hairdressers, barbers, chiropractors, nurses and agriculturists.

In the meantime, this Board in my opinion can and should recommend this progressive step which would carry out the patent purposes for which Collective Bargaining is intended. Indeed, most closed shops now enforced by legislation were first recommended by progressive trail-blazing Commissions or Boards.

4. *The Companies Claim the Closed Shop Would Repress Individual Initiative.*—In my opinion, this contention is completely unsupported by the evidence submitted. To the contrary, the Companies submitted evidence of its excellent production record with at least 80 per cent of their employees members of various Trade Unions. Furthermore evidence was submitted to the effect that Mr. Henry Kaiser, who has the most efficient shipbuilding plants in all history has a closed shop agreement with all the Unions in his yards.

5. *The Companies Claim the Closed Shop Would Prevent Them Exercising Selection of Workers.*—As I have stated before, only a union shop is asked for. The Companies may choose their workers freely from the labour market, so long as full employment continues.

6. *The Companies Claim The Closed Shop Enforces Monopoly of Labour.*—I have dealt with this in 5.

7. *The Companies Claim The Leaders of Labour Have No Control Over Their Membership.*—While some evidence was submitted that indicated some difficulties arose during the early stages of the organization of the present shipbuilding industry in the Vancouver Area, other very substantial evidence was submitted by the Union representatives that proved in my opinion without a doubt that Union Leadership played a very effective part in getting the production program rolling smoothly.

Taking into account the mushroom growth of the Shipbuilding Industry in the Vancouver Area, and the multiplicity of environments from which the employees have been drawn, I am impressed with the degree of Union stability developed to date, and in my opinion, the Companies' Claim in this respect is not supported by convincing evidence.

8. *The Companies Claim The Closed Shop Would Place Powers of Compulsion in the Union Which Belong to the Government.*—In my opinion the Union would have no more power than the benchers have over lawyers under the Legal Profession's Act, the Marketing Boards over agriculturists or various supervisory executives over nurses, hairdressers, etc.

9. *The Companies Claim They Would Be Used As A Club To Force Workers To Join Unions.*—I have already referred to the unanimous opinion of the Board that no less than 80 per cent of the employees belong to the Unions involved. Therefore, in my opinion, the will of the majority should prevail and no evidence was presented as to objections on this score on the part of the Companies operating under Closed Shop agreements in the other yards in the Vancouver Area.

10. *The Companies Claim The Spirit of The National Selective Service Act Will be Violated.*—I have already referred in my answer to submission Number 5, to the fact that actually only the Union Shop is asked for and violates neither the spirit nor the letter of the National Selective Service Act. In fact, evidence was presented to show there was effective co-operation between National Selective Service and the Unions in the matter of employment.

11. *The Companies Claim White Collar Employees Will Lose Rights.*—No evidence whatsoever was presented to support this submission.

12. *The Companies Claim a Closed Shop Would Prevent Returned Soldiers and Sailors From Obtaining Employment in the Post-war Period.*—I desire to deal at length with this submission since this goes to the very root of the sincerity of the companies' entire submission. This particular submission is developed at some length on page 10 of the company's main brief. It states: "Furthermore, this company intends to protect the hundreds of fine young men, who have left the employ of the company to join the Armed Forces and who are prepared to sacrifice their lives for those who remain at home, from being prevented, when they return, from working in the plant of this Company. The company does not propose to tolerate any situation where a returned soldier is barred from entering the gates of this company because he does not possess a union card. This is exactly what would occur if the company operated as a closed shop as no one is simple enough to believe that when these soldiers return, and when jobs are scarce, union men will voluntarily walk out of the yard and give their jobs to returned soldiers, nor will returned soldiers be admitted to union ranks as it is a well-known fact that when jobs are scarce union recruiting absolutely ceases and membership is closed."

This paragraph must be read in conjunction with the company statement presented at page 1 in the same brief which I requote: "The company is engaged solely in wartime construction and does not carry out any repair or other private work. In these various respects, it differs from the closed shops of Burrard and North Vancouver. The Company has acquired its site on a lease-hold basis and the terms of the various leases obligate the company to remove its plant and equipment from the premises after the termination of its war and post-war contracts." If the Company will not be in business after the war, then this submission is trifling in the extreme since it dwells on the natural concern that we all have for the returned men yet indicates no intention of re-employing these men since there will be no operation to employ them on.

If on the other hand, the ambiguous statement of the company as to post-war operations means that the company will continue nevertheless, the test of the sincerity of the company concerned would surely be a guarantee on the part of the company to employ

these men after the war. No such guarantee was given in evidence or any such suggestion made, I take it therefore, that this submission was presented for the purpose of mere window dressing since such concern is mere verbiage in view of the company's own submission that they will not operate after the war.

In this connection it might be well to note that many of the witnesses before the Board were returned men's buttons indicating that they are veterans of the first World War. These men were in agreement with the principle of the closed shop.

The only point that could arise in this connection is whether or not there will be full employment after the war. If there is to be full employment as is the stated policy of the Government, then all men will continue to be eligible to join the union since there will be little point in barring men when jobs are available. I will not in this report contemplate mass unemployment since this cannot and must not be the result of this second World War. All suggestions of restrictions of union memberships can only be based on hypothesis of such mass unemployment.

A matter which concerned the Board was an exhibit called "Instructions to all Shop Stewards, Business Agents, etc." and was admittedly distributed by the Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1. The essence of the instructions is that no new members are to be accepted at this time in the aforesaid union.

First, it must be noted that this document was distributed on or about September 28, 1943. The date is important because only some days previous it was officially announced that ship building was to be curtailed in this area by the reduction of personnel and the extension of the time of building of ships. Obviously, under such a situation no union could honestly accept new members when no work was available and dues accepted from new applicants would indeed be taken under false pretences. This view was given in evidence by the Union spokesman. I take it, therefore, that this sheet of instructions is a temporary directive having regard to a temporary situation and in fact evidence given by the Unions before the Board and after the date of the issuance of these instructions show conclusively that these instructions have been since abrogated. The expected unemployment did not occur and in fact new members are again being taken into the Boilermakers' Union. It is obvious that this particular instance is but a part of the same question of full employment or unemployment. This Board cannot assume mass unemployment after the war and from

evidence presented, so long as there is employment members will be eligible to join all the Applicant Unions.

13. Companies and Question of Jurisdictional Disputes.—Of all the submissions presented by the Companies, although submitted in my opinion in exaggerated form, some merit may exist in this regard. In my opinion, there is usually little justification for jurisdictional disputes in this war against Fascism. Such disputes should be ironed out by the Unions. In fact, evidence was produced that would indicate that such was the case as between the Unions here involved. I shall therefore, in view of the necessity during the period of this war for the elimination of this type of dispute, make my recommendation in this regard separately in my concluding remarks.

Although the Unions' brief is an exhibit on file, it might be well for me to state the cardinal reasons for a Union Shop as seen by the men. First, the Unions see the Union Shop as essential to their security as Unions. Having once established the security of their very existence they can then proceed to the normal functions of a union in wartime which have to do with not only the benefits of the membership itself such as educational, cultural and community welfare, but the all-important question of effective co-operation with the management in the interest of the war effort. Complete co-operation cannot exist so long as the Union has to spend the greater part of its time fighting to preserve its very existence. It has been well stated by W. M. Leiserson, a member of the United States National Labour Board, thus: "These names (closed shop and open shop) however are but battle cries in the conflict between employers and labour organizations over the problem of unionization. They serve to obscure the essential point of contention which is whether the shops shall be union or non-union."

In this day of advancement to a better social order many progressive employers have accepted the union shop principle since this principle is the one desired by the men and already exists generally in Great Britain and other democracies as I have stated above.

In this day it should be obvious to all that when people as nations feel insecure, horrible wars result. This same principle pertains to the relationship between labour and management. If stable and friendly relations are to be achieved, they can only be so achieved in my opinion when security is granted the unions in the form of a closed shop. In this arbitration, the closed shop would actually be only a union shop.

TRADE UNION AFFILIATION

My colleagues deal at some length in their report with the question of trade union affiliation. Evidence was submitted to the effect that the Canadian Congress of Labour at a recent convention went on record as recommending to its affiliates the support of one of the great Canadian political parties. This is only a recommendation and no doubt before any union affiliates with any political party according to usual trade union practice, the overwhelming majority of the membership would have to endorse such a move. According to my understanding of the present situation, affiliation with a political party by any of the eight applicant Unions would mean a revision of their Constitutions and this usually requires a two-thirds majority.

While my colleagues evidence some concern over the possibility of Trade Union Affiliation with political parties, this has been an accepted practice in Great Britain for many years where Closed Shop conditions generally prevail and I am certain that should any Union decide to affiliate with any political party that decision will express the will of the majority and the arrangements made will be thoroughly democratic.

In view of the foregoing I recommend:

1. That the West Coast Shipbuilders, Limited and Hamilton Bridge (Western) Limited do grant a Closed-Union Shop (in effect a Union Shop Agreement as in practice in the

other Vancouver Shipyards) to the 8 Applicant Unions, to wit: Local No. 1 Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 2 Dock and Shipyard Workers' Union of Vancouver, District Lodge 692, I.A.M., Local 115, International Union of Operating Engineers, Local No. 1 Amalgamated Building Workers of Canada, Local No. 2 Amalgamated Shipwrights, Joiners, and Boat Builders and Caulkers, Local 170 United Association of Plumbers and Steamfitters, Local No. 3 Amalgamated Electrical Workers.

The above closed-union shop should in my opinion be granted on written undertakings being given by the 8 applicant unions to Judge J. O. Wilson, Chairman of the Board that no jurisdictional dispute will occur as between themselves and any other bona fide union during the duration of the war in the plants of the companies concerned.

2. I would further recommend in view of my experience on this Board the urgent necessity for a National Labour Relations Act to set forth in definite terms, the rights and responsibilities of both Union Labour and Management, so as to democratically allow where a majority so desires, the establishment of the closed shop in industry as the logical result of collective bargaining.

The whole respectfully submitted,

(Signed) Herbert W. Herridge,
Member of Board.

Conciliation Work of the Department of Labour

DURING November a total of 47 new industrial disputes, and 16 cases which had originated in earlier months were dealt with by Industrial Relations Officers of the Department of Labour. These disputes were distinct from those described on previous pages, which were handled under the provisions of the Industrial Disputes Investigation Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; two officers in Montreal

are assigned to the province of Quebec and two officers resident in Fredericton, N.B., and Sydney, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

In the article on the Conciliation work of the Department appearing in the November issue of the *LABOUR GAZETTE* (pp. 1518-1522) mention was made of the termination, on November 15, of the strike by coal miners in Western Canada. Certain other important disputes were also summarized up to the date of going to press about the middle of the month. The remaining cases in which mediation was required during November were not of a nature which calls for summarization in this issue.

Strikes and Lockouts in Canada During November, 1943

WHILE the number of strikes and lockouts in Canada recorded for November was nine less than in the previous month, the number of workers involved and the time loss in man working days increased sharply. As compared with November, 1942, there was one more strike but the number of workers and the time loss showed a decrease. There were 27 strikes during the month, involving 16,784 workers, with a time loss of 97,004 man working days, as compared with 36 strikes in October, with 5,923 workers involved and a time loss of 25,496 days. In November, 1942, the number of strikes was 26, involving 20,439 workers, with a time loss of 103,355 days.

During the month under review a general strike of coal miners in Alberta and British Columbia was responsible for about 50 per cent of the workers involved and over 90 per cent of the time loss. In November, 1942, a strike of motor vehicles factory workers accounted for more than 70 per cent of the workers involved and over 80 per cent of the time loss.

Three strikes, involving 645 workers, were carried over from October and 24 commenced during November. Of these 27 strikes, 25 were terminated during the month. Ten resulted in favour of the workers, nine in favour of the employer, two were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month, therefore, there were two strikes unternminated, namely: hotel employees at Edmonton, Alta., and rubber factory workers at Acton Vale, P.Q.

Information as to a strike of wholesale jewelry workers at Vancouver, B.C., which com-

menced on October 28 and terminated on November 18, 1943, was not received in time to include in the statistical table.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Information is available as to one dispute of this nature, namely: fur factory workers, Quebec, P.Q., one employer, May 12, 1943, to August 31, 1943.

The following table gives information for November and October, 1943, and November, 1942.

Date	Number of strikes	Number of workers involved	Time loss in man working days
*November, 1943.....	27	16,784	97,004
*October, 1943.....	36	5,923	25,496
November, 1942.....	26	20,439	103,355

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The record includes all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1943				
MINING— Coal miners, loaders, Sydney Mines, N.S.	1	(a) 16	16	Commenced October 28, 1943; <i>re</i> payment for certain work; terminated November 1; return of workers pending settlement; indefinite.
MANUFACTURING— Metal Products— Aluminum plant workers, Shawinigan Falls, P.Q.	2	600	3,500	Commenced October 24, 1943; against return to winter work schedule for potmen; terminated November 6; return of workers; in favour of employer.
SERVICE— Business and Personal— Hotel employees, Edmonton, Alta.	1	29	700	Commenced October 1; for payment of wage increases for porters as approved by RWLB†; unternminated.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1943*—Continued

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing during November, 1943				
LOGGING— Bush workers, Dalton Mills, Ont.	1	53	159	Commenced November 4; for more meat and butter with their meals; terminated November 6; negotiations; in favour of employer.
MINING— Coal miners, River Hebert, N.S.	1	128	256	Commenced November 1; for levelling-up of wage rates as in neighbouring mine; terminated November 2; return of workers pending decision of NWLB‡; in favour of workers.
Coal miners, Alberta and British Columbia.	67	8,500	88,000	Commenced November 1; for increased wages, time and one-half for sixth working day in week and two weeks' vacation with pay; terminated November 13; referred to a Royal Commission; (increase in wages and two weeks' vacation with pay approved) compromise.
Metal miners (lead, zinc, etc.), Silvertown, B.C.	1	36	36	Commenced November 5; against lack of sugar, jam, etc. with their meals; terminated November 6; negotiations; in favour of workers.
Coal miners, East Coulee, Alta.	1	158	158	Commenced November 10; for driver's pay for worker employed as both driver and pusher; terminated November 10; negotiations; in favour of employer.
Coal miners, Glace Bay, N.S.	2	1,450	1,450	Commenced November 19; against working with non-union workers; terminated Nov. 19; negotiations; in favour of workers.
Coal miners, loaders, Glace Bay, N.S.	1	35	35	Commenced November 24; <i>re</i> working conditions (unsafe condition of roof); terminated November 24; negotiations; (roof re-timbered) in favour of workers.
Coal miners, Three Hills, Alta.	1	35	70	Commenced November 25; against alleged irregularities in pay statement; terminated November 26; negotiations; in favour of workers.
Coal miners, shooters and loaders, New Waterford, N.S.	1	61	120	Commenced November 25; for payment for loading coal left on long wall following mechanical breakdown; terminated Nov. 27; negotiations; compromise.
Coal miners, Minto, N.B.	1	22	22	Commenced November 29; against working with a non-union worker; terminated Nov. 29; conciliation (federal); in favour of workers.
MANUFACTURING— Rubber Products— Tire factory workers, Kitchener, Ont.	1	57	35	Commenced November 13; for the night off (Saturday); terminated November 13; return of workers; in favour of employer.
Rubber factory workers, (footwear), Acton Vale, P.Q.	1	152	800	Commenced November 22; for union recognition and agreement; unteminated.
Animal Foods— Meat packing plant work- ers (fertilizer division), Saint John, N.B.	1	(b) 30	10	Commenced November 29; for increased wages; terminated November 29; return of workers pending decision of RWLB; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1943*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establish- ments	Workers		

Strikes and Lockouts Commencing during November, 1943—Concluded				
MANUFACTURING—Con.				
<i>Textiles, Clothing, etc.—</i>				
Knitting factory workers, Marieville, P.Q.	1	134	200	Commenced November 11; for full cost-of-living bonus; terminated November 12; conciliation (federal) and return of workers pending decision of RWLB; in favour of employer.
<i>Metal Products—</i>				
Munitions factory workers, Toronto, Ont.	1	74	130	Commenced November 1; for return to basic wage rates in force before introduction of bonus system; terminated November 2; return of workers pending further negotiations; indefinite.
Machinists, Napanee, Ont.	1	12	72	Commenced November 1; against dismissal of two workers and for increased wages and improved working conditions; terminated November 6; conciliation (provincial) and return of five workers; (night shift discontinued) in favour of employer.
Metal factory workers, Beauharnois, P.Q.	1	120	30	Commenced November 10; for change in management of company restaurant; terminated November 10; conciliation (federal) and return of workers pending vote; in favour of workers.
Munitions factory workers, Cherrier, P.Q.	1	437	30	Commenced November 19; against working with a certain foreman; terminated November 19; return of workers pending settlement; indefinite.
<i>Shipbuilding—</i>				
Shipyards workers, Sorel, P.Q.	1	4,300	150	Commenced November 19; against alleged officiousness of company police; terminated November 19; negotiations; in favour of workers.
Carpenters, etc., Vancouver, B.C.	1	60	30	Commenced November 26; against suspension of a worker for quitting early to put away tools, etc.; terminated November 26; negotiations; (warning whistle to be blown) in favour of workers.
<i>Miscellaneous—</i>				
Pencil factory workers, Drummondville, P.Q.	1	73	110	Commenced November 12; for full cost-of-living bonus; terminated November 13; return of workers pending decision of RWLB; indefinite.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Carpenters, Malton, Ont.	1	123	850	Commenced November 19; against working with three non-union workers; terminated November 26; replacement; in favour of employer.
<i>Highway—</i>				
Truck drivers, Coronation, Alta.	1	17	17	Commenced November 19; for increased wages; terminated November 19; return of workers; in favour of employer.
TRANSPORTATION—				
<i>Water—</i>				
Longshoremen, Sheet Harbour, N.S.	1	72	18	Commenced November 2; for employment of a union worker; terminated November 2; negotiations; in favour of workers.

*Preliminary data, based where possible on reports from parties involved, in some cases incomplete; subject to revision for the annual review.

†In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡RWLB—Regional War Labour Board. NWLB—National War Labour Board.

(a) 700 indirectly affected. (b) 25 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing down to date that given in the July issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1942". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the *LABOUR GAZETTE*, August, 1940, page 760.

The number of disputes beginning in September was 190 and 10 were still in progress from the previous month, making a total of 200 disputes in progress during the month; 89,700 workers were involved in the disputes

in progress during the month and the time loss was 327,000 working days.

Of the 190 disputes beginning in September, 57 arose out of demands for increased wages and 63 over other wage questions; 24 over questions as to employment of particular classes or persons; 31 over other questions as to working arrangements; 4 on questions of trade union principle; 2 were sympathetic stoppages. Final settlements were reached in 161 disputes, of which 26 were settled in favour of the workers, 98 in favour of employers and 37 resulted in compromises; in 20 other disputes, work was resumed pending negotiations.

New Zealand

The number of disputes in the first six months of 1943, was 33, involving 5,472 workers, with a time loss of 7,391 working days.

United States

The number of strikes beginning in October was 290, involving 215,000 workers, with a time loss of 975,000 working days for all disputes in progress during the month. More than half of this time loss was due to the scattered coal mining stoppages. Figures for the months of July, August and September are not yet available.

Report of Quebec Commission Established to Enquire into Paper Mill Disputes

Freedom of Association and Collective Agreements

LABOUR disputes in certain newsprint mills in the Lake St. John region were the subject of an inquiry by a Commission appointed by the Quebec Government on April 29, 1943.* The Commission, which consisted of Justices J. Alfred Prévost and Stuart McDougall of the Quebec Court of King's Bench and Garon Pratte of the Quebec Superior Court, was directed to investigate disputes between trade unions in the mills operated by Price Brothers and Company at Jonquière, Kenogami and Riverbend. On June 10 the inquiry was extended to similar difficulties in the Lake St. John Power and Paper Company's mills at Dolbeau.

The Commissioners, in a report which was submitted on August 23, made recommendations designed to settle the particular disputes

referred to them pending the enactment of legislation to provide a more satisfactory solution for the problem of collective bargaining in industries where there are rival unions.

Findings Concerning Disputes

The Commissioners found that, late in 1939 and early in 1940, the International Brotherhood of Paper-Makers and the International Brotherhood of Pulp, Sulphite and Paper-Mill Workers organized some of the workmen employed in Price Brothers' mills. These unions claimed that over 70 per cent of the men belonged to their organizations and the company entered into agreements with them. On renewal of the agreements in May, 1940, a clause was added to require preference in hiring to be given to union members and to require new employees, except those on temporary jobs, to join the appropriate union within 30 days. The agreements applied to all the employees and were to run from year

*An Order in Council of April 14 required collective bargaining with the syndicates or unions to which employees of pulp and paper mills belonged. The order was suspended on May 1. (L.G., May, 1943, p. 691.)

to year subject to termination by either party on notice given 30 days before the date of expiry.

At Dolbeau the company on July 7, 1941, made a similar agreement with the two international unions on petition signed by 151 of the 250 workmen in the mill.

In all the mills concerned there were workmen who were members of the National Syndicates affiliated with the Fédération Catholique des Employés de Pulperies et Papeteries du Canada, a member federation of the Confédération des Travailleurs Catholiques du Canada. On March 16, 1943, the National Syndicates in Price Brothers' mills, claiming to have a majority among the workmen, asked the company to negotiate an agreement with them. Receiving no reply, they applied to the federal Department of Labour for a board of conciliation and investigation. The application not being in proper form, it was returned to the signatories for amendment.

Meantime, the company notified seven men from each mill that they would be dismissed if within a stated time they were not in good standing with the international unions. The result was a strike, chiefly by syndicate members. The international union members, on their part, refused to return to work when it was suggested that, as a condition of calling off the strike, their agreements which were to expire on May 15, should not be renewed pending the report of the board of conciliation and investigation. Work was finally resumed on condition that the provincial Government provide for an inquiry into the whole matter and that the agreements with the international unions remain in effect provisionally, with the exception of the section which provided for preference in hiring to union members and for a "union shop".

The Commission investigating the dispute stated the "basic causes" of the dispute as follows:

- (1) The insertion in section 4 of the collective agreements of May 15, 1940, of paragraphs 3 and 4, quoted above, which converted into closed shops, for the benefit of the International Unions, mills in which there were important if not preponderant groups of workmen belonging to the National Syndicates, the whole in violation of all principles of freedom of association;
- (2) That part of clause 7 of the agreements which provides for their automatic renewal, without any provision for ascertaining if the International Unions still hold a mandate from the majority of the workers at the time of renewal. Naturally, the unions rely on their lists of members in good standing, but those lists are not conclusive, for they include all employees forcibly enrolled by the operation of the collective agreement.

To belong to a union by choice is one thing; to belong to it because one is obliged to do so in order to earn his living is another. Between the two lies all the difference that separates liberty from bondage;

- (3) The preference given by the Company to members of the Unions.

As regards the first cause, the Commission expressed its opinion thus:

Apart from the fact that the exclusive privilege granted to the unions is contrary to freedom of association, in the case under review there is no excuse for it. It might be justified to some extent if, in the agreement, the unions assumed the obligation to supply the workers required by the company during the term of the agreements, at the risk of any expense incurred in performing such obligation; but there is nothing of the sort. If the company needs more employees it must hire union members if there are any available who are competent; if not it must do its recruiting outside the unions and the newcomers are forced to join the unions and pay them tribute so long as their employment lasts. In these circumstances, the privilege has no other purpose than to swell the ranks of the unions and fill their coffers.

The Company advanced very plausible reasons for having decided to deal with the unions rather than with the syndicates. However serious those reasons may be, an employer cannot be permitted to arrogate to himself the right to choose mandataries to deal with him on behalf of his employees. Such a choice must be made by the will of the workmen, freely expressed.

The state cannot tolerate a system which obliges the head of an industry to make a collective labour agreement with an employees' organization which may not represent the majority of the workers.

Exact evidence as to the relative strength of the rival unions was not available to the Commissioners and they considered it inopportune to take a vote,

for in the period of unrest that follows a strike, it is not to be expected that a poll will reflect the unbiased wishes of the workers.

Among the paper-makers, the Commission believed, the International Brotherhood of Paper-Makers had a large majority. Of the other workers, the National Syndicate appeared to command a majority.

The Commission expressed its strong disapproval of the distribution by "syndicate sympathizers" of circulars making false charges against Price Bros. and the International Unions. The company was held in no way responsible for the strike and showed "scrupulous regard to its contractual obligations". Concerning the notice of dismissal given by the company to 14 men who were not members of the international unions, the Commission remarked:

In so acting the Company had merely complied with its contract. Since it was agreed that, with the exception already

noted, all employees must belong to the International Unions and remain in good standing with them in order to obtain permanent employment in the Company's mills, whenever a union struck an employee from its membership list for non-payment of dues, it called upon the Company to advise the employee concerned that he would be suspended unless he paid his dues to the union within a stated delay. The Company had no choice but to comply.

The history of the dispute at Dolbeau in the mills of the Lake St. John Power and Paper Company was, in the main, like that in the other plants.

The Commission held that a collective agreement is only valid when it is made with a union which "really represents the employees". The circumstances in which the agreements with the internationals were renewed "were such as to render them less worthy of respect than the principles of liberty which they flout", the Commission commented, in considering the employer's argument that "the sanctity of contracts" should deter the Commission from recommending any changes in the agreements with the international unions. A secret ballot was recommended to determine whether the workmen desired representation by the international unions or by the National Syndicate and since the men were already organized by trades the vote should be taken by trades in each mill. After the balloting, the employer should make an agreement with the union favoured by the majority of workmen in each case, since the "the principle of majority rule" had been followed by the unions in the past.

Proposals for Legislation

Specific recommendations were made by the Commission for legislation concerning freedom of association, collective agreements and a tribunal to administer the law. Such an enactment would, in the Commission's opinion, promote collective bargaining and, in industries where rival unions appeal for members to the same class of workers, would ensure freedom of association as far as possible.

The tribunal, it was suggested, might consist of three members "specially competent and free from any attachment either to workers or to employers", or it might be the Permanent Board of the Superior Labour Council of Quebec exercising its jurisdiction in litigious matters through a judicial committee of three members. These three would include a chairman who should be "an experienced jurist" and one representative each, chosen by the chairman, from the employers' and workers' representatives on the Permanent Board. The judicial committee might appoint assessors to sit with it on any

particular case or even refer a matter to the Board itself.

The tribunal would have power:

- (1) to settle disputes concerning the negotiation of collective agreements;
- (2) to deal with complaints from unions or groups of workmen which are not disposed of by a grievance committee or by arbitration, as to the non-observance of an agreement or of any statutory provision concerning an agreement;
- (3) to take the necessary steps to determine the membership of unions claiming the right to negotiate an agreement or to ascertain the opinion of the workers on any particular point;
- (4) to cancel permits obtained by fraud or issued in error or held by those who fail to comply with the tribunal's orders;
- (5) to make rules, subject to the approval of the Lieutenant-Governor in Council, to regulate the procedure for making, renewing or extending collective agreements and for their application and observance.

Other duties which the Commission would require of the tribunal include the final determination of disputes, the imposition of penalties and the enforcement of the criminal law concerning strikes and picketing.

Freedom of Association

In the opinion of the Commission, "no enactment will ensure the smooth operation of collective bargaining unless it admits the right of every workman to belong to a union of his choice or to belong to none."

The employer should not be permitted to make any arbitrary distinction or any unjust discrimination between his workmen by reason of their belonging to one or other union or to no union:

The right of the workman to choose for himself the union to which he wishes to belong must be respected in every case; and he must not be hindered in the exercise of that right except for reasons of public policy. No trade union worthy of the name has not fought for recognition of that right at one time or another. So it is a matter for astonishment that some unions, on overcoming a rival, force the members of the latter to join the ranks of the victors, even though such affiliation may be repugnant to their conscience, on pain of loss of employment; and it may well be asked by what aberration or for what avowable purpose workmen are led to deny to their comrades today a right they themselves quite properly fought for yesterday and will struggle to retain tomorrow. It seems to be overlooked, in certain quarters, that democratic principles, to which lip service is paid at convenience, are no authority for the suppression of minorities by majorities—quite the contrary! But since such lapses do occur, the law should intervene to protect the working classes against them.

There are of course cases in which it is expedient and even necessary to restrict freedom of association to some extent, but

that can only occur in exceptional circumstances which must not be left for appraisal to the mere whim of the parties to a collective agreement. The right to decide if it is expedient to insert in a collective agreement a clause which would have the effect of creating a closed shop, should be entrusted to a competent superior authority. For this reason, we suggest that no collective agreement should come into force unless approved by the tribunal which we recommend setting up. The tribunal would be competent to decide in each case if a closed shop should be permitted and on what conditions.

The right of a workman to belong to a union of his own choice implies the right to leave it. He is under no obligation to explain the reasons for his choice to any one. But in exercising his freedom of choice, he must not interfere with rights arising out of contracts he has made. Therefore, so long as a collective agreement is in force, the fact that some workmen may have left one union to join another since the agreement was signed should not be taken into account.

Collective Agreements

As regards collective bargaining, the Commission considered it should be made mandatory on any employer more than half of whose employees desired a collective agreement. But the Commission was impressed with the problem created by rival unions in Quebec and therefore, made recommendations for a system of collective bargaining which would take this problem into account and give to minority groups the protection to which they considered they were entitled.

In the first place, a union would be required to obtain authority from the tribunal before negotiating an agreement. Proof that its membership included the necessary proportion of members would have to be submitted and also evidence that it was not controlled by an employer or in receipt of financial assistance from an employer.

Where rival unions claim members among the same class of workers, the Commission considered that the proposed Act should provide for the negotiation and administration of agreements by a committee representing all the employees of the plant.

The negotiation of a collective agreement should not be entrusted exclusively to the majority group. The contract will not be a guarantee of peace unless it expresses the wishes of all the workmen rather than those of one group only. Experience has shown that majorities, when left to their own devices, tend to recognize no other law than their own interests. The rights of those who are not heard are generally neglected. A system founded on the will of a majority which denies the right of the minority to be heard is in no sense democratic; on the contrary, it is one of the worst forms of tyranny. Expression of minority opinions is essential to democracy. Under the democratic system, the majority does not crush the minority, but seeks its co-operation. The

will of the majority binds the people at large only because all the groups which go to make up the latter are permitted to express their views, so that it can be said that the voice of the majority is truly the resultant of all shades of opinion.

The practical problems involved in having all groups represented on a committee to draw up and administer an agreement led the Commission to make two suggestions: (1) that only groups comprising 20 per cent or more of the workmen in a plant should be taken into account and that they should be given equal representation; (2) that if all the unions do not agree on a joint bargaining committee "the opening of negotiations and the signing of the agreement be left to the majority union". Proportional representation on the committee, it was considered, would lead to unfair competition for members between the unions. To protect smaller groups where a majority union refuses "to collaborate in forming a bargaining committee", (and the Commission notes that there will be many such cases), it was recommended that the draft agreement should be communicated to the minority groups at least 15 days before it was submitted to the tribunal for approval. Objections to the agreement could be made within that time to the tribunal, or suggestions for its amendment.

Compulsory arbitration was recommended where an employer refused to negotiate or where the parties could not agree on the terms of an agreement. Arbitration by the tribunal on the application of either party would determine any or all of the terms of an agreement and make them legally binding on all parties.

Certain specific principles to govern collective agreements should be enacted. The Commission considered:

- (1) that a collective agreement should not be entered into or renewed without the permission of the tribunal;
- (2) that no collective agreement should be valid unless approved by the tribunal;
- (3) that no provision of an agreement should be valid if it prevented the juridical extension of any collective agreement under the Collective Agreement Act, or if it was contrary to any order of the Minimum Wage Commission or to any order under the Act respecting the Limiting of Working Hours, or contrary to any statute;
- (4) that the maximum term of an agreement should be one year but that the agreement might be renewed with or without change;
- (5) that in every plant governed by a collective agreement there should be a grievance committee to supervise the carrying out of the agreement and "the various workmen's associations which took part in negotiating the agreement" should be represented on the committee;

- (6) that every collective agreement should provide for the compulsory arbitration of any disputes arising during the life of the agreement which are not settled by the grievance committee. To ensure the effectiveness of this recommendation, the Commission suggested that provision for the arbitration of such disputes should be contained in the statute which would set out the procedure for arbitration.

Finally the Commission, considering that adequate provision would be made for settling disputes arising out of the negotiation, interpretation or application of a collective agreement, recommended that a strike or lockout occurring by reason of any such dispute should be made illegal save "in exceptional cases in which the tribunal thought fit to permit them in order to ensure the carrying out of its orders".

In conclusion, the Commission emphasized the fundamental importance of goodwill and intelligent cooperation on the part of employers and workmen;

In their relations with their employees, employers should be expected never to act arbitrarily; to have scrupulous regard for individual rights; to recognize willingly the unions chosen by their workmen and to deal loyally with them when occasion requires; to grant the legitimate demands of their employees without having to be prompted,

and to avoid doing anything that might give the impression that they recognize the rights of workers only under compulsion and grudgingly; to co-operate promptly and honestly in the settlement of such disputes as may arise; etc.

On their part, the unions should be expected to deal with employers in good faith, never forgetting that they are only instruments for the improvement of the lot of the working classes and not ends in themselves; to use their power for the common good rather than for the enhancement of their own prestige; to choose leaders who respect authority, who are conscious of their responsibilities and who are capable of representing them worthily, and, when necessary, to get rid of those whose zeal outrun their discretion and who have not sufficient judgment to control their words; to shun appeals to prejudice, bearing in mind that such appeals, being as dangerous as they are easy to utter, are the favourite weapon of the ignorant, the stupid and the evil-minded; to reprobate excesses on the part of their members; to follow the highest democratic principles, under which they have prospered; to endeavour honestly to reconcile their legitimate interests rather than to engage in quarrels amongst themselves which, whatever their outcome are bound to injure the cause they profess to champion; to abstain from unfair recruiting methods; to avoid aggravating, by the discussion of questions unconnected with the establishment of material working conditions, the difficulties which are inherent in the negotiation of collective agreements; to seek peace by conciliation rather than by force.

Rehabilitation of Handicapped Persons

IN a recent bulletin issued by the Industrial Accident Prevention Association of Ontario, it is stated that "of 681 vocationally handicapped cases referred to the Rehabilitation Department of the Workmen's Compensation Board during the years 1941 and 1942, 592 were closed as 'rehabilitated'." More than half of these were re-employed by their own firms.

It is asserted that many other employers have the impression that physically handicapped workers are more susceptible to injury

or otherwise constitute a liability as far as compensation is concerned. That this impression is erroneous has been demonstrated by "numerous studies of factual data on productivity, accidents, sickness, and pension plans, which show that the employment of handicapped workers presents no greater risk than does the hiring of the able-bodied". The bulletin concludes: "In fact, it has been amply demonstrated that, with proper placement, physically handicapped workers usually have splendid work records."

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Rubber Products

TORONTO, ONTARIO.—DUNLOP TIRE AND RUBBER GOODS CO. LTD. AND THE UNITED RUBBER WORKERS OF AMERICA, LOCAL 132.

Agreement to be in effect from July 20, 1943, to June 30, 1944, and thereafter from year to year until notice. The company recognizes the union as the sole collective bargaining agency. Employees may join or not join the union.

Overtime as established to apply on hours worked in excess of 9 per day. However, with the approval of the Regional War Labour Board, overtime to apply on hours over 8 per day when the schedule calls for three 8-hour shifts per day and for maintenance and engineering trades on a regular 8-hour day. Time and one-half for work on statutory holidays. Vacation: one week's vacation with pay. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Printing and Publishing

MONTREAL, QUEBEC.—PUBLISHERS OF AN ENGLISH DAILY NEWSPAPER AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 176.

The agreement summarized in the October issue, page 1379, was stated to have been signed by the publishers of one newspaper and verbally accepted by another. It has since been reported that the second newspaper did not verbally accept this agreement.

MONTREAL, OTTAWA, TORONTO, HAMILTON AND LONDON.—CANADIAN LITHOGRAPHERS' ASSOCIATION AND AMALGAMATED LITHOGRAPHERS OF AMERICA, LOCALS 27 (MONTREAL), 40 (OTTAWA), 12 (TORONTO), 42 (HAMILTON) AND 47 (LONDON).

Agreement to be in effect from January 1, 1943, to December 31, 1943, and thereafter from year to year, subject to notice. This agreement

is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, June, 1941, page 696. As provided in that agreement, hourly wage rates were increased from January 1, 1941, to make the weekly wage rate for a 44-hour week the same as the previous weekly rate for a 45-hour week.

Additional increases are now provided for feeders, feeder operators and helpers, subject to the approval of the Regional War Labour Boards of Quebec and Ontario. Vacation: subject to the approval of the Regional War Labour Board, employees with one year's service to be granted one week's vacation with half pay.

Manufacturing: Miscellaneous Wood Products

MATANE, QUEBEC.—PRICE BROTHERS & CO. LTD. AND LE SYNDICAT CATHOLIQUE NATIONAL DE L'INDUSTRIE DU BOIS DE MATANE (SAWMILL WORKERS).

Agreement to be in effect from September 20, 1943, to December 31, 1943, and thereafter from year to year, subject to notice. The Company recognizes the union as the sole bargaining agency for the union members. Preference in employment to be given union members.

Hours: 10 per day, a 60-hour week. Overtime: employees called back to work after their regular hours to be paid at time and one-half; double time for work on Sundays and holidays. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Metal Products

LACHINE (MONTREAL), QUEBEC.—DOMINION BRIDGE COMPANY AND EMPLOYEES MEMBERS OF THE UNITED STEEL WORKERS OF AMERICA, LOCAL 2843.

Agreement to be in effect from March 20, 1943, to March 19, 1944, or 1945 if no notice given in 1944. The union is to be the sole bargaining agency for its members as long as the union maintains a majority of employees. The Company agrees to allot a place within the plant for the collection of union dues. Neither the Company nor the union will discriminate against any employee because of his union membership or non-membership.

Hours and wage rates are not contained in the agreement but the union agrees to work with overtime rates for two shifts of 12 hours as long as necessary for wartime production. Overtime rates are to be paid for Sundays and holidays.

The union undertakes to co-operate with any management labour production committee. Provision is made for seniority rights and the settlement of grievances.

TORONTO, ONTARIO. — RESEARCH ENTERPRISES LTD. AND INTERNATIONAL UNION, UNITED STEEL WORKERS OF AMERICA, LOCAL 1039.

Agreement to be in effect from January 15, 1943, to January 14, 1944, or 1945 if no notice given for 1944. The Company recognizes the union as the collective bargaining agency for union members. No discrimination by the Company or the union against any employee because of his union membership or non-membership.

Schedules of hours of work, wage policy and job category classification form part of the agreement but were not received in the department. These are subject to negotiations between the parties as to amendments and alterations. Vacation: one week with pay to employees with at least one year's service. Provision is made for the use of labour management production committees and for seniority rights and the settlement of grievances.

HAMILTON, ONTARIO. — INTERNATIONAL HARVESTER Co. OF CANADA, LTD., HAMILTON HARVESTER WORKS, AND UNITED STEEL WORKERS OF AMERICA, LOCAL 2868.

Agreement to be in effect from June 28, 1943, to June 28, 1944, and thereafter subject to 30 days' notice. The Company recognizes the union as the sole representative of all employees. No discrimination by the Company or the union against any employee on account of union membership or non-membership.

Hours and overtime: Overtime at time and one-half is payable for all hours over 9 in a day or 45 in a week, but employees will not be regularly scheduled to work more than 10 hours in a day or 60 in a week, except in case of emergency. Time and one-half for work on Sundays and holidays. Vacation: one week with pay for employees with one and less than five years' service, two weeks for employees with five or more years' service. Apprentices are limited to 10 per cent of the total number of employees within any one of the skilled trades. Seniority rights and grievance procedure clauses are included in the agreement.

WINDSOR, ONTARIO.—TRUSCON STEEL COMPANY OF CANADA LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement to be in effect from April 1, 1943, to March 31, 1944 and year to year, subject to notice. The Company recognizes the union as the bargaining agent for employees who are members of the union. Employees are free to join or not join any union. The company or the union will not discriminate against any employee on account of his union membership or non-membership. Seniority rights and grievance procedure are provided for.

WINDSOR, ONTARIO.—DOMINION FORGE AND STAMPING CO. LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement to be in effect from May 10, 1943, to May 1, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agent for its employees who are members of the union; employees are free to join or not to join any union. No discrimination against any employee either by the company or the union because of

his union membership or non-membership. Provision is made for seniority rights and for the settlement of grievances.

SELKIRK, MANITOBA.—MANITOBA ROLLING MILL Co. LTD. AND SELKIRK ROLLING MILL WORKERS' FEDERAL UNION No. 120.

Agreement to be in effect from March 24, 1943, for the duration of the war and one year after and thereafter from year to year, subject to notice. The union committee to be the bargaining agency for union members. No discrimination against any employee by the Company or the union because of his union membership or non-membership.

Hours: the open hearth furnaces operate continuously 7 days a week, with hours for work at open hearth furnaces and electric furnaces, 8 per day with an average of 6 shifts per week. If on furnace repairs an employee works overtime, the ninth hour is payable at straight time and time and one-half for any further overtime. If an employee works an extra shift, the first 2 hours to be at straight time and time and one-half for all hours over the 50-hour average. However, when electric furnace department is running one or two shifts per day, the regular working shift for men is 9 per day, 5 days per week, except day shift who work Saturday morning as well. For work of shift and tonnage men in the mills, 9 per day, 5½ days per week. For all other employees, a 50-hour week, with overtime at time and one-half. All work on statutory holidays, at time and one-half. Seniority rights and grievance procedure are provided for.

MOOSE JAW, SASKATCHEWAN.—PRAIRIE AIRWAYS LTD. (AIRCRAFT DIVISION) AND SHOP EMPLOYEES, MEMBERS OF UNITED STEEL WORKERS OF AMERICA, LOCAL 2688.

Agreement reached following an application for a board under the Industrial Disputes Investigation Act and later settlement through an Industrial Disputes Inquiry Commissioner (L.G., Nov., 1943, p. 1499, July, 1943, p. 923). Agreement, which is to be in effect from September 2, 1943, to September 1, 1944, and year to year subject to notice, is similar to the previous one with the workers' committee (L.G., Jan., 1943, p. 85) with these changes:

The Company recognizes the union committee as bargaining agency for all employees as long as committee represents a majority of employees.

Wages: journeymen tradesmen (tool and die maker, machinist, welder, moulder, etc.) 75 to 80 cents per hour; apprentice tradesmen 25 to 50 cents per hour; production workers—specialists 65 to 70 cents, class "A" 60 to 65 cents, class "B" 50 to 55 cents, class "C" (learners) 45 cents, beginners, 25 to 40 cents; stores department \$60 to \$150 per month; inspection department \$85 to \$175 per month; caretakers \$75 to \$100 per month. No mention is made of cost-of-living bonus. Vacation: one week's annual vacation with pay after a year's continuous service.

VANCOUVER, B.C.—BOEING AIRCRAFT OF CANADA LTD. AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 756.

The agreement which came into effect June 1, 1941, and was summarized in the LABOUR GAZETTE, December, 1941, p. 1566 and January, 1941, p. 68, was amended from July 15, 1943.

Hourly wage rates: toolmakers, electricians, metal spinners and pattern makers \$1.05, toolmakers (specialists) \$.1, journeymen and journeymen maintenance men 90 cents, maintenance men (improvers) 80 cents, production

workers 50 to 80 cents, trainees (for three months) 40 cents, engineers 65 to 95 cents, janitors 60 to 70 cents, truck drivers 67 cents, bus and station wagon drivers 70 cents, labourers 60 cents; toolroom clerks, shop clerks, general stores clerks and stock chasers 50 to 85 cents, jeep and crane operators 65 to 80 cents, timekeepers 60 to 80 cents, supervisors 90 cents, inspectors 60 to 85 cents, senior inspectors \$1, supervisors \$1.10. The cost-of-living bonus as provided by government order is paid in addition to these wage rates.

Engineers working the second shift of 8 hours per day, 48 per week to be paid for 8½ hours, 51 hours per week; engineers working the third shift of 8 hours per day, 48 per week, to be paid for 9 hours, 54 hours per week.

Vacation: one week with pay to employees with one year's service. Smoking periods are permitted in accordance with company regulations.

Seniority provisions and grievance procedure were changed from the previous agreement.

Manufacturing: Shipbuilding

HALIFAX, N.S.—HALIFAX SHIPYARDS LTD. AND INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCAL No. 1.

The agreement which came into effect November 16, 1942 (L.G., Dec., 1942, p. 1482) was amended from October 1, 1943, to provide for one week's annual vacation with pay for employees with one year's service or proportionately fewer days if employees have not worked the full year.

HALIFAX, N.S.—PURDY BROTHERS LTD. AND INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCAL No. 1.

Agreement reached with the assistance of an Industrial Disputes Inquiry Commissioner of the Department of Labour (see p. 1651 of this issue). Agreement to be in effect from November 10, 1943, to November 10, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the sole bargaining agency for all employees of the company eligible for membership.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime is payable at time and one-half, with double time for work on statutory holidays. Wage rates are being submitted to the Regional War Labour Board. The cost-of-living bonus is paid in addition to the hourly wage rates. Charge hands are paid 10 cents per hour extra. Seniority rights and grievance procedure are provided for.

Construction: Buildings and Structures

TORONTO, ONTARIO.—GENERAL CONTRACTORS SECTION OF THE BUILDERS EXCHANGE AND CONSTRUCTION ASSOCIATION AND THE BRICKLAYERS, MASONS & PLASTERERS' INTERNATIONAL UNION, LOCAL No. 2 (BRICKLAYERS), AND LOCAL No. 26 (STONE-MASONS).

This agreement which came into effect 1940, and which was renewed to Mar. 1, 1942 (L.G., May, 1941, p. 590, April, 1940, p. 386, June, 1939, page 624 and May, 1938, page 572) has again been renewed to March 1, 1944, with this change: Wages: the basic rate of wages for bricklayers and stonemasons is \$1.12½ cents per hour. The cost-of-living bonus is 5½ cents per hour from June 1, 1943, with provision for future adjustments.

CALGARY, ALBERTA.—CALGARY GENERAL CONTRACTORS' ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1779 AND AMALGAMATED BUILDING WORKERS OF CANADA, CALGARY UNIT No. 1.

Agreements to be in effect from April 1, 1943, to March 31, 1944, are the same as noted in the LABOUR GAZETTE, October, 1942, p. 1208, September, 1941, p. 1157. Wages are 95 cents per hour plus cost-of-living bonus of 3 cents per hour. Hours: 8 hours shall constitute a shift with a 44-hour week.

Transportation and Public Utilities: Street and Electric Railways

HAMILTON, ONTARIO.—THE HAMILTON STREET RAILWAY CO. AND THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES, DIVISION 107.

This agreement came into effect April 1, 1936, and was amended June 1, 1941, to provide for an increase in wages as summarized in the LABOUR GAZETTE, Jan., 1942, p. 107, Aug., 1939, p. 858, and August, 1936, p. 748. From Feb. 1, 1943, the Regional War Labour Board ruled overtime should be paid at the rate of time and one-half for all time worked in excess of 8 hours daily, or 48 hours weekly, and for all time worked on the six statutory holidays.

Wage scale for operators: 58 cents per hour for first six months; 63 cents for second six months and 68 cents per hour at the end of one year; ticket clerks \$135.50 per month; blacksmiths 67 cents per hour; blacksmiths' helpers 60 cents per hour; painters 63 cents, electricians 60 cents, other trades 68 cents and 63 cents, car cleaners and placers 58 and 60 cents.

Transportation and Public Utilities: Water Transportation

GREAT LAKES, ST. LAWRENCE RIVER AND ATLANTIC OCEAN—CERTAIN STEAMSHIP COMPANIES AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from July 1, 1943, to March 15, 1944, and thereafter from year to year, subject to notice. The Companies recognize the union as the sole collective bargaining agency for all unlicensed personnel employed. Preference in employment to be given union members.

Hours: in laying up or fitting out, hours not to exceed 9 per day, 6 days per week. Crew members shall not be required to work for more than their regular watch except when paid overtime. A deckhand's day to be 12 hours with sufficient time off for meals. Between noon Saturday and 6 a.m. Monday and on statutory holidays, only necessary work to be done. All overtime is payable at 50 cents per hour. Crew members required to do longshoremen work to be paid the rate for longshoremen at that point (in no event less than 40 cents per hour) in addition to their regular wage.

Minimum monthly wages in addition to meals and sleeping accommodation (including a cost-of-living bonus of \$15.60 per month): wheelman \$104.20, watchman or lookout or patrol \$89.20, deckhand \$81.70, oilers \$104.20, firemen \$99.20, coal passers \$81.70, second cook \$84.20, first cook Canaller \$136.20, first cook Upperlaker \$146.20. The cost-of-living bonus included in the above is to be varied from time to time as determined by the National War Labour Board. The above rates do not cover self-

unloading colliers; increased amounts for this type of vessel are to be mutually agreed upon and submitted for approval to the National War Labour Board. On freight vessels, \$1 per day per person carried on board other than crew members and 20 cents per meal for repairmen not members of the crew to be paid and equally distributed between members of the steward's department. Crews of ships operating in war zone areas to be paid a bonus: \$1 per day while operating between the mouth of the Saguenay River and Sydney, Nova Scotia, and intermediate points, \$1.50 per day on foreign voyages between the mouth of the Saguenay River and ports outside Canada and while trading between ports in Atlantic coastal waters. Provision is made for the settlement of disputes.

*Transportation and Public Utilities:
Electricity and Gas*

BRITISH COLUMBIA.—BRITISH COLUMBIA ELECTRIC POWER AND GAS COMPANY LIMITED AND VICTORIA GAS COMPANY LIMITED AND THE GAS WORKERS' UNION, LOCAL 376 AND THE UNITED ASSOCIATION OF JOURNEYMEN, PLUMBERS AND STEAMFITTERS LOCAL 815.

Agreement to be in effect from May 16, 1943, to May 15, 1946 and thereafter subject to notice. The Company recognizes the union and will not discriminate against any employee because of his union connection. All present and future employees shall become and remain union members.

Hours: 44 per week, with exception of certain departments which work 48 hours. Overtime to be paid for at the rate of time and one-half. Wage rates per hour: plant operators 78½ to 81 cents, helpers 65 cents, blacksmiths 81 cents, helpers 67½ cents, machinists 81 cents, conveyermen 62 and 66 cents, boiler firemen 65 cents; coke department drivers 58 and 68½ cents, swamper 58 cents, fitters 71 to 81 cents, troublemen 63½ to 73 cents, truck drivers 63½ to 66 cents, mains and services helpers 64 cents, labourers 58 cents, junior employees (16-20 years of age) 27½ to 49½ cents.

Vacation: All hourly paid men having one year's service shall receive two week's vacation with pay. Free transportation shall be granted to all employees at all times over all lines of Companies within the City in which they are employed. Provision is made for cost of living bonus, seniority rights and settlement of disputes.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN QUEBEC, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement and the amendment of two others all of which are noted below. Requests for amendment of agreements for ladies' hairdressers at Montreal,

clerks and accountants at Jonquière, garage employees at Quebec, barbers and hairdressers at Montmagny and retail stores at Magog, were published in the *Quebec Official Gazette*, November 6. Requests for amendment of agreements for barbers and hairdressers at St. John and Iberville and at St. Hyacinthe, manufacturing of corrugated paper boxes throughout the Province, construction industry at Quebec, printing trades at Montreal and building trades at Three Rivers, were gazetted November 20. Requests for amendment of agreement for building trades at Three Rivers and for a new agreement for building trades at Montreal were published in the November 27 issue.

Manufacturing: Fur and Leather Products

SHOE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated November 19, and gazetted November 27, amends the previous Orders in Council for this industry (L.G., Oct., 1937, p. 1156, March, 1938, p. 335, June, p. 691, Dec., p. 1423; July, 1939, p. 728, Oct., p. 1065, Sept., 1940, p. 971, Dec., p. 1309; June, 1941, p. 703).

Enginemen working as first class chief enginemen to receive \$220 per month with no overtime pay, second class chief enginemen \$42 per week and 70 cents per hour overtime for each hour worked in one week over 60 hours; third class chief enginemen \$36 per week and 60 cents per hour for each hour worked over 60 in one week; second class enginemen, 66 cents per

hour, third class enginemen 55 cents per hour; fourth class enginemen 50 cents per hour; firemen 40 cents per hour. Wage rates for lowest paid of six classes of factory trades are replaced by: Zone I—15½ cents, Zone II—14 cents; Zone III—12 cents. Rates payable to employees not included in classified factory occupations, office employees or enginemen and firemen are: in Zone I, the lowest paid 20 per cent of the workers (male or female) at not less than 17 cents; in Zone II, the lowest paid 20 per cent of the workers (male or female) at not less than 15 cents; in Zone III, the lowest paid 20 per cent of the workers (male or female) at not less than 13 cents. Minimum hourly rates for certain of these same employees are: apprentices (class 2) 17 cents in Zone I, 15 cents in Zone II, 13 cents in Zone III, 12½ cents in Zone IV; for Class III, 14½ cents in Zone I, 12½ cents in Zone II, 12½ cents in Zone III, 12½ cents in Zone IV.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (UNCORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council dated November 19, and gazetted November 27, amends the previous Orders in Council for the industry (L.G., April, 1939, p. 528; Sept., p. 950; May, 1940, p. 496; Dec., p. 1310; April, 1941, p. 473; June, p. 704; Dec., p. 1572; Jan., 1943, p. 88). Hours of labour: the regular week shall consist of 50 hours. Overtime up to 55 hours inclusively

shall be paid at the rate of time and a quarter. Any work in excess of 55 hours per week shall be paid at the rate of time and one-half.

Service: Public Administration

MUNICIPAL EMPLOYEES, JONQUIÈRE.

An Order in Council, dated November 19, and gazetted November 27, makes obligatory the terms of a new agreement between the Municipal Corporation of the Town of Jonquière, and Le Syndicat national catholique des employés municipaux de Jonquière, incorporé. This agreement is to be in effect from November 27, 1943, to November 26, 1944, and thereafter from year to year subject to notice.

Hours: 8 per day; policemen, 11 per day for days, 13 for nights, with one day off per week. Wages: assistant-treasurer \$45 per week, book-keepers \$37 per week; meter reader \$37 per week, collector 1st year \$33, after 1 year \$37 per week; clerks, stenographers, typists, \$29 per week, engineer's assistant \$40 per week, roads foreman \$35 per week, labourers 45 cents per hour; carpenters and joiners 60 cents per hour, plumbers 60 cents per hour, electricians 45 to 70 cents per hour; policemen and firemen—chief \$40 per week, lieutenant \$35, sergeants \$34, policemen \$30 to \$32 per week. Vacation: employees on a monthly basis to have one week's vacation after one year's service, two weeks after two years' service; hourly paid employees, from 3 days with pay after one year's service, increasing to one week after four years' service.

War Emergency Training

Progress of Enrolment During October—Training in Industry— Rehabilitation Training

THE War Emergency Training Program provides the following types of training:—

- (1) Pre-employment classes in vocational schools for men and women about to enter war industry;
- (2) Part-time classes, principally for the up-grading of persons already employed;
- (3) Training in plant schools;
- (4) Special classes for foremen and supervisors;
- (5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;
- (6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;
- (7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

Progress of Enrolment During October

From the beginning of the program up to October 31, 1943, the gross enrolment in all types of projects has been as follows:

Training for Industry.....	189,564
Army	36,030
Navy	6,585
R.C.A.F.	56,544
Rehabilitation (discharged persons from the forces).....	1,947
University Students	4,053
	<hr/>
	294,723

New developments have been the inauguration of classes to train men or women in cheese making, butter making and dairy work. Classes have been arranged to be held at the Universities of Alberta and Saskatchewan, University of Manitoba, Agricultural College at Guelph and the Kemptville Agricultural College. A further class is being held at St. Hyacinthe in Quebec.

A new statistical table is shown for the first time in this issue of the GAZETTE; Table No. 4 which will deal solely with rehabilitation training of discharged members of the

forces. On account of the growing extent of this type of training it seemed advisable to show this under a separate table.

Training in Industry

Up to the end of October 115 plant schools had been approved. Of this number 57 were no longer in operation. Seven of these never commenced operations; two were cancelled for unsatisfactory performance and 48 others either completed their training program or had to be suspended owing to lack of trainees. The enrolment in the plant schools has dropped since the peak point in August.

The part-time classes to upgrade employed persons showed a seasonal increase with the coming of the fall months and stood at 3,108 on October 31.

The popularity of the Foremanship Training courses in industry has continued. A new unit in this series is now available to Canadian industry, Series No. 2, Job Relations Training. This is the same unit that has been put on by the Training Within Industry Branch at Washington.

Accident prevention has been well taken care of. That safety practices are adequately stressed in all the Vocational Schools is shown by the fact that the actual costs of Workmen's Compensation only amounted to \$11,420 for the period August 1, 1941 to March 31, 1943. During this time the average number of persons covered for compensation was approximately 7,000. This included the trainees and the instructional and maintenance staff.

Rehabilitation Training

The number of discharged persons taking rehabilitation training was 279 at the end of the month. This is the largest enrolment up to the present. Further preparations are being made to provide adequate vocational training for discharged men as the number applying for such training is expected to increase sharply during the coming year. With this end in view, a Teacher Training course was commenced at the Hamilton Teacher Training College with an enrolment of over thirty. Practically all those attending are veterans of this war or the last war with years of practical experience in a variety of skilled trades. The Teacher Training course is designed to give them a number of fundamental principles of teacher training and the operation of vocational classes in schools. The course will last from four to six months.

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF OCTOBER, 1943
(WITH TOTALS FROM APRIL 1, 1943, TO OCTOBER 31, 1943)
(Subject to revision)

	NUMBERS IN TRAINING				(2) PLACED IN EMPLOYMENT	
	From April 1/43 to Oct. 31/43	At First of of October	Enrolled in in October	At End of of October	From April 1/43 to Oct. 31/43	In October
DOMINION SUMMARY						
Pre-employment Classes {men.....	8,972	1,551	639	1,581	5,526	490
{women.....	4,876	636	257	476	3,880	355
Part-time Classes(1) {men.....	7,372	951	1,148	1,569		
{women.....	1,588	310	220	404		
Total.....	22,808	3,448	2,264	4,030	9,406	845
NOVA SCOTIA						
Pre-employment Classes {men.....	312	73	0	57	220	23
{women.....	192	70	11	25	141	54
Total.....	504	143	20	82	361	77
NEW BRUNSWICK						
Pre-employment Classes {men.....	354	95	58	108	179	37
{women.....	125	26	12	21	95	15
Total.....	479	121	70	129	274	52
QUEBEC						
Pre-employment Classes {men.....	4,404	745	280	758	2,303	188
{women.....	447	36	34	44	312	15
Part-time Classes(1) {men.....	902	33	308	305		
{women.....	22	8				
Total.....	5,775	822	622	1,107	2,615	203
ONTARIO						
Pre-employment Classes {men.....	2,593	401	210	421	2,003	152
{women.....	2,992	370	132	294	2,454	172
Part-time Classes(1) {men.....	3,640	303	541	732		
{women.....	1,145	246	197	368		
Total.....	10,370	1,320	1,080	1,815	4,457	324
MANITOBA						
Pre-employment Classes {men.....	462	103	29	106	221	47
{women.....						
Part-time Classes(1) {men.....	185	95	7	58		
{women.....						
Total.....	647	198	36	164	221	47
SASKATCHEWAN						
Pre-employment Classes {men.....	159	27	24	37	90	9
{women.....	299	35	20	19	239	33
Part-time Classes(1) {men.....	58	3		3		
{women.....	63					
Total.....	579	65	44	59	329	42
ALBERTA						
Pre-employment Classes {men.....	142	45	20	58	62	
{women.....	313	38	35	20	236	48
Part-time Classes—(1) {men.....	86	16	8	16		
{women.....	2					
Total.....	543	99	58	94	298	48
BRITISH COLUMBIA						
Pre-employment Classes {men.....	546	62	9	36	448	34
{women.....	508	61	13	53	403	18
Part-time Classes(1) {men.....	2,501	501	289	455		
{women.....	356	56	23	36		
Total.....	3,911	680	334	580	851	52

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to October 1, 1943, were not so reported until after October 1, 1943.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES
DURING THE MONTH OF OCTOBER, 1943, WITH TOTALS FROM APRIL 1, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING	
	From April 1/43 to Oct. 31/43	At First of of October	Enrolled in in October	At End of of October	From April 1/43 to Oct. 31/43	In October
DOMINION SUMMARY						
R.C.A.F. Classes.....	24,534	5,670	2,542	6,148	17,283	1,843
Army Classes.....	9,215	2,100	881	2,205	6,455	718
Navy Classes.....	3,057	1,117	243	1,030	1,934	322
Total.....	36,806	8,887	3,666	9,383	25,672	2,883
NOVA SCOTIA						
R.C.A.F. Classes.....	307	51	60	87	209	24
Army Classes.....	534	98	42	109	388	27
Navy Classes.....	23	17	.....	17	2	.....
Total.....	864	166	102	213	599	51
NEW BRUNSWICK						
R.C.A.F. Classes.....	761	190	79	212	460	39
Army Classes.....	834	224	109	232	582	96
Navy Classes.....	1	.....	.....	.....	1	.....
Total.....	1,596	414	188	444	1,043	135
QUEBEC						
R.C.A.F. Classes.....	2,317	424	333	564	1,517	171
Army Classes.....	1,452	251	159	286	1,104	117
Navy Classes.....	190	42	18	18	88	42
Total.....	3,959	717	510	868	2,709	330
ONTARIO						
R.C.A.F. Classes.....	11,112	2,776	1,116	2,982	7,680	845
Army Classes.....	2,938	679	260	680	2,050	225
Navy Classes.....	2,471	848	188	800	1,667	223
Total.....	16,521	4,303	1,564	4,462	11,397	1,298
MANITOBA						
R.C.A.F. Classes.....	2,174	537	320	554	1,497	276
Army Classes.....	589	86	50	75	506	61
Total.....	2,763	623	370	629	2,003	337
SASKATCHEWAN						
R.C.A.F. Classes.....	2,530	570	186	646	1,869	110
Army Classes.....	504	256	57	281	223	32
Total.....	3,034	826	243	927	2,092	142
ALBERTA						
R.C.A.F. Classes.....	2,666	473	165	474	2,164	88
Army Classes.....	743	176	79	204	509	51
Navy Classes.....	287	157	30	141	125	46
Total.....	3,676	806	274	819	2,798	185
BRITISH COLUMBIA						
R.C.A.F. Classes.....	2,667	649	283	629	1,885	290
Army Classes.....	1,021	330	125	338	1,093	109
Navy Classes.....	105	53	7	54	51	6
Total.....	4,393	1,032	415	1,021	3,029	405

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF OCTOBER, 1943, WITH TOTALS FROM
APRIL 1, 1943, TO OCTOBER 31, 1943

(Subject to Revision)

	NUMBERS IN TRAINING				COMPLETED TRAINING		TRANSFERRED TO PRODUCTION BEFORE TRAINING FINISHED	
	From April 1/43 to Oct. 31/43	At First of Oct.	Enrolled in Oct.	At End of Oct.	From April 1/43 to Oct. 31/43	In Oct.	From April 1/43 to Oct. 31/43	In Oct.
DOMINION SUMMARY								
Plant Schools...../Men	5,797	898	460	695	3,717	577	692	6
/Women	7,185	1,225	1,233	1,079	4,573	975	757	231
Part-time Classes...../Men	2,064	128	749	723	1,301	148	16	
/Women	1,120	66	430	412	703	83	4	
Total.....	16,166	2,317	2,872	2,909	10,294	1,783	1,469	237
NOVA SCOTIA								
Plant Schools...../Men	180	62		35	107	25	32	2
/Women	45	3	27	27	15	3	8	
Part-time Classes...../Men	28	13			28	13		
/Women	2	2			2	2		
Total.....	255	80	27	62	152	43	35	2
NEW BRUNSWICK								
Plant Schools...../Men	47	15		14	25			
/Women	6	6		8				
Total.....	53	21		20	25			
QUEBEC								
Plant Schools...../Men	1,957	376	135	167	798	289	566	
/Women	714	196	116	96	447	186	79	7
Part-time Classes...../Men	442	34	348	376	41		16	
/Women	58		54	54			1	
Total.....	3,171	606	653	693	1,286	475	663	7
ONTARIO								
Plant Schools...../Men	3,410	423	290	469	2,681	223	57	
/Women	4,730	835	637	766	3,550	611	26	1
Part-time Classes...../Men	1,440	66	367	304	1,122	129		
/Women	1,039	64	370	342	686	81		
Total.....	10,629	1,388	1,664	1,891	8,039	1,044	83	1
MANITOBA								
Plant Schools...../Men	27				15		9	
/Women	846	102	63	63	284	81	364	2
Part-time Classes...../Men	28		28	28				
/Women	6		6	6				
Total.....	907	102	97	97	299	81	373	2
ALBERTA								
Plant Schools...../Men								
/Women	230	17	26	25	91	10	7	
Total.....	230	17	26	25	91	10	7	
BRITISH COLUMBIA								
Plant Schools...../Men	136	22	35	10	91	40	28	11
/Women	614	66	364	96	186	84	278	221
Part-time Classes...../Men	126	15	6	15	110	6		
/Women	15				15			
Total.....	891	103	405	121	402	130	306	225

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
FROM APRIL 1, 1943, TO OCTOBER 31, 1943

(Subject to Revision)

		NUMBERS IN TRAINING				PLACED IN EMPLOYMENT	
		From April 1/43 to Oct. 31/43	At First of October	Enrolled in October	At End of October	From April 1/43 to Oct. 31/43	(1) In October
DOMINION SUMMARY							
In Schools.....	{ Men	906	176	130	241	476	4
	{ Women	26	24	9	27	1	
In Industry.....	{ Men	14		14	11	1	1
	{ Women						
Total.....		946	200	153	279	478	46
NOVA SCOTIA							
In Schools.....	{ Men	24	3	4	6	15	1
	{ Women						
In Industry.....	{ Men						
	{ Women						
Total.....		24	3	4	6	15	1
NEW BRUNSWICK							
In Schools.....	{ Men	28	8	4	9	10	3
	{ Women						
In Industry.....	{ Men						
	{ Women						
Total.....		28	8	4	9	10	3
QUEBEC							
In Schools.....	{ Men	273	42	23	43	150	11
	{ Women						
In Industry.....	{ Men						
	{ Women						
Total.....		273	42	23	43	150	11
ONTARIO							
In Schools.....	{ Men	132	21	39	45	72	11
	{ Women	2		4	2		1
In Industry.....	{ Men	12		12	9	1	1
	{ Women						
Total.....		146	21	55	56	73	13
MANITOBA							
In Schools.....	{ Men	94	18	19	30	33	5
	{ Women	8	8	4	10		
In Industry.....	{ Men						
	{ Women						
Total.....		102	26	23	40	33	5
SASKATCHEWAN							
In Schools.....	{ Men	89	20	6	19	60	5
	{ Women	2	2		2		
In Industry.....	{ Men						
	{ Women						
Total.....		91	22	6	21	60	5
ALBERTA							
In Schools.....	{ Men	119	21	18	35	68	2
	{ Women	5	5	1	6		
In Industry.....	{ Men	2		2	2		
	{ Women						
Total.....		126	26	21	43	68	2
BRITISH COLUMBIA							
In Schools.....	{ Men	147	43	15	52	68	5
	{ Women	9	9	2	9	1	1
In Industry.....	{ Men						
	{ Women						
Total.....		156	52	17	61	69	6

(1) Includes those graduates who, though actually placed prior to October 31, 1943, were not so reported until after October 1 1943.

Activities of the Unemployment Insurance Commission

Officials of Commission hold Conference on Post War Office Technique —Reprints of Unemployment Insurance Act and Regulations— Insurance Registration—Claims for Benefit—Unemployment Insurance Fund.

EARLY in December the Unemployment Insurance Commission held a series of staff conferences in Ottawa, under the chairmanship of Mr. L. J. Trottier, Chief Commissioner. Representatives of the five regional offices and the larger local offices across Canada were present. The general theme of the discussions was unemployment procedure under post-war conditions. Efforts were made to devise means for simplifying the procedure in the taking of claims for unemployment insurance and in the payment of benefit.

Recommendations made included: (1) the reduction by as much as six days in the time elapsing between the filing of a claim by an applicant and the receipt of his first benefit; (2) the decentralization of the adjudication and payment machinery; and (3) arrangements necessary to handle increased traffic in the local offices.

It is expected that the recommendations that were given approval will be put into effect early in 1944.

Reprints of Unemployment Insurance Act and Regulations

As a result of the several amendments made in the Unemployment Insurance Act, 1940, and also because of numerous changes made in the regulations since the Act came into force on July 1, 1941, it became necessary to reissue both the Act and the regulations in revised form.

The following have been completed: Unemployment Insurance Act, 1940, office consolidation (bilingual); Contribution Regulations, annotated edition (bilingual); Benefit Regulations, office consolidation (bilingual); Determination of Questions and Appeal Regulations, office annotated edition.

The pamphlets contain complete indexes and the annotations make them useful for ready reference. Owing to restrictions in the wartime use of paper the distribution is of necessity limited, but for those requiring them copies may be obtained in English or French or in bilingual form at local employment and selective service offices across Canada.

Claims for Benefits

The amounts paid in claims for unemployment insurance benefits during the period from

April 1, 1943 to October 31, 1943, was \$450,496.26. In this period 13,875 claims were received at the five regional and four district offices by the Commission, of which 10,196 were allowed, 2,992 not allowed, with 393 pending. (See Table 2.)

An analysis of the 2,992 claims not allowed by insurance officers revealed the following reasons for non-allowance: 792 claims under Section 28 (i) in which the claimants had insufficient contributions; 151 claims under Section 28 (ii) in which 91 claims were not made in the prescribed manner and 60 of the claimants were not unemployed; 88 claims under Section 28 (iii) of which 68 were not capable of work and 20 were not available for work; 82 claims under Section 43 (a) for loss of work due to labour disputes; 46 claims under Section 43 (b) (i) for refusal of offer of work; 12 claims under Section 43 (b) (ii) for neglect of opportunity to work; 1 claim under Section 43 (b) (iii) for failure to carry out written directions; 1,788 claims under Section 43 (c) of which 183 were discharged because of their own misconduct and 1,605 for voluntarily leaving without just cause; 2 claims under Section 43 (d) for being under 16 years of age; 30 claims under Section 43 (f) of which 22 were in class "O" contributions and 8 for other reasons.

Appeals and References

During the period April 1, 1943 to October 31, 1943, there were 443 references and 94 appeals made by claimants to Courts of Referees. In addition, there were 11 references by insurance officers to Courts of Referees. Of the 658 cases (including 110 not heard at March 31, 1943), 569 had been heard, 32 had not been heard at the end of October and 57 had been withdrawn. The Courts of Referees allowed 142 claims and disallowed 427. (See Table 3.)

Appeals to Umpire

Thirteen claimants (including 2 not heard at March 31, 1943) sought permission from the chairman of Courts of Referees to appeal to the Umpire, under Section 58 (c) (ii); 5 other permits were asked for, either by claimants or associations of employed persons, under Section 58 (b) and 3 by an insurance officer under Section 58 (a). Of these, 11 were not

granted permission. Of the 10 granted, five were heard and five had not yet been heard. None of the appeals heard was allowed.

TABLE 1

PROGRESS OF REGISTRATION AS AT
DECEMBER 1, 1943

Unemployment Insurance Registration

Reports received from Local Offices of the Unemployment Insurance Commission showed that at December 1, 1943, 137,374 employers with insured employees were registered and 2,998,904 employees had been issued with insurance books.

A breakdown of employers and employees according to Regions in which registration took place is shown in the following table:—

Region	Employers' Establishments Registered	Insured Persons Registered
Maritimes	11,173	222,565
Quebec	36,132	942,307
Ontario	52,049	1,168,088
Prairies	25,075	393,838
Pacific	12,945	272,106
Total for Canada.....	137,374	2,998,904

TABLE 2—REPORT OF CLAIMS RECEIVED FOR ADJUDICATION, PERIOD APRIL 1, 1943, TO OCTOBER 31, 1943⁽¹⁾

(Inclusive of claims pending on March 31, 1943)

Insurance Offices	Claims Received at Local Offices	Claims Received at Insurance Offices for Adjudication	DISPOSAL OF CLAIMS		
			Allowed	Not Allowed	Pending
Moncton.....	1,994	1,986	1,682	261	43
Montreal.....	5,330	5,326	3,980	1,214	132
Toronto.....	2,150	2,024	1,307	694	23
London.....	394	371	265	78	28
North Bay.....	164	152	107	37	8
Winnipeg.....	1,600	1,526	1,070	374	82
Saskatoon.....	468	481	385	79	17
Edmonton.....	651	617	490	110	17
Vancouver.....	1,124	1,098	910	145	43
Total.....	13,875	13,581	10,196	2,992	393

(1) Cumulative figures of claims received for adjudication for the period February 1, 1942, to March 31, 1943, were published on page 653 of the May issue of the Labour Gazette. In this and succeeding issues the figures will be cumulative for the current fiscal year only.

TABLE 3—REFERENCES AND APPEALS TO COURTS OF REFEREES, PERIOD APRIL 1, 1943, TO OCTOBER 31, 1943

Districts	Not Heard Mar. 31/43	REQUESTS FROM CLAIMANTS		Refer- ences by Insurance Officers	Total Refer- ences and Appeals	Not Yet Heard	With- drawn	Heard	COURT'S DECISION	
		Refer- ences	Appeals						Allowed	Dis- allowed
Moncton.....	1	14	6		21	2	3	16	3	13
Montreal.....	64	167	38	2	271	13	9	249	53	196
Toronto.....	20	137	34	1	192	7	32	153	42	111
London.....		9	3	3	15	1	6	8	3	5
North Bay.....	1	4			5			5	1	4
Winnipeg.....	9	81	3	4	97	5	5	87	25	62
Saskatoon.....	3	3	5		11	1	1	9	3	6
Edmonton.....	7	19	5	1	32	2	1	29	10	19
Vancouver.....	5	9			14	1		13	2	11
Total.....	110	443	94	11	658	32	57	569	142	427

TABLE 4—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY EIGHT MONTHS ENDED OCTOBER 31, 1943

Month	REVENUE							EXPENDITURE				
	CONTRIBUTIONS (Gross, less refunds)							Interest	Monthly Total Revenue	BENEFITS		Balance
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Monthly Total			Cumulative Total		
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Total from July to December 31, 1941.....	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97		177,720 00	28,481,885 85	Nil	Nil	28,481,885 85
Total for the year ended December 31st, 1942.....	29,869,803 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65	11,019,421 74		1,409,797 39	67,526,327 78	349,655 94	349,655 94	95,658,557 69
1943												
January.....	2,470,473 51	1,174,517 53	1,237,776 61	544 05	4,883,311 70	976,662 34		22,778 38	5,882,752 42	69,851 82	419,507 76	101,471,458 29
February.....	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66	913,189 53		12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37
March.....	3,202,971 58	1,286,165 19	1,246,228 75	2,428 33	5,737,793 85	1,147,558 77		238,960 00	7,124,312 62	195,190 49	743,810 68	113,762,974 50
April.....	2,431,365 31	1,103,912 33	1,256,407 64	103 94	4,791,789 22	958,357 84		315,887 50	6,066,034 56	141,990 92	885,801 60	119,687,018 14
May.....	2,252,602 06	1,053,514 83	1,304,413 23	824 08	4,611,354 20	922,270 84		708,057 95	6,241,682 99	128,162 33	1,013,963 93	125,800,538 80
June.....	2,421,430 52	1,078,241 28	1,336,325 58	995 35	4,836,992 73	967,398 55		296,976 92	6,101,368 20	64,999 84	1,078,963 77	131,836,907 16
July.....	2,725,682 68	1,066,808 21	1,401,840 03	9,244 48	5,203,575 40	1,040,715 08		621 37	6,244,911 85	44,391 09	1,123,354 86	138,037,427 92
August.....	2,524,674 15	1,036,821 63	1,266,889 41	5,371 04	4,833,756 23	966,751 25		47,125 57	5,847,633 05	27,359 61	1,150,714 47	143,857,701 36
September.....	2,548,738 57	1,081,954 12	1,409,503 82	8,783 77	5,048,980 28	1,009,796 06		280,210 00	6,338,980 34	19,602 84	1,170,317 31	150,177,084 86
October.....	2,747,173 83	1,140,469 89	1,480,302 11	9,663 79	5,386,609 62	1,077,521 92		434,387 30	6,898,318 04	23,989 63	1,194,306 94	157,051,414 27
TOTAL.....	25,638,311 53	11,118,808 59	13,074,033 98	38,938 79	49,980,110 89	9,980,022 12		2,357,374 51	62,237,587 58	844,651 00	1,194,306 94	157,031,414 27
GRAND TOTAL.....	70,406,319 84	28,424,611 46	29,571,849 53	41,243 59	128,584,024 42	25,716,804 89		3,944,891 90	158,243,721 21	1,194,305 94	1,194,306 94	157,031,414 27

The interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to October 31st. The miscellaneous column includes the following:

Penalties.....	\$ 1,344 78
Contributions in respect of services in the Armed Forces.....	38,227 83
Miscellaneous.....	1,670 98
	<hr/>
	\$ 41,243 59

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of October, as reported by employers.

—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

Information submitted by 14,026 establishments, employing 1,885,277 men and women, indicated a continued expansion in industrial activity at the beginning of October. On September 1, the staffs of the reporting establishments had aggregated 1,871,315.

The index number of employment (based on the 1926 average as 100) was 187.6 as compared with 186.2 in the preceding month and was 3.5 per cent higher than at October 1, 1942.

Incorporated in this article is information concerning payrolls which is furnished each month by the co-operating firms. The per capita average weekly wage, at \$31.48, showed a further increase, rising from \$31.30 at the beginning of September, as compared with \$29.51 at October 1, 1942.

Report on employment conditions for November.—A summary of employment conditions for the month of November has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment

and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, October, 1943.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from the Employment and Selective Service Offices during the four weeks October 1, to October 28, 1943, showed little change in the daily average of placements recorded, both when compared with the preceding four weeks and the month of October a year ago, there being a slight decrease from September, 1943, and a nominal increase over October, 1942. Vacancies in the four-week period ending October 28, 1943, numbered 225,354, applications 194,306 and placements in regular and casual employment 143,230.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of November, 1943, the percentage of unemployment among trade union members was .3, which was identical with that recorded at the beginning of the previous month. At the corresponding date a year ago, the percentage of those without work was .7. The figure for November was based on reports compiled from 2,377 labour organizations, having a total membership of 478,705 persons.

The Employment Situation at the Beginning of October, 1943 as Reported by Employers

INDUSTRIAL activity continued to expand at the beginning of October, but, as at September 1, the increase in the number in recorded employment was decidedly smaller than at the same date in any recently-preceding year. It was also rather below-normal in the experience of the period since 1920. A combined working force of 1,885,277 persons was employed by the 14,026 establishments furnishing returns to the Dominion Bureau of Statistics, whose staffs at September 1 had aggregated 1,871,315.

Based on the 1926 average as 100, the unadjusted index number of employment rose from 186.2 at September 1, to 187.6 at the beginning of October, when it was 3.5 per cent higher than at the same date of last year. The latest figure is slightly higher than in any other month for which statistics are on record. Since the gain at the date under review was not equal to that usually indicated at the beginning of October, the seasonally-adjusted index showed a decline, falling from 179.0 at September 1, to 178.5 at the beginning of October.

The general increase in industrial employment at the beginning of October, 1943, was fairly evenly divided between the manufacturing and the non-manufacturing classes. The gain of 7,611, or 0.6 per cent, in the former was slightly above the average at October 1 in earlier years of the record; within this group, there were considerable advances in vegetable food, rubber, iron and steel, non-ferrous metal and electrical apparatus plants. On the other hand, curtailment was indicated in lumber, pulp and paper, animal food, chemical, electric light and power, and some other divisions.

Among the non-manufacturing industries, logging showed moderate seasonal improvement, on a scale below that usually indicated at the beginning of October. Considerable increases were recorded in trade and services. Transportation reported little general change, while the trend was downward in building, mining and communications.

Payrolls

The salaries and wages disbursed by the co-operating employers at October 1 aggregated \$59,343,323, as compared with \$58,573,431 at September 1. The increase was 1.3 per cent. The average weekly earnings per employee showed a further gain, rising from \$31.30 at the beginning of September, to \$31.48 at the date under review, as compared with \$29.51 at

October 1, 1942. In the year, the increase of 3½ per cent in employment has been accompanied by that of 9.2 per cent in the reported payrolls, while the per capita average has risen by 6.7 per cent. The gain in the latter is particularly interesting in view of the fact already stated, that the general rise in recorded employment in the 12 months has taken place wholly among women workers. The average per employee at October 1, 1941, had been \$26.37; information in regard to the sex of the workers at that date is not available.

Part of the increase in the average earnings from September 1 to October 1 (which, incidentally, is smaller than that noted in the same comparison in either 1942 or 1941), was due to the payment of wages and cost-of-living allowances at higher rates to employees in certain categories, notably in the heavy manufacturing industries.

If the statistics for the finance group be added to those given above for the eight leading industries, the latest survey shows a total of 1,950,131 persons in recorded employment at the beginning of October, as compared with 1,935,820 at the beginning of September. The latest weekly aggregate payroll was \$61,375,007, exceeding by 1.3 per cent that of \$60,582,681 reported at September 1. The per capita average in the nine leading industries advanced from \$31.30 at that date, to \$31.47 at October 1, as compared with \$29.55 at October 1, 1942, and \$26.46 at October 1, 1941.

Table 11 summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at September 1, 1943, and October 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 22.7 per cent, while the aggregate weekly payrolls of those workers are higher by 50.7 per cent. Including finance, the gain in employment from June 1, 1941, to October 1, 1943, amounted to 22 per cent, and that in payrolls, to 49.3 per cent. The explanation given in preceding reports for the much greater rise in the salaries and wages

than in the numbers employed may again be stated: (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the payment of a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been increased on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been granted.

As a result of wartime conditions, there have been especially important gains in employment and payrolls in factories, in which the rate of

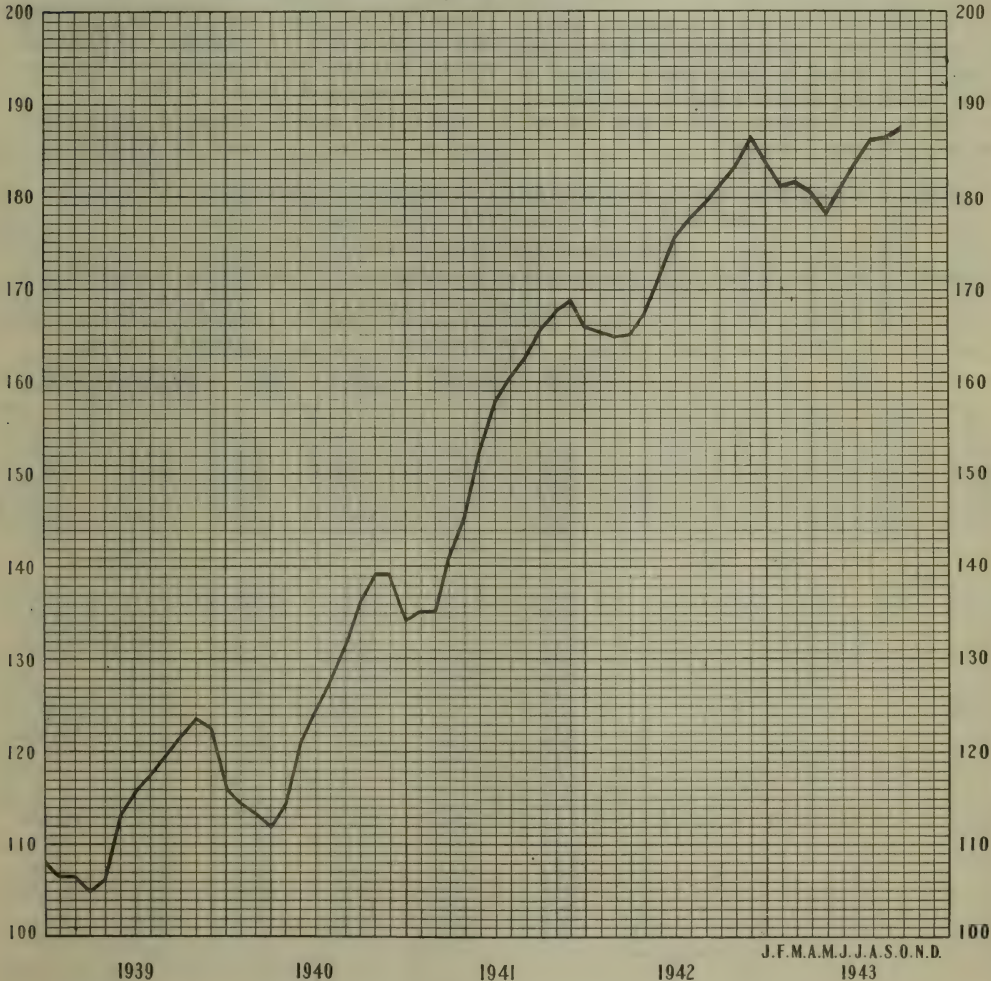
expansion in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 37·7 per cent from June 1, 1941, to October 1, 1943, and that of payrolls has advanced by 71·8 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

The production of durable goods¹ has shown particularly important gains from the beginning of the record of payrolls; thus the index of

¹ For list of these industries, see footnote to table 11.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



employment has risen by 60.3 per cent, while the salaries and wages distributed by the co-operating employers have advanced by 104.2 per cent from June 1, 1941, to October 1, 1943. Although there has more recently been a slackening in certain of the non-durable goods industries, the index number of employment in this group at the date under review was higher by 17 per cent than at June 1, 1941, since when there has been an increase of 37.5 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Employment and Payrolls by Industries

Manufacturing.—The trend of employment and payrolls continued seasonally upward in manufacturing at October 1; the advance in employment was considerably smaller than at October 1 in any of the first four years of the war, but was slightly above the average at that date in the period from 1920. The distribution of the gains continued to differ from the normal, those in the durable goods group being greater than usual, while employment in the production of non-durable goods showed an increase which was below-average.

The 7,835 co-operating manufacturing establishments employed 870,905 men, and 337,251 women at October 1, a total of 1,208,156 workers; in their preceding report they had indicated a personnel of 1,200,545. There was accordingly a gain of 7,611 persons, or 0.6 per cent, in the number in recorded employment in manufacturing, which reached a new all-time high at the date under review. The proportion of females, at 279 per thousand, was decidedly greater than that of 257 per thousand indicated at the beginning of October of 1942.

The weekly payrolls disbursed at the beginning of October amounted to \$39,087,128, or

TABLE 1—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

	EIGHT LEADING INDUSTRIES			MANUFACTURING		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941.....	100.0	100.0	\$ 25.25	100.0	100.0	\$ 25.57
July 1.....	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1.....	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1.....	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1.....	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1.....	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1.....	110.4	119.5	27.32	112.1	123.4	28.15
Jan. 1, 1942.....	108.4	112.1	26.13	111.4	114.3	26.32
Feb. 1.....	108.2	113.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.9	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.0	144.3	30.06	132.0	160.1	31.17
Jan. 1, 1943.....	120.1	131.9	27.92	130.7	142.9	28.11
Feb. 1.....	118.5	139.5	29.96	132.2	157.4	30.65
Mar. 1.....	118.7	143.2	30.72	133.0	162.5	31.49
Apr. 1.....	118.1	144.3	31.14	133.4	164.7	31.81
May 1.....	116.5	139.8	30.59	132.7	159.9	31.09
June 1.....	118.4	143.6	30.93	133.5	163.5	31.62
July 1.....	120.1	145.7	30.97	134.8	165.1	31.62
Aug. 1.....	121.6	147.7	31.06	135.5	166.6	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.7	150.7	31.48	137.7	171.8	32.35
Nov. 1.....						
Dec. 1.....						

1.7 per cent more than the sum of \$38,450,889 reported by the same firms at September 1. The per capita average showed a further gain, rising from \$32.03 in the last report, to \$32.35 at the date under review, as compared with \$30.15 at October 1, 1942. The continued concentration of workers in the more highly-paid heavy industries is partly responsible for the noteworthy increase in the payrolls reported at the beginning of October; the payment of wages and cost-of-living allowances at higher rates by a number of firms in this category

also contributed materially to the general gain in manufacturing.

The largest additions to the working forces were in the vegetable food and iron and steel divisions; partly due to a late season, the expansion in the former was rather above the average at October 1, but approximated that indicated at the same date in 1942. Increases on a much smaller scale were reported in rubber, tobacco, beverage, non-ferrous metal and electrical apparatus plants. On the other hand, the trend of employment was downward

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at October 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, Together with Index Numbers of Employment and Payrolls as at October 1 and September 1, 1943, and October 1, 1942, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to Revision)

Geographical and Industrial Unit	Number of Employees Reported at Oct. 1, 1943	Aggregate Weekly Payrolls at Oct. 1, 1943	Per Capita Weekly Earnings at			INDEX NUMBERS OF					
			Oct. 1, 1943			Employment			Aggregate Weekly Payrolls		
			Oct. 1, 1943	Sept. 1, 1943	Oct. 1, 1942	Oct. 1, 1943	Sept. 1, 1943	Oct. 1, 1942	Oct. 1, 1943	Sept. 1, 1943	Oct. 1, 1942
(a) PROVINCES		\$	\$	\$	\$						
Maritime Provinces	144,730	4,159,804	28-74	28-59	25-29	125-3	123-2	121-5	166-1	162-4	142-8
Prince Edward Isl.	2,457	62,327	25-37	24-83	22-81	117-2	113-6	99-6	140-3	133-0	107-0
Nova Scotia.....	90,049	2,657,272	29-51	29-47	25-92	130-2	125-2	126-0	172-0	165-2	147-3
New Brunswick.....	52,224	1,440,205	27-53	27-31	24-35	118-7	121-1	116-5	157-2	159-0	137-1
Quebec	597,546	18,055,52	30-22	29-78	27-88	129-2	127-6	123-6	163-5	159-3	146-7
Ontario	761,052	24,600,776	32-32	32-19	30-77	115-6	114-9	114-1	138-3	136-9	130-6
Prairie Provinces	198,242	6,066,439	30-60	30-47	29-50	114-1	113-2	108-3	133-5	132-0	122-9
Manitoba.....	91,337	2,746,645	30-06	30-05	29-31	111-6	111-5	109-1	126-8	126-6	121-3
Saskatchewan.....	37,954	1,114,677	29-37	29-10	28-14	107-6	108-1	105-4	126-4	125-7	119-2
Alberta.....	68,901	2,205,117	32-00	31-81	30-58	121-6	118-9	109-2	147-6	143-3	127-4
British Columbia	133,707	6,460,752	35-17	35-48	32-81	146-3	147-4	136-1	183-9	186-9	162-5
CANADA	1,885,277	59,343,323	31-48	31-30	29-51	122-7	121-8	118-6	150-7	148-7	137-8
(b) CITIES											
Montreal	294,660	9,326,926	31-65	31-15	29-28	136-1	134-4	124-7	170-1	165-5	147-9
Quebec City	40,591	1,174,642	28-94	27-86	24-83	172-3	169-9	151-6	242-5	229-6	184-9
Toronto	253,275	8,200,873	32-38	32-16	30-64	128-3	127-6	121-7	155-4	153-5	140-8
Ottawa	22,931	624,098	27-22	26-99	26-24	115-3	114-0	107-8	136-2	133-5	124-0
Hamilton	59,442	1,938,822	32-62	32-41	32-05	112-4	113-7	118-0	133-4	134-0	137-0
Windsor	40,466	1,674,143	41-37	41-73	40-28	129-3	131-1	135-4	140-6	143-8	143-8
Winnipeg	59,716	1,665,072	27-86	27-96	27-57	116-3	114-5	111-1	128-3	126-6	121-7
Vancouver	90,847	3,108,462	34-22	34-17	32-25	179-0	178-6	168-1	235-6	234-6	211-7
(c) INDUSTRIES											
Manufacturing	1,208,156	39,087,128	32-35	32-03	30-15	137-7	136-8	129-9	171-8	169-0	152-5
Durable Goods ¹	684,157	24,395,276	35-66	35-16	33-60	160-3	159-7	140-8	204-2	200-6	171-1
Non-Durable Goods.....	505,382	14,010,372	27-72	27-63	26-00	117-0	115-7	120-8	137-5	135-6	132-4
Electric Light and Power.....	18,617	681,480	36-61	35-31	35-16	97-5	100-1	97-9	110-8	109-6	107-0
Logging	43,690	1,207,552	27-64	28-31	21-86	92-2	81-8	95-8	130-5	118-6	112-1
Mining	72,780	2,643,078	36-32	35-73	35-52	87-8	89-2	92-7	101-1	101-0	105-1
Communications	28,432	852,118	29-97	30-01	28-95	109-5	110-5	109-0	121-1	122-3	116-4
Transportation	151,588	5,338,329	35-22	35-38	34-33	121-0	121-4	112-6	133-9	134-8	122-4
Construction and Maintenance	172,727	5,217,299	30-21	30-13	28-14	98-1	99-1	107-2	130-1	131-2	132-6
Services	44,478	836,626	18-81	18-77	17-92	116-1	114-9	108-3	136-5	134-7	121-3
Trade	163,426	4,161,193	25-46	25-57	24-58	99-7	97-0	97-9	109-7	107-2	106-1
Eight Leading Industries	1,885,277	59,343,323	31-48	31-30	29-51	122-7	121-8	118-6	150-7	148-7	137-8
Finance	64,854	2,032,684	31-34	31-15	30-74	108-2	107-6	107-1	117-7	116-4	114-3
Total—Nine Leading Industries	1,950,131	61,375,007	31-47	31-30	29-55	122-0	121-2	118-1	149-3	147-3	136-8

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

in animal food, leather, lumber, pulp and paper, textile, chemical, clay, glass and stone and miscellaneous non-metallic mineral products.

Based on the 1926 average as 100, the index of employment in manufacturing at the beginning of October stood at 231.3; this figure was the highest in the record, exceeding by six per cent the October 1, 1942, index of 218.3. Since the increase from the preceding month slightly exceeded the average, the seasonally-adjusted index showed a further small advance, being 224.2 at October 1, as compared with 223.5 at September 1.

The co-operating manufacturers reported the disbursement of \$39,087,128 in weekly payrolls at October 1. This was an increase of \$636,239 over the weekly salaries and wages paid on or about September 1. The per capita average, at \$32.35, was the highest in the record going back to June 1, 1941. At October 1, 1942, the average had been \$30.15, while at the same date in 1941, it was \$26.80.

Based on the weekly salaries and wages paid by the co-operating establishments on or about June 1, 1941, as 100 per cent, the index of

payrolls at October 1, 1943, stood at 171.8, as compared with 169.0 at September 1, 1943, and 152.5 at October 1, 1942. The increase of 12.7 per cent in the reported payrolls at the date under review as compared with twelve months earlier, considerably exceeds that of six per cent in the number of persons employed by the co-operating manufacturers. The reasons for this disparity in the rates of gain have already been given. In the manufacturing industries, the upgrading of employees as they acquire experience is of particular and growing importance, tending to offset the effect of the large-scale dilution of labour consequent upon the shortage of workers which has become increasingly acute with the development of the war effort. As was pointed out in preceding reports, the changing industrial distribution of the wage-earners in recorded employment has also contributed materially to the relatively greater gain in payrolls, there being a growing proportion of workers in the more highly-paid heavy industries. At October 1, 1943, such industries provided work for 57.5 per cent of all those engaged in manufacturing, exclusive of electric light and power, while at June 1,

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1927.....	110.3	108.1	.....	.....	.....	110.0	111.1	111.7	.....	.....	.....	107.8
Oct. 1, 1928.....	118.8	114.9	.....	.....	.....	114.3	120.4	126.4	.....	.....	.....	114.0
Oct. 1, 1929.....	125.6	123.7	.....	.....	.....	120.2	128.4	134.2	.....	.....	.....	118.2
Oct. 1, 1930.....	116.2	116.2	.....	.....	.....	113.0	114.6	130.0	.....	.....	.....	112.1
Oct. 1, 1931.....	103.9	102.6	.....	.....	.....	101.6	99.3	129.1	.....	.....	.....	95.9
Oct. 1, 1932.....	86.7	84.9	.....	.....	.....	85.8	86.1	94.6	.....	.....	.....	82.1
Oct. 1, 1933.....	90.4	90.9	.....	.....	.....	89.1	89.6	98.7	.....	.....	.....	85.6
Oct. 1, 1934.....	100.0	103.1	.....	.....	.....	96.0	104.9	95.7	.....	.....	.....	95.4
Oct. 1, 1935.....	106.1	112.9	.....	.....	.....	103.1	108.1	102.7	.....	.....	.....	106.0
Oct. 1, 1936.....	110.1	117.9	.....	.....	.....	106.0	112.6	108.6	.....	.....	.....	108.1
Oct. 1, 1937.....	125.7	134.9	100.6	132.7	159.5	127.3	130.4	107.6	99.2	120.4	112.2	117.9
Oct. 1, 1938.....	116.7	114.5	106.6	124.4	102.8	121.6	115.8	113.2	100.1	142.0	114.2	111.3
Oct. 1, 1939.....	121.7	117.9	108.2	130.5	103.4	126.4	121.4	116.4	104.9	134.7	121.8	118.7
Oct. 1, 1940.....	136.2	128.2	132.5	138.8	115.2	142.8	140.9	118.1	108.7	124.6	128.4	127.8
Oct. 1, 1941.....	165.8	175.4	121.1	194.8	154.6	173.9	172.2	134.3	129.2	128.7	146.1	149.4
Oct. 1, 1942.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.4	140.7	137.6	131.7	151.3	185.4
Feb. 1.....	181.2	167.4	108.3	184.2	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Mar. 1.....	181.5	168.4	110.9	184.8	151.5	198.9	186.4	135.4	133.1	122.8	147.5	182.4
Apr. 1.....	180.6	171.3	108.0	190.6	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
May 1.....	178.2	170.5	102.3	193.8	145.0	192.1	181.8	135.9	135.0	125.6	144.2	186.8
June 1.....	181.2	175.3	108.3	195.5	153.7	197.8	182.9	138.5	136.2	132.1	146.4	187.6
July 1.....	183.7	184.7	112.4	203.1	165.8	198.7	184.9	141.6	138.3	135.6	150.8	191.9
Aug. 1.....	185.9	194.6	120.9	224.9	160.7	200.9	184.8	145.1	140.4	138.8	156.4	195.8
Sept. 1.....	186.2	187.8	121.7	210.2	163.4	200.7	186.1	145.2	139.0	137.7	159.9	198.8
Oct. 1.....	187.6	191.0	125.5	218.6	160.1	203.0	187.2	146.4	139.2	137.1	163.5	197.4
Relative weight of employment by Provinces and Economic areas as at Oct. 1, 1943.	100.0	7.7	0.1	4.8	2.8	31.7	40.7	10.5	4.8	2.0	3.7	9.7

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

1941, the proportion was 49.7 per cent. The effect of this change in distribution is emphasized by the fact that the latest per capita average earnings of persons engaged in these classes stood at \$35.66, an amount which was higher by \$7.87 than at June 1, 1941, while in

the light manufacturing industries the October 1 average, standing at \$27.72, has risen by only \$4.42 in the 28 months.

During the period for which statistics of payrolls are available, there have been especially important increases in the salaries and

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Oct. 1 1943	Sept. 1 1943	Oct. 1 1942
Manufacturing	64.1	231.3	229.9	218.3
Animal products—edible	2.1	197.2	201.0	178.7
Fur and products	0.1	123.0	125.1	125.8
Leather and products	1.5	136.3	137.8	138.0
Boots and shoes	0.9	123.4	125.1	126.5
Lumber and products	3.5	124.1	126.9	119.2
Rough and dressed lumber	2.0	105.2	107.9	108.7
Furniture	0.5	107.7	107.5	111.0
Other lumber products	1.0	210.6	216.5	166.4
Musical instruments	0.1	50.1	52.4	42.5
Plant products—edible	3.2	185.6	162.5	190.7
Pulp and paper products	4.4	134.2	135.9	130.9
Pulp and paper	2.0	124.1	126.6	124.3
Paper products	0.8	201.4	201.3	184.5
Printing and publishing	1.6	124.3	125.8	121.3
Rubber products	0.9	131.8	216.4	125.9
Textile products	7.2	156.7	157.0	166.7
Thread, yarn and cloth	2.6	156.2	157.6	174.1
Cotton yarn and cloth	1.2	112.6	113.6	125.5
Woolen yarn and cloth	0.7	169.9	171.0	198.2
Artificial silk and silk goods	0.6	556.3	559.7	597.5
Hosiery and knit goods	1.1	143.3	143.0	134.6
Garments and personal furnishings	2.6	159.5	157.8	173.7
Other textile products	0.9	170.7	174.8	174.2
Tobacco	0.6	126.8	124.4	137.8
Beverages	0.7	243.6	233.7	253.9
Chemicals and allied products ²	4.2	627.9	631.8	739.8
Clay, glass and stone products	0.8	131.2	133.8	132.2
Electric light and power	1.0	146.2	150.0*	146.8
Electrical apparatus	2.4	323.4	318.3	269.9
Iron and steel products ²	25.4	351.2	349.2	312.2
Crude, rolled and forged products	1.9	266.5	267.6	250.0
Machinery (other than vehicles)	1.3	239.5	241.9	258.0
Agricultural implements	0.6	128.0	130.3	129.5
Land vehicles	10.0	300.2	292.2	255.3
Automobiles and parts	2.3	301.9	304.5	303.0
Steel shipbuilding and repairing	4.7	1,667.0	1,691.2	1,234.5
Heating appliances	0.3	171.1	172.6	155.6
Iron and steel fabrication (n.e.s.)	1.1	316.8	326.3	324.4
Foundry and machine shop products	0.7	274.3	268.2	307.6
Other iron and steel products ²	4.8	431.5	431.9	446.8
Non-ferrous metal products	4.0	500.0	494.8	429.9
Non-metallic mineral products	0.9	213.4	217.4	200.0
Miscellaneous	1.1	371.5	371.9*	361.2
Logging	2.3	146.0	129.5*	151.7
Mining	3.9	155.6	158.1	164.3
Coal	1.4	93.9	93.4	90.5
Metallic ores	1.9	285.7	295.6	327.9
Non-metallic minerals (except coal)	0.6	165.9	166.8	162.0
Communications	1.5	106.4	107.4	105.9
Telegraphs	0.4	133.2	134.4	128.4
Telephones	1.1	99.1	100.0	99.8
Transportation	8.0	120.0	120.4	111.7
Street railway, cartage and storage	2.2	174.3	172.6	159.2
Steam railways	4.5	106.1	105.1	97.3
Shipping and stevedoring	1.3	109.8	116.8*	112.0
Construction and Maintenance	9.2	136.9	138.3	149.6
Building	3.4	145.9	153.5	179.7
Highway	3.5	169.1	166.1	174.1
Railway	2.3	98.4	97.4	96.4
Services	2.3	198.5	196.3	185.1
Hotels and restaurants	1.5	199.0	195.1	179.5
Personal (chiefly laundries)	0.8	197.5	198.4	194.7
Trade	8.7	156.3	152.1	153.5
Retail	6.5	163.5	157.9	161.4
Wholesale	2.2	137.7	137.2	132.4
All Industries	100.0	187.6	186.2	181.3

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

² The industrial classification of certain large manufacturing firms has been changed commencing with the present report. These changes affect the chemical, iron and steel and non-ferrous metal industries, but not the total for manufacturing, nor the all-industries' total. Where necessary, the indexes have been recalculated from 1940.

* Revised.

wages reported in the non-ferrous metal, chemical, iron and steel, miscellaneous manufactured products, electrical apparatus and equipment and tobacco industries. These gains have been associated with important though relatively smaller advances in employment. In practically every case, the per capita average weekly earnings in the various branches of manufacturing are higher than they were at the beginning of October, 1942.

Many factors contribute to the differences that exist in the average weekly earnings in the various industries. Prominent among these is the sex distribution of workers, associated with the sex distribution is that of age, the women workers in general tending to belong in the younger groups, where earnings are usually lower than among the more experienced employees. Another important factor is the presence or absence of overtime work.

Logging.—Employment in logging showed a seasonal increase which was decidedly below normal for the season. The 505 co-operating employers reported 43,690 workers; this was 4,934, or 12·7 per cent more than at September 1. Employment generally was not so active as at the beginning of October in immediately preceding years. Although the latest index, at 146·0, was several points lower than that of 151·7 at the same date of last year, there was an increase of 16·4 per cent in the index of weekly payrolls during the 12 months. The indicated earnings at the latest date aggregated \$1,207,552; this was 10·1 per cent higher than the payrolls disbursed at the beginning of September.

The per capita average earnings at the date under review were \$27·64, as compared with \$28·31 paid on or about September 1. The October 1, 1942, average had been \$21·86. In considering the figures of aggregate and average earnings in logging, it must be recalled that they do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings; these differ greatly in various parts of the country, the average in British Columbia being decidedly higher than in any other province.

Mining.—The trend in mining continued downward, according to returns from 476 operators whose employees numbered 72,780, as compared with 73,918 at September 1. Rather greater activity was noted in coal-mining, but there was a slight decline in the production of other non-metallic minerals, and a substantial reduction in the metallic ore division. The index of employment in the

mining group at October 1, at 155·6, was 5·3 per cent lower than that of 164·3 at the same date in 1942.

The weekly payrolls reported at the latest date amounted to \$2,643,078, as compared with \$2,640,792 indicated at September 1. The small advance took place in coal-mining, and to some extent was due to the resumption of operations on a more normal scale following industrial disputes in eastern coal fields. The per capita average earnings in mining as a whole rose from \$35·73 at September 1, to \$36·32 at the date under review, as compared with \$35·52 at October 1, 1942. Since then, the index of payrolls has declined by 3·2 per cent.

Communications.—There was some curtailment in employment in the communication group as a whole at October 1, when the reported employees numbered 28,432, compared with 28,684 in the preceding month. The decrease was slightly larger than usual for the beginning of October. The indicated payrolls were also lower, standing at \$852,118, as compared with \$860,867 paid on or about September 1. The per capita average fell from \$30·01 at September 1, to \$29·97 at the first of October. Based on the 1926 average as 100, the latest index of employment was 106·4; this was fractionally higher than the figure of 105·9 at October 1, 1942, since when the index number of payrolls has risen by four per cent.

Transportation.—Little general change took place in transportation as a whole at October 1; steam railway operation and local transportation afforded more employment, but shipping and stevedoring were quieter. The staffs of the 595 firms and branches furnishing data totalled 151,588, as compared with 151,927 at September 1. The weekly salaries and wages disbursed were given as \$5,338,329, as compared with \$5,374,471 paid on or about September 1. The average per employee fell from \$35·38 at that date, to \$35·22 at the beginning of October; that at October 1, 1942, had been \$34·33. In the intervening 12 months, recorded employment has risen by 7·4 per cent, while payrolls have advanced by 9·7 per cent.

Construction and Maintenance.—There was a seasonal decline of 1,751 persons in this division, bringing the reported employees to 172,727 at October 1. Highway and railway work were more active, but building showed a considerable falling-off. The weekly payrolls reported by the 1,563 co-operating employers were lower by 0·8 per cent; the latest aggregate was \$5,217,299. The per capita average earnings rose from \$30·13 paid at September 1, to \$30·21 at the date under review.

The October 1 index in construction, at 136·9, was lower than that of 149·6 at the

beginning of October of last year, there being a falling-off of 8.5 per cent in this comparison. However, there was an increase of 1.9 per cent in the reported payrolls in the 12 months.

Services.—Employment in the service division showed contra-seasonal activity. The 647 employers from whom data were received indicated a staff of 44,478, as compared with 43,986 at September 1. Of the October 1 personnel, 25,819 were females. The payrolls disbursed at the beginning of October amounted to \$836,626, compared with \$825,535 in the preceding period of observation.

The index of employment was higher by 7.2 per cent than at October 1, 1942, while there was an increase of 12.5 per cent in the reported payrolls in the year. The per capita average earnings, at \$18.81 at the latest date, were higher by four cents than at September 1, also exceeding the October 1, 1942, average of \$17.92. Attention must be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 64 per cent of the total reported in the service division as a whole at the beginning of October.

Trade.—There was a considerable seasonal gain in trade at October 1. The improvement was rather above-average, according to the experience of the years since 1920. This was partly due to the employment of increasingly large numbers of part-time workers.

Information was received from 2,346 establishments, whose personnel was increased from 159,021 at September 1, to 163,426 at the date under review. Of the latter number, 80,238 were females. The sum of \$4,161,193 was paid at October 1 in weekly salaries and wages by the co-operating firms, whose payrolls at September 1 had aggregated \$4,066,201. The per capita average was \$25.46 at the latest date, as compared with \$25.57 in the preceding report, and \$24.58 at October 1, 1942.

The index number of employment in trade at October 1 stood at 156.3, as compared with 153.5 at the same date in 1942. The latest figure, therefore, showed an increase of 1.8 per cent in this comparison; the employment of greater numbers of part-time workers was partly responsible for the rise. The reported payrolls were higher by 3.4 per cent.

Financial Institutions.—The number of returns received from financial institutions was 757, showing a personnel of 64,854, of whom 32,958 were women. At September 1, these establishments had employed 64,505 persons. The weekly earnings disbursed at the date under review amounted to \$2,032,684, as compared with \$2,009,250 paid on or about September 1. The per capita weekly average was \$31.34, as compared with \$31.15 in the last report, and \$30.74 at October 1, 1942. In the latter comparison, employment in financial institutions showed an increase of one per cent, while the index number of payrolls was higher by three per cent.

Report on Employment Conditions for November, 1943

The following summary of employment conditions for the month of November has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

THE closing days of November found Canadian industry past the transition stage between summer and winter manpower needs, and settled to the consideration of its labour problems for the months ahead.

The conclusion of the agricultural season had proved of material advantage in alleviating shortages existing in logging and war industries, but the demand for bush workers continued to be heavy. To a lesser degree construction was making demands upon the manpower supply, but this labour shortage, while urgent and immediate, was the normal result of the speeding up of projects to completion before winter should set in, and would not be of any great duration.

As a result of the freezing order of September 20 and the falling off of seasonal activities and to a minor extent layoffs in various war plants, the over-all demand for labour eased considerably during the month.

Maritime Region

Agriculture.—The agricultural season in the Maritimes was practically over, and in spite of weather and manpower difficulties, only a small quantity of the two main crops—apples and potatoes—had not been harvested. The only vacancies presently existing throughout the region were for occasional farm hands and assistants on small dairy farms, and many farmers were going to logging and railway maintenance.

Fishing.—The fishing season, too, was almost over, with lobster trapping well advanced. Fewer men were reporting for the winter catch because of the high income received during the summer, which had rendered them

economically independent for the forthcoming season.

Logging.—Fishermen and farmers were helping to meet the shortage in the logging industry, and operators were canvassing for men at the discretion of the local office managers, but the labour demands of the timber areas were still far from satisfied. While it was hoped that there would be enough volunteers from the returned men of the Forestry Corps to relieve the situation, the labour demands of the industry presented a major problem.

Mining.—In the coal mines the situation continued to be unsatisfactory, with absenteeism at a high level. The release of experienced miners from the forces was affording some relief: these men are able and willing, and as a rule are local men who do not complicate already overburdened housing accommodation—consequently they are the best source of supply.

Manufacturing.—In the manufacturing field the labour freeze order had proved beneficial in stabilizing employment in the shipyards, aircraft plants, and in other high priority industries, but a labour demand existed in many plants. The need for skilled men in the shipbuilding yards had been somewhat alleviated by workers made available through the curtailing of activities in the Montreal area, and it was anticipated that the slowing down in the Quebec area, also, would soon afford further assistance. The aircraft industry was still suffering from shortage, and men were being referred from non-essential jobs wherever possible. Moreover, the complete shutdown of the sawmills throughout the region, in the immediate future, should release many men to other industries. The fish-processing plants, too, had for the most part completed their seasonal operations, except in Prince Edward Island and Halifax, where the unusual demand for fish had lengthened the processing operations. The labour story in the manufacturing field was one of layoffs as well as shortages, but every effort was being made to absorb all workers who were out of employment, and many of the men had already been directed to the lumber camps.

Construction.—The speeding up of construction work in a race against winter weather had naturally made the demand for skilled and unskilled labour more pressing, but throughout the region this shortage, while critical, was regarded as short-lived. In the Halifax area, with the exception of a few ships' carpenters, skilled jobs on high priority projects were being filled without difficulty. In the Halifax area the situation was

greatly alleviated through the use of the Longshoremen's Reserve Labour Pool, but at Charlottetown almost continuous rain made it hard to induce men to work as labourers on new buildings under construction, and Liverpool, too, was in urgent need of carpenters and labourers for work on wartime houses, with the prospect of filling orders remote.

Quebec Region

Agriculture.—In the Quebec region, as elsewhere throughout the Dominion, the agricultural season was practically at an end, with no demand whatsoever for farm workers. In a few localities fall ploughing and threshing were not quite finished, and some farmers were busy with fuelwood cutting, but there were many applications daily for winter work in the bush, or for war jobs.

Logging.—All over the province farmers were entering the logging camps in large numbers, but many thousands of loggers were still needed. The demand for workers was particularly heavy for pulpwood cutting, but it was felt that there was a good chance of supplying sufficient men to meet fuelwood cutting requirements.

In the city of Quebec active recruiting was going on for the lumber camps on the south shore, and one company had opened a training school for forest workers, under the aegis of the Youth Training Plan for essential war workers. Agents in Montreal were securing about 100 men weekly—but still shortage throughout the lumbering industry prevailed.

Mining.—In the mining field, the base metal output on the whole was reported as satisfactory: a small group of underground men was required at Campbell's Bay and some 500 for Rouyn. The gold mines, in the low priority brackets, were receiving little assistance, and operations were proceeding on a reduced scale.

Manufacturing.—Although the over-all situation was definitely easier, many of Quebec's manufacturing plants were still short of labour. Montreal packing plants were among those most affected, and a recruiting campaign was under way to aid the Montreal textile mills in procuring both inexperienced women and experienced part-time workers. Cotton, woollen and silk mills were operating at capacity, although short of experienced operators in most cases: Cowansville, Acton Vale and Farnham plants were reported to be slacking off because of shortages of material.

Only one aircraft plant in Montreal was still hiring skilled workers: elsewhere only trainees were in demand. Several war plants were laying off workers, but these

were all readily absorbed into other concerns. Plans for a further reduction of 300 semi-skilled men at Montreal were not causing any concern as to future placement. The lay-off of skilled tradesmen in Montreal's merchant shipyards was likewise continuing, with transfers to Maritime shipyards wherever possible. At Sorel, too, there had been a lay-off of 200 workers, mostly labourers, and further releases were expected. At Levis, conversely, many workers were needed, but there was a constant turnover of labour, and ship-building was retarded by housing conditions.

The housing shortage was also responsible for a lack of requisite women workers for the chemical plant at Granby, and a similar plant at Valleyfield was hard put to procure the needed quota of 200 female assistants, not available locally. Chicoutimi required twenty-five to thirty workers daily to take care of the turnover in potmen and labourers in the aluminum plant.

Construction.—Construction's manpower requirements in the region were somewhat reduced, although in Montreal plumbers, steamfitters, etc., were in urgent demand. Carpenters were always called for, but were generally available, and some 250 shortly to be laid off at Arvida would be offered work available as labourers, or transferred elsewhere. Many labourers throughout the province were being laid off as construction terminated for the season, and the majority of these were taking work in the lumber camps. The Isle Maligne project, now completed, had released a further 300 men, and these labourers, too, were being directed to lumber operations.

Ontario Region

Agriculture.—With the fall apples all picked, and the fall ploughing and lifting of the root crop finished, the prolonged agricultural season was at an end. Many farmers were now free for bushwork and other essential industry, and already there had begun a steady movement as agricultural work tapered off. Reports from the areas where winter assistance on the farms was needed showed a scarcity of applicants.

Logging.—The most imperative labour need was for men to help out in the logging industry: demands for workers in all phases of pulpwood, logging and fuelwood operations—and in all parts of the province—far exceeded the supply of experienced bushmen. As in Quebec, the needs of fuelwood cutting were receiving first attention. At Hawkesbury pulp and paper mills had prevented a serious fuel shortage by allowing the townspeople to cut fuel on their limits at a very low cost. But even allowing for the exigencies of fuelwood

requirements, the logging operators found themselves faced with an apparently insoluble problem. At Kapuskasing, where upward of 1,500 men were needed, the camps were being partly filled through the co-operation of local farmers, while smaller companies in the Hearst vicinity were obtaining helpers from Quebec through contracts to various jobbers who agreed to bring in their own crews.

Mining.—Mining was not in such extremity of labour shortage except for the nickel mines. The fluorspar mines in the Madoc area had closed down, and the labourers thus released were busily engaged in alleviating the Belleville fuelwood deficiencies. At Kirkland Lake the silver and cobalt leases had amalgamated into one company, with a view to increasing local employment and production. The lime quarries at Ingersoll were still suffering from a lack of helpers, and underground miners were greatly in demand at Sudbury, where the chief difficulty was to secure men able to pass medical and X-ray examinations; part-time workers had been satisfactorily used, with absenteeism the only serious bottleneck.

Manufacturing.—The demand for labour in the manufacturing industry still continued in Ontario. At Kingston heavy factory labourers, skilled core makers and heavy floor moulders were needed. Some 60 of the 300 female workers needed had been transferred from outside points.

Brantford's labour requirements were notably heavy in its various manufacturing plants. The iron and steel plants were very short of good machinists and lathe hands. Foundry workers and labourers were needed in all foundries, but the textile plants made the heaviest calls on labour.

In Hamilton the employment situation was serious alike in foundries and textile plants. Four layoffs in one war industry had occurred since September—welders, fitters, painters and labourers for the most part—and about 80 per cent of these had been absorbed by other industries in Hamilton and the vicinity at lower wage rates. Ingersoll, with local help scarce, was trying to bring in Japanese labour. In London, the war industries were well taken care of, but non-essential industries, such as the hosiery factories, paper box plants, etc., were hard pressed.

At New Toronto the call was for skilled workers, with orders for semi-skilled and unskilled labour slackening off considerably, although a large number of unskilled, male factory workers could still be employed to advantage. Peterborough was experiencing great difficulty in filling its needs, partly because of the heavy work involved, which required men in robust health. A constant endeavour was made to fill the vacancies by

clearance orders and farmer canvass, and a recent drive had placed 350 women in part-time work.

Construction.—Continued open weather accounted for construction's requirements for labourers and carpenters, but the transfer of men from one project to another, as work was completed, was meeting the major needs of this industry, and it was anticipated that highway and similar construction work would soon be suspended until spring. The difficulty of finding men for track maintenance persisted, and the prospect of securing such workers was negligible, as the majority of men suitable preferred indoor factory work for the winter months.

Prairie Region

Agriculture.—The completion of the belated threshing marked the close of the agricultural season in the prairie region, and the only current demand was for choremen, who were not attracted even when \$50 to \$70 a month (plus board) was offered; domestic help for farm homes was equally unavailable. Arrangements were being made for the release of prisoners of war to aid farmers willing to accept this type of help, and in the Brooks district, near Medicine Hat, the placement of 150 German merchant seamen on irrigated farms had solved the local problem.

Logging.—With the harvesting over, agricultural workers were moving more freely into logging and other industries. This region, in common with all lumbering areas, was in great need of loggers, and even the referral of farmers in great numbers, especially in Alberta and Northern Saskatchewan, had provided far from an adequate supply. The Edmonton district alone was calling for 1,000 to 1,500 men for immediate service, with 3,000 to 4,000 needed before the close of the year, and in the Lethbridge area Japanese beet workers had been secured by one large operator.

In Northern Manitoba the heavy demand for loggers had been slightly relieved by help from the farmers. In the Fort Frances area the release of 150 workers, resultant upon the cessation of sawmill operations, had benefitted logging operators, who were also employing Indians from the neighbourhood, and Dauphin reported an increased demand for loggers, due to the establishment of fuelwood camps. Approximately 5,000 men were required by the timber companies in the Port Arthur area to bring crews to their full productive strength, and only a small fraction of this number was obtainable locally. In the Winnipeg district snow and cold weather had speeded up the placement of loggers, and most of the operators of the area had completed camp building and were rushing in supplies before the lakes froze.

Mining.—The coal mines in the Alberta and British Columbia fields had resumed operations on November 15, following the three weeks' strike dispute over wages. The need of certified miners was prevalent everywhere, and the housing situation presented a serious drawback to employment, especially in the Edmonton and Blairmore districts. Soldier miners released from the forces were especially welcome because they have homes in the area.

The labour needs of the base metal mines in Flin Flon are rapidly being met through transfers from Prairie offices. Housing conditions had been a serious drawback for some time, but this was being rapidly remedied. It was hoped that the production of copper and zinc ore this winter would reach an all-time record, but the gold mining situation showed only a modicum of improvement.

In the Turner Valley, there was a heavy demand for "roughnecks", derrick men and labourers for the oil wells. Contracts had been let for six new wells, with eighteen men to each crew, as well as labourers for construction and pipe line work; efforts were being made to transfer men on seasonal permits from agriculture, but a serious shortage still existed, and here again the lack of accommodation (none whatever for married men) militated against procuring the necessary manpower.

Manufacturing.—The manufacturing industry as a whole was not suffering excessively through lack of labour. The previous serious shortage in the packing plants had been met through the assistance of the Farm Help Service. Men skilled in the metal trades were still urgently required in shipbuilding at Port Arthur. At Fort Frances, too, further curtailment of operations at the local paper mill was anticipated, but here the men were to be transferred to other departments, thus releasing others willing to go to the pulpwood camps for the winter.

Medicine Hat's only labour shortage was in the brick plants. The utilization of female labour in manufacturing had greatly relieved the situation in this city, as elsewhere. In the Port Arthur area the sawmills were short-handed on account of the isolation of the communities where they are located. The only immediate answer to the problem was the possibility of Japanese labour, and the mills had applied for this. In Winnipeg there was a decided shortage of sheet metal workers, auto mechanics and machinists, very few of whom were obtainable.

Construction.—Although practically all construction work was far ahead of schedule owing to the fine weather, there was a continuing shortage of certain tradesmen, notably carpenters. Labourers too were very scarce. Hundreds of men, both skilled and unskilled,

were in demand for the Edmonton airport; building permits in that city totalled five and a half million as compared with two and a half million for the same period last year, and a consequently greatly increased need for labour existed.

Pacific Region

Agriculture.—Agriculture's sole requirement in the Pacific region was for year-round helpers for dairy farms, especially single men with milking machine experience,—but none were forthcoming.

Logging.—The freezing order had put a stop to men drifting from one logging camp to another, but throughout the coast region the need for loggers continued. Prince George's local labour supply was completely inadequate to cope with the heavy demand for all kinds of lumbermen.

At Cranbrook there was a general need for men capable of heavy physical labour. Farmers were giving odd days from their fall chores, but good, steady bushmen were conspicuous by their absence, and older men were forced to quit work on account of the increasing damp and cold. All the sawmills of the district were operating in conjunction with logging operations, and not one camp had its full crew. Many of the returning Forestry Corps men belong to the area, and it was hoped that they would shortly be available. Kamloops, too, was experiencing increasing difficulty in finding men suitable for lumbering duty, and all the companies there were running shorthanded. On the other hand, Courtenay reported that it had no large number of vacancies, and at Duncan the all-summer shortage of from 300 to 500 men had been somewhat relieved.

Fishing.—Fishing was prolonging its activities beyond the usual time on the Pacific coast, and a number of fishermen who habitually lay off during the winter were fishing for the fresh fish market. The salmon fishing season was over, however, and while the catch was appreciably lower than that of last year, prices were higher, and it was anticipated that the prosperous season would slow up the return of fishermen for winter employment, such as the herring fishing. An unusually good market for scrap fishing would keep many fishermen active for some time longer, thus again reducing the number available for customary winter activities.

Mining.—The coal miners in the Courtenay area and in the vicinity of Nanaimo and Vancouver had resumed operations after the three-week wage strike. The mines at Telkwa, in the Prince Rupert area, and the Merritt Coal Fields, which had not been affected by the strike, were continually short of labour. In the base

metal industry, the tungsten mine at Hazelton had closed down and the men transferred to other operations. The freezing order had enabled the mercury mines at Takla Landing and Pinchi Lake to maintain full crews, but the copper mine at Granby was running at approximately 60 per cent production, with a big demand for underground workers, though surface crews were adequate. Here, as also at Kimberley, housing conditions were responsible to a considerable extent for the lack of labour: while there was an ample number of rooms for single men, houses for family men were very scarce. On the whole; however, considerable improvement in placements in the base metal mines was noted.

Manufacturing.—The manufacturing industry was also reaping the benefit of the freezing order. Vancouver reported that on the whole the labour situation in the aircraft plants was satisfactory, with even some layoffs of female operators in subsidiary industries, and no immediate prospect of re-employing these. The shipyard situation in general was also improving, though several hundred men were still in demand. A shortage existed in the skilled trades. Lumbering and its allied industries were still considerably understaffed, but the recruitment of fishermen and farmers to the shingle and sawmills had been of material aid. It was continually difficult to get men for the outlying sawmills because of transportation difficulties. While the pulp and paper mills were in an improved position, some 300 labourers had yet to be procured to fill the manpower quota.

Prince George's larger sawmills had completed their seasonal cut and closed down on the first of November. The crews had been readily absorbed into smaller mills or transferred to logging operations in the southern part of the province, but it was found difficult to persuade men from the large, well-equipped mills to take employment in smaller ones with inferior equipment and working conditions. The only large sawmill in the Prince Rupert district was also short of semi-skilled and unskilled labour, and the small mills were getting along as well as possible with local labour and Indians. On the whole sawmills in the Duncan area were fairly well supplied with skilled labour, but there was an acute shortage of unskilled, such as car loaders, lumber pilers, green chain workers, etc.

The shipyards at Nanaimo reported a shortage of electricians, pipe-fitters and shipwrights, none of whom were available locally. The Prince Rupert dry dock and shipyard, too, had been continually short of semi-skilled and unskilled labour for the past six months; 400 men at least were required. At Victoria, all

the local industries were operating full-time, with an over-all shortage of experienced men, although employers and labour unions were unanimous in asserting that the freezing order was having a stabilizing effect. The shipyards were making a steady demand for first-class artisans, without response: several hundred brought in on clearance had proved only comparatively satisfactory.

Construction.—Although some defence construction work was approaching completion, the requirements of the construction industry were still substantial on account of new contracts awarded on various defence projects. Some large contracts had been let for wartime housing to relieve the housing shortages in the centres of war industry, with a consequent urgent need of both skilled and unskilled workers. Prince Rupert's wartime construction was handicapped by the lack of building labourers and carpenters; a navy contract and wartime housing work were seri-

ously delayed, and the building of the R.C.A.F. hospital was also badly held up. Crews on the Prince Rupert-Cedarvale Highway would soon be laid off for the winter, but these men had been recruited from the Prairies and Ontario, and were entitled to free fare home; the possibility that they could be held for other work in the region was remote.

Transportation and Services.—Throughout the Dominion the shortage of labour for transportation continued. The detailing of soldiers for track maintenance had alleviated the situation somewhat in so far as the railways were concerned, and a decrease in water transportation was also an ameliorating factor, but railways and steamships alike could readily absorb a large number of workers. The service industries, too, were continuously handicapped by the lack of even inexperienced applicants, and there was every indication that this condition would continue so long as war industry made heavy demands on the manpower supply.

Applications for Employment; Vacancies and Placements; October, 1943

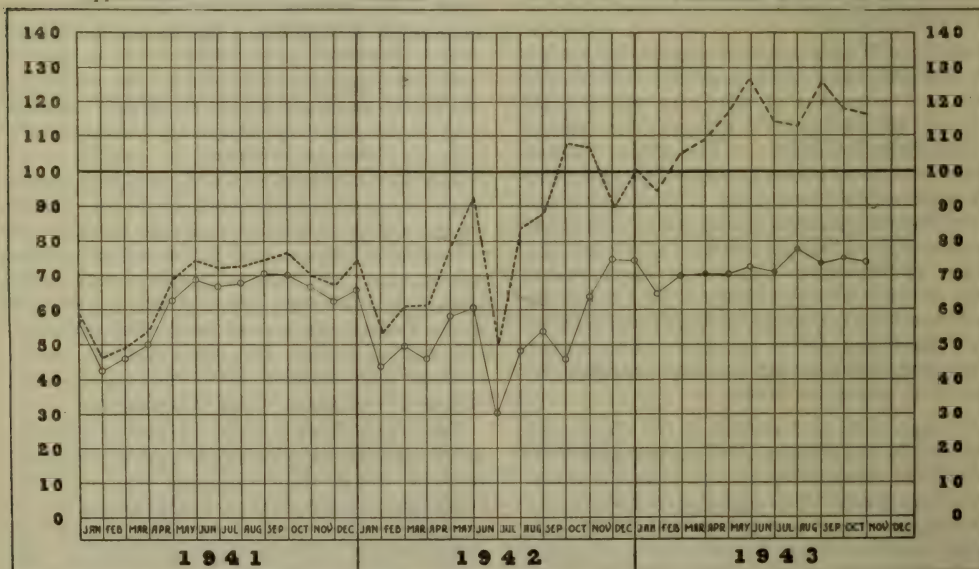
DURING the four-week period October 1, to October 28, 1943, reports received from Employment and Selective Service Offices showed a very slight decline in the average daily placements when compared with the previous period September 3, to September

30, and a negligible increase in comparison with the month of October 1942.

The accompanying chart shows the trend of employment since January, 1941, as represented by the ratios of vacancies notified and of placements effected for each 100 applica-

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications ————— Vacancies - - - - - Placements o-o-o-o-o



tions for work registered at the Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed downward courses, the ratio of vacancies to each 100 applications being 115.9 during the four weeks ending October 28, in contrast with 117.9 during the previous four weeks and 107.3 during the month of October, 1942. The ratio of placements to each 100 applications during the period under review was 73.7 compared with 75.2 for the four weeks September 3, to September 30, 1943 and 63.8 during October last year.

The average number of vacancies reported daily by employers to the offices throughout Canada during the four weeks October 1, to October 28, 1943, was 9,798 compared with 11,315 during the preceding four weeks and with 10,428 in October a year ago.

The average number of applications for employment received daily by the offices during the four weeks ending October 28, was 8,448, in comparison with 9,594 during the four weeks ending September 30, and with 9,716 during October a year ago.

The average number of placements made daily by the offices during the four weeks October 1 to October 28, 1943, was 6,227 of which 6,083 were in regular employment and 144 in work of one week's duration or less, as compared with a total daily average of 7,212 during the previous period ending September 30, 1943. Placements in October a year ago averaged 6,208 daily, consisting of 5,977 in regular and 231 in casual employment.

During the four weeks ending October 28, 1943, the offices referred 198,083 persons to employment and effected a total of 143,230 placements; of these, the placements in regular employment were 139,905 of which 81,176 were of males and 58,729 of females, while placements in casual work totalled 3,325. The number of vacancies reported by employers was 176,481 for males and 60,472 for females, a total of 236,953, while applications for work numbered 194,306, of which 107,406 were from males and 86,900 from females. Reports for the period September 3, to September 30, 1943, showed 260,224 positions available, 220,650 applications made and 165,885 placements effected, while in the month of October, 1942, there were recorded 271,118 vacancies, 252,595 applications for work and 161,385 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year, from January, 1933 to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943 (43 weeks).....	1,595,084	45,513	1,640,597

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
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Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
P.E.I.	415	458	627	524	410	2	276
Charlottetown.....	275	229	372	298	226	2	209
Summerside.....	140	229	255	226	184		67
Nova Scotia	8,567	13,900	6,720	7,139	5,369	88	1,924
Amherst.....	376	377	269	301	222	1	87
Bridgewater.....	55	229	90	54	91		15
Dartmouth.....	297	460	295	284	260		66
Digby.....	640	206	56	51	65		33
Glace Bay.....	142	716	264	232	206		36
Halifax.....	3,995	7,150	2,444	3,116	2,125	2	519
Inverness.....	24	41	29	16	14	1	20
Kentville.....	221	967	201	192	279		123
Liverpool.....	205	686	143	156	117		65
New Glasgow.....	551	816	600	567	383	52	191
New Waterford.....	25	322	98	70	51		33
Pictou.....	265	123	315	294	236		65
Shelburne.....	91	79	41	42	24		18
Springhill.....	17	160	70	70	44		0
Sydney.....	932	601	961	908	663	32	449
Sydney Mines.....	175	206	314	222	197		59
Truro.....	375	558	304	311	192		81
Yarmouth.....	181	203	226	223	200		73
New Brunswick	7,671	9,792	5,553	5,262	3,554	22	1,974
Bathurst.....	95	165	640	635	380		163
Campbellton.....	352	1,737	320	233	138	7	134
Edmundston.....	1,947	2,007	190	624	182		153
Fredericton.....	304	336	223	219	197		66
Minto.....	347	425	117	111	115		0
Moncton.....	1,944	2,097	1,516	1,247	871	4	545
Newcastle.....	253	164	245	231	156		100
Saint John.....	1,735	1,504	2,024	1,751	1,355	11	410
St. Stephen.....	241	586	102	71	63		25
Sussex.....	180	171	98	91	48		50
Woodstock.....	223	300	78	49	49		28
Quebec	63,452	77,932	53,114	52,751	38,706	193	17,560
Acton Vale.....	49	48	69	60	59		23
Asbestos.....	97	94	133	139	100	2	60
Baie St. Paul.....	216	553	255	194	222		55
Beauharnois.....	304	271	290	262	193		74
Buckingham.....	268	751	312	207	231		79
Campbell's Bay.....	701	1,327	815	284	225		121
Causapscal.....	1,281	2,202	334	328	384		66
Chandler.....	958	2,314	507	507	544		101
Chicoutimi.....	2,233	3,112	1,422	1,392	1,274		588
Coaticook.....	112	64	73	99	88	1	14
Cowansville.....	109	180	91	91	88		6
Dolbeau.....	96	1,921	191	159	130		56
Drummondville.....	259	47	481	390	312		343
East Angus.....	41	195	79	57	40		21
Farnham.....	89	56	85	80	96		6
Granby.....	601	357	336	344	262		58
Hull.....	1,048	1,261	698	591	501		54
Joliette.....	197	165	249	403	119		71
Jonquiere.....	452	637	870	515	375		184
Lachine.....	805	912	906	842	619	5	404
Lachute.....	287	315	357	357	275		102
La Tuque.....	294	107	271	271	250		28
Levis.....	1,870	1,643	581	414	435		138
Longueuil.....	1,336	1,322	919	778	603		274
Louiseville.....	306	439	327	268	158		201
Magog.....	193	46	222	261	153		78
Matane.....	726	950	1,609	1,565	1,495		36
Megantic.....	398	469	93	81	67		11
Mont Laurier.....	231	305	390	390	338		53
Montmagny.....	120	47	218	126	139		62
Montmorency.....	99	23	190	138	117		54
Montreal.....	31,372	31,969	23,075	25,503	16,961	73	9,320
Nicolet.....	12	3	47	12	16		4
Plessisville.....	94	57	129	198	60		43
Pointe aux Trembles.....	368	728	407	398	316		147
Port Alired.....	158	215	175	172	106		37
Quebec.....	3,776	6,645	3,900	3,681	2,710	0	1,431
Richmond.....	38	91	116	53	51		19
Rimouski.....	639	427	778	834	522	60	4
Riviere du Loup.....	534	614	626	603	518		307
Roberval.....	100	7	120	105	119		27
Rouyn.....	471	2,103	734	637	515		182
Ste. Agathe.....	149	574	131	55	45		44

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
OCTOBER 1, TO OCTOBER 28, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Con.)							
St. Anne de Bellevue.....	209	24	199	200	171	2	10
St. Hyacinthe.....	366	404	437	477	368	3	94
St. Jean.....	716	283	705	708	504		149
St. Jerome.....	337	342	365	291	208		107
St. Joseph d'Alma.....	300	318	448	367	278		156
St. Paul l'Hermite.....	379	77	440	388	333		94
Ste. Therese.....	428	1,632	344	330	350		93
Shawinigan Falls.....	708	137	951	875	677		224
Sherbrooke.....	847	695	1,119	928	624	35	255
Sorel.....	525	369	668	586	461		310
Thetford Mines.....	235	120	474	342	128		81
Three Rivers.....	1,078	1,103	1,441	1,005	892		398
Val d'Or.....	191	2,134	187	176	171		24
Valleyfield.....	475	441	602	554	532		124
Verdun.....	3,002	4,061	1,270	1,427	1,010		478
Victoriaville.....	169	226	353	247	159		179
Ontario	94,577	95,948	74,689	79,140	56,862	989	24,852
Arnprior.....	76	217	104	125	82		19
Barrie.....	318	256	449	367	270		107
Belleville.....	844	618	534	634	476		142
Blind River.....	145	162	56	55	65		22
Bracebridge.....	380	534	329	262	254		71
Brampton.....	223	947	261	285	200		77
Brantford.....	897	1,109	1,332	1,231	929		306
Brockville.....	280	149	334	321	224		131
Carleton Place.....	103	75	103	99	80		22
Chatham.....	572	355	878	949	484	9	286
Cobourg.....	72	32	109	78	65		24
Collingwood.....	147	439	159	132	97		193
Cornwall.....	696	201	806	746	591	8	170
Dunnville.....	55	124	96	69	52		9
Fergus.....	78	59	83	78	45	2	22
Fort Erie.....	379	607	236	236	231		29
Fort Frances.....	512	1,511	260	171	142	2	65
Fort William.....	5,034	4,835	1,039	1,104	1,039	4	188
Galt.....	618	1,173	512	558	464		104
Gananoque.....	63	29	66	75	60		17
Goderich.....	125	84	195	122	126		74
Guelph.....	594	436	618	612	462		62
Hamilton.....	5,267	4,111	5,223	6,193	4,203	95	590
Hawkesbury.....	141	135	240	234	61		33
Ingersoll.....	253	224	266	231	179		49
Kapuskasing.....	659	2,011	462	462	453		77
Kenora.....	420	795	265	283	245		60
Kingston.....	686	1,376	1,021	1,235	814	3	271
Kirkland Lake.....	1,539	1,444	1,030	713	611	18	278
Kitchener-Waterloo.....	1,005	765	863	969	821	6	112
Leamington.....	374	123	499	491	287		139
Lindsay.....	210	72	205	215	188		43
Listowel.....	102	64	126	122	76		3
London.....	2,453	2,439	2,802	3,511	2,002	142	738
Midland.....	172	227	303	300	212		121
Napanee.....	146	107	146	150	104		50
Newmarket.....	114	106	144	116	95		26
New Toronto.....	2,071	1,631	1,272	1,163	1,141		341
Niagara Falls.....	696	582	721	770	538	9	150
North Bay.....	982	1,255	1,216	1,143	946	36	581
Orangeville.....	47	73	75	53	37		24
Orillia.....	365	448	421	405	305	3	170
Oshawa.....	914	1,401	1,222	1,140	919	21	635
Ottawa.....	4,816	3,688	4,982	4,532	3,600	88	1,062
Owen Sound.....	293	201	397	389	264	5	105
Paris.....	164	179	52	56	53		8
Parry Sound.....	400	48	401	363	424		247
Pembroke.....	497	989	606	544	390	1	184
Perth.....	126	119	157	137	103	6	42
Peterborough.....	1,073	1,222	1,125	1,179	892		334
Pictou.....	181	41	163	131	130	31	37
Port Arthur.....	7,364	7,559	1,033	897	726	2	736
Port Colborne.....	230	263	308	196	174		145
Port Hope.....	80	75	101	115	85		33
Prescott.....	108	143	144	144	121		34
Renfrew.....	178	177	156	184	122	3	175
St. Catharines.....	1,518	1,599	1,618	2,260	1,454		623
St. Thomas.....	573	585	566	605	423	27	191
Sarnia.....	2,540	1,718	1,234	1,080	965		612
Sault Ste. Marie.....	684	1,521	965	894	813	6	112
Simcoe.....	601	191	689	685	591	8	81
Smith's Falls.....	102	37	108	110	91	2	61
Stratford.....	469	346	524	519	310	14	109
Sturgeon Falls.....	304	331	403	337	240		50

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
OCTOBER 1, TO OCTOBER 23, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario (Con.)							
Sudbury.....	2,150	4,638	1,818	1,476	1,322	31	830
Timmins.....	1,246	1,121	1,374	990	931	20	865
Toronto.....	26,291	22,857	18,900	23,895	14,447	286	8,889
Toronto Junction.....	3,845	4,274	3,213	2,768	2,186		816
Trenton.....	372	392	307	343	290		72
Walkerton.....	203	169	271	208	145		111
Wallaceburg.....	248	307	238	232	155		106
Welland.....	787	1,021	868	852	613		136
Weston.....	1,287	1,934	671	691	1,298		153
Windsor.....	4,592	4,223	3,816	3,659	2,515	101	1,176
Woodstock.....	318	439	400	456	311		80
Manitoba	8,777	7,196	11,511	12,571	6,985	888	3,544
Brandon.....	468	441	438	491	335		165
Dauphin.....	383	408	433	268	178		121
Flin Flon.....	168	262	175	181	243	5	36
Portage la Prairie.....	181	135	221	179	173	2	67
St. Boniface.....	273	100	340	389	266		114
Selkirk.....	97	77	186	95	68	3	11
The Pas.....	178	348	145	86	101		50
Winnipeg.....	7,029	5,425	9,573	10,882	5,621	873	2,980
Saskatchewan	6,118	4,288	8,583	7,635	4,180	256	2,829
Estevan.....	279	238	133	145	129		56
Moose Jaw.....	763	506	1,130	1,047	672	12	457
North Battleford.....	150	142	264	178	107		51
Prince Albert.....	986	1,021	777	833	506	1	255
Regina.....	1,716	820	2,879	2,456	1,298	159	593
Saskatoon.....	1,452	793	2,455	2,334	1,139	81	1,082
Swift Current.....	108	57	203	185	90		35
Weyburn.....	124	221	149	130	96	2	45
Yorkton.....	540	490	593	327	134	1	255
Alberta	11,258	10,873	12,326	12,087	8,350	433	3,230
Blairmore.....	160	437	115	115	154		10
Calgary.....	3,498	1,686	4,490	3,945	2,396	246	1,569
Drumheller.....	193	428	290	291	121		152
Edmonton.....	8,572	6,502	5,960	6,049	4,560	186	1,081
Edson.....	290	554	79	78	138		7
Lethbridge.....	623	494	671	802	444	1	231
Medicine Hat.....	468	309	445	459	347		120
Red Deer.....	331	381	227	306	179		53
Turner Valley.....	123	82	49	42	41		7
British Columbia	21,519	16,566	21,183	20,974	15,459	459	8,596
Chilliwack.....	313	139	222	262	250		210
Courtenay.....	184	309	125	111	143		125
Cranbrook.....	168	451	192	192	178	1	75
Dawson Creek.....	308	141	157	340	171		137
Duncan.....	242	336	237	255	220	2	86
Kamloops.....	241	228	304	261	233		63
Kelowna.....	207	77	232	215	195		56
Nanaimo.....	210	91	302	225	151		162
Nelson.....	264	293	348	298	278	1	143
New Westminster.....	992	482	1,680	1,426	1,033	37	766
Penticton.....	359	324	297	247	206		198
Port Alberni.....	288	47	295	269	265	1	5
Prince George.....	318	376	308	233	198	2	113
Prince Rupert.....	566	658	494	496	452		55
Princeton.....	518	827	836	776	644		231
Trail.....	131	218	91	127	93	1	15
Vancouver.....	413	455	322	293	264	19	376
Vancouver North.....	13,663	8,942	12,258	12,634	8,696	320	4,766
Vernon.....	353	298	494	450	360	21	443
Victoria.....	1,725	1,874	1,927	1,802	1,340	54	683
Whitehorse.....	66	0	62	82	79		0
Canada	225,354	236,953	191,306	198,083	139,905	3,325	64,785
Males.....	145,811	176,481	107,406	107,613	81,176	889	32,407
Females.....	79,543	60,472	86,900	90,470	58,729	2,436	32,378

Unemployment in Trade Unions at the Close of October, 1943

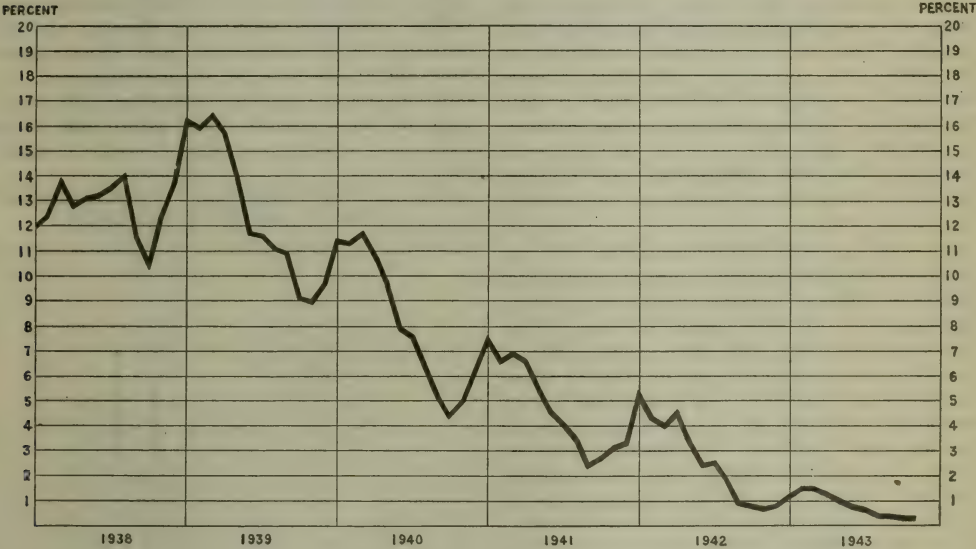
UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are without work on account of sickness, a strike, or a lockout, or who are engaged at work outside their own trades, are not considered as unemployed. As reports from unions making returns vary from month to month, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

Returns were tabulated for October from 2,377 local trade unions, having a total mem-

evidence. The Dominion unemployment percentage of .3, as shown in September and continued for the month under review is the lowest to appear in trade union compilations since the figures were collected first, for the quarter ending December 31, 1915 and accordingly, the employment level prevailing for these classes of workers remained the highest in the trade union records.

The unemployment percentages for the provinces are shown in Table 1. It will be seen that in October these ranged from .2 in Nova Scotia to .4 in New Brunswick, Quebec and British Columbia. In comparison with September, moderately better conditions were

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



bership of 478,705 persons, of whom 1,636, or a percentage of .3 were listed as without work; the unemployment indicated in this period being the result largely of temporary conditions. The percentage of .3 remained identical with that of the previous month, while the figure for October a year ago was .7. Although conditions on the whole, were unchanged, there were some fluctuations within the various trade groups. Very slightly higher employment levels were observed for union members in the mining and service divisions. These changes were sufficient to offset a very minor employment contraction for those in the building trades and in the transportation and communication industries; the latter includes both telegraph and telephone workers. Among union members in other main divisions, few changes were in

apparent in Saskatchewan, while in New Brunswick, Quebec, Ontario and Manitoba the situation remained unchanged; in Nova Scotia, Alberta and British Columbia, there were minor employment recessions. In comparison with conditions in October, a year ago, appreciable betterment was observed in Nova Scotia, New Brunswick, Quebec and Alberta, while in Ontario, Manitoba and Saskatchewan, likewise, there were employment increases, although to a lesser degree. On the other hand in British Columbia, there was a slight contraction in activity.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. At the close of October these figures ranged from full employment in Saint John to .8 per cent

of inactivity in Halifax. In comparison with the September situation minor gains in work afforded were observed in Saint John, Toronto and Regina, while in Winnipeg the percentage of those without employment remained unchanged. On the other hand, union members in Halifax, Montreal, Edmonton and Vancouver manifested slight employment recessions. In comparison with conditions in October 1942, Saint John members registered an appreciable betterment, while the situation in Edmonton showed improvement also, although to a lesser degree. Slightly higher employment levels were reflected in reports received from unions in Montreal, Toronto, Winnipeg, and Regina. On the other hand, a tendency towards reduced activity, on a small scale, was manifested in Halifax and Vancouver.

The accompanying chart illustrates the trend of unemployment from January, 1938, to date. The curve in October continued at the same level as in the preceding month, when the lowest point for the year to date was reached. In comparison with that attained in October, 1942, the level of the curve in October, 1943 was appreciably lower, thus denoting a moderate expansion in employment since that time.

For the manufacturing industries 870 returns were tabulated, having a combined membership of 286,434 persons of whom 478 or a percentage of .2 were listed as idle. This figure was identical with that of September; in October a year ago the percentage of those without work was .5. Although the group percentage remained at the same level as in the previous period, fluctuations occurred within the various trades. Among garment workers, papermakers, and union members in the printing and publishing group, employment levels were slightly higher, while among unclassified manufacturing workers, a group having a comparatively small membership, a minor improvement was indicated. No unemployment was observed at either date among workers in the vegetable products division, which includes soft drink workers, etc., cigar and tobacco workers and bakers and confectioners, while among electric current employees, textile and carpet, hat, cap and glove, rubber, clay, glass and stone, mineral products and chemical workers, likewise, little or no unemployment was noted. For union members in the iron and steel trades and among non-ferrous metal workers, which group includes metal polishers, jewellery, aluminum and mine, mill and smelter workers, the percentages remained identical with those of September. On the other hand, a slight decline in activity was observed for members in the animal products group, in which are listed

butchers, meat and fish packers, leather and fur workers. In comparison with the situation in October a year ago, moderately higher employment levels were in evidence among papermakers and for union members in the printing and publishing trades. Among the smaller organizations, chemical and unclassified manufacturing workers recorded substantial betterment. In the iron and steel division the percentage remained unchanged; full employment was apparent at both dates among electric current employees, etc., textile and carpet, rubber and mineral products workers.

Returns were tabulated from 56 unions of coal miners, having a total membership of 20,362 persons. As in September, none of these members were listed as without work, while in October a year ago, the unemployment percentage was .5. In comparison with conditions at that period, members in New Brunswick and British Columbia were fully engaged at both dates, while in Nova Scotia and Alberta there were slight advances to full employment.

Reports were received covering 1,701 members in the metallic ores group and 3,923 workers in the non-metallic minerals division.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.3
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Oct., 1932.....	11.5	16.7	27.6	22.7	21.4	13.4	21.7	21.1	22.0
Oct., 1933.....	12.5	9.8	25.1	20.3	19.4	13.3	16.5	21.7	19.8
Oct., 1934.....	4.7	6.7	22.2	16.5	13.9	9.7	11.0	19.9	16.2
Oct., 1935.....	4.7	8.6	21.5	11.3	10.2	8.9	7.9	13.4	13.3
Oct., 1936.....	5.2	8.0	18.3	8.6	8.2	8.3	8.5	9.8	11.0
Oct., 1937.....	2.8	5.0	13.0	6.7	9.6	6.6	7.4	12.3	8.9
Oct., 1938.....	6.0	11.2	16.8	11.5	11.8	6.3	8.5	12.2	12.3
Oct., 1939.....	8.5	6.4	13.8	6.6	4.4	7.2	4.3	9.9	9.0
Oct., 1940.....	1.1	4.2	6.9	3.8	6.8	5.9	4.8	4.9	5.0
Oct., 1941.....	1.6	1.2	4.7	2.0	2.7	3.2	3.7	3.1	3.1
Oct., 1942.....	.7	1.2	1.2	.5	.4	.6	.9	.2	.7
Nov., 1942.....	.7	1.5	1.1	.5	1.0	.6	1.3	.4	.8
Dec., 1942.....	.3	2.4	1.6	1.0	2.6	1.1	1.7	.6	1.2
Jan., 1943.....	.4	2.3	2.1	.8	2.7	.9	1.4	1.6	1.5
Feb., 1943.....	.5	2.6	2.0	1.1	1.9	1.1	3.2	1.1	1.5
March, 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
April, 1943.....	.3	1.3	1.6	.9	1.3	.9	.8	.4	1.0
May, 1943.....	.2	1.2	1.3	.4	.8	.6	.9	.2	.7
June, 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
July, 1943.....	.1	.4	.7	.3	.5	.3	.2	.1	.4
Aug., 1943.....	.5	.5	.7	.3	.5	.6	.1	.2	.4
Sept., 1943.....	.1	.4	.4	.3	.3	.7	.1	.2	.3
Oct., 1943.....	.2	.4	.4	.3	.3	.3	.3	.4	.3

No unemployment was in evidence in either of these occupations, which was the case for September, also, for those in the non-metallic minerals group, while among employees in the metallic ores division, the percentage in the previous month was .3. Among non-metallic mineral workers, 2.7 per cent was listed as unemployed in October, a year ago, while there were no reports tabulated for workers in the metallic ores group.

Unions in the building and construction trades returned 206 reports, showing a combined membership of 35,340 persons, of whom 412, or a percentage of 1.2, were idle, in comparison with a percentage of 1.0 in September and 2.2 in October, 1942. In comparison with the situation in the previous month, slightly more work was available for unclassified building workers, while for plumbers and steam-fitters conditions remained unchanged. Full employment at both dates was reflected in reports received from bridge and structural iron workers, painters, decorators and paper-hangers and wood, wire and metal lathers. On the other hand, slightly less work was available for steam shovel men, bricklayers, masons and plasterers, electrical workers, granite and stone cutters, and carpenters and joiners. In comparison with conditions in October, 1942, unclassified building workers recorded a moderate employment expansion, while the level of available work which prevailed for carpenters and joiners, was appreciably higher also. On the other hand, minor employment declines were in evidence for steam shovel men.

In the transportation industries, 908 reports were tabulated, having a total membership of 87,346 persons, of whom 440, or a percentage of .5 were unemployed, as compared with percentages of .4 in September and .8 in October, 1942. The percentages among steam railway and street and electric railway employees remained unchanged, while among navigation workers there was a slight decrease

in available work; a very minor contraction was noted for teamsters and chauffeurs, etc. In comparison with the situation at the close of October, a year ago, a slightly higher employment level prevailed for steam railway employees, while among the comparatively small membership of navigation workers, a moderate improvement was recorded. Very slightly better conditions were noted for street and electric railway employees, while among teamsters and chauffeurs, etc., the situation remained unchanged.

As in September, union members in the retail and wholesale trades continued to be reported as fully employed; this was the case also in October, 1942. In the services group, which includes such occupations as hotel and restaurant employees, theatre and stage employees, barbers, stationary engineers and firemen and unclassified workers, the situation, on the whole, was slightly better although, as will be seen in Table II, very little unemployment was indicated by returns received for these members. On the other hand there was a minor recession in activity, when comparison was made with conditions in October, a year ago.

Reports were received from unions of fishermen and lumber workers and loggers covering total memberships of 269 and 5,324, respectively. In October, as in the preceding period and in October, a year ago, no unemployment was apparent among lumber workers and loggers, while employment contracted moderately for fishermen, in both comparisons.

Table I shows by provinces the average percentage of union members who were unemployed each year from 1932 to 1942, inclusive, and also, the percentage of unemployment for October of each year, from 1932 to 1941 inclusive, and from October 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

Conventions of Labour Organizations

DURING the autumn conventions were held by three of the great labour organizations of the English-speaking world. The British Trades Union Congress convened at Southport, England, in September; the American Federation of Labor assembled at Boston, Massachusetts in October; and the Congress

of Industrial Organizations at Philadelphia, Pennsylvania, in November. The deliberations of the three bodies were in large measure centred in wartime activities and the social structure that would be created after the war. Summaries of the proceedings of all three conventions are given in the following pages.

British Trades Union Congress

Trade Unions and the War, General Theme of Annual Session at Southport, England

THE seventy-fifth annual convention of the British Trades Union Congress was held at Southport, England, September 6 to 9, 1943. There were 760 delegates in attendance, representing 230 organizations, having an approximate total membership of 6,024,000, including 1,219,500 women. This total was an increase of about 592,000 over the total membership represented at the annual convention in 1942. For the first time, the President of the Congress was a woman, Dame Anne Loughlin, D.B.E., Chairman of the General Council.

Address by Congress President

In her presidential address, Dame Loughlin stated: "Congress stands pledged, and that pledge we renew, to prosecute the war to a victorious conclusion; to execute justice on those who were responsible for the war and the atrocities that have been committed, particularly against helpless civilian populations during the war; and we also pledge ourselves to the winning of the peace by the adoption of every necessary measure of relief and rehabilitation and the establishment of conditions of political and economic security...."

She further asserted that: "Through co-operation and collective effort we have surmounted the great task which confronted our nation when the war began ... machinery of regulations and control ... is working, on the whole, to produce conditions of social justice, equality and well-being."

Mr. Bevin's Speech

The Congress was addressed on the second day of its convention by the Right Honourable Ernest Bevin, Minister of Labour and National

Service. He referred to the special assistance he had received from particular unions in circumstances of emergency. He hoped that one result of war conditions would be the development in the trade union movement of willingness to accept greater responsibility and at times, a little more discipline. He asserted that he had tried to vindicate the principle of self-government in industry and, if there was to be a development of collective ownership, he suggested that this principle be maintained. Mr. Bevin recommended that every new agreement the trade unions made should be based on the assumption that the school-leaving age would be raised and continued education provided.

Speaking of future developments, he said that Russia, the United States and Great Britain would loom large in the shaping and maintenance of peace, but that he, personally "would never be a party to any device that was going to crush the culture and the fair opportunity of smaller nations." "We want", he said, "... to develop the United Nations into a World Order."

Report of General Council

The General Council in its report dealt with many problems that served to illustrate an expansion of activity and influence since the outbreak of war. One evidence of this was the very considerable attention given to details of the work of Government departments in the prosecution of the war. Then too, it was noticeable, from a long term point of view, the steps that were taken "to enable the Trade Union Congress to give regular and continuous examination to problems of post-war reconstruction". This was a logical result of the

principle enunciated by the General Council at the Blackpool Congress in 1942, which declared that "the trade union movement should be associated with the bodies responsible for detailed planning of post-war policy".

"The Trade Union Congress", it was reported, "is already represented on a number of bodies appointed to deal specifically with reconstruction matters, including the Labour Party's Central Committee on Reconstruction Problems, the Advisory Panel on Domestic Reconstruction ... the Consultative Panel of the Ministry of Works and Buildings" and a number of other committees in regular contact with Government departments that deal with particular aspects of post-war reconstruction.

Then too, it was asserted that "the General Council took the initiative in conjunction with the Federation of British Industries and the British Employers' Federation in securing the establishment of a Reconstruction Joint Advisory Council" which provided a medium for a mutual exchange of views on important phases of policy between representatives of industry and labour and the respective administrative departments of government.

It was pointed out that "certain features of this post-war transitional period cannot as yet be clearly foreseen. It can only be said at this stage ... that its length is likely to be prolonged ... The main task in the transitional period" in the General Council's view "will be the transfer of resources no longer needed for the production of war materials to the production of the requirements of peace". During this process of transfer, it was claimed, "the country would face comparative shortages of materials, capital equipment, consumer goods and to some extent of man-power". Hence, the Council claimed, it was essential that the change over from a wartime to a peacetime economy should be as speedy as possible, and that shortages, dislocations and uneconomic distribution be avoided as much as possible.

It will be quite impossible to achieve these purposes, the Council's report stated, "unless there is maintained in the transitional period, and for as long as circumstances require, measures of public control over prices, production, distribution and consumption at least equal in effectiveness to those established and maintained during the war itself".

Congress Resolutions

The War Situation:—A resolution moved on behalf of the General Council expressed a tribute to all the men and women engaged in the war effort in all of the United Nations. It urged the establishment of additional fronts

in Europe wherever there were good prospects of successful attack and claimed for the Congress a voice in the terms of peace.

World Conference of Organized Workers:—The Congress requested its General Council to "give immediate attention to the possibility of convoking a world conference of organized workers, as soon as war conditions permit, with the object of considering the most pressing problems of policy and organization affecting the interests of working people and thereby to promote the widest possible unity in aim and action of the international trade union movement."

Post War Reconstruction:—The Congress authorized the General Council "to prepare and circulate with the aid, if necessary, of a special levy on the affiliated unions, a general plan for the post-war reconstruction of the industries of the country." The resolution stipulated further, that the plan should have specific regard, among other things, "to the maintenance of full employment and to the place and responsibility of trade unions and the Trade Union Congress in such a plan."

Amendment to Disputes and Trade Union Act, 1927:—The General Council was commended by the Congress for continuing to urge that the *Disputes and Trade Union Act, 1927*, Sections 5 and 6* be amended and reproached the Government for its failure to accept the appeal of the Trades Union Congress in this matter. The Congress was urged to press for the repeal of the whole Act.

Essential Work Orders:—A resolution was carried demanding the amendment of the Essential Work Orders in certain respects so as to introduce further safeguards for the interests of workers in scheduled undertakings. In particular, the General Council was asked to press that decisions of Appeal Boards should be communicated to the parties concerned and be binding on all parties—worker, employer and National Service Officer.

In another resolution the Congress asked the General Council to consider further the proposal of the 1942 Congress for legislation to provide that "in any undertaking where a substantial proportion of the workers are members of a bona fide trade union, appropriate machinery shall be set up for settling disputes by means of trade union negotiation."

*Section 5 prohibits established civil servants from being members of any organization whose primary object is to effect changes in remuneration or the conditions of employment of its members. It penalizes individual civil servants who join such organizations by disqualifying them as offenders from being members of the Civil Service.

Section 6, among other things, makes it unlawful for any local or public authority making it a condition of employment that the worker shall, or shall not, be a member of a trade union. (L.G., 1927, p. 944.)

The Problem of India:—Two resolutions urged the Government to resume free and friendly discussions with representatives of the people of India with a view to reaching a satisfactory settlement of the questions in dispute as soon as possible.

Post-War Germany:—The atrocities carried out by the Nazis in the occupied countries of Europe were condemned by the Congress. It was agreed that it would be the first duty of the international trade union movement after the war to see that the trade unions in the occupied countries, and in enemy countries as well, were restored to their "full freedom and independence."

The Beveridge Report:—The resolution adopted on the Beveridge report stated that "the Congress deplored the hesitating attitude shown by the Government towards the implementation of the report" and demanded that legislation should be prepared immediately to give effect to the principles of the report with the least possible delay.

Other Discussions and Resolutions:—A number of questions of a domestic nature were discussed, following which the General Council was requested to investigate the matter of overlapping and competition between trade unions and to suggest to Congress possible desirable amalgamations to provide for greater trade union efficiency.

It was suggested further that consideration be given to setting up trade union machinery in commercial, industrial or other undertakings in which a substantial portion of the employees were members of bona fide trade unions.

It was also decided to rescind the action taken by the Congress in 1934 in which members of the communist party were debarred as delegates to bodies controlled by the Trades Union Congress.

Mr. Ebby Edwards, General Secretary of the Mine Workers' Federation of Great Britain was elected President of the Trades Union Congress for the ensuing year.

Convention of the American Federation of Labor

Report of Sixty-third Annual Meeting Held at Boston, Massachusetts

THE American Federation of Labor held its sixty-third annual convention in Boston, Massachusetts, October 4 to 14, 1943. More than 500 delegates were in attendance, representing 5,939,021 workers, a gain of 456,440 in the last year; the largest membership being that of the International Brotherhood of Teamsters, 602,900, and the United Brotherhood of Carpenters next, with 600,000 members.

Report of Executive Council.—The Executive Council in its report advocated international machinery to eliminate the causes of war and to "mould a world-will for peace." It expressed the hope that procedures of consultation and co-operation already developed by the United Nations could be made permanent and broadened in practice to cover needs and interdependent responsibilities of democratic peoples.

The council emphasized that the AFL had stood solidly behind President Roosevelt and his responsible assistants for the winning of the war and disclosed, for the first time, its reasons for refusing to agree to expansion of the Anglo-American Trade Union committee to include the Soviet Trade Unions or the Congress of Industrial Organizations and the unaffiliated railway brotherhoods. It declared that, while it was aware of the contribution

made by Russia in defeating the Axis, it was unwilling to recognize the Soviet Trade Unions as other than Government agencies.

On the domestic aspect of post-war problems the Council declared that labour would not tolerate mass unemployment, or a revival of a public works program at relief rates. It declared its objective "as the negotiation of wages for the 40-hour week equivalent to those earned now under the longer wartime work-week which includes overtime pay."

The report stated that more than 1,000,000 members of the AFL were in the armed forces and that the Federation had more than fulfilled its pledge to purchase \$1,000,000,000 in war bonds this year.

Presidential Address.—In his keynote address, President Green pointed out that War Production Board officials had announced that more than 85 per cent of war materials was being produced by union labour. He quoted reports of the National Safety Council to show that casualties in civilian industry since Pearl Harbour were much greater than in the armed forces. He emphatically opposed a national compulsory service act, favoured labour representation at the peace table where, he said, it would "insist that the peoples of the world shall be made free—free from Prussian militarism, free from fascism and free from Japanese savagery. This war has taught us," he

continued, "that America cannot isolate herself from the rest of the world. As a nation we face a new era of international relations when the war ends."

President Roosevelt's Message.—In a message to the convention, President Roosevelt strongly commended the part that labour had played in the national war effort and asked for its continued help "in all aspects of the war effort and in the effort to stabilize the domestic economy. We anticipate a good deal of success in the roll-back of prices which will stabilize and reduce the cost of living in essentials," the message added. The President referred appreciatively to "the co-operation of labour in a no-strike policy and in the stabilization of wages to steady our economy."

Addresses by Government Labour Officials.—Miss Frances Perkins, Secretary of Labor for the United States, in addressing the convention said that "labour's no-strike pledge and management's no lock-out pledge have been kept at a rate of better than 99 per cent. Both the AFL and CIO," she declared, "have co-operated with the War Labour Board and the conciliation service of the Department of Labour in bringing about settlement of differences. However when men are fighting and suffering and dying that we may have peace and well-being, and when there exists, as at present, fair and proper machinery for settlement of disputes, no strike is justified. Blame for work stoppages of the very few," she said, "was sometimes visited on the whole labour movement."

The Chairman of the Federal Social Security Board at Washington, Arthur J. Altmeyer, urged the need of a federal unemployment insurance system. He attacked the operation of "so-called employer experience-rating laws" and asserted that "there was no statistical evidence to prove that employer experience-rating had resulted in any general stabilization of employment." He asserted that the merit-rating system carried with it a strong inducement for every employer to contest every claim for benefits.

Mr. Paul V. McNutt, chairman of the War Manpower Commission at Washington, in his address to the convention offered the following six-point program of "things that have to be done" to improve the man-power situation:

- "(1) Workers must stay on their jobs. Turn-over has not been solved.
- "(2) Employment in war production must be increased and employment in less essential activities must be cut.....
- "(3) Production per worker needs to go up. (Efficient labour) utilization must become an action program in every plant.

"(4) We are not getting and holding the people we need in the hot, stuffy, unglamorous, disagreeable and relatively less paid jobs.

"(5) We are not getting enough women workers. The ones we get quit too often.

"(6) Withholding of contracts from tight labour areas needs to be accepted and understood."

Labour-management teamwork and incentive programs were discussed by Mr. J. D. Keenan, Vice Chairman for labour production of the War Production Board. He called upon industry to "give labour proper credit for what it had accomplished and to take a no-squawk pledge and observe it as faithfully as labour has respected the no-strike pledge." He deprecated the conscription of labour, at least until "every other course, such as labour-management co-operation was tried." He pointed to the "magnificent labour-management team work in Britain" as an illustration of the benefit to be derived from such co-operative organization.

Mr. Keenan's formula for increasing war production called for the use of suitable plant-wide incentive programs, "as an emergency measure". However, the convention opposed the use of "incentive plans" lest they should be merely "speed-up schemes".

Fraternal Delegates.—Mr. Harrison, who represented the British National Union of General and Municipal Workers, William Bayliss of the British Mine Workers Federation and Joseph Matte of the Canadian Trades and Labour Congress address the convention as fraternal delegates.

One of the most tense sessions of the convention occurred when W. H. Atherton, commander of the American Legion, in the course of his address said:

"If it is treason for the man at the front to refuse to use his gun, then too, it should be treason for any person fortunate enough to be here on the home front to do the things that keep him from getting that gun." Mr. Atherton stated that there had been "a great loss in production from 1,855 strikes affecting 1,900,000 men since January 1," and mentioned the loss of coal and steel production in particular. "These interruptions gave labour a black eye," he asserted.

President Green, in his reply pointed out that President Roosevelt had praised labour for the manner in which it had adhered to the "no strike pledge". He quoted Mr. Roosevelt as saying "men, you have kept that pledge 99.9 per cent." "I maintain", Mr. Green continued, "that it is an amazing record made good in an imperfect world." He claimed that

delays in adjudicating disputes made employees restive and made it very difficult for the Federation to convince members in some places, of the necessity of observing the no-strike pledge.

Manpower Problems.—The labour requirements of essential industries and the estimated national labour force required up to January 1944 was reported upon by the Executive Council. At that time it is expected that the nation will reach the peak of its industrial effort with a total of approximately 65,900,000 workers.

The organization of "representative management-labour committees by districts and areas with the machinery to appeal to the highest authority" was approved. It was held that the key to manpower is the consent of the individuals, while the key to production is co-operation. On the recommendation of the executive council the Convention urged "that the maintenance of voluntary decentralized administrative machinery and that study be given to improving this kind of machinery rather than compulsory methods or a National Service Act."

The executive council attributed labour turnover to: (1) lack of adequate housing and transportation, (2) stabilization of wages within industries (3) inadequate shopping facilities and services to sustain community needs (4) fatigue caused by long hours (5) inadequate medical services and schools (6) separation of families, etc. It was urged that the "U.S. Employment Service should welcome trade union co-operation" in correcting these deficiencies.

The problems arising from the importation of workers and the employment of prisoners of war were discussed and approval given to the suggestion that safeguards be created to prevent the exploitation of foreign workers and that prisoners of war be treated strictly in accordance with the Geneva Convention, and that they should not be employed on vital war projects.

Social Security

The convention went on record to do all it could to have the United States Social Security Act amended to provide "retirement pay from the Federal Government to qualified persons" beginning at age 60 instead of at age 65, as provided in the present Act and also to "provide benefits equal to the American standard of living."

Accident Prevention

A resolution was endorsed requiring that "no effort or expense shall be spared in the promotion of accident and fire prevention, until

deaths and injuries occurring in homes, traffic, public and industrial accidents shall be reduced to the point of elimination" and that the Federation employ competent safety engineering and consultant services to assist in the formulation and direction of the Federation's safety program.

Returned Service Men

The convention stressed the need of the appointment of a Federal Committee "composed of equal representation of labour, management and the Congress of the United States" to study a program for the rehabilitation of returning service men, during the post-war period.

Price Ceilings

A resolution enjoined the OPA to obtain an adequate staff so that it could enforce ceiling commodity prices effectively and abolish black markets.

Little Steel Formula

The abolition of the "Little Steel Formula" was demanded and the NWLB be required to approve negotiated increases in wages agreed upon between labour unions and employers. As an alternative it was urged that the 15 per cent increase in basic wages permitted under the formula be increased to 25 per cent.

International Labour

Reorganization of the International Federation of Trade Unions was suggested to supplement the activities of the ILO. The latter was urged to call an international meeting "at the earliest possible moment".

Compulsory Service

Strong opposition was voiced in a resolution dealing with what was termed "the twin evils of compulsory control of labour (through 'directives') and government through discretionary authority".

NLRB Criticized

The National Labour Relations Board was criticized in a resolution, and the executive council was urged to continue its efforts to defend trade union rights before the Board and to study possible amendments to the Labour Act.

Re-Admission of UMW

Following a lengthy debate, the convention adopted a committee report vesting full auth-

ority in the executive council to arrange for the re-admission of the United Mine Workers to the American Federation of Labor. It was also agreed to continue the AFL unity committee, "so that no effort to establish unity with the CIO may be overlooked". The International Association of Machinists which had withdrawn from the AFL in May, 1943, was also readmitted.

Other Resolutions Adopted

Action was also taken by the delegates in passing the following among other resolutions.

That the Executive Council of AFL select a commission of nine members, to make enquiry into the problem of jurisdictional disputes between unions and to prepare a complete report to be presented at the next annual meeting of the Federation.

That the membership of the Federation organize an "emergency campaign of political

activity" to prevent the Smith-Connally Bill "from hamstringing American labour".

That the trade union fellowships provided at Harvard University be commended and that affiliated bodies be urged to establish similar programs whenever and wherever practicable.

That the members of the Federation study carefully the school systems in their several States and communities with a view to securing competent education for every child and to make sure that the salaries paid to teachers are adequate.

That the Federation's committee on education make a study of part time work for high school students, subject to the general standards of the Federal Departments of Labour and Education.

At the concluding session President William Green, Secretary-Treasurer, George Meany, and the entire executive council were re-elected for the ensuing year. The Federation will hold its next annual convention in New Orleans, Louisiana, in November, 1944.

Congress of Industrial Organizations

Report of Sixth Constitutional Convention, Held at Philadelphia, November 1-5, 1943

THE sixth Constitutional Convention of the Congress of Industrial Organizations was held in the city of Philadelphia, Pennsylvania, November 1 to 5, 1943. There were 518 duly accredited delegates in attendance, representing a dues-paying membership asserted by the President to be 5,285,000 not including 1,150,000 in the armed forces, who are exempt from dues while they are on active service. The Canadian Congress of Labour was represented by A. R. Mosher, Alex. McAuslane and Pat Conroy, its President, Vice-President and Secretary-Treasurer respectively.

Presidential Report

In his annual report, President Philip Murray declared that the CIO had "religiously maintained our no-strike pledge", a pledge that had been given "without any qualification or conditions". He stressed the importance of each member and each leader of organized labour discharging "with scrupulous care this solemn obligation" to avoid and prevent strikes. "Labour's prime interest is to stop wars", he said, and "if any contribution can be made in the field of international labour collaboration toward the attainment of this objective then the effort will be worth while".

Referring to the problem of manpower, President Murray declared that the CIO "has been opposed and will continue to oppose the enactment of any National Service legislation". He continued, "apart from the evils inherent in the attempt to resort to compul-

sory labour, the approach embodied in the national service legislation is ineffectual and actually contains dangers of further complicating rather than aiding our manpower situation". He declared that "inadequate housing and transportation were the cause of much wasteful labour turnover and loss of man hours". He urged the establishment of facilities for the care of children to enable more women to assist in wartime production, the discontinuance of provocative and unfair practices against negro workers and the prevention of labour hoarding. He emphasized "the vital necessity for bringing labour and management into closer relationship."

Speaking of the functions of the National War Labour Board, he stated that the Board "should give heed to the needs of basic and mass production industries . . . so that wage adjustments could be made within such industries on the basis of equal pay for like work". Continuing, he said that, "the CIO will oppose any attempt by any government agency to impose a national wage incentive system. This problem must be solved through collective bargaining in specific cases between the union and the employer effected", he declared.

Growth of CIO in Canada: The President stated that the CIO is showing remarkable growth. The Canadian Congress of Labour, which he defined as an instrument comprising CIO unions and Canadian national unions, represents a membership in excess of 200,000. The membership in Canada has doubled within the last year and there are "splendid oppor-

tunities for further growth", the President asserted.

Social Security after the War: "The burden of post-war readjustments must not be permitted to fall too heavily on any family," he continued. "The millions of soldiers and war workers must be provided jobs, but if efforts to that end fail they must be assured an adequate income," Mr. Murray asserted. He discussed legislation that would provide health insurance and make available to everyone "the wonders of modern medicine". The need for a federal system of unemployment insurance was emphasized to cope efficiently with the nation-wide character of the employment problem and the migration of workers across state lines.

"Prosperity today comes only by planning. Foresight, boldness and initiative are needed as much in peace as in war. Planning must start now. . . . The nation must work unitedly for peace and for war." The President urged that "unity of American labour is essential to victory." He discussed in some detail the attempts that had been made to compose jurisdictional differences between the CIO and the AFL and referred to the influences which, he said, sought to keep the two organizations apart and thus weaken the nations' war effort. He referred also to the advantages to be derived from the unity of labour from an international standpoint and outlined the differences existing between the CIO and the British Trades Union Congress. He urged that steps be taken at once to arrange a conference with the leaders of the labour movement in Great Britain, the Soviet Union and the Latin-American countries "to weld the unity of labour, the government and the people of the United Nations . . . and to assure the establishment of the four freedoms in the peace".

Several hundred resolutions were submitted to the Committee on Resolutions. These were consolidated by the committee for presentation to the convention. In all, 43 such resolutions were duly presented to the convention.

Resolution on Canadian Workers

The following resolution with respect to the "rights of workers in Canada" was passed unanimously.

"Whereas, (1) There is no effective federal legislation in Canada guaranteeing the right of workers to bargain collectively and to protect them against discrimination for union activity.

"(2) Extension of organization among Canadian workers is imperative to create industrial harmony for a maximum war effort, to maintain and strengthen democratic institutions in Canada and to safeguard the gains made by labour throughout the American continent. Now, therefore, be it

"Resolved: That the CIO endorses and pledges support wherever possible to the efforts of the Canadian labour movement:

(1) to secure adequate representation on governmental boards and agencies;

(2) to mobilize its political strength in the interests of the Canadian people;

(3) to raise Canadian wage rates nearer to the United States level; and

(4) to induce the government of Canada to enact legislation which will protect the right to organize and bargain collectively and outlaw company unions".

No-strike Pledge

The convention by unanimous rising vote reaffirmed "its solemn pledge without any qualifications or conditions that for the duration of the war there must not be any strike or stoppage of work. Each member and each leader of organized labour must make it his responsibility to discharge with scrupulous care this sacred obligation. Any leader of organized labour who deliberately flouts this obligation and any employer who seeks to provoke or exploit labour are playing into the hands of the enemies of our nation".

This resolution further declared that "for the duration of the war, issues in dispute between labour and management must be adjusted through the peaceful means of collective bargaining, mediation, or through disposition by the National War Labour Board", and asserted that "organized labour has the task of mobilizing the people on the legislative and political fronts behind a win-the-war program designed to meet the basic economic problems arising out of the war and to protect the interests of the common people".

Political Action

Approval was given the Executive Board of the CIO in formulating a program of political action. Attempts to organize labour as a third political party were to be discouraged. The primary task of labour in the political field today, it was asserted, "is to weld the unity of all workers, farmers and other progressives behind candidates, regardless of party affiliations, who are committed to our policy of total victory, and who support the measures necessary to achieve it and to lay the basis for a secure, peaceful, decent and abundant post-war world."

Labour Unity

The convention reaffirmed the policy of the CIO in seeking to intensify labour unity "in support of a win-the-war program, embracing such vital issues as total war mobilization, economic stabilization, manpower, anti-labour legislation and political action".

Racial Discrimination

Following a lengthy debate, the convention reiterated the firm opposition of the CIO to any form of racial or religious discrimination and renewed its pledge "to carry on the fight

for protection in law and in fact of the rights of any racial or religious minority group to participate fully in our social and political life".

Rescue of Jews

A report of a Committee that had considered the problem of persecuted Jews was given unanimous endorsement. The report considered the position of the Jews in most portions of the world and pledged the CIO to extend "its full support to the Jewish people in their battle for equal rights" and "to do everything in its power to help put an end to the un-American plague of anti-semitism".

U.S. Foreign Policy

Following a lengthy debate on American foreign relations, the convention went on record as condemning individuals or trends that would create disunity among the allied nations; reaffirmed the purposes of the world fight for freedom; urged President Roosevelt to intervene with a view to obtaining the release of imprisoned political leaders in India; and called upon the State Department to appoint labour attaches to American Ambassadors to foreign countries.

Oriental Exclusion

Concerning the exclusion of Orientals from the United States, the CIO reaffirmed its position, "heretofore taken before Congress and urges Congress to enact legislation repealing the Oriental Exclusion Act as it affects our Allies and eliminating all racial bars to citizenship".

Manpower

In the preamble of the resolution on manpower it was stated that "the manpower problem has not been due to any basic shortage of available manpower" but rather "from a failure to attend to such problems as . . . a central planned administration and control of all factors necessary for full production," . . . lack of adequate housing, child care, transportation, etc., the failure of employers to undertake up-grading programs, prejudice and discrimination against negro workers; failure to use more effectively, millions of "white collar workers" and the enactment of National Service legislation.

The convention in the resolution declared its opposition to any National Service legislation and urged that the office of War Mobilization should perfect plans for the unified direction on a national level of all factors including available manpower. To do this "there must be effective labour representation . . . in the office of War Mobilization". Further, employers must be required to utilize

fully and efficiently, negroes, aliens and women workers. The War Manpower Commission was called upon to avoid interference with the development of area employment stabilization programs which are administered by joint labour-management committees and which should incorporate provisions for protecting the seniority rights of transferred workers.

Other Resolutions Adopted

Action was also taken by the delegates in passing the following among other resolutions:

That an "unremitting struggle" be carried on against state legislation designed to weaken labour unions.

That support be given to governmental forces aimed at controlling the prices of cost-of-living commodities and where necessary providing subsidies to protect the farmer and small business-man.

That efforts be continued to extend co-operation and better understanding with the CIO unions of Latin America.

That the President of the CIO be authorized to approach the AFL Railroad Brotherhoods and labour movements in other countries with a view to summoning an international trade union conference of labour representatives from the United Nations.

That the appropriate federal agencies be urged to prepare demobilization plans immediately, so that full post-war employment might be achieved and the seniority and other rights of ex-service men might be safeguarded.

That child-care programs be further developed and that federal funds be made available for the care of infants with a view to increasing the available supply of women workers and checking juvenile delinquency.

That the responsible governmental authority be urged to issue necessary directives to make sure that adequate nourishing food be provided to workers on midshifts in American industrial plants.

That the remainder of the federal appropriation for wartime housing made available early in 1943 be applied immediately and that the appropriation for the fiscal year 1943-1944, be increased by 300 million dollars.

That the CIO commend the OPA for rigidly controlling rentals and that it condemn attempts to break down or relax the program.

That the National War Labour Board of the United States be commended for its work in the field of industrial relations and urging that its services be made available in all labour disputes.

That the National war effort be strengthened by the inclusion of direct and effective labour representation in the formation and administration of policies in all agencies of the government.

That, as a result of "Congressional failure to stabilize the entire national economy" through adequate price control and other measures, the "Little Steel" formula be abolished, and unions allowed to secure wage increases through collective bargaining to maintain health, morale and efficiency.

President Philip Murray and Secretary-Treasurer James B. Carey were unanimously re-elected to their respective offices for the ensuing year.

Labour Law

Recent Regulations under Dominion and Provincial Legislation

Pensions—Housing—Seamen—Stationary Engineers in Alberta—Hours in Alberta and British Columbia—Minimum Wages in Alberta, British Columbia and Quebec—Saskatchewan Health Regulations

THE wartime increase in old age and blind pensions has been extended to pensioners in the Northwest Territories. To relieve the housing shortage in Vancouver and Victoria, the Minister of Finance has been authorized to acquire additional houses for conversion into apartments. Owners of foreign ships employing Canadian seamen are now required to guarantee the costs of repatriating such seamen. The Minister of National Revenue has been empowered to refund taxes deducted at the source to non-taxable persons without application being made by the person concerned.

In the provincial field, Alberta has relaxed its regulations regarding the issue of temporary certificates to stationary engineers to overcome a scarcity of qualified engineers. It

has also rescinded the minimum wage order governing the logging industry, and again passed the annual orders exempting certain classes of workers in lumber camps from the maximum hours and weekly rest-day provisions of the Hours of Work Act. British Columbia has issued its usual Christmas season orders authorizing overtime in shops and fixing rates for temporary employees and for overtime hours. Quebec has made a new minimum wage Order governing hospitals and charitable institutions, revised the Order applying to the wholesale food trade in Quebec City and district and renewed a number of other orders. Regulations under the Saskatchewan Public Health Act including those relating to camps have been re-issued.

Dominion

Old Age and Blind Pensions

The provisions of Order in Council P.C. 6367 (L.G., Sept., 1943, p. 1295) providing for a wartime increase not exceeding \$5 a month in old age and blind pensions have been extended to the Northwest Territories by P.C. 8341 passed October 28 under the War Measures Act. The Dominion Old Age Pensions Act provides that pension schemes may not be extended to the Northwest Territories until two of the adjacent provinces have adopted the scheme. This condition has been fulfilled by the provinces of British Columbia and Saskatchewan signing supplementary agreements with the Minister of Finance conforming to the draft agreement attached to P.C. 6367. Most of the other provinces have also signed similar agreements.

Housing

The Government's scheme for relieving the housing shortage in Vancouver and Victoria and contiguous municipalities by converting large dwellings into multiple housing units

has been expanded by two recent Orders in Council. The original Order in Council, P.C. 4579 (L.G., June, 1943, p. 859) authorized the Minister of Finance to lease 50 houses and incur a liability up to \$250,000. P.C. 7889 of October 12 provided for the leasing of additional dwellings and an additional liability of \$500,000. P.C. 8305 of October 26 authorized the leasing of 100 more buildings and a further liability of \$500,000.

The scheme has also been put into effect in Ottawa, Toronto, Windsor, Sarnia, Halifax, Moncton, Saint John, Edmonton, Calgary, Hamilton, St. Catharines, Brantford, Montreal and Quebec. (L.G., July, Sept., Oct., 1943, pp. 1031, 1295, 1418.)

Seamen

By P.C. 8592 passed November 9 under the War Measures Act, the owners of foreign ships employing Canadian seamen are now required to furnish the Department of Transport with a written guarantee that they will pay the repatriation costs of such seamen if the seamen are found in distress outside of Canada. The

Canada Shipping Act and the Distressed Seamen Regulations passed in 1937 under it stipulate that all Canadian seamen on ships of Canadian registry or on foreign ships who are left behind or otherwise discharged outside of Canada must be provided with return passage to a Canadian port, and with clothing, maintenance and hospital care if necessary until departure for such port, or in the case of death, with burial. A Canadian seaman for the purpose of these regulations is defined as "any seaman whether subject to His Majesty or not who has been domiciled in Canada for at least 12 months immediately before the commencement of the voyage". The arrangements for repatriation are made by the local official designated to act in this capacity at each port and the expense is borne by the Government of Canada which later recovers the amount from the shipowner. However, during the war the number of cases of distressed seamen has greatly increased and difficulty has been experienced in recovering the expenses of repatriation from foreign ship-owners.

The new regulations provide that any principal or agent who hires a Canadian seaman for a ship not of Canadian registry must submit in duplicate to the Customs Officer before clearance is issued a written undertaking to reimburse the Government of Canada for repatriation expenses. A Canadian seaman from a foreign ship who wishes to claim repatriation must make application to the designated local official within one month of his discharge from the ship. The Distressed Seamen Regulations permitted application within three months.

Income War Tax Act

Order in Council P.C. 121/8660 passed November 10 under the War Measures Act authorizes the Minister of National Revenue to make refunds of amounts deducted at the source for national defence or income taxes in cases where he ascertains that the taxpayer is not liable to pay the amounts which were withheld. The Act provided for refunds only after application had been made by the person concerned. (L.G., 1942, p. 923; Sept., 1943, p. 1294.)

Alberta Boilers Act

The Chief Inspector of Boilers in Alberta has been authorized by an Order in Council gazetted November 30 to take steps to overcome the shortage of properly certificated stationary engineers which is threatening to restrict the operation of some steam plants. The regulations governing engineers' and fire-

Other Orders in Council

A new Wartime Wages Control Order (P.C. 9384) was issued December 9. It replaces P.C. 5963 (L.G., 1941, p. 1368; 1942, p. 778) and is dealt with on p. 1602 of this issue.

A consolidation of the National Selective Service Civilian Regulations (L.G., Jan., 1943, p. 19) with amendments up to October 15, has been issued. Four recent amendments are summarized in the Manpower section of this issue p. 1614, P.C. 7763, October 7, authorizing the compulsory transfer of workers from one industry to another; P.C. 8309, October 26, defining nurses who are exempt from the regulations; P.C. 8561, November 6, providing for the payment of soldier coal miners during temporary lay-offs; P.C. 8746, November 13, authorizing a Selective Service Officer to require a worker to undergo a medical examination in certain cases. Compulsory Employment Order No. 7 was issued November 15 under the regulations.

Other labour supply measures also summarized in the Manpower section are P.C. 8197, October 22, authorizing the employment of members of the Canadian Army in lumbering and logging operations; P.C. 8217, October 26, providing for the employment of members of the Canadian Army of low medical category in railway work; P.C. 9041, November 30, amending the National Selective Service Mobilization Regulations (L.G., Jan., 1943, p. 153) to permit the calling up of men for custodial duties in penitentiaries.

P.C. 8021, October 14, prohibiting strikes and lockouts in coal mines for the duration of the war is dealt with in the Industrial Relations section, p. 1647.

P.C. 9600, December 14, revokes P.C. 8021, p. 1646.

P.C. 8020, October 14, appointing a Royal Commission to examine the wage rates of coal miners in Alberta and British Columbia and P.C. 8620, November 10, giving the Commission the powers of a Regional War Labour Board were referred to in the November LABOUR GAZETTE (pp. 1495, 1520). The General Order of the National War Labour Board, issued November 3, providing for an increase in cost of living bonuses also appeared in the November Gazette, p. 1458.

Provincial

men's certificates (L.G., 1942, p. 584) authorize the Minister charged with the administration of the Boilers Act to issue temporary certificates valid for three months in cases where the services of properly qualified engineers are not available. In no case, however, may a temporary certificate permit a person to operate an engine, boiler or steam plant exceeding

100 horse-power unless the person holds an engineer's certificate not less than one grade below the certificate required for the installation. The new regulations allow the Chief Boiler Inspector to waive this restriction on the issue of temporary certificates and to grant authority valid for 12 months to approved applicants to operate steam plants.

Alberta Hours of Work Act

The exemption of cooks, cookees, bull cooks, night watchmen and barn bosses employed in the lumbering, logging and railway tie industries from the provisions of the Hours of Work Act requiring a weekly rest day and limiting hours to nine a day and 54 a week (L.G., March, 1943, p. 391) has been extended to October 31, 1944, by Orders 28 and 28A gazetted November 15 and 30. The exemption now also applies to blacksmiths. It is restricted, as before, to operations more than 10 miles from a city or in towns or villages of less than 1,000 inhabitants.

Alberta Male Minimum Wage Act

Order 18 governing the logging industry (L.G., 1941, p. 1382) was rescinded by an Order in Council gazetted October 30. It applied to saw-mills, planing-mills, box factories, woodworking plants and logging and railway tie contractors, operating more than 10 miles from any city or in towns or villages of less than 1,000 inhabitants. The rescinding Order states that the logging industry is now paying wages equal to or above the minimum rates fixed in Order 8 which applies to all male workers covered by the Act except those specifically exempted from the Order. All the operations mentioned above were exempted from Order 8 when it was passed (L.G., 1939, p. 674). Order 8 fixes a minimum rate of 33½ cents an hour for all workers over 19 years of age paid by the week or a longer period, or on a commission or piece-work basis. Workers over 19 paid in any other manner must receive 40 cents an hour. Lower rates are set for employees under 19.

British Columbia Factories and Shops Acts

By proclamations gazetted December 2, Monday, December 27, has been declared a public holiday which must be observed by all factories and shops governed by the Factories Act and the Shops Regulation and Weekly Half-holiday Act.

British Columbia Hours of Work Act

The annual order permitting shop employees to work overtime during the Christmas rush

was gazetted December 2. It is identical with the order issued last year (L.G., Jan., 1943, p. 154.) Those employed in Vancouver, Victoria or their suburbs may work two hours in excess of the legal maximum of eight hours a day on the Saturday and Thursday before Christmas, and those employed elsewhere in the province are allowed three hours overtime, provided total hours for either group do not exceed 48 in the week ending December 19.

British Columbia Minimum Wage Acts

The annual supplementary orders governing payment for Christmas overtime permitted under the above Order and fixing rates for temporary help employed between December 2 and December 31 were also gazetted December 2. Order 24, Supplementary (1943) under the Female Minimum Wage Act is the same as the one issued last year (L.G., Jan., 1943, p. 154) except for the addition of a clause waiving for temporary employees the daily guaranteed wage of \$1.60 prescribed for all part-time employees who work four hours or less a day. The supplementary order stipulates that overtime must be paid at one and one-half times the regular rate and fixes minimum rates of \$12.75 a week for temporary workers whose week exceeds 40 hours, and 35 cents an hour for those with a shorter work-week. The same rates are prescribed in Order 24 (L.G., 1935, p. 634) for workers over 18.

Order 59, Supplementary (1943) under the Male Minimum Wage Act has the same provisions regarding the payment of overtime and the waiving of the daily guaranteed wage but fixes a single rate of 35 cents an hour for all temporary employees regardless of age or hours worked. Last year's Order (L.G., Jan., 1943, p. 154) stipulated that temporary employees were to be paid the rates fixed by Order 59 (L.G., 1938, p. 1235), which are 40 cents an hour for employees over 21 who work less than 37½ hours a week and \$15 a week for those with a longer work-week. Lower rates are set for employees under 21.

Quebec Minimum Wage Act

Hospitals and Charitable Institutions.—Order 11, 1943, governing charitable institutions, hospitals and homes in Quebec was gazetted October 30 and is effective from that date. Hospital employees, not members of religious institutions and not working in Quebec, Levis or adjacent counties, were formerly governed by a minimum wage order passed in September, 1938, but it was repealed in January, 1939 (L.G., 1938, p. 1098; 1939, p. 397).

In 1941 a Provincial Commission of Inquiry was appointed to examine the position of

hospitals in Quebec. In its third report, issued in June, 1943, the Commission considered the conditions of work of hospital employees and recommended the fixing of minimum wages for this class of worker pending the conclusion of collective agreements between employers and workers' organizations in the industry. A draft minimum wage order was included in the report and it has now been made law.

Charitable institutions to which the Order applies include convalescent and rest homes, hospitals of all kinds, institutions for the insane, alcoholics and orphans, and any other public charitable institution recognized under the Quebec Public Charities Act. The Order does not apply to persons employed in doctors' offices, clinics or dispensaries connected with commercial and industrial establishments or established by charitable associations or with the assistance of municipalities. Employees exempt from the Order include members of the clergy or of a religious community, physicians, surgeons, dentists, pharmacists, students in these fields, student-nurses, patients and inmates.

The Order divides the province into four zones with different rates for each zone. Workers are classed in 18 categories and most categories are sub-divided into classes with different rates for each class. A specified percentage of the workers must be placed in each class, the number to be determined by use of the Tables of Percentages issued by the Minimum Wage Commission.

Zone 1 includes all municipalities entirely or partly situated on the Island of Montreal or within a five-mile radius of the Island. Zone 2 covers the cities of Hull and Quebec, the parishes of Notre-Dames-des-Anges and Sacré-Coeur-de-Jésus and all municipalities on the north shore of the St. Lawrence River which are entirely or partly included within a 10-mile radius of Quebec City. Zone 3 includes the cities of Chicoutimi, Granby, Joliette, Lévis, Salaberry-de-Valleyfield, Shawinigan Falls, Sherbrooke, Sorel, St. Hyacinthe, St. John's, Thetford-Mines, Trois-Rivières, and the town of Iberville. The rest of the province is placed in zone 4.

All workers not included in other categories are placed in category 1. The minimum rates for men in this category are \$14, \$13, \$12, \$11.50 a week depending on the zone. At least 80 per cent of the women must be paid \$13, \$13, \$12, or \$11 while 20 per cent may be paid a dollar less. Temporary male employees must receive 35 cents, 30 cents, 30 cents or 25 cents an hour in the four zones and temporary female employees, 26 cents, 24 cents, 24 cents or 22 cents.

There is no distinction between zones in the rates for graduate nurses (category 2), order-

lies (category 3) and guards in asylums (category 4). At least 60 per cent of the nurses must be paid \$23 a week, 25 per cent, \$21.50 and 15 per cent, \$20. For orderlies and male guards the rates are \$22 a week for 60 per cent, \$20.50 for 25 per cent and \$18.50 for 15 per cent. In the case of women guards, the same percentages are to receive \$18, \$16 and \$14 respectively. Temporary graduate nurses, orderlies and male guards must be paid \$4 a day and temporary female guards, \$3 a day.

Office workers, and assistant technicians in the laboratory, pharmacy, X-ray and dietary departments are assigned to category 5. Short-hand-typists and clerks with at least a year's experience must be paid \$16.50, \$15, \$14, or \$13.50 a week, according to the zone. The rates for other employees with a year's experience, are \$14, \$13, \$12 or \$11. For those with less than a year's experience, they are \$3 lower. Temporary employees must be paid \$3, \$2.75, \$2.50 or \$2.50 a day according to the zone.

Of the seamstresses (category 6), at least 70 per cent must receive \$16.50, \$16, \$15 or \$14 a week depending on the zone; 20 per cent must be paid \$15, \$14.50, \$13.50 or \$12.50; and 10 per cent, \$14, \$13.50, \$13 or \$12. The rates for temporary employees are \$3 a day in zones 1 and 2 and \$2.50 in zones 3 and 4.

Among laundry employees (category 7), the chief launderers must be paid, according to zone, weekly rates of \$27, \$27, \$23.50 or \$22. At least 70 per cent of the other male workers are to receive \$16 in zones 1 to 3 and \$14 in zone 4; 20 per cent may be paid \$2 less; and 10 per cent, \$4 less. Of the female employees at least 30 per cent must receive \$14, \$13, \$13 or \$12.50 depending on the zone; 40 per cent, \$13, \$12, \$12 or \$11; 20 per cent, \$11.50, \$10.50, \$10.50 or \$9; and 10 per cent, \$10, \$9, \$9, or \$8. The rates for temporary male employees are \$3 a day in zones 1 to 3 and \$2.50 in zone 4, and for temporary female employees they are \$2.50 in zones 1 and 2, \$2.25 in zone 3 and \$2 in zone 4.

Female domestics and helpers in the wards, linen-room, dining-room, and sewing room comprise categories 8 to 12. At least 80 per cent must be paid \$13, \$13, \$12 or \$11 according to the zone and 20 per cent a dollar less. Temporary employees are to receive 26 cents, 24 cents, 24 cents or 22 cents an hour.

Of the cooks (category 13), regular chief-cooks must be paid \$32, \$32, \$27 or \$25 a week depending on the zone, and temporary chief-cooks, \$6, \$6, \$5 or \$4.50 per day. Regular assistant chief-cooks and bakers are to receive \$27, \$27, \$23.50 or \$22 a week in the four zones, and temporary ones must be paid \$5, \$5, \$4.50 or \$4 a day. For regular cooks, the rates are \$16.50, \$16.50, \$14 or \$13.50 a

week and for temporary cooks, \$3 in zones 1 and 2 and \$2.50 in zones 3 and 4.

For regular motor-vehicle drivers (category 14), the rates are \$20, \$20, \$18 or \$16 a week according to zone and for temporary drivers, 40 cents, 40 cents, 35 cents or 30 cents an hour. Regular helpers are to receive \$14, \$13, \$12 or \$11.50 a week and temporary helpers, 35 cents, 30 cents, 30 cents or 25 cents an hour, depending on the zone.

Gardeners and their helpers, labourers and grounds maintenance men are included in category 15. The rates for regular gardeners are \$16.50, \$16.50, \$14 or \$13.50 a week in the four zones and for temporary gardeners \$3 in zones 1 and 2 and \$2.50 in zones 3 and 4. Gardeners' helpers, grounds maintenance men and labourers must be paid \$14, \$13, \$12 or \$11.50 a week according to zone. Temporary employees are to receive 35 cents, 30 cents, 30 cents or 25 cents an hour depending on the zone.

Cleaners, charwomen, elevator operators and watchmen (category 16) must be paid 35 cents, 30 cents, 30 cents or 25 cents an hour depending on the zone.

Maintenance men (category 17) who hold a certificate of qualification are to receive \$32.40, \$29.70, \$29.70 or \$25.92 depending on the zone, and unqualified workers must be paid \$24.30, \$21.60, \$21.60 or \$19.90. Temporary employees are to be paid 60 cents, 55 cents, 55 cents or 48 cents if qualified and 45 cents, 40 cents, 40 cents or 35 cents if unqualified.

Stationary enginemen and firemen comprise category 18. First-class chief enginemen are to be paid \$51 a week in all zones; second-class chief enginemen, \$42, \$40, \$40 or \$38 depending on the zone; third-class chief enginemen, \$36, \$34, \$34, or \$32. Second-class enginemen are to receive 66 cents, 63 cents, 63 cents or 60 cents an hour third-class enginemen, 55 cents, 53 cents, 53 cents or 50 cents; and fourth-class enginemen, 50 cents, 48 cents, 48 cents or 45 cents depending on the zone. Firemen must be paid 40 cents, 38 cents, 38 cents or 35 cents. Stationary enginemen and firemen, including those in territory to which Order 6 does not apply, are to be governed by all the provisions of Order 6 (L.G., July, 1943, p. 1034) except those relating to wages.

For most classes of workers covered by this Order the regular work-week is to be 54 hours. For nurses it is 57 and for orderlies, guards, stationary enginemen, firemen, vehicle drivers and their helpers it is 60. A worker must be paid the full weekly minimum rate even if his hours are less than the regular work-week, provided he works six days a week. If he works less than six days a week, he is to

receive one-sixth of the weekly wage for each day he works, or the full weekly wage if he works at least 45 hours during the week. Workers paid by the day must receive the full rate for any number of hours up to 10, and for each hour over 10 they are to receive one-tenth of the daily rate.

Workers whose hours exceed the regular work-week or who are employed over 12 hours a day or for more than 12 consecutive hours extending over more than one day must be granted a paid holiday equivalent to one and one-half the hours of overtime. Such holidays must be granted within the quarter of the year in which they are earned. The overtime of stationary enginemen and firemen is to be compensated as provided in Order 6. For first-class chief enginemen, chief cooks, temporary employees, cleaners, charwomen, watchmen or elevator operators, no provision is made for overtime compensation.

All workers must be granted 24 consecutive hours off duty each week or two periods of 12 consecutive hours. Workers who have completed a year's service are to be given paid holidays and must be notified 15 days in advance of the date of the holiday period. Graduate nurses are to receive two weeks and all other workers except maintenance men and stationary enginemen and firemen must be granted one week. First-class chief enginemen are entitled to a week.

If uniforms are required, the employer must furnish them, and must either make provision for their maintenance or pay his workers an extra 50 cents a week or one cent an hour. Employers are not required to furnish uniforms for graduate nurses or cooks but must pay the costs of maintaining such uniforms. They do not have to maintain temporary nurses' uniforms. If deductions for board and lodging have been agreed to, the amount deducted for meals may not exceed 20 cents per meal or \$4 a week. For lodging, deductions are limited to \$2.75, \$2.35, \$2.35 or \$2.10 a week depending on the zone, or 40 cents, 35 cents, 35 cents, or 30 cents a day. Deductions for board and lodging may not exceed \$6.50, \$6.25, \$6.25 or \$6 a week in the different zones. Employers may also make deductions for lodging furnished to married employees and their families provided such lodging is located in the same municipality as the plant or in an adjacent municipality.

The provisions of general Order 4 (L.G., 1942, p. 586, Jan., 1943, p. 154) which are not inconsistent with this Order apply to workers governed by this Order.

Wholesale Food Trade.—A revised Order 33 was gazetted on November 23 applying to establishments in Quebec, Levis, Quebec-

West and Lauzon which are engaged in wholesaling or storing foodstuffs and feeding stuffs or in manufacturing feeding stuffs. The revised Order is effective from December 8, 1943, until January 1, 1945, and it replaces an earlier Order 33 (L.G., 1939, p. 1113; 1940, pp. 243, 447). The former Order did not apply to the manufacture of feeding stuffs.

The Order fixes both minimum and maximum rates. The maximum rates are the highest which an employer may pay under a Finding and Direction of the Quebec Regional War Labour Board. However, if on November 15, 1941—the date at which wages were stabilized under the federal wages control policy—an employer was paying a higher rate than the maximum fixed by this Order, or if he was subsequently authorized to pay a higher rate, he must continue to pay it regardless of this Order.

Under the old Order higher rates were payable in Quebec and Quebec-West than in Levis and Lauzon. These differentials have now been abolished and the same rates are payable throughout the area covered by the Order. Moreover, the method of classifying employees has been completely changed in the new Order. It is therefore impossible to make any satisfactory comparison of the new rates with those formerly in effect.

The minimum and maximum rates set by the new Order, which are weekly rates unless otherwise specified, are as follows: for accountants and executive employees of higher rank than general foremen, \$25 and \$31.25; for cashiers, \$22 and \$27.50; for office messengers, \$7 and \$8.75 or \$10 and \$12.50 depending on whether or not they are under 17 years of age; for other office employees, \$12 and \$15, \$14 and \$17.50 or \$16 and \$20, depending on whether they have had less than one year's less than two years' or more than two years' experience; for general foremen and head-shippers, \$25 and \$31.25; for assistant general foremen, head shippers' assistants, heads of departments, butter-reworkers, cheese-processors and egg-graders, \$22 and \$27.50; for handlers of unopened cases and butchers making prepared meat, \$17 and \$21.25 or \$19 and \$23.25, depending on whether or not they are under 17; for male handlers of goods from open cases, butter-cutters, butter-wrappers and egg-packers, \$10 and \$12.50 or \$12 and \$15, depending on whether or not they are under 17; for stationary enginemen and firemen, rates ranging from 38 and 48 cents per hour to \$50 and \$62.50 per week, depending on the qualifications of the engineer; for motor-vehicle drivers, \$21 and \$26.25; for carters and stable-men, \$20 and \$25; for poultry-

pluckers, 30 cents and 37½ cents per hour and for labourers, 25 cents and 31 cents per hour. For employees not listed above, the rates are as follows: for men regularly employed, \$15 and \$18.75 or \$17 and \$21.25, depending on whether or not they are under 17; for women regularly employed, \$10 and \$12.50 or \$12 and \$15 depending on whether or not they have had less than six months' experience; for men temporarily employed, 35 cents and 44 cents per hour, and for women 25 cents and 31 cents.

In the case of accountants, general foremen, poultry pluckers, labourers and temporary employees, the rates do not apply to any specified number of hours per week. For stationary enginemen, motor-vehicle drivers and carters, the rates apply to a 60-hour week. For all other employees they apply to a work-week of 53 hours, except that from the beginning of the first week of January until the end of the week including April 1, the work-week is 48 hours.

All time worked in excess of the regular work-week is overtime. Moreover, in the case of handlers of unopened cases, butchers making prepared meat, male handlers of goods from open cases, butter-cutters, butter-wrappers, egg-packers, and motor-vehicle drivers, overtime must be paid for time worked on Sundays, or before 7 a.m. or after 6 p.m. on week-days (1 p.m. on Saturdays). In the case of motor-vehicle drivers, however, work may continue until 7 p.m. or 2 p.m. on Saturdays before it is counted as overtime. For stationary engineers, overtime is determined according to the provisions of the special order governing this class of worker (Order 6, L.G., July, 1943, p. 1034).

Overtime work is to be paid at one and one-half times the minimum rate. For workers whose minimum wages are based on a regular work-week of 53 hours or 48 hours depending on the season, the minimum hourly rate is to be considered as one-fiftieth the minimum weekly rate. For employees whose rates are fixed for a 60-hour week, the minimum hourly rate is one-sixtieth the weekly rate.

An employee who works less than the number of hours comprising the regular work-week is nevertheless entitled to the full weekly wage if he works every working day. This is true even during weeks in which there are public holidays.

The provisions of Order 4, where not inconsistent, apply to workers covered by the present Order. Employees who are engaged during any work-period in more than one type of work are to be paid at the rates fixed for the class of work at which they spend the greater time.

Levy on Employers.—Under By-law B 1 Revised (L.G., 1941, pp. 31, 653; Feb., 1943, p. 267; July, 1943, p. 1034) a levy of one-eighth of one per cent of payroll is imposed on employers for the administration of the Act. An amendment in this by-law which was gazetted on November 27 provides that charitable institutions, etc., which are covered by Order 11 (see above) are exempt from the provisions of the by-law.

Tables of Percentages.—Three new tables of percentages for determining the number of workers to be placed in each of the several classes for which different rates are provided in a number of minimum wage orders were gazetted on October 30. In addition, Table 1 which applies to cases where workers are divided into three classes on a 60, 25 and 15 per cent basis (L.G., 1938, p. 1097) has been re-issued and was gazetted on the same date. It now goes up to 104 instead of 103, and as before, instructions are given for computing percentages for figures above 104. The three new tables are numbered 23, 24 and 25, and they apply to cases where workers are divided into groups of 80 per cent and 20 per cent (Table 23), 70, 20 and 10 per cent (Table 24) and 30, 40, 20 and 10 per cent (Table 25).

Renewals.—The following Orders have been renewed to January 1, 1945, by Orders gazetted on November 27: Order 7 (Revised) relating to the manufacture of shoe counters (L.G., 1938, p. 1350); Order 26A governing taxi-cabs and automobiles for hire in the city and district of Montreal (L.G., 1941, pp. 435, 960); Order 31 applying to tailors and dressmakers in Quebec City (L.G., 1939, p. 1232); Order 32 governing the mattress and upholstery industry in Quebec, Levis and Quebec-West (L.G., 1939, p. 1232); Order 34 applying to the ice industry in the city and district of Quebec (L.G., 1939, p. 1233); Order 36 relating to foundries in Hull (L.G., 1940, p. 22); and Order 39 governing forest operations (L.G., Feb., 1943, p. 268).

Saskatchewan Public Health Act

The regulations under this Act have been re-issued and were gazetted on November 23. Most of them are designed to protect the public generally, but there are some provisions which affect workers directly or indirectly. These provisions are summarized here.

Camp Regulations.—The Camp Regulations apply to sawmill, lumber, mining and construction camps where men are employed and housed in quarters other than their homes.

They replace regulations issued on November 14, 1928, and amended on March 2, 1934 (L.G., 1928, p. 1339; 1934, p. 338).

The new regulations are identical with the old regulations as amended. They set forth detailed requirements regarding the sites of camps, water supply, drainage, bunk houses, bunks, cook houses and latrines. They also provide in detail for the medical care of employees. The employer must obtain the services of a doctor and for that purpose he may deduct not more than three cents per day or 75 cents per month from the wages of each employee. He must also provide a hospital according to specified requirements, and, in case of an epidemic, an isolation hospital.

Other Regulations.—Various regulations require persons handling food or milk or working in premises where food is manufactured, prepared or sold to be cleanly in their habits, to wear clean washable clothing and to be free from communicable diseases. The regulations governing the medical examination of certain employees in hotels and other places provide that every employee engaged in handling food in a place where prepared food is sold to the public must present to the owner a certificate from the medical health officer stating that he is free from communicable disease. The certificate is valid for not more than one year and the medical health officer may cancel it at any time. The medical health officer may not charge any fee for examining an employee for this purpose or for issuing a certificate.

The regulations governing bakeshops require all bakeshops to be provided with washrooms and toilets which must be in good repair, clean, well lighted and well ventilated. The use of common towels by employees is prohibited and approved individual towels must be provided. The regulations governing public hotels, boarding houses and restaurants provide that where towels are furnished for guests or employees there must be a separate towel or towels for each person.

The regulations governing fumigation with hydrocyanic acid gas require the fumigator and any assistants he may employ to use an approved type of gas mask from the time the gas is about to be released until after they leave the premises. Refills for the masks must be available at each fumigating job and accurate records must be kept of the length of time the gas mask canister has been used. When the period for fumigation has ended, the fumigator must wear a mask when re-opening the premises.

Recent Legal Decisions Affecting Labour

Montreal Employee wins Claim for Retirement Pension

THE Pension Fund Commission of the City of Montreal had directed that a retired employee of the city whose services had been interrupted should be considered for pension purposes as if he had been continuously employed. Later, the Commission had annulled this decision, believing on the basis of a report of its auditor and of a legal opinion that it had exceeded its authority. The employee brought action to establish his rights as they had originally been determined by the Commission, and on January 15, 1943, Acting Chief Justice Bond of Montreal Superior Court upheld the action.

The relevant city by-law provides that the Commission has full discretionary power to accept or reject an application for a pension or to settle any related question. The Court therefore decided that the Commission was acting within its power when it had granted the plaintiff's request to have his service regarded as continuous. When it had later changed its decision on the belief that it had exceeded its powers, it had acted on an erroneous principle and the Court was therefore bound to intervene. *Chartrand v. City of Montreal* (1943) *Rapports Judiciaires de Québec, Cour Supérieure* 323.

Court Holds that Wartime Powers of Australian Government do not include Regulation of Factory Conditions

The Australian Industrial Lighting Regulations passed July 8, 1942, under the National Security Act, 1939-40, have been declared invalid by the High Court of Australia in a decision rendered last August. The regulations applied to all industrial premises where two or more persons were employed. They contained a schedule of minimum standards of illumination for different types of work to which all new installations or alterations must conform. In addition they empowered the Minister of Labour and National Service to prescribe lighting standards for all or any class of establishments and to exempt any establishment from the regulations (*LABOUR GAZETTE*, 1943, page 1299).

Decisions of the Labour Court of Ontario

National Association of Technical Employees Held to Have Collective Bargaining Among its Objects

On September 24, Mr. Justice Roach ordered a vote to be taken to determine if the employees of the Engineering Department of the Canadian Bridge Company, Limited, wished to be represented for purposes of collective bar-

Last December an order was issued under the regulations requiring certain establishments to conform to a specified standard of lighting within six months. Some of the firms complained that compliance with the order would involve heavy expenditure and that they could not obtain skilled labour to make installations. The Victorian Chamber of Manufacturers and others challenged the validity of the regulations which were passed under the section of the National Security Act empowering the Governor-General to "make regulations for securing the public safety and the defence of the Commonwealth" and to prescribe all matters "which are necessary or convenient to be prescribed for the more effectual prosecution of any war."

The Court held that the Commonwealth Government had no power under the National Security Act to pass the Industrial Lighting Regulations. The Chief Justice, Sir John Latham, declared that

... the defence power should be regarded as enabling the Commonwealth Parliament to make such laws as have a real connection with defence. In my opinion the Industrial Lighting Regulations do not have a real connection with defence.

The other members of the Court agreed with this view. Mr. Justice McTiernan considered that the regulations could not produce any condition which would be likely to assist or remove any condition which would impair the war effort. Sir John Latham stated further:

No doubt good lighting is conducive to industrial efficiency and industrial efficiency is important for the purpose of the effective prosecution of the war. But the same might be said of any prescription of standards in factory conditions, or in almost any other conditions affecting human life and well-being. For example, the provision of food, clothing, housing and recreation for war workers is required for full industrial efficiency. But, in my opinion, the existence of war does not result in handing over to the Commonwealth general control of these subjects. The existence of war enables the Commonwealth . . . to deal with war problems and with war-created problems, but it does not produce the result that the Commonwealth Parliament is empowered to legislate upon all subjects whatever. *High Court of Australia*, August 17, 1943.

gaining by the Windsor Branch of the National Association of Technical Employees, which is affiliated with the Trades and Labour Congress of Canada. There was no intervenor.

The question arose as to whether the Association had collective bargaining among its objects, as required by the definition of "collective bargaining agency" in the Act.

Sec. 2 of its constitution provides that its purpose "shall be to procure and maintain for Canadian technicians those conditions of employment and standards of living commensurate with their services," and Sec. 17 provides that "collective bargaining on behalf of any membership group shall be guided by the program of the Association." The Court expressed the opinion that the language was not as specific as might be desired, but it decided that at least one of the methods of attaining the objects referred to in sec. 2 was collective bargaining. Other means such as a strike could admittedly be used, but there was nothing in the constitution to show that the Association limited itself to that method or that it excluded collective bargaining as one of its methods. *Windsor Branch, National Association of Technical Employees v. Canadian Bridge Company, Ltd.*, Sept. 24, 1943.

Court Reaffirms Principle that Vote will be Held only if Applicant Gives Reasonable Evidence that it Represents Majority

Judgment was delivered by Mr. Justice Roach on October 1, 1943, in a case in which the United Electrical, Radio and Machine Workers of America applied to be certified as the collective bargaining agency of the employees of York Arsenals Limited. Following the decision rendered in *Canadian Furnace Ltd.* (L.G., Oct., 1943, p. 1422), the Court refused to order a vote and dismissed the application on the ground that the applicant union had not made out a *prima facie* case that it represented the majority of the employees.

The Court found that there were approximately 2,200 employees who were entitled to be represented by a collective bargaining agent. 907 applications for membership in the union were produced in evidence, but when these applications were compared with the company's payroll of September 25, it was found that only 515 were signed by employees of the company. Counsel for the union urged that 515 was a substantial part of the total number of employees and that the Court should therefore direct a vote to determine the wishes of the remaining workers. The Court rejected this suggestion, stating that however meritorious it might be, there was no support for it in the Act.

The Court was of the opinion that under the Act a vote should be held in any case where the applicant produced evidence to show that it represented such a proportion of the total number of workers that there was a reasonable probability that it represented the majority but did not establish beyond question that it represented the majority. To accept the argument of the applicant union

in the present case would be to adopt the quite different principle that the Court should order a vote whenever an applicant showed that it represented a substantial number of the workers.

In making out a case that there was strong reason to believe that it represented a majority, an applicant could produce evidence to show that it represented a proportion which was somewhat less than a majority. If it did so, however, it would have to adduce some other circumstances, such as, for example, the fact that the employer had demonstrated definite hostility to the union and thus had discouraged some employees from joining. In the present case there was nothing in the evidence to show that the company had adopted such an attitude. On the contrary, it had entered into negotiations with the union on several occasions. *United Electrical, Radio and Machine Workers of America v. York Arsenals*, Oct. 1, 1943.

Branch of Union Entitled to Appear Before Court

In a case in which a local branch of the United Automobile, Aircraft and Agricultural Implement Workers of America applied to be certified as the collective bargaining agency in the Electric Auto Lite Company, Ltd., Mr. Justice Mackay decided on October 5 that a *prima facie* case had been made and he therefore ordered a vote. He excluded certain specified groups of employees.

As regards an objection that the local could not be regarded as a separate entity since the applications for membership were made to the International and not to the local, the Court was of the opinion that the local was "an integral part of the International or, in other words, the agency by which the International draws itself before the Court." Concerning a further objection that the local branch was part of "an amalgamated unit" and therefore not entitled to appear in Court, the Court's opinion was that the local branch was an autonomous unit under the constitution of the union and that as far as the employees of Electric Auto Lite were concerned there was autonomy. *Local 456, United Automobile, Aircraft and Agricultural Implement Workers of America v. Electric Auto Lite Company, Ltd.*, Oct. 5, 1943.

Employees' Council Certified as Bargaining Agency in Aluminum Plant at Toronto

On October 16, Mr. Justice Roach ordered certification of the Employees' Council of the Aluminum Company of Canada Limited and Aluminum Goods Limited as the collective bargaining agency for employees of the

Aluminum Company of Canada Limited and Aluminum Goods Limited, Toronto. The Council had intervened in a case in which a local of the Aluminum Workers of America had applied to be certified as the collective bargaining agency.

Before November, 1942, the employees of the companies were not organized, but towards the end of that month the United Steelworkers of America began to organize them. According to the organizer, whose evidence was accepted, the employees were first enlisted in the United Steelworkers as a "pool local" and in due course they were transferred to and became members of the local of the Aluminum Workers which was making the application. The Court therefore treated the employees who had signed applications for membership in the United Steelworkers as though they had from the beginning been members of the applicant union.

Cards filed as evidence showed that the applicant union had 334 members, but when these cards were compared with the payroll of September 11, 1943, it was found that only 215 of these members were on the payroll of the respondent companies. The total number of employees varies between approximately 900 and 1,000.

The Court conceded that the number of members was not the only gauge in determining whether the applicant represented the majority of the employees, but it nevertheless was of the opinion that it was an important factor. In any case, the relatively small number of members was particularly significant in view of the fact that the union had been striving to increase its membership. Circular letters of July 14 and August 23, 1943, from the organizer to the stewards, in which the present application was forecast, emphasized the necessity of increased membership and stated that initiation fees and membership dues were suspended temporarily. There was some evidence that there were employees who indicated their desire to join the union but feared discrimination if they did so. The Court suggested that this was hearsay evidence and in any case decided that the number of such employees was small.

The Court was satisfied that the efforts of the United Steelworkers' organizer to establish a union in the plant led to the formation of the intervening Employees' Council. A petition dated December 4, 1942, was drawn up at a meeting of employees, and after being signed by 617 of the 1,004 employees then on the payroll, was presented to the management. It expressed the desire of the employees "to form an association within the plant to deal with the company on matters of mutual

interest." A statement which was attached to the petition set forth the purposes of the proposed council, which included "full bargaining rights for the employees of the plant, in regard to rates of pay, shop conditions and seniority" and the negotiation of an annual agreement with the management. The management publicly indicated its approval of the scheme and on its suggestion spokesmen were appointed by the employees of each shift in each department. At a meeting held subsequently with these spokesmen the management again expressed its sympathy with the proposal and told them in effect that the facilities of the plant were at their disposal for organizing purposes. The Court emphasized that at this point the management withdrew from the meeting and thereafter took no part in the activities of the Council.

On December 18 the employees on each shift in each department elected a shop steward. On that date there were 1,037 employees and 797 ballots were cast. Certain stewards were elected by acclamation and the number of employees in the shifts concerned was 125. A constitution was adopted by a committee of the stewards, and before its adoption copies of it were posted and the comments of the employees were received by the stewards. The constitution provides that either the Council or its executive Board may be dissolved by vote of the majority of the employees qualified to vote at elections, but in spite of this provision the Court found no evidence of any effort on the part of the employees to have the Council dissolved.

The activities of the Council were fully communicated to the employees through a written report, and the problems it considered were varied and numerous. On January 21, 1943, it entered into an agreement with the respondent companies, and though this agreement was not submitted to a vote by the employees, it was made available to them in a printed booklet and there was nothing to indicate that the employees were critical of any of its terms.

One further point on which the Court laid considerable stress was that before the constitution of the Employees' Council was adopted, the chairman of the Council, who was a member of the United Steelworkers, attended a meeting of the Steelworkers' local at which about 50 men were present, and he testified that the proposed constitution and agreement received the approval of those present. Moreover, at a meeting held on March 7 between representatives of the Council and the Union, the latter "proposed working with the Council."

On the basis of the above evidence, the Court came to the following conclusions: (1) that the applicant Union had not made out a prima facie case which would have justified a vote, and (2) that the intervening Council in fact represented the majority and was therefore entitled to be certified without further inquiry. *Local 34, Aluminum Workers of America v. Aluminum Company of Canada, Limited, and Aluminum Goods Limited*, Oct. 16, 1943.

Court Certifies Agency Receiving Majority of Vote when more than Half the Employees Vote

Three unions were involved in a case which was decided by Mr. Justice Gillanders on October 20. The Glass Bottle Blowers' Association of the United States and Canada had applied to be certified as the collective bargaining agency for the hourly and piece-rate employees in the plant of the Dominion Glass Company at Wallaceburg. The American Flint Glass Workers Union and the United Automobile, Aircraft and Agricultural Implement Workers of America both intervened, the former claiming to represent a small group of highly skilled employees and the latter claiming to be the agent of all the hourly and piece-rate employees in the plant.

The Flint Glass Workers had had a local in the Wallaceburg plant for more than 35 years. Membership had been confined to the mould-makers in the mould-making department and the skilled glass workers in the furnace department, in all, about 40 employees. The Glass Bottle Blowers had conceded the right of the Flint Glass Workers to represent this group but the Automobile Workers had refused to do so.

The Glass Bottle Blowers also had had a local established in the plant for a number of years, but until 1942 the membership had been confined to glass blowers. In that year the union had enlarged its scope and on June 1 had 370 fully paid-up members. The total number of employees in the plant was said to have been 633 on July 2.

The Automobile Workers had started to organize the plant in July, 1942, and by November 1 had 450 members. In the same month they had claimed recognition but the company had refused it. During the next few months both the Glass Bottle Blowers and the Automobile Workers had carried on active organizing. On January 30, 1943, the latter had called a strike to gain recognition and a large percentage of the employees had participated.

Meantime, on November 2, 1942, the company at its head office in Montreal had entered into an agreement with the Glass Bottle

Blowers' Association recognizing it as the bargaining agent for the hourly and piece-rate employees in all its plants, including the Wallaceburg plant. In February, 1943, shortly after the strike had been called by the Automobile Workers, the company had agreed to recognize the Glass Bottle Blowers as the exclusive bargaining agency, and had entered into a written agreement which included a "closed shop" provision. An agreement embodying these terms had been concluded in the Wallaceburg plant on May 3, 1943. From time to time some of the workers who had gone on strike were re-employed and on July 1, 1943, there were 553 employees in the plant.

This was the situation when the Glass Bottle Blowers' Association applied to the Court to be certified as the collective bargaining agency in the Wallaceburg plant. The application was heard on July 12 and 13 and the Court at that time decided that, in view of the confusing nature of the evidence, it was necessary to have the further evidence which could be obtained from a vote. It was therefore ordered that votes be conducted (1) among the mould-makers and the skilled glass workers to determine if they wished to be represented by the Flint Glass Workers or the Automobile Workers, and (2) among the remaining employees to determine if they wished to be represented by the Glass Bottle Blowers or the Automobile Workers.

The results of the balloting were as follows: Among the mould-makers and skilled glass workers there were 36 eligible voters and all 36 voted in favour of the Flint Glass Workers. Among the remaining workers there were 502 eligible voters excluding 12 whose eligibility had been challenged. Of these, 232 had voted in favour of the Automobile Workers and 228 in favour of the Glass Bottle Blowers.

With regard to the first group there was no difficulty, and the Court ordered the certification of the Flint Glass Workers' Association as their bargaining agency. It was more difficult, however, to determine the proper agency for the other workers. The Automobile Workers had received a majority of the votes cast but somewhat less than half of the total possible number of votes. The question, then, was whether it was proper to certify the Automobile Workers.

The company and the Glass Bottle Blowers' Association, however, claimed that the written agreement entered into by them barred the Automobile Workers' application for certification. The Court pointed out that the Automobile Workers had been organizing the plant for some months before the agreement was signed and had been claiming to represent a majority of the employees. Before it had entered into the agreement, the company had

made no effort to determine whether the Glass Bottle Blowers' Association had authority to act on behalf of the employees. The Court stated its appreciation of the happy relations existing between the Company and the Association for many years and of the company's natural desire to continue these relations. It added, however, that "the matter of selecting a bargaining agency is one for the employees themselves to decide," and since no effort had been made to determine the wishes of the employees the agreement was not a bar to the present proceedings.

In interpreting the meaning of the vote referred to above, the Court considered first the provisions of the Act. Paragraph (b) of sec. 13 (5) provides that, after an application for certification of an agency has been received, the Court may "certify that a collective bargaining agency represents a majority of the employees" in the appropriate unit. Paragraph (d) authorizes the Court to ascertain what employees are entitled to vote and to conduct a vote among these employees. The Court considered that under paragraph (b) it was its clear duty to be satisfied, before it certified an agency, that that agency represented a majority of all the workers. There was nothing, however, to specify how the results of a vote should be interpreted.

The Court stated that on first consideration it was impressed with the view that before one could conclude on the evidence of a vote that an agency represented a majority, that agency would have to receive the votes of a majority of all the employees eligible to vote. On further consideration, however, the Court decided that the matter was open to another view. In *The Mayor, Constables and Company of Merchants of the Staple of England v. The Governor and Company of the Bank of England* (1887) 21 Q.B.D. 160 at 165, it was held that

The Acts of a corporation are those of the major part of the corporators, corporately assembled. This means that, in the absence of special custom, the major part must be present at the meeting, and that of that major part there must be a majority in favour of that act or resolution.

The Court considered that this principle applied in determining what acts could be regarded as the acts of an appropriate bargaining unit, even though such a unit was not a corporation. The same principle had been applied by the National Labor Relations Board in the United States, where the statutory provisions on the matter have some similarity to those in Ontario. Moreover, experience with votes taken by the U.S. National War Labor Board indicated that to require the vote of an absolute majority might in some cases give undue weight to the indifference of a small minority.

It was not to be inferred, however, that an agency would necessarily be certified merely because it received a majority of the votes cast when a majority of the employees voted, for example, in extreme cases if 26 per cent of the employees voted in favour of it. It was clear from the Act that a vote was merely one of several sources of evidence on which the Court could rely. If more than half the employees voted and an agency received more than half these votes, there was a presumption that this agency represented the majority of all the employees. This presumption would then have to be considered in the light of any other available evidence.

In the present case, a large majority—460 out of 502—of the employees had voted and had thus indicated that they desired collective bargaining. The Automobile Workers had received a majority of the votes cast, and though the majority was small, all the evidence taken together supported its claim for certification. This union was therefore certified.

The reasoning on which this decision was based was followed by Mr. Justice Gillanders in three other cases which he decided on the same day. *Glass Bottle Blowers' Association of the United States and Canada v. Dominion Glass Company Ltd.* (1943) Ontario Weekly Notes 652.

Employees Engaged in Railway Work in International Nickel Company Held Not to Constitute Separate Bargaining Unit

Mr. Justice Greene on October 28 rejected the claim of the Brotherhoods of Railroad Trainmen and of Locomotive Firemen and Enginemen to represent for purposes of collective bargaining certain small groups employed by the International Nickel Company at Sudbury. The point arose when the two Brotherhoods intervened in a case in which the Sudbury local of the International Union of Mine, Mill and Smelter Workers applied to be certified as the bargaining agency of the employees of the company in the Sudbury area. The respondents in the case were the company and an association of employees called the United Copper Nickel Workers.

All the parties had agreed to a vote being taken and neither the applicant union nor the respondent United Copper Nickel Workers were contesting the right of the Brotherhoods to represent their small groups. The company, however, insisted that before they could appear on the ballot they would have to show that the unit they claimed to represent was appropriate for collective bargaining within the meaning of the Act.

The Court found that this was not an appropriate unit. The workers concerned were

not, with minor exceptions, completely and finally allocated to the work in which they were employed. If there was a layoff they did not necessarily lose their jobs but were given the opportunity of reverting to other classes of employment. There was no reason to believe that they could not be properly represented by whichever of the two other agencies was certified, and the Court was convinced that all the employees of the Company in the Sudbury area formed the proper unit. The following reservation was added, however:

My conclusions in this matter are based on the particular circumstances in the plant of the International Nickel Company of Canada Limited, and are not intended to lay down any general principle as to the proper bargaining agency to represent employees engaged in railway work in the yard of an industrial company.

As far as the other two agencies were concerned, the Court ordered a vote to be taken in accordance with the agreement already arrived at. *Sudbury Mine, Mill and Smelter Workers Union Local 598, Affiliated with the International Union of Mine, Mill and Smelter Workers v. International Nickel Company of Canada, Ltd., and United Copper Nickel Workers*, October 28, 1943.

Union Denied Right to Intervene in Certification Case because no Evidence of Employee Support

In a case in which the Kerr-Addison Employees' Association applied to be certified as the collective bargaining agency for the employees of Kerr-Addison Gold Mines Limited, a local branch of the International Union of Mine, Mill and Smelter Workers, which had not been notified of the application, applied to the Court for the right to intervene. In an oral judgment rendered on November 12, Mr. Justice Chevrier refused this latter application.

The Union based its claim on sec. 13 (4) of the Act which provides that an agency which is applying to be certified must serve notice of the application on any other collective bargaining agency affected, and on sec 3 (2) of the Rules of Practice of the Court which provides that the summons must be served on all persons known to the applicant to claim the right to bargain collectively for any of the employees affected by the application. The Union claimed to represent the employees in the present case and argued that the applicant Association should have known of its claim. The Court, however, pointed to the applicant's Statement of Facts, verified by affidavit, which stated that the applicant knew of no other person who was claiming to represent the employees.

In any case, the Court found no evidence of any kind to indicate that the would-be intervenor represented or had the sympathy of any of the employees.

If there was any suggestion of that kind, then I think it might be proper to allow them to intervene; but after all, as I have said before, this is the Supreme Court of Ontario, and we have to deal with these matters in the way in which they are presented on the material filed, and upon that material filed in this matter I have no hesitancy whatever in coming to the conclusion that these people do not in any way represent the employees, and are not entitled at this stage anyway, to intervene.

Kerr-Addison Employees' Association v. Kerr-Addison Gold Mines Ltd., Nov. 12, 1943.

Second Vote with Revised Ballot-form Ordered when Results of First Vote Found Inconclusive

On November 23, Mr. Justice Roach decided a point in connection with the interpretation of a vote which was somewhat different from that involved in the *Dominion Glass Co.* case (see above). The Lakeshore Workmen's Council had applied to be certified as the collective bargaining agency for the employees of Lakeshore Mines, Limited, and a local branch of the International Union of Mine, Mill and Smelter Workers had intervened. On October 24, the Court had ordered a vote to be held, in which the ballot offered the employees three choices: the Council, the Union or neither. In the ensuing vote the number of ballots cast for neither agency, though small, was sufficient to prevent either the council or the Union from obtaining a clear majority. On November 23, therefore, the Court directed that another vote would be held in which the Council and the Union would be the only alternatives offered.

In the first hearing the Court took it as proved that a large majority of the employees desired to be represented by some collective bargaining agency but found the evidence inconclusive as to which of the two agencies was preferred. The organization of what ultimately became the Workmen's Council began in November, 1941, just after the majority of the employees of the company had voted in favour of a strike in support of the intervening Union. The Council did not impose fees but it accepted voluntary contributions, and such contributions were received from 206 members in 1942 and from 169 in 1943. Of the latter number, 14 were members of the Union at the time the case was heard. At the annual election of representatives to the Council in 1942, 62 per cent of the surface workers and 50 per cent of the underground employees voted. In 1943 the representatives of the underground workers were elected by

acclamation and of the 230 surface employees 60 voted. It could not be concluded that those voting in these elections indicated their preference for the Council, since they had no choice of agencies. The evidence did not show the number of workers at the time of either of the above elections, but on September 25, 1943, there were 492, excluding foremen, etc., of whom 216 were members of the Union. Since the evidence was unsatisfactory, the Court decided that it needed the further evidence of a vote on which to determine which agency the employees preferred.

As against this course, the Council and the Union each argued that the other was not a collective bargaining agency within the meaning of the Act. The Council and the employer also argued that there was already a collective agreement between them and that this was a bar to certification of the Union.

The arguments in support of these contentions and the considerations which led the Court to reject them were similar to those in other cases (*Babcox-Wilcox, International Nickel, Canada Machinery Corp., L.G., Sept., 1943, pp. 1304-6; Massey-Harris, L.G., Oct., 1943, p. 1421*). The Union's contention that the Council was improperly influenced by the company was rejected on the ground that though the company through its officers "openly and indeed vigorously" indicated its preference for the Council, yet there was nothing in its actions which could be said to have interfered with the decision, judgment or action of the members. In any case, the Court decided that even if it was wrong in this, a secret ballot would give the workers an opportunity to indicate their choice without fear. The Council argued that the local branch of the union was not a bargaining agency within the meaning of the Act because the constitution of the International Union provided that all agreements entered into by locals had to be approved by the Executive Board of the Union. The Court decided, however, that even if under this provision the Executive Board could thwart the wishes of a local in any particular case, it did not follow that it would necessarily do so. The argument that the existing agreement between the company and the Council barred the certification of the Union was rejected on the ground that this agreement had never been ratified by the employees and there was no evidence from which to infer that it had the approval of the majority.

The vote was taken by the Registrar on October 26 and 27. There were 489 eligible voters and 461 ballots were cast of which two were rejected. The result showed 217 votes for the applicant Council, 222 for the intervening Union and 20 for neither.

When the case was resumed, counsel for the respondent company argued that neither the

applicant nor the intervener should be certified. Of the 459 ballots which were allowed there were, counting the ballots cast for neither agency, 242 votes against the applicant Council and 237 against the intervening Union, whereas only 217 votes were cast in favour of the former and 222 for the latter. Counsel for the applicant Council admitted that it could not be certified itself, but, using the same reasoning as was urged by the Company, submitted that the intervener should not be certified either.

On behalf of the intervener it was argued that the twenty who voted "neither" indicated thereby that they were opposed to any collective bargaining agency but that if there was to be one they were indifferent as between the applicant and the intervener. The intervener had obtained the majority of the remaining votes and was, therefore, entitled to be certified.

The Court rejected the arguments of all three parties. To the claim of the company and the applicant Council it replied that to adopt their reasoning would be to give effect to the wishes of a mere 20 employees and to thwart the desires of the 439 employees who by voting for one agency or the other clearly indicated that they wanted some collective bargaining agency. To the Union's argument it replied that the twenty votes for neither agency could not be interpreted as indicating indifference as between the two agencies but merely as meaning that the employees who so voted were not in favour of the principle of collective bargaining.

In the opinion of the Court, it was clear that a collective bargaining agency should be certified for the employees of the company. The only solution seemed to be to hold another vote in which all the eligible employees would be given an opportunity to express their preference for one or the other of the competing agencies. Such a vote, therefore, was ordered to be held within 15 days.* *Lake Shore Workmen's Council v. Lake Shore Mines, Limited*, Nov. 23, 1943.

* According to press reports, Mr. Justice Roach, at a special session of the Court held on Nov. 27, rescinded the order calling for a second vote and ruled that no vote should be taken before Feb. 1, 1944. This action was taken because the International Union had circulated among the employees of the mine a pamphlet containing union propaganda. The Court believed that this pamphlet would have a disturbing effect and would thus vitiate the result of any vote which was held immediately.

Counsel for the company alleged contempt of court on the part of the union organizer who had been responsible for the circulation of the pamphlet, since in this as in other cases the Court had issued an order prohibiting electioneering and organizing activity pending the holding of the election. The Court, however, accepted the organizer's explanation that he did not know of the Court order. The organizer further explained that the pamphlet had been directed towards the employees of four other companies which the union was organizing.

Prices and Price Control

Price Control in Canada, July to September, 1943

Activities of Wartime Prices and Trade Board During Quarterly Period— Price Ceilings, Rationing, Subsidies, Simplification and Conservation

DURING the last quarterly period the Wartime Prices and Trade Board took action in several fields of particular concern to the public. The rapidly rising prices for fresh fruits led to the imposition of ceiling prices for peaches, pears, plums, grapes and apples, in spite of the unusual difficulties inherent in such action. The shortage of preserves, arising from the small amount of fruit for jam combined with the general increase in civilian demand, led to rationing of preserves and canned fruits.

Another step of importance to the consumer was the setting of standard prices for beef related directly to the carcass cost, one purpose being to ensure reduction of retail prices should wholesale prices decline. In addition, subsidies were arranged to prevent the higher prices of fresh fruits and vegetables from affecting the prices of canned fruits and vegetables.

A further significant development was the revision of the system of prices and subsidies on lumber. To prevent payment of subsidies on sales for defence purposes or to industrial users able to absorb increased costs, subsidies were cancelled at the producer and distributor levels and corresponding price increases were authorized. However, such consumers as farmers, fishermen, and other individuals requiring lumber in their personal trade and civilians generally using lumber for maintenance or repair purposes were protected by subsidy payments in the form of a discount on the invoice price.

The rental regulations were revised extensively and new measures were taken to assist in meeting the acute housing problem in some congested areas. The Board's program of simplification and conservation was extended to several additional metal products and to a number of paper products, saving materials and expense. In a few cases, however, an improved supply position permitted the easing of restrictions, notably the removal of the ban on two-pants suits and trouser cuffs. Another development of interest was

the introduction of a labelling system for women's coats and suits designed to provide an effective means of identification at the retail level, thus giving further protection to the consumer.

Foods

Fresh Fruits.—From the viewpoint of the ordinary consumer, one of the most striking developments in the field of price control during the quarter was the fixing of prices for certain fresh fruits and the announcement that ceilings would be instituted for vegetables in the Fall. Fresh fruits, and also fresh vegetables, were exempted from the ceiling soon after the price ceiling policy came into effect. They were exempted because of the unusually great administrative difficulties in controlling the prices of products which varied so widely in supply and costs. So long as such prices did not rise unduly, it was not desirable to impose ceiling control. But when prices did increase sharply in a number of important instances, the Board has extended the ceiling (potatoes in Feb., 1942; onions in March, 1943; bananas and oranges in Dec., 1942).

The sharp increases in the prices of fresh fruit led the Board to tackle the problem on a wider front. Maximum prices were fixed for peaches, pears, plums, grapes and apples. Crops were below normal and the prices fixed were considerably above last year's level, but they were still, of course, at a level at which demand tended to outrun supply and undoubtedly much lower than would have occurred without control.

The problem was to develop a price structure which would distribute available supplies as equitably as possible between the different regions, without causing any wastage of these highly perishable products. For peaches, pears and plums a system of uniform prices was adopted on sales by growers, and a uniform level of markups was set for licensed shippers, wholesalers' agents and truckers to be added to their cost and transportation charges. In

fixing maximum prices for grapes and apples, however, zoning systems were adopted to differentiate between producing regions. And in the case of apples, provision was made for monthly price increases from December to April to cover storage and shrinkage costs.

At the end of October, price control was extended to a number of fresh vegetables. Carrots, cabbage, beets, parsnips and turnips were covered by an order issued on October 30, which set maximum prices to growers and wholesale and retail markups.

Canned Fruits and Vegetables.—The rise in prices of fresh fruits and vegetables which took place before ceilings were imposed represented an increase in costs to processors and canners. Rather than allow prices of canned fruits and vegetables to increase to the consumer, the Board arranged for subsidy to be paid. In addition to continuing the subsidy paid last year on certain canned fruits, a new subsidy was announced to be paid to growers through the processors on purchases of peaches, pears and plums for canning and preserving. The subsidy paid last year on certain canned vegetables is also to be continued, but higher rates were arranged for tomatoes and tomato juice to encourage increased production.

Preserves.—After being in short supply for some time, preserves were added to the list of rationed commodities early in September. The main factor responsible for the small pack of jams was the shortage of fruits, and this led to an increase in demand for alternatives, such as honey, threatening serious maldistribution throughout the preserves field.

The method of "alternative rations" was used in view of the large number of alternatives serving roughly the same purpose. This method was first used in the case of tea and coffee and later applied to meat rationing. Two "D" coupons in the consumer's ration book were to become valid every four weeks, and the alternative values for one coupon were as follows: one-half pound of jam, jelly or marmalade, fountain fruits, apple butter, maple butter, honey butter, honey, maple sugar, or sugar, or ten fluid ounces of canned fruit, molasses, or maple syrup, or one pound of corn syrup, cane syrup or blended table syrup.

After a month's experience with the rationing, adjustments in coupon values were made. It was found that in certain areas stocks of honey and molasses were accumulating on dealers' shelves and the amounts obtainable per coupon were doubled so as to enable more of these commodities to be consumed in the areas where demand was normally substantial.

The ration of syrups was raised in order to bring the amounts into line with container sizes now in use.

Improved shipping conditions made it possible to increase the tea and coffee ration in September. While coupon values were not changed, the increase was effected by having two coupons become valid every three weeks instead of every four, as formerly.

Meats.—Many of the pricing orders issued by the Board have the purpose of simplifying the price structure and of facilitating the observance and enforcement of ceiling prices. This becomes particularly necessary when, as in the case of meat, there is a substantial increase in demand for a limited or declining supply, leading to considerable pressure on a complicated and varied price structure. The most usual method of strengthening the price structure is to substitute standard prices for individual basic period ceiling prices.

In September the retail beef price structure was revised and standardized, and extended to all areas. Before this a system of standard retail cuts and prices had been in force in a number of cities, while in other areas, retail prices were determined by adding the retailer's basic period markup to the standard wholesale prices. Under these systems there was no assurance that retail prices would fall in line with wholesale prices if the latter fell below the maximum. The purpose of the new system is to ensure that in the event of any decline in wholesale beef prices the benefit would be passed on to the consumers. Under this system, retailers' prices are to vary weekly according to the actual weighted average carcass cost of beef of the same quality bought by him in the previous week.

A system of standardized retail cuts of lamb and standard retail lamb prices was introduced in October and it is intended to extend this system to veal and pork.

Clothing

An interesting new development in price control in the clothing field was introduced during the quarter—that of labelling. In the industry producing women's, misses' and juniors' suits, coats and sport jackets, the manufacturer is required to label each garment showing his name or Wartime Prices and Trade Board licence number, or his registered trade mark for the garment, and also the style number and size of the garment. The labelling requirements were adopted because of the multitude of different fabrics used and the lack of uniformity in styles and price ranges. By providing an effective means of identification at the retail level, the label-

ling system will give further protection to the consumer.

The method of pricing in this field of clothing, which was established last December, provided that no garment could be sold by the manufacturer until particulars of its style, material, cost and proposed selling price had been submitted to the Administrator for approval. Under new regulations, which strengthened the Administrator's control over prices, a manufacturer, before selling any garment, is to submit to the Administrator a cost sheet, as well as a sample of the cloth used in producing the garment and a sample of the cloth used in manufacturing a similar garment in the corresponding season of 1942. The Administrator will then issue a written authorization stating the maximum price at which the article may be sold.

Simplification measures in the textile industry have been dictated mainly by the changing import situation and the shortage of labour in the spinning and weaving trades. Simplification orders during the quarter affecting sheets and pillow cases, towels and bathmats were necessitated by the shortage of cotton textiles and heavy wartime demands on the industry. The methods used in simplification were the elimination of "frills" and style freezing.

Some restrictions were relaxed during the quarter owing to improved supplies and reduced demands of the armed services. With an improvement in the civilian supply of woollen textiles, the Board was able to relax some of the restrictions pertaining to trousers and suits. The prohibition of cuffs on trousers and ladies' slacks and the ban on two-pant suits were removed. Restrictions on the length of trousers were lifted and vests were permitted for boys' suits.

Rentals

"Deficiency Areas".—The shifts in population occasioned by the war have made it necessary for the Board not only to be concerned with the control of rents and evictions, but also to take active steps to increase the available amount of housing accommodation in "deficiency areas". While the situation in places like Halifax and Ottawa has long been critical, in Toronto and on the West Coast the shortage has become increasingly acute in recent months. In all these areas, except Halifax, there are housing registries, operated by the Consumer Branch of the Board in co-operation with other local organizations, which attempt to make the fullest possible use of available accommodation.

Toronto.—In Toronto measures to alleviate the housing shortage were worked out by the Real Property Administration in co-operation with the Municipal Council. Owners of housing accommodation that has been vacant for three months are required to register with the local Housing Registry. The Administrator is empowered to require landlords to let this accommodation on a monthly basis. In cases where owners of housing accommodation wish to subdivide it but are obstructed by by-laws, the Special Committee on Residence Conversion (appointed by the City Council) and the Administrator have agreed that the obstructing by-law should be rendered inoperative by an Administrator's Order.

West Coast.—The expansion of industrial and military activity on the West Coast has considerably increased the pressure on housing accommodation and eating places in Vancouver. The shortage of eating places (in relation to the greatly increased population) was increased by the tendency of boarding houses to go out of business. The rates of boarding houses in operation on the basic date October 11, 1941, were frozen at the levels then in force and in view of the higher cost of food and its preparation many of these establishments were unable to continue to provide meals. On the other hand, those boarding houses that came into operation later were able to establish higher rates from the start.

To remedy the situation new regulations were established for rooming accommodation let at a rate per person in Vancouver and North Vancouver. The regulations freeze "per person" rates at the level of July 1, 1943. However, a landlord may apply to the local Examiner for an increase in maximum rates, if his rate per person "is lower than the rate per person generally prevailing for similar occupancy of similar accommodation in the neighbourhood". In this way landlords in operation on October 11, 1941, will be able to raise their rates to the level of those established later, and it is expected that this will enable them to continue to provide meals.

Housing and Rooming Accommodation.—Regulations governing housing and rooming accommodation, commercial accommodation and hotel accommodation were revised and published as three separate orders which came into effect on October 1. The order dealing with "Housing" and "Shared" accommodation revised the administrative machinery, the regulations governing changes in maximum rentals, and the conditions respecting the termination of leases.

The administration of the regulations is put into the hands of Rental Appraisers, appointed

for different areas who replace the former Rentals Committees. The machinery for appeals was decentralized, the single Administrator of Rental Appeals being replaced by a number of regional Courts of Rental Appeals whose decisions are not subject to appeal to any higher authority.

Among the changes in the regulations governing the variation of maximum rentals for housing accommodation were provisions designed to ensure that rentals varied in accordance with the services provided. Some changes were made in the grounds on which an increase in the maximum rental could be sought. Regulations governing the termination of leases were simplified in the new order, and adjustments were made to reduce inconvenience caused to both landlords and tenants. The same order also regulates maximum rentals for rooming accommodation though no provisions are made regarding the termination of leases, which remains subject to provincial law.

Commercial Accommodation.—Revised regulations for commercial accommodation were contained in a separate order. Previous regulations had protected tenants from eviction in the same way as tenants of housing accommodation. The new order omitted all regulations governing the termination of leases so that they are governed only by provincial law. While special protection had to be given to tenants of housing accommodation, owing to acute shortage, the supply of commercial accommodation is not in such a critical condition.

Hotel Accommodation.—In the case of hotel rates no provision had been made for the setting of maximum rates for accommodation coming into operation after the basic date (October 11, 1941). This omission was corrected in the revised regulations which required all hotels, including those for which maximum rates had not been fixed, to file their current rate schedules with the Administration. Provision was made for the setting of maximum rates for any new accommodation by a Hotel Rates Committee appointed by the Board.

Lumber and Wood Products

The pricing problems in the field of lumber and wood products (including paper products) reflect the continued upward pressure on prices, typical of an economy so largely geared to war. Most of the pressures take the form of rising costs, and these have arisen from shortage of labour, greater labour turnover, dilution of labour skills, the use of substitute materials, reduction in the volume of output, and uneven flow of supplies.

In adhering vigorously to the ceiling policy, the Board makes every effort to see that increases in costs are absorbed before they reach the retail level. In many cases it has been possible to reduce costs by simplification measures and elimination of frills and unnecessary services. (Simplification measures also serve the purpose of conserving the use of critical materials and labour. For an example, see "Paper Products" below.) Where such measures become inadequate to absorb or offset the "squeeze" and where continued supply of the goods in question has been regarded as necessary, carefully controlled subsidies have sometimes been paid. In some circumstances the alternative method of permitting price increases has been used, though its application has been strictly limited and confined mainly to articles which are purchased only at long intervals or which are of negligible significance in the consumers' budget.

Rising costs of lumbering and pulpwood production have increased pressure on the prices of wood and paper products. In some instances the Board has introduced subsidies, but precautions have been taken to ensure that, generally speaking, subsidies are paid only on essential goods and essential uses of goods. In the past quarter increased costs of newsprint made necessary the payment of subsidies on scribblers and counter cheque books, while higher lumber costs were reflected in subsidies on apple barrels and other wooden containers. In addition, the existing subsidy arrangements on lumber have been revised so as to restrict payment of subsidy to essential civilian consumers' supplies.

Lumber.—In paying subsidies to offset rising costs in the lumber industry, the Board has been faced with difficulties arising from the fact that lumber has a large number of different uses, only some of which are eligible for subsidy under the Board's policy.

In order to obtain necessary production of softwood lumber in the face of increased costs, increases in the prices paid to primary producers have from time to time been authorized by the Timber Controller. These increased prices were formerly offset before reaching the consumer's level by subsidies such as those paid to retailers on spruce and other softwood lumber produced in northern B.C., the southern interior region of B.C., and the Prairie area, as well as those paid producers of softwood lumber, lath and shingles in the B.C. Coastal area. Under such arrangements however, the end use of the lumber on which subsidy was claimed could not readily be established. A large proportion of total sales are for defence purposes which do not require subsidy, or to industrial users whom the Tim-

ber Controller considers able to absorb the increased costs. To ensure that no subsidy is paid on such sales, the Controller cancelled subsidies at the producers' and retailers' levels effective August 16, and authorized corresponding price increases. These were permitted to be reflected in retail prices on and after September 1. For certain other users, however, a new arrangement was put into effect whereby a subsidy is payable in the form of a dealer's discount on consumers' purchases of softwood lumber, lath, posts and shingles. The present discount rate of 10 per cent on the invoice value of lumber sold is to be adjusted from time to time by the Timber Controller. Subsidy is limited to purchases by persons signing a certificate of essentiality, and is restricted to such users as farmers, fishermen, trappers, fruit and vegetable growers and other persons requiring lumber for the pursuit of their personal trades, or civilians generally for maintenance and repair purposes. Sales to industrial users and contractors, and lumber for building or improving dwellings are not eligible for subsidy.

Wooden Containers.—In the production of fruit containers and similar woodenware, subsidies were necessary. In Ontario and Quebec the ceiling price of apple barrels on sales to growers will be held at last year's level by means of a subsidy payable at the rate of 15 cents per barrel, with corresponding rates on staves, hoops and heading. Subsidy will be paid to the Nova Scotia Apple Marketing Board and the New Brunswick Fruit Marketing Board to the extent that the cost of apple barrels purchased in 1943 exceeds the cost in 1942, but will be limited to 15 cents per barrel. Manufacturers of tight cooperage (barrels, kegs and kits) will be enabled to sell at the same price as last year, as a result of a subsidy equal to the excess of costs of production after January, 1943, over costs of production in February, 1942. This subsidy is subject to profit control. A further subsidy announced in the quarter is payable on milk kegs and powdered milk barrels.

Paper Products (Subsidies).—As in the case of lumber, pulpwood costs have increased owing to the critical shortage of labour in the industry. In addition, curtailed production, owing to shortage of pulpwood, has raised overhead costs of newsprint production. In consequence the maximum price of newsprint was raised by \$4 per ton in September. The increase is not sufficient to offset the total in-

crease in costs since March, 1943, when newsprint prices were last fixed. At that time the maximum price was increased by \$4 per ton over the basic period level.

Owing to these increases in newsprint prices, manufacturers of certain paper products have not been able to continue production for sale under their ceilings, and subsidies have been arranged. Newsprint mills are paid a subsidy on sales to manufacturers of scribblers and counter cheque books, and are required to reduce their prices to these customers by the amount of the subsidy. On newsprint for scribblers the rate of subsidy is \$8 per ton, the total increase in price over the basic period, but manufacture of counter cheque books will be subject to a squeeze of \$4 per ton.

In the newsprint field further restriction of the consumption of newsprint was achieved by extending the system of quota rationing to publications other than newspapers and magazines. The order, issued in July, applies to publications having the style or format of a newspaper or periodical or distributed in the same way as a newspaper or periodical, or issued at intervals and containing advertising matter. Publications affected by the order must have a permit and may be assigned a quota by the Administrator in the same way as newspapers and periodicals. The main factors to be taken into account by the Administrator in allocating quotas are: (a) total available supply of newsprint paper, (b) methods of sale and distribution, (c) use of newsprint paper prior to November 1, 1942, (d) circulation changes prior to November 1, 1942, (e) minimum requirements and total volume of use, and (f) potential economies.

The labour shortage in the pulpwood industry has affected the supply of all types of paper, and necessitated the tightening of restrictions on both the manufacture and the use of various papers. Inventory control of book, writing and specialty papers was tightened in August, since a decrease in supplies was expected. Considerable revisions were made in the specifications set out in previous orders for the production of these papers. Restrictions in the manufacture of solid fibre-board and corrugated paper cartons were designed to increase production in the face of a critical labour shortage. Other simplification orders dealt with beer bottle cartons and cake cartons.

Prices, Retail and Wholesale, in Canada, November, 1943

Cost of Living, Prices of Staple Articles and Index Numbers as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index rose one-tenth of a point to 119.4 (1935-39=100) in November, to equal its previous war-time peak reached in September. The increase was due entirely to the food index which advanced 0.2 to 133.1 on higher seasonal quotations for eggs and butter, and scattered increases for meats. These outweighed small declines in fresh fruits and vegetables. Other main groups remained unchanged between October and November at index levels of 111.9 for rentals, 113.3 for fuel and lighting, 121.1 for clothing, 118.2 for home-furnishings and services and 108.3 for miscellaneous items.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table III) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of

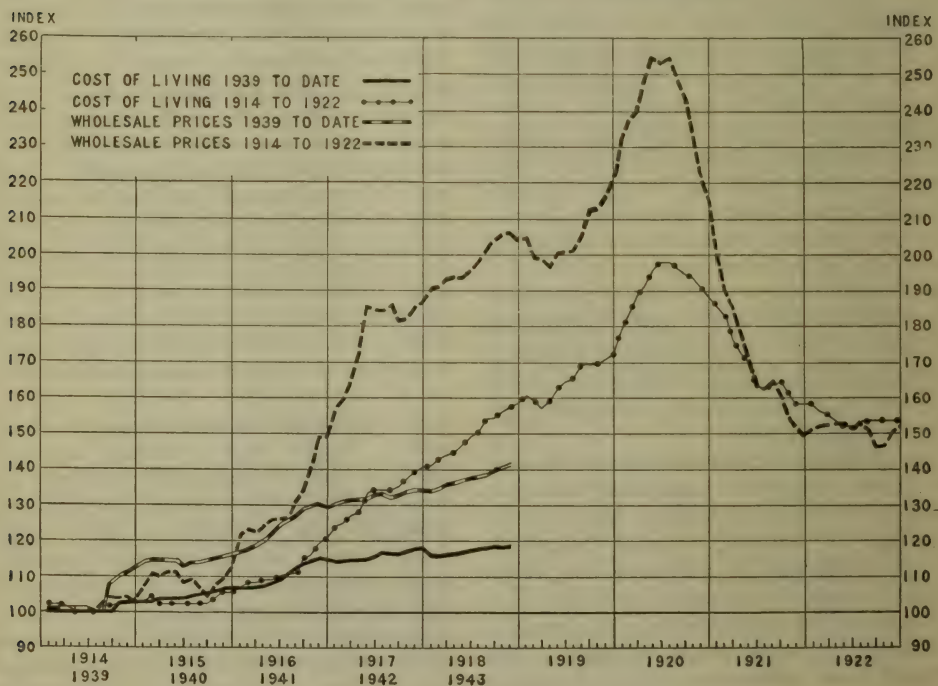
the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Québec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table II is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The cost-of-living bonus provided for by the Wartime Wages Control Order (P.C. 5963, July 10, 1942, replacing P.C. 8253) must be based on the official cost-of-living index as adjusted to base 100.0 for August, 1939. For each rise of one point in the index the amount of the bonus or its increase shall be:— (1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized quarterly in the LABOUR GAZETTE under the title *Price Control in Canada*.

Wholesale Prices

The Dominion Bureau of Statistics composite wholesale prices index advanced a further 0.5 points to 102.4 in November, supported by price gains for agricultural and forestry products. In the vegetable group higher quotations for wheat, rye, potatoes, hay, rosin, lemons and oranges accounted for an advance of 0.7 to 94.8 for November, while a rise in animal products of 0.1 to 109.7 was influenced by increases in steers, hogs, butter, whitefish and lower grade eggs. These overbalanced weakness in eastern lamb and certain other meats, notably beef. Higher export prices for eastern spruce and hemlock lumber and western cedar shingles were reflected in a gain of 1.9 points to 115.8 in the composite index for this group. Other groups remained unchanged at 91.9 for fibres, textiles and textile products; 115.8 for iron and its products; 79.7 for non-ferrous metals; 100.5 for non-metallic minerals and 100.3 for chemicals and allied products.

Canadian farm products paralleled the rise in general wholesale prices to record an increase of 0.6 points to 104.2 in November. Higher prices for grains, potatoes, onions and hay advanced field products 0.5 to 91.3 while animal products moved up 0.7 points to 125.7 on strength in live stock and grade "C" eggs.

TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100.0 for August, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.2	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.6	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	104.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
February 2.....	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1	120.3
March 2.....	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1	120.6
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
May 1.....	115.2	116.1	124.3	111.3	112.9	119.9	118.0	107.1	120.9
June 1.....	115.8	116.7	126.2	111.3	112.6	119.9	117.9	107.1	121.8
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
August 1.....	116.8	117.7	129.6	111.3	112.5	120.1	117.8	107.1	123.5
September 1.....	116.5	117.4	128.5	111.3	112.5	120.1	117.8	107.1	123.0
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
November 2.....	117.7	118.6	132.4	111.3	112.8	120.1	117.8	107.1	125.0
December 1.....	117.9	118.8	132.8	111.3	112.8	120.2	117.8	107.2	125.2
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
February 1.....	116.0	116.9	126.7	111.3	112.7	120.1	117.8	107.5	122.2
March 1.....	116.3	117.2	127.7	111.3	112.7	120.1	117.8	107.5	122.7
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
May 1.....	117.2	118.1	129.9	111.5	112.7	120.2	117.8	108.0	124.0
June 1.....	117.6	118.5	130.9	111.5	113.0	120.4	117.8	108.2	124.5
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
August 2.....	118.3	119.2	133.2	111.5	113.4	120.6	117.9	108.2	125.8
September 1.....	118.5	119.4	133.5	111.5	113.4	120.6	118.2	108.3	126.0
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
November 1.....	118.5	119.4	133.1	111.9	113.3	121.1	118.2	108.3	125.9

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939 =100.

The cost of living bonus provided for by the Wartime Wages Control Order, July 10, 1942, P.C. 5963, replacing P.C. 8253, must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at weekly wage rates of twenty-five dollars or more, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week. †Commodities in the cost-of-living index excluding rents and services.

TABLE II—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—
NOVEMBER, 1943, WITH DOMINION AVERAGES OF ACTUAL RETAIL
PRICES FOR STAPLE FOODS, NOVEMBER, 1943

Commodities*	Per	Aug. 1939	Dec. 1941	April 1942	July 1942	Oct. 1942	Jan. 1943	April 1943	July 1943	Sept. 1943	Oct. 1943	Nov. 1943	Price Nov. 1943
Beef, sirloin steak.....	lb.	100-0	120-7	122-6	141-6	131-9	136-9	141-6	145-2	145-5	143-7	144-1	40-2
Beef, round steak.....	lb.	100-0	125-7	128-7	150-6	140-1	146-4	153-2	157-8	157-8	155-7	155-7	36-9
Beef, rib roast.....	lb.	100-0	125-5	128-7	148-7	137-8	143-9	151-3	163-5	170-9	172-6	173-9	40-0
Beef, shoulder.....	lb.	100-0	132-7	137-1	163-5	150-3	159-1	168-6	178-0	181-1	180-5	181-1	28-8
Beef, stewing.....	lb.	100-0	136-7	142-1	169-8	157-1	167-5	177-8	184-1	183-3	181-7	181-7	22-9
Veal, forequarter.....	lb.	100-0	139-3	143-8	155-0	155-6	160-9	173-4	178-1	181-1	182-8	182-8	30-9
Lamb, leg roast.....	lb.	100-0	109-9	115-5	139-4	122-2	126-4	136-3	156-3	146-1	135-6	126-4	35-9
Pork, fresh loins.....	lb.	100-0	125-3	126-9	130-0	129-2	131-2	134-2	138-1	139-2	139-2	139-6	36-3
Pork, fresh, shoulder.....	lb.	100-0	127-0	129-1	134-2	133-2	136-7	141-3	145-9	146-9	148-0	148-5	29-1
Bacon, breakfast, sliced.....	lb.	100-0	132-3	132-6	134-2	135-7	137-8	139-4	139-7	140-3	140-3	140-6	45-7
Lard, pure.....	lb.	100-0	151-3	142-1	142-1	140-3	154-4	161-4	162-3	162-3	162-3	162-3	18-5
Shortening, vegetable.....	lb.	100-0	134-7	134-7	134-7	134-0	135-4	136-8	137-5	137-5	137-5	137-5	19-8
Eggs, grade "A" fresh.....	doz.	100-0	156-4	120-7	123-7	165-8	169-7	136-5	144-1	171-7	178-0	181-6	55-2
Milk.....	qt.	100-0	111-0	111-0	111-0	112-8	94-5	95-4	95-4	95-4	95-4	95-4	10-4
Butter, creamery, prints.....	lb.	100-0	140-5	142-9	142-5	144-3	146-2	146-2	142-1	141-8	142-5	144-0	39-3
Cheese, Canadian, mild.....	lb.	100-0	174-6	174-5	166-3	163-5	162-5	163-5	165-4	166-3	165-9	166-3	34-6
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	127-3	4-2
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.....	pkg	100-0	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	101-1	9-3
Tomatoes, canned, 2½'s.....	tin	100-0	129-9	130-2	130-2	130-2	130-2	132-1	132-1	131-1	131-1	132-1	14-0
Peas, canned, 2's.....	tin	100-0	117-5	117-5	119-2	120-0	120-0	120-0	120-8	121-7	121-7	121-7	14-6
Corn, canned, 2's.....	tin	100-0	128-3	129-2	130-1	131-9	131-9	131-9	132-7	134-5	134-5	133-6	15-1
Beans, dry.....	lb.	100-0	129-4	127-5	129-4	127-5	127-5	127-5	129-4	129-4	129-4	129-4	6-6
Onions.....	lb.	100-0	108-2	140-8	153-1	102-0	102-0	122-4	144-9	153-1	149-0	146-9	7-2
Potatoes.....	15 lb.	100-0	89-9	122-9	185-7	120-4	125-6	143-3	166-5	158-2	137-2	136-3	44-7
Prunes, medium.....	lb.	100-0	115-8	118-4	119-3	121-1	124-6	124-6	127-2	125-4	126-3	126-3	14-4
Raisins, seedless.....	lb.	100-0	104-0	104-6	104-6	102-0	97-3	102-0	107-3	111-3	104-0	102-0	15-4
Oranges, medium size.....	doz	100-0	132-5	109-2	119-1	140-3	136-5	136-2	143-3	145-7	147-8	147-8	43-3
Lemons, medium size.....	doz	100-0	111-3	111-4	111-4	118-8	128-0	132-9	136-9	146-2	145-8	141-8	46-1
Jam, strawberry, 16 oz.....	jar	100-0	111-3	111-9	111-9	113-2	114-5	115-7	115-1	*115-1	*115-1	*115-1	*18-3
Peaches, 20 oz.....	tin	100-0	101-5	101-5	102-0	103-0	104-1	105-1	109-6	*109-6	*109-6	109-6	21-6
Marmalade, orange, 16 oz.....	jar	100-0	118-3	118-9	119-7	120-5	124-2	126-5	130-3	130-3	131-1	131-1	17-3
Corn syrup, 3½ lbs.....	jar	100-0	138-0	139-0	139-7	140-3	140-7	155-7	155-0	154-7	154-7	154-3	46-3
Sugar, granulated.....	lb.	100-0	132-3	130-8	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	131-7	131-7	131-7	131-7	133-3	133-3	133-3	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	141-7	141-7	142-0	131-1	130-8	130-8	130-8	131-1	131-1	44-3
Tea, black, ½ lb.....	pkg	100-0	145-2	146-6	148-0	148-3	131-6	131-3	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to November 1943 prices.

† Nominal price.

TABLE III—RETAIL PRICES OF STAPLE FOODS.

LOCALITY	Beef					Pork					Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb. in 7 lb. bag	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, per lb.	Blade Roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.										
1—P.E.I.—Charlottetown.....	42-6	37-2	39-8	30-6	24-6	.....	37-0	36-8	.....	44-7	19-2	20-0	55-1	9-0	40-2	34-2	7-3	4-5	6-0	9-9
Nova Scotia—																				
2—Halifax.....	40-8	37-4	39-2	30-6	24-0	.....	37-0	34-9	28-9	44-6	19-4	20-0	58-5	10-5	44-1	35-4	8-0	4-6	6-1	9-9
3—New Glasgow.....	42-6	38-6	37-1	31-2	24-7	.....	37-2	38-0	30-4	46-9	20-0	20-0	57-2	10-0	43-1	37-0	7-3	4-9	6-1	10-0
4—Sydney.....	45-4	40-0	.....	31-0	24-0	.....	.....	38-3	32-7	45-0	18-8	19-9	57-7	11-5	42-8	37-0	7-3	4-3	5-7	9-8
5—Truro.....	42-7	37-6	37-8	30-3	21-4	.....	37-0	36-5	29-1	44-9	20-3	20-7	58-1	10-0	42-8	36-0	6-7	4-8	5-9	10-1
New Brunswick—																				
6—Fredericton.....	41-5	37-5	45-2	29-4	20-7	29-7	36-6	37-3	31-3	46-3	19-4	19-7	56-4	10-0	41-8	35-3	7-3	4-8	6-3	9-5
7—Moncton.....	42-1	37-7	40-8	29-7	21-7	.....	36-7	36-0	30-1	47-4	19-4	20-1	56-7	10-0	42-3	34-7	8-0	4-6	5-8	10-0
8—Saint John.....	42-1	39-0	38-8	30-8	23-7	31-0	37-2	39-1	31-0	44-6	19-3	19-7	58-3	11-0	42-1	35-5	7-3	4-3	5-9	9-7
Quebec—																				
9—Chicoutimi.....	38-7	39-3	37-0	27-7	21-8	.....	.....	31-7	30-5	48-3	20-0	20-7	54-4	9-0	38-7	.....	6-7	4-5	.....	10-0
10—Hull.....	39-1	36-0	38-2	27-2	21-4	31-3	38-3	33-0	28-0	46-1	18-0	19-1	54-7	10-0	38-0	32-8	5-3	3-8	5-5	9-5
11—Montreal.....	39-9	37-4	43-8	27-0	21-9	26-4	36-7	33-4	26-9	45-8	18-8	19-3	58-5	10-5	38-6	33-8	6-0	3-8	5-4	9-5
12—Quebec.....	37-9	34-4	35-8	25-7	18-7	32-4	35-5	32-5	28-5	42-1	19-0	19-5	55-2	10-0	38-5	34-5	5-5	3-7	5-8	9-7
13—St. Hyacinthe.....	34-3	34-4	34-9	26-3	21-8	31-7	35-5	28-3	25-2	46-8	18-0	19-4	54-6	8-0	38-2	31-7	5-3	4-1	6-0	9-9
14—St. Johns.....	39-7	36-7	37-3	27-7	19-0	34-3	37-3	36-5	27-4	45-8	19-2	19-7	53-2	9-0	38-3	33-0	5-3	4-1	5-5	9-7
15—Sherbrooke.....	41-9	39-3	38-5	29-3	21-8	33-3	36-4	33-2	25-9	38-8	18-6	19-6	54-3	9-0	37-6	34-3	5-3	4-2	6-0	9-8
16—Sorel.....	37-7	36-2	32-6	24-6	18-4	.....	35-0	32-4	24-6	45-3	18-7	19-7	.....	9-0	38-3	31-0	5-3	4-0	5-3	10-0
17—Thetford Mines.....	34-1	35-6	27-7	24-7	18-0	.....	.....	25-1	23-9	37-6	18-9	19-5	53-2	8-0	38-0	.....	4-7	4-1	5-1	9-7
18—Three Rivers.....	39-2	35-5	37-1	25-7	20-5	.....	31-5	28-8	26-2	46-2	18-5	19-6	55-8	9-0	37-8	33-3	6-0	4-0	5-5	9-7
Ontario—																				
19—Belleville.....	39-4	36-6	40-0	28-7	23-6	30-5	36-6	36-0	29-5	46-9	18-8	19-1	53-6	10-0	39-1	33-8	6-7	4-2	5-3	8-9
20—Brantford.....	40-8	37-3	41-5	29-3	21-2	32-0	36-0	37-6	28-7	46-2	18-4	19-3	55-3	10-0	39-1	35-8	6-7	4-2	5-4	9-1
21—Brockville.....	41-0	37-4	45-5	30-7	22-1	.....	36-0	35-0	28-7	46-7	19-1	19-5	55-1	10-0	38-1	.....	6-3	4-1	5-6	9-0
22—Chatham.....	40-0	37-4	41-1	29-6	21-4	32-0	37-0	37-9	33-1	46-3	18-3	19-4	52-1	10-0	38-1	.....	5-3	4-1	5-0	8-9
23—Cornwall.....	40-1	37-1	42-3	28-1	20-2	.....	36-2	36-3	27-1	45-1	19-0	19-4	55-3	10-0	39-0	32-4	6-0	4-2	5-8	9-2
24—Fort William.....	40-4	36-9	39-9	29-0	23-0	.....	35-0	36-7	29-9	45-6	18-2	19-1	56-2	11-0	39-1	33-7	6-0	4-0	5-1	8-8
25—Galt.....	39-7	36-8	41-7	29-6	24-7	.....	36-0	37-7	28-7	46-1	18-6	19-3	54-7	10-0	39-1	37-9	6-7	4-1	5-6	8-8
26—Guelph.....	39-7	37-6	36-5	30-3	25-6	30-0	37-0	38-9	30-0	46-3	18-1	19-3	55-1	10-0	39-2	.....	6-0	4-1	5-7	9-0
27—Hamilton.....	40-3	37-5	42-6	29-8	25-2	31-6	37-4	39-2	31-0	46-4	18-6	19-1	56-0	11-0	39-8	.....	6-0	4-2	5-4	8-8
28—Kingston.....	40-7	36-4	40-0	28-7	20-0	.....	36-3	36-9	28-6	45-4	19-0	13-9	55-9	10-0	39-2	35-0	6-0	4-3	5-3	9-1
29—Kitchener.....	39-9	37-4	40-0	29-1	24-5	29-5	37-0	37-9	28-6	46-0	18-5	19-6	51-6	10-0	39-3	35-5	6-3	4-0	6-0	8-8
30—London.....	40-5	37-3	41-2	29-5	23-4	29-6	35-9	37-4	28-2	45-0	18-6	19-2	55-2	10-0	38-9	33-0	6-0	4-1	5-5	8-9
31—Niagara Falls.....	40-3	36-5	43-3	29-4	21-9	.....	35-8	37-7	29-1	44-1	18-9	19-7	55-5	10-5	39-6	34-0	6-0	4-3	5-6	9-1
32—North Bay.....	40-8	37-7	44-0	30-7	24-3	.....	36-0	39-4	33-5	46-7	18-6	19-5	58-0	11-0	39-3	.....	6-7	4-3	6-3	9-9
33—Oshawa.....	40-0	37-2	43-3	29-6	24-6	33-0	36-4	38-4	29-0	46-1	19-3	19-5	56-7	10-0	39-6	.....	6-0	3-9	5-6	8-9
34—Ottawa.....	41-0	37-9	43-7	30-1	22-8	32-5	36-7	35-6	29-8	48-5	18-4	19-1	56-7	10-0	39-0	33-0	6-7	3-9	5-7	8-8
35—Owen Sound.....	39-5	36-9	40-0	27-9	23-4	.....	39-0	37-0	28-0	45-4	18-1	19-1	53-6	10-0	39-3	.....	6-0	4-0	5-4	9-4
36—Peterborough.....	40-3	37-9	41-7	29-6	23-2	33-7	35-9	38-4	29-9	46-6	18-7	19-1	54-1	10-0	38-6	36-7	6-0	4-1	5-4	8-7

COAL AND RENTALS, CANADA, NOVEMBER, 1943

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins seedless bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 34 lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (c)	
Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$ (b)	\$ (b)	\$	
14-7	15-0	15-0	6-5	9-2	35-6	14-1	16-3	49-0	73-3	.....	.....	35-1	49-1	8-6	8-1	54-3	37-9	.....	10-62	24-00-28-00(d)	1
14-7	14-5	.....	7-4	7-6	44-9	15-0	15-0	48-3	50-5	.....	22-0	35-7	49-2	8-5	8-2	50-3	38-0	.....	11-69	27-50-31-50	2
14-8	.....	.....	6-3	7-2	44-7	15-2	15-7	.....	51-3	38-0	22-0	38-4	49-6	8-2	8-2	52-9	37-9	.....	7-47	16-00-20-00	3
14-7	.....	.....	6-4	7-5	47-1	14-1	15-0	47-7	60-0	.....	.....	35-3	49-0	8-6	8-4	52-0	37-8	.....	6-12	18-00-22-00(d)	4
14-8	.....	.....	6-7	7-8	44-9	14-1	15-9	47-0	52-0	41-3	22-0	37-8	49-8	8-7	8-5	52-5	38-0	.....	10-47	26-50-30-50	5
14-9	.....	.....	6-5	7-3	38-7	14-5	16-1	44-0	53-1	39-5	.....	38-7	48-6	8-4	8-3	51-9	38-0	.....	11-11	21-00-25-00(d)	6
14-9	14-8	.....	6-4	7-7	39-0	15-3	15-0	44-3	53-8	.....	20-0	.....	49-0	9-0	8-8	55-2	38-0	.....	11-00	26-00-30-00(d)	7
15-1	14-8	15-0	6-7	7-8	40-9	14-3	16-2	45-5	52-2	38-0	.....	36-7	49-2	8-4	8-2	49-5	38-0	.....	11-75	20-50-24-50(d)	8
14-2	15-5	15-8	7-3	9-9	48-2	16-0	17-6	44-5	.....	.....	.....	39-3	49-5	8-5	8-1	50-7	39-8	18-36	.....	.....	9
.....	.....	.....	7-3	7-7	48-6	14-2	16-0	40-3	42-6	.....	.....	36-7	45-5	8-3	8-0	45-0	38-9	17-09	.....	15-50-19-50	10
12-8	13-4	.....	6-4	7-6	44-7	14-2	17-0	44-3	40-7	.....	.....	34-7	45-0	8-0	7-9	46-3	39-7	16-97	.....	23-00-27-00(d)	11
14-0	14-1	.....	6-6	7-8	41-3	14-9	16-6	44-7	50-1	36-9	.....	35-5	48-2	8-1	7-9	42-5	39-8	16-64	.....	26-00-30-00(d)	12
12-9	14-5	15-0	6-4	8-7	52-7	13-9	15-7	.....	48-0	.....	.....	36-5	44-8	8-0	7-8	41-2	40-8	16-07	.....	16-00-20-00(d)	13
12-8	.....	.....	6-0	9-7	49-3	14-7	15-8	.....	51-0	.....	.....	37-7	45-8	8-0	7-9	40-5	40-0	15-81	.....	.....	14
13-1	15-0	.....	6-3	8-1	44-4	15-3	18-3	40-1	43-5	.....	.....	39-2	48-4	8-0	8-0	39-8	39-4	17-85	.....	20-00-24-00(d)	15
13-2	14-3	.....	6-8	8-4	49-4	15-0	.....	.....	48-7	.....	.....	36-7	46-3	7-9	7-7	45-8	39-4	.....	.....	.....	16
12-6	14-3	.....	6-0	8-2	44-7	15-0	15-7	43-0	50-0	.....	.....	37-3	47-8	8-0	7-5	48-4	39-4	19-38	.....	14-00-18-00(d)	17
13-6	14-7	.....	5-8	9-1	48-0	15-9	.....	.....	51-0	.....	.....	37-2	49-4	8-5	8-0	47-3	40-6	16-32	.....	20-00-24-00(d)	18
12-8	.....	.....	6-2	7-3	47-0	15-1	15-1	41-3	43-0	.....	.....	34-6	46-3	8-6	8-4	44-3	38-9	16-00	.....	22-00-26-00	19
13-7	.....	.....	6-1	7-3	48-0	.....	13-7	43-3	44-2	.....	21-2	32-7	46-1	8-4	8-3	45-9	39-4	16-00	.....	22-00-26-00	20
.....	.....	.....	6-3	8-3	46-9	.....	14-0	.....	48-5	.....	21-7	35-0	47-0	8-2	8-1	41-4	38-2	16-00	.....	20-00-24-00	21
14-0	.....	.....	5-5	6-8	46-4	.....	14-6	38-0	41-3	.....	22-0	32-5	45-1	8-7	8-5	40-1	38-2	16-00	.....	21-50-25-50	22
15-0	.....	.....	6-9	8-0	47-3	.....	15-3	.....	45-8	.....	.....	36-3	.....	8-2	8-2	46-0	38-6	16-50	.....	23-00-27-00(d)	23
.....	14-5	.....	6-3	6-2	41-0	14-1	18-4	44-6	49-5	.....	.....	36-7	45-0	8-6	8-5	41-5	38-1	16-80	.....	25-00-29-00	24
13-6	.....	.....	6-3	7-2	45-7	15-0	14-0	43-8	47-9	.....	.....	34-9	44-3	8-7	8-5	43-1	39-5	16-00	.....	22-00-26-00	25
13-7	14-2	.....	6-2	7-0	47-8	.....	14-9	42-1	43-3	36-3	21-3	33-2	45-2	8-6	8-5	43-3	38-6	16-00	.....	22-00-26-00	26
13-1	.....	.....	6-0	7-3	49-0	15-4	14-4	45-0	44-3	35-3	21-5	34-9	45-6	8-2	8-1	41-2	39-3	15-50	.....	26-00-30-00	27
12-8	.....	.....	6-7	8-1	45-7	14-0	14-5	38-6	43-1	.....	.....	34-8	46-6	8-1	7-9	43-9	38-6	16-00	.....	28-00-32-50	28
13-9	13-8	.....	6-5	7-3	46-7	.....	14-7	.....	46-1	36-7	19-7	34-4	45-4	8-7	8-5	39-3	39-3	16-00	.....	26-00-30-50	29
13-7	14-3	.....	6-1	7-1	47-4	.....	14-3	42-1	43-7	35-3	21-3	33-6	44-7	8-6	8-4	44-4	39-3	16-50	.....	26-50-30-50	30
13-0	13-2	.....	7-0	6-6	48-2	.....	14-1	.....	41-7	34-9	19-3	34-1	43-0	8-7	8-7	44-5	39-6	14-63	.....	25-00-29-00	31
.....	.....	.....	6-7	8-2	48-2	14-0	15-7	.....	48-7	.....	23-3	37-8	47-7	9-0	8-9	51-7	39-4	17-25	.....	23-00-27-00	32
.....	.....	.....	6-7	7-4	43-5	.....	13-9	.....	45-8	.....	22-0	34-7	44-6	8-6	8-4	48-4	39-3	16-00	.....	23-00-27-00	33
13-9	.....	.....	6-8	7-6	45-6	15-1	15-1	43-8	44-4	.....	.....	36-8	46-5	8-3	8-1	43-6	38-9	16-75	.....	31-00-35-00	34
13-7	.....	.....	6-4	7-3	46-6	13-6	13-9	43-4	44-4	.....	.....	33-3	45-0	8-5	8-4	48-7	38-9	16-50	.....	16-00-20-00	35
13-4	.....	.....	6-3	7-5	45-1	.....	14-0	.....	44-0	.....	22-7	35-2	45-2	8-5	8-5	44-7	38-9	16-75	.....	24-00-28-00	36

TABLE III—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb., package	Shortening, vegetable, per lb., package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib Roast, prime, rolled, per lb.	Blade Roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
Ontario—Con.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
37—Port Arthur.....	40-0	37-6	37-8	27-8	23-1	29-5	37-5	35-8	28-6	49-3	17-9	19-0	56-3	11-0	39-0	34-2	6-3	4-2	5-6	9-5
38—St. Catharines.....	40-3	37-3	43-5	29-7	22-8	...	36-0	40-0	29-9	46-2	18-6	19-1	55-0	10-5	39-5	36-0	6-0	4-2	5-6	9-0
39—St. Thomas.....	40-2	36-8	42-4	29-9	24-7	30-2	36-6	38-7	30-4	46-6	18-9	19-5	55-1	10-0	39-7	...	6-0	4-2	5-7	9-6
40—Sarnia.....	39-8	37-3	42-1	29-5	22-6	33-3	35-6	37-0	31-6	46-1	18-9	19-6	55-9	10-0	39-8	32-0	6-0	3-9	5-9	9-4
41—Sault Ste. Marie.....	39-9	37-5	38-7	29-3	24-0	...	37-2	38-7	31-3	43-8	18-3	19-3	55-2	11-0	38-5	34-7	6-7	4-0	6-0	9-3
42—Stratford.....	38-6	36-7	40-6	29-5	23-5	...	...	37-0	...	45-9	18-8	20-4	52-4	10-0	39-5	...	5-3	3-9	5-8	9-2
43—Sudbury.....	40-6	37-9	40-3	28-8	22-7	29-0	35-5	37-1	29-9	44-0	18-9	19-4	57-6	11-0	38-5	34-2	6-7	4-2	6-3	9-3
44—Timmins.....	39-4	36-1	40-6	29-0	23-1	29-6	36-3	38-4	30-6	44-7	19-4	19-5	59-3	12-0	38-5	34-3	6-7	4-4	5-9	9-6
45—Toronto.....	40-4	37-0	43-3	29-8	24-0	32-6	36-1	38-2	26-6	48-1	18-3	19-1	57-2	11-0	39-4	37-0	6-7	4-3	5-4	8-8
46—Welland.....	40-0	36-4	42-0	29-3	23-3	...	...	37-0	28-6	43-5	18-0	19-3	54-0	11-0	39-3	35-0	6-7	4-2	5-3	9-1
47—Windsor.....	40-0	37-4	41-5	29-6	25-1	...	37-0	38-1	30-6	45-1	18-6	19-2	56-0	11-0	39-0	35-8	6-0	4-2	5-5	8-8
48—Woodstock.....	40-0	37-2	39-3	28-5	23-3	...	35-2	38-0	27-5	44-3	18-5	18-9	53-0	10-0	38-5	34-5	6-0	3-7	5-9	8-9
Manitoba—																				
49—Brandon.....	38-8	34-3	39-8	27-5	21-0	...	34-0	35-2	26-8	45-4	17-4	21-3	54-0	10-0	37-2	35-0	7-1	3-9	5-7	9-1
50—Winnipeg.....	38-5	34-4	34-4	27-1	24-2	28-8	34-1	35-8	30-6	46-8	17-4	19-6	54-2	9-0	37-0	34-0	8-0	3-7	5-5	8-9
Saskatchewan—																				
51—Moose Jaw.....	39-2	34-3	37-2	28-0	20-5	...	38-8	34-0	27-3	45-0	16-4	20-7	50-3	11-0	36-3	...	7-2	3-8	5-7	8-7
52—Prince Albert.....	...	...	...	...	...	...	...	...	...	34-8	17-1	20-3	...	10-0	37-9	33-3	6-0	4-4	5-8	8-8
53—Regina.....	38-7	34-4	37-6	26-5	23-6	25-4	32-5	32-6	24-8	43-1	16-6	21-6	54-0	10-0	36-4	...	6-8	4-0	6-1	8-8
54—Saskatoon.....	38-2	34-5	38-3	27-5	20-1	29-0	32-6	34-5	27-2	44-0	16-4	20-1	51-3	10-0	36-3	...	7-2	3-7	5-2	8-9
Alberta—																				
55—Calgary.....	39-9	35-9	42-2	28-3	24-7	28-0	33-0	35-7	31-0	47-7	17-0	20-1	54-5	10-0	38-1	...	7-2	3-9	5-4	8-9
56—Drumheller.....	37-3	34-0	34-3	26-3	22-5	...	36-0	...	...	44-9	17-6	21-7	51-7	10-0	38-9	...	8-0	4-3	5-7	9-2
57—Edmonton.....	38-7	33-8	36-6	25-1	21-9	29-0	32-6	35-0	27-0	46-2	17-3	20-3	52-0	10-0	37-5	34-3	7-2	3-9	5-5	8-7
58—Lethbridge.....	39-7	35-7	37-3	29-5	21-4	29-0	33-0	35-0	25-7	45-0	16-9	21-3	52-6	10-0	38-0	...	8-0	4-2	...	8-8
British Columbia—																				
59—Nanaimo.....	42-3	38-8	44-9	30-8	26-0	...	36-0	39-7	33-5	51-3	19-1	20-6	54-6	12-0	43-1	...	9-0	4-4	6-0	9-4
60—New Westminster.....	41-5	37-1	44-3	29-3	24-5	33-1	35-9	37-7	29-7	47-2	18-8	20-1	55-1	10-0	40-6	33-7	8-0	4-3	6-0	9-4
61—Prince Rupert.....	42-0	37-2	43-0	27-5	23-7	34-2	35-0	40-7	30-7	50-4	19-4	21-3	58-1	15-0	43-0	...	10-0	5-1	...	10-0
62—Trail.....	42-8	39-2	41-3	30-6	27-5	32-0	36-7	39-7	31-4	49-0	18-2	22-5	56-8	13-0	39-9	33-3	9-0	4-2	6-0	9-3
63—Vancouver.....	42-9	38-7	42-3	29-6	26-2	30-5	35-0	36-7	29-7	49-0	17-9	19-3	55-0	10-0	40-4	37-0	9-6	4-2	5-8	9-1
64—Victoria.....	43-2	38-9	44-9	30-1	26-6	34-3	36-5	37-6	29-7	48-3	18-9	20-6	56-0	11-0	41-6	...	9-0	4-3	6-6	9-2

(a) Ontario and East, 32 ounce jar; Manitoba and West, 4 pound tin.

(b) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, NOVEMBER, 1943.—Con.

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 3½ lb. jar	Sugar		Tea, black, medium, per ½ lb. package	Coal		Rent (c)	
Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated per lb.	Yellow, per lb.		Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$ (b)	\$ (b)	\$	
13-7	14-0		6-6	6-7	40-9	13-4	17-9	40-4	51-3			36-3	44-4	8-5	8-4	41-7	38-2	16-50	23-00-27-00	37
13-3	15-0		6-7	7-3	49-5		15-0	43-5	44-8	33-5	19-7	31-6	44-3	8-6	8-3	43-0	39-0	15-75	27-00-31-00	38
			6-2	7-5	48-9		14-6	46-1	46-8		22-3	34-6	45-5	8-6	8-6	43-9	39-7	16-00	21-00-25-00	39
			6-7	7-2	48-6		15-6	43-3	46-3			34-7	45-6	8-8	8-8	43-3	39-1	16-50	23-00-27-50	40
			6-5	6-6	47-8	13-8	15-6		46-7			35-2	45-8	8-6	8-5	40-8	39-6	17-00	23-00-27-00	41
	14-5		6-3	7-6	47-4		14-8		44-3		21-3	34-8	47-0	8-7	8-7	44-4	38-6	16-00	21-00-25-00	42
	14-7		6-2	8-2	48-1		16-5	40-1	47-9	37-0	21-7	35-9	47-6	8-8	8-5	43-7	39-1	17-75	27-00-31-00	43
14-8	14-3	14-8	5-9	7-2	49-5	13-9	16-4		46-0			35-6	48-1	8-9	8-8	39-3	39-1	19-50	22-50-26-00	44
13-2	13-7		6-0	7-2	45-5	14-1	14-0	44-5	41-4		21-5	31-9	44-1	8-2	8-0	44-5	38-6	15-50	32-50-36-50	45
			7-3	6-7	48-2				43-0					8-4	8-4	41-2	39-0	15-50		46
12-6	14-3		5-7	7-1	45-6		14-1		39-6			34-0	45-0	8-2	8-0	38-6	38-9	16-00	25-00-29-00	47
			6-1	7-2	46-6		15-8		45-6				45-9	8-6	8-5	45-8	39-0	16-00	22-00 26-00	48
			7-1	5-2	33-5	14-7	15-2	44-3	41-9	71-8			43-0	9-1	9-0	44-5	38-2	8-13	21-00-25-00	49
15-0	14-9		6-9	5-4	33-8	14-2	15-6	40-3	41-9		22-3		44-6	9-1	8-9	37-6	38-1	12-45	26-00-30-00	50
			6-2	5-3	36-6		14-6	39-7	46-5			58-0	46-7	9-3	9-4	41-7	38-9	9-80	21-00-25-50	51
15-3	16-7		7-1	5-9	26-8	15-0	16-4		42-6	70-5			48-3	9-9	9-6	40-0	37-8	10-00	19-50-23-50	52
	15-7		6-6	6-0	36-0		16-5	39-3	40-1	70-1	22-1		47-6	9-2	9-6	42-7	37-7	11-00	27-50-31-50	53
			7-1	5-4	35-0	15-1	15-4	45-0	47-0	67-7	24-0		46-5	9-5	9-5	43-2	37-8	9-60	22-00-26-00	54
	14-4		7-2	5-7	43-4	15-6	16-1	39-9	48-4	67-5	21-7		45-8	9-0	9-2	41-5	37-4	7-75	26-00-30-00	55
	14-9		7-2	6-1	46-9	14-0	15-7	43-4	49-0	72-7		57-0	49-0	9-5	9-6	42-5	37-9		20-00-24-00	56
	15-5		7-2	6-8	31-8	13-6	16-6	41-5	38-2	66-5	22-5	57-7	44-8	9-2	9-0	43-2	37-8	4-90	24-50-28-50	57
			7-1	5-3	39-8	12-8	16-0		39-8	66-8	21-2		45-0	9-2	9-3	45-0	37-5	4-40	22-00-26-00	58
			8-1	5-8	50-1		14-7		39-7	63-7	20-7		43-8	8-7	8-5	41-6	38-1		17-00-21-00	59
			7-3	5-5	43-0		14-1	38-4	37-7	63-8	21-4		43-4	7-9	7-8	36-3	38-2	12-00	20-50-24-50	60
			8-6	6-4	56-0	13-3	15-3	50-0	41-7	67-0	20-0	58-7	45-0	8-7	8-5	44-7	39-0	13-00	20-00-24-00	61
			8-5	4-9	45-6	14-4	15-6		47-9	59-3	23-0	58-4	48-9	8-9	8-9	39-5	37-9	10-25	23-00-27-00	62
			7-0	5-5	45-3	13-1	13-4	48-1	37-9	61-6	20-6	55-1	42-6	8-0	8-0	37-9	37-8	12-00	23-50-27-50	63
15-0	14-9	15-7	7-3	6-3	45-8	15-0	14-0	41-5	38-8	64-7	22-0	53-4	42-3	8-9	8-4	42-3	38-4	12-25	21-00-25-00	64

(c) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the change indicated by these reports.

(d) Rents marked (d) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE IV.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†
Average Prices in 1926=100

Commodities	Com- modities	1913	1918	1920	1922	Nov. 1926	Nov. 1929	Nov. 1933	Nov. 1939	Nov. 1941	Nov. 1942	Oct 1943	Nov. 1943
*All commodities.....	567	64.0	127.4	155.9	97.3	97.7	95.7	68.9	80.3	94.0	97.1	101.9	102.4
Classified according to chief component material—													
I. Vegetable Products.....	135	58.1	127.9	167.0	86.2	96.3	93.5	61.0	68.5	80.1	85.9	94.1	94.8
II. Animals and Their Products.....	76	70.9	127.1	145.1	96.0	97.9	108.4	63.5	80.8	101.8	106.0	109.6	109.7
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	96.5	89.8	70.9	79.2	96.7	92.0	91.9	91.9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	98.8	93.1	64.4	85.0	98.3	102.8	113.9	115.8
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	99.3	93.4	86.1	101.9	112.7	115.3	115.8	115.8
VI. Non-ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	97.0	96.7	66.2	74.5	78.2	79.7	79.7	79.7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	99.4	92.8	85.1	86.5	98.9	100.1	100.5	100.5
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	99.5	95.1	81.0	83.9	103.6	102.1	100.3	100.3
Classified according to purpose—													
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	97.5	94.3	73.0	80.6	96.8	97.3	97.3	97.4
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	97.5	100.3	67.1	79.0	96.8	101.8	103.1	103.3
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	97.5	90.3	77.0	81.6	96.8	94.3	93.4	93.4
II. Producers' Goods.....	402	67.7	133.3	164.8	98.8	97.2	95.1	64.3	75.4	85.5	89.5	98.2	98.9
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	100.8	94.5	85.4	96.5	107.9	110.5	144.2	114.3
Producers' Materials.....	378	69.1	139.0	171.0	98.2	96.8	95.2	62.0	73.0	83.0	87.2	96.4	97.2
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	97.9	98.2	80.7	93.9	111.2	116.4	123.7	126.1
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	96.5	94.5	58.8	69.4	78.2	82.2	91.8	92.3
Classified according to origin—													
I. Farm—													
A. Field.....	186	59.2	134.7	176.4	91.2	95.9	91.1	60.8	66.8	79.2	82.3	90.1	90.6
B. Animal.....	105	70.1	129.0	146.0	95.9	97.7	105.2	64.6	82.2	99.0	102.4	102.4	101.9
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	98.0	101.5	54.6	64.9	74.1	86.3	103.6	104.2
II. Marine.....	16	65.9	111.7	114.1	91.7	103.4	109.7	69.5	80.8	106.9	119.0	136.0	138.2
III. Forest.....	57	60.1	89.7	151.3	106.8	98.8	92.9	64.6	84.7	93.0	102.3	113.3	115.1
IV. Mineral.....	203	67.9	115.2	134.6	106.4	98.8	92.1	81.7	87.8	97.5	98.9	99.3	99.3
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	97.4	97.2	59.3	72.1	85.3	93.5	103.2	103.8
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	97.4	93.5	71.7	80.3	93.3	92.4	93.7	93.8

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—Monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 the number of commodities was 236; 1926 to 1933 inclusive, 502, and since January, 1934, the number is 578.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
	526	1935-1939	889	1935-1939	200		78		188	1910=1000			180	1926-1930=1000
			1926		1930	July 1914	July 1914			1938=1900	1928-1929=1000			1926-1930=1000
Number of Commodities:				(b)		(a)	(c)							(b)
Base Period:		(a)												
1913	64.0	79.1	69.8	70.7		(g)	(g)	100	1125	814			748	628
1914	65.5	79.7	68.1	71.3				100	1060	835				676
1915	70.4	80.7	69.5	72.5		123		100	1204	908				724
1916	84.3	87.0	85.5	77.9		146			1379	965				786
1917	114.3	102.4	117.5	91.6		176			1583	990				850
1918	127.4	115.6	131.3	107.5		203		204	1723	1094				912
1919	134.0	126.3	138.6	123.8		215		222	1854	1177				952
1920	155.9	145.4	164.4	143.0		249		224	2502	1248				1019
1921	110.0	129.9	97.6	127.7		226		191.2	200	1320				1034
1922	97.3	120.4	96.7	119.7		183		167.5	200	1445				982
1923	100.0	121.8	100.0	126.4		172		144.5	162	1358				1010
1924	96.4	120.5	96.7	122.6		166		144.6	161	1358				985
1925	95.6	121.7	95.3	122.5		164		141.2	161	1305				1004
1926	88.6	120.8	86.4	119.4	100.0	157		126.5	158	1041				984
1927	94.4	120.8	85.7	92.4		131		91.0	131	1047				994
1928	95.6	121.7	86.3	102.7		154		111.2	137	1136				1000
1929	88.6	102.2	78.6	100.8	108.8	156		107.1	137	1174				984
1930	75.4	101.5	77.1	99.4	102.8	158		138	1146	999				951
1940	82.9	105.6	78.6	100.2	136.6	184		143.0	127.3	1034				990
1941	90.0	111.7	87.3	105.2	152.6	190		183.5	1393	1073				1035
1942	95.7	117.0	98.8	116.5	159.4	200		209.6	1593	1183				1109
1942-January	94.1	115.4	96.0	112.9	156.4	200		204.8	1488	1173				1095
1942-March	95.0	115.7	96.7	112.9	158.5	200		206.6	1494	1143				1080
1942-April	95.0	115.9	97.6	114.3	158.8	200		207.8	1496	1150				1078
1942-May	95.2	116.1	98.8	116.0	159.5	199		209.2	1503	1156				1084
1942-June	95.8	116.7	98.6	116.4	160.5	199		209.5	1529	1167				1097
1942-July	96.0	117.0	98.7	117.0	160.0	200		212.2	1560	1180				1098
1942-August	95.5	117.9	99.2	117.5	158.8	201		211.4	1570	1182				1101
1942-September	95.8	117.4	99.6	117.8	158.9	200		211.6	1592	1177				1118
1942-October	96.9	118.6	100.8	118.8	160.8	200		212.7	1611	1184				1129
1942-November	97.0	118.8	101.0	120.4	161.3	199		214.8	1648	1193				1124
1942-December	97.1	117.1	101.9	120.6	162.1	199		215.2	1658	1193				1137
1943-January	97.5	116.9	102.5	120.9	162.1	199		216.8	1669	1202				1128
1943-February	98.5	117.2	103.4	122.8	162.2	199		217.5	1679	1206				1472
1943-March	98.9	117.6	103.7	124.1	162.8	198		217.9	1679	1226				1475
1943-April	99.2	118.1	104.1	125.1	163.3	198		218.1	1688	1232				1508
1943-May	99.5	118.5	103.8	124.8	163.1	198		218.2	1688	1248				1522
1943-June	100.1	118.8	103.2	123.9	164.0	198			1703	1250				1000
1943-July	100.4	119.2	103.1	123.4	162.2	199			1725	1248				1522
1943-August	101.2	119.4	103.1	123.9	162.2	198				1253				1522
1943-September	101.9	119.3	103.0	124.4	162.5	199								996
1943-October	102.4	119.4												

Union Wages and Hours in Printing Trades in the United States

FOLLOWING a practice established in 1907, the Bureau of Labour Statistics of the United States Department of Labour has made extensive annual surveys of union wages and hours in the printing trades in selected cities. Originally the study covered only 39 cities, but this number has been increased to the 75 cities in 40 States and the District of Columbia which are included in the current survey (Bulletin No. 739).

Wage Rates

It is stated in the Bulletin that the average union rate per hour for all printing trades in the 75 cities covered by the survey was \$1.255 on June 1, 1942. The average for the book and job trades was \$1.176 and for the newspaper trades \$1.408. Almost three-fifths of the union members in the printing trades had rates between \$1.10 and \$1.50 per hour—56.6 per cent in the book and job trades and 62.7 per cent in newspapers. Over 23 per cent of the book and job workers had scales of less than \$1 per hour in contrast to only three per cent in the newspaper trades.

The index of union rates in the printing trades increased 4.3 per cent in the year under review, raising the index to 119.00 (1929=100). The book and job group raised its index 4.2 per cent and the newspaper branch 4.3 per cent. Over 78 per cent of the quoted scales provided for some raises, benefiting more than 80 per cent of the members.

Hours of Work

Union agreements in the printing trades provided an average maximum work week of 38.8 hours in the cities covered by the survey. In the book and job trades the average was 39.4 hours; the 40-hour week was specified for 86.9 per cent of the membership. The newspaper trades had an average of 37.4 hours; almost half of the workers operated on a 37½ hour basis. Very few changes in hour schedules were made during the year ending June 1, 1942.

The indexes for all trades combined declined by one-tenth of one per cent to 87.4 (1929=100). The book and job index (89.4) showed no change, but the newspaper index was reduced by one-tenth of one per cent to 84.2. Overtime in the printing trades is practically always paid for at the rate of time and one-half.

The study now includes 11 book and job occupations and 8 newspaper occupations. It is pointed out that the union scale usually fixes the minimum wages and the maximum hours, and that more experienced and skilled workers may earn more than the union rate, especially during periods of prosperity. Further, as the study covered only contract scales with union members and as union strength varies from city to city and trade to trade the prevailing scale for any one occupation in any one city, may or may not coincide with the union scale. If practically all the workers in a particular trade belong to the local union the union scale will be equivalent to the prevailing scale. On the other hand, if the proportion of craftsmen belonging to the union is small, the union scale may not be the actual prevailing scale. It is stated too, that scales for apprentices, or for strictly supervising foremen or for persons paid unusual rates for some personal qualification, are not included in the study.

The following is an abstract from a table giving indexes of union hourly wage rates in all printing trades covered by the survey, by five-year periods, 1907-1942 (1929=100).

Year	Hourly Wage Rate		
	All Printing	Book and Job	News- Paper
1907.....	....	30.0	39.2
1912.....	40.7	39.3	46.0
1917.....	44.4	43.2	49.2
1922.....	83.8	85.0	83.5
1927.....	96.7	97.3	95.9
1932.....	101.3	101.4	101.1
1937.....	106.8	106.7	107.0
1942.....	119.0	118.3	120.1



WARTIME WORK OF THE DEPARTMENT OF LABOUR



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WARTIME WORK OF THE DEPARTMENT OF LABOUR

I.—Introduction

THE Department of Labour of the Dominion Government was established in 1900 under the authority of the Conciliation Act. From 1900 to 1909 the Department was administered by the Postmaster General, who was also Minister of Labour. It was constituted a separate Department under the Labour Department Act, 1909.

Between 1900 and 1939

At the outset the chief duties of the Department were: the administration of the Conciliation Act, designed to aid in the prevention or settlement of disputes; the administration of a fair-wage policy for the protection of workmen employed on Dominion Government contracts and on works aided by grants of public funds; the collection of statistical and other information on labour matters, and the publication of a monthly periodical—the *Labour Gazette*.

The work of the Department was greatly increased in 1907 by the passing of the Industrial Disputes Investigation Act. At the outbreak of the war in 1939 the Department was also administering an Act passed in 1918 known as the Employment Offices Co-ordination Act, the Government Annuities Act of 1908, the Technical Education Act of 1919, the Vocational Education Act of 1931, the Fair Wages and Hours of Labour Act of 1935, the Combines Investigation Act of 1923 as amended in 1935 and 1937, and the Dominion relief legislation. The Department was also responsible for collecting information relating to labour conditions in Canada for the use of the International Labour Organization of the League of Nations.

Conciliation and Labour Act, 1906

The Conciliation Act, under which the Department of Labour was created, was consolidated in 1906 with the Railway Labour Disputes Act of 1903. The Act was designed to aid in the settlement of labour disputes by making available the services of conciliators wherever there were differences between employers and workpeople which they themselves were unable to compose. The Act contemplated

the active friendly intervention of the Department in an effort to adjust them. No compulsion was to be applied to any party. The Department acted only on the request of a party to the dispute.

Industrial Disputes Investigation Act, 1907

This Act was passed after a stoppage of work in the Alberta coal fields in 1906 had emphasized the hardship imposed upon the community by stoppages in such vital industries. It gave full powers of investigation of a dispute to a Board of Conciliation and Investigation composed of three members representatives of the employers, the workers and the public. A notable feature of the Act was its prohibition of a strike or lockout until after the Board has submitted its report and recommendations. Limited in its application to employers of 10 or more workmen engaged in the operation of mines, railways, shipping, telegraphs and other agencies of transport or communication, and of gas, electric power and water works, the Act is based on the principle that industries vitally affecting the public interest should not be permitted, because of a labour dispute, to deprive the community of their products or services until an attempt has been made to bring the parties together and, failing settlement, until an inquiry has been made into the dispute and the public has been informed concerning the issues at stake and the recommendations made to resolve them.

Combines Investigation Act

Industrial combines which acted to the detriment of the public came within the purview of the Department of Labour under a Combines Investigation Act passed in 1910. This Act was replaced in 1919 by other measures aimed to give the Dominion Government power to control prices. This was at a time when wartime prices were pressing heavily on consumers, but the legislation was declared by the Privy Council to be outside the powers of the Dominion Parliament in time of peace.

In 1923 a more effective Combines Investigation Act was passed and its administration entrusted to the Minister of Labour. The numerous inquiries by the Registrar and the more formal investigations by commissioners appointed under this Act, some of them resulting in prosecution and conviction of offenders, have undoubtedly had a salutary effect, have kept the market open to a healthy competition and protected the consumer from unduly high prices.

Employment Offices and Technical Education

The war years 1914-18 revealed the need for inter-provincial clearance of information concerning jobs and unemployed workers, for more public employment offices than the provinces had provided, and for increased facilities for technical training. The Employment Offices Co-ordination Act, 1918, and the Technical Education Act, 1919, were designed to meet those needs. The former provided for grants to the provinces on a fifty-fifty basis for the maintenance of free employment offices, for the inter-provincial clearance of labour through two centres at Winnipeg and Ottawa, and for an information service on the labour market by the Dominion. Under the Technical Education Act the sum of \$10,000,000 was set aside for ten years to assist the provinces to extend their technical education facilities. As some of the provinces did not avail themselves of their share of the fund within the ten years, the statute has been re-enacted in subsequent years.

International Labour Organization

Another outcome of the last war which added to the responsibilities and usefulness of the Department of Labour, was the International Labour Office established as part of the League of Nations by the Treaty of Versailles in 1919. Canada had a seat on the Governing Body of the organization until the United States joined the I.L.O. in 1935. The Minister of Labour occupied this seat during those years. Since Germany withdrew from the I.L.O. Canada has again been represented on the Governing Body.

Canada's membership in the I.L.O. has been fruitful. Attendance at the annual conferences of representatives of government, employers and workers, and the publications of the I.L.O. have greatly enlarged knowledge of labour problems and made available information concerning methods of dealing with them in other countries.

Other Responsibilities

In 1922 the administration of the Government Annuities Act was transferred to the Minister of Labour. In 1927 the Old Age Pensions Act was passed and added to the Minister's responsibilities, but in 1935 its administration was transferred to the Minister of Finance.

Changes in Fair Wages Policy

During the thirties, the outstanding labour problems in Canada were unemployment and the low wages and poor working conditions which are likely to obtain in bad times. Such conditions were revealed by the Royal Commission on Price Spreads in 1934-35. One result of these revelations was a change in the Fair Wages policy in its application to contracts for government equipment and supplies. Previously, such contracts, like contracts for public works, contained a clause requiring contractors to pay wages which were current in the district for the sort of work required or, where there were no "current" rates, then fair and reasonable rates as determined by the Minister of Labour. But with the drop in wages in the early thirties, "current" wages in many manufacturing industries no longer were "fair and reasonable". Accordingly, the Government required contractors to pay at least 30 cents and 20 cents per hour to men and women over 18 years of age working on government supplies, and to pay the rates fixed by provincial authorities to those under 18. Above this wage-floor, higher rates were determined by the class of work done.

No change was made in the Fair Wages policy in relation to workers on government construction jobs except that in 1930 a statute replaced the order in council setting out the policy. The building trades were well organized in trade unions and the Government did not intervene in the wage field but continued under the statute to require payment on government work of "current" rates. In the matter of hours on government construction, however, the statute of 1930 limited the working day to eight hours except when exemption was permitted by order in council or, in case of emergency, by the Minister. Five years later the Fair Wages and Hours of Labour Act provided also for a 44-hour week for public works.

Industrial Relations

As business began to expand in the late thirties, the desire of workers to organize in trade unions and the refusal of some employers to recognize the unions in negotiations for agreements to cover wages and working conditions had occasioned many disputes. Several

provinces, under their legislative power over civil rights and hence over contracts of employment, had declared it unlawful for an employer to dismiss or threaten to dismiss workers on account of union membership or union activity. The Dominion Parliament's power was limited, but in 1939 it went as far as it could validly go in this field by inserting a section in the Criminal Code declaring it to be a criminal offence to dismiss or threaten to dismiss a worker, or discriminate against him in any way solely on the ground of union membership or activity.

In the years immediately before the outbreak of the Second World War, the Department of Labour was becoming increasingly concerned with the problem of collective bargaining. From 1936 onward the question of union recognition and the resentment over dismissals of workers for union activity outweighed all other factors in causing prolonged stoppages of work. Intensifying this situation was the knowledge on the part of labour that many American employers in the mass-production industries, steel, automobiles, farm implements, textiles, meat-packing and other industries, had accepted collective bargaining either voluntarily or under pressure of the U.S. National Labour Relations Act.

Wages and Standard of Living

With the start of the depression period in 1930 wages began to fall and continued to fall until an upward movement in hour wage-rates beginning in 1934 gradually brought them back to the level of 1930, which had been the highest since 1901 except in the boom year of 1920 when the high cost of living had neutralized the value of high wages. About the only major exception was in the building trades where higher rates had prevailed in 1926-1932.

According to the Dominion Bureau of Statistics the real value of average yearly earnings in factories in 1939 was almost 10 points higher than in 1931, while in 1931 it was 17 points above 1917. Thus, the increased hourly rates plus the greater number of hours worked in the manufacturing industries combined to raise earnings in 1939 considerably above the depressed level of the earlier thirties and actually to push them to the highest point in Canadian history. This statement relates, of course, to the general level. There were still a number of plants and areas where wages had not fully recovered from the low point of the depression years.

Unemployment

During the depression of the thirties relief to the unemployed and aid to the distressed agricultural areas was given by way of Dominion Government grants to the provinces.

A National Employment Commission was appointed in 1936 to study the problem of unemployment and make recommendations for coping with it. Some recommendations of the Commission were acted on while it was still sitting; others were given effect to after publication of its final report in 1938.

A Youth Training Program was set up in 1937 for unemployed persons between 18 and 30 years of age. The scheme was a co-operative one between the Dominion and the provinces with certain financial assistance where necessary to trainees. The Youth Training Act, 1939, gave statutory effect to the scheme.

Considerable slack in the building and ancillary trades was taken up by a Home Improvement Loans scheme suggested by the Commission, and by the operation of the National Housing Act of 1938.

Other recommendations by the National Employment Commission acted upon by the Government were the construction of highways in connection with mines, tourist traffic, etc., a farm placement scheme and alternative plans to provide winter employment in the primary industries for single, homeless men.

Unemployment Insurance and Employment Offices

One of the National Employment Commission's proposals was for the setting up by the Dominion Government of a system of unemployment insurance, also for the reorganization of the Dominion-Provincial employment service which had been in operation since 1919 under authority of the Employment Offices Co-ordination Act already referred to.

Employment offices, of course, play a very necessary part in any nation-wide system of unemployment insurance. So in 1939 the Dominion Government embodied the two proposals in an Unemployment Insurance bill and then set about getting an amendment to the constitution to give the Canadian Parliament authority to pass it. This authority was obtained in 1940, and the Unemployment Insurance Act was passed without further delay.

The Act provided for a nationally operated and nation-wide Employment Service to take the place of the service which had been operated by the provinces and assisted by grants from the Dominion treasury. It is, of course, the business of the Employment Service to try and find a suitable job for every employable person who applies to it. If such a job cannot be found, then the Act provides that the unemployed applicant shall become eligible for unemployment insurance benefits.

It should be interjected here that though the Employment Service was designed for peacetime purposes, it becomes of great value in wartime. Its local offices distributed throughout the country are indispensable in the carrying out of any manpower policy. The Department of Labour made every effort, therefore, to get this service going without undue delay. In 1940 there were in Canada only 75 employment offices, with staffs totalling about 425, operated by the provinces. In March 1942, there were 109 employment offices in operation with staffs totalling 1,570 persons. Today there are local offices at 211 points as well as Regional offices in 5 cities across Canada, with a total staff of 4,560 men and women all of whom have either received or are still receiving special training for the work. Much of this staff increase has been due to the introduction of National Selective Service which will be referred to later under the heading of Manpower.

The Unemployment Insurance Act is administered by a Commission of three members, one of whom was appointed after consultation with organized labour and one after consultation with representatives of employers. There is also an Unemployment Insurance Advisory Committee of from 5 to 7 members, of which one member at least must be appointed after consultation with organized labour and an equal number after consultation with employers' organizations. The Commission is under the general control of the Minister of Labour.

Employers and employees contributed to an Unemployment Insurance Fund, and the Dominion government makes a grant of one-fifth of these aggregate contributions, and also defrays the cost of administration.

The Act provides for Courts of Referees consisting of a chairman and one or more members chosen from panels representative of employers and the same number of panels representative of insured persons. The Courts are empowered to give decisions on all claims for benefits referred to them by Insurance Officers and appeals by claimants.

The benefits of unemployment insurance apply to all persons who are employed under a contract of service or apprenticeship, with certain exceptions. These exceptions include workers in agriculture and forestry, fishing, lumbering and logging, transportation by air or water, stevedoring, private domestic service, and workers earning more than \$2,000 a year.

On September 1, 1943, this wage "ceiling" was removed for persons employed on a weekly, daily, hourly or piece rate basis, and for those employed by the month or year it was

raised to \$2,400. An Order in Council in 1942, had already adjusted the "ceiling" for persons whose earnings have increased because of war conditions.

This extension of the coverage of the Act emphasises the post-war importance of the Unemployment Insurance Fund and the machinery of the employment offices. For the unemployment that is bound to occur in some measure in the transition from war to peace the operation of the Unemployment Insurance Act will ease and shorten, if not eliminate, the out-of-work period for many workers.

Second World War, 1939

At the outbreak of the war in 1939 the Department of Labour had a staff of 210 persons in Ottawa and an outside staff of 35. The outside staff included conciliation officers at Montreal, Toronto and Vancouver whose chief responsibility was mediation in labour disputes with certain added duties arising out of the Fair Wages policy.

The development of Canada's war labour policy necessitated the setting up of many new branches of the Department and of boards acting under authority of the Minister of Labour. This involved continual additions to the staffs with the result that to-day after four years of war the Department's personnel numbers more than 7,000 officers and employees located in Ottawa and distributed throughout the country.

War Labour Policy

Three major factors affected the determination of a Canadian war labour policy. One of these was the division of authority between the Dominion and the provinces. Most "protective labour legislation," as it is called, is provincial. Such legislation includes laws regulating employment in factories, shops and other work-places and providing for their inspection. Such legislation also regulates the work of young persons and women, fixes minimum wages and maximum hours of work, at least for women and juveniles. Laws of this kind are to be found in all the provinces, except Prince Edward Island; but their provisions vary from province to province.

Another factor was the fact that the war production departments of the Government approached industrial matters from a point of view somewhat different to that of the Department of Labour. It was natural that those departments so vitally concerned with war contracts should want them completed with the

utmost possible speed. They, on the one hand, felt that long-established labour standards should give way to the exigencies of war. The Department of Labour, on the other hand, administers laws and regulations which embody rights that labour has gained over the years and which the Department was loath to have set aside except as vital necessity required.

Recognition of the fundamental rights of labour in this respect was incorporated into successive wage control orders which declared that any changes in labour agreements or practice would be fully restored after the termination of the war.

The third factor had to do with the divergent interests of employers and employees. It has not always been easy for the Dominion Government to get a clear expression of these interests. References are sometimes made to the practice of the British Government and of British employers of consulting on vital issues with the British Trades Union Congress. However, it should be pointed out that it is

one thing for the British Government to formulate a policy after consultation with the Trades Union Congress and another thing for the Canadian Government to do the same thing on the basis of the sometimes conflicting attitudes and advice of the three principal Canadian trades union organizations. The policies, objectives and methods of Canadian labour bodies are not always parallel; and so far as securing the viewpoint of employers is concerned, there is in Canada no precise equivalent to the Federation of British Industries.

A further problem grew out of the concentration of industry in the two central provinces, which made it difficult to spread wartime employment evenly over the country so as to absorb all those still unemployed as a result of the depression years.

For the purposes of this article Canada's war labour policy has been summarized in the following pages under four main headings: Wages Policy, Manpower, Industrial Relations and Post-War Projects.

II.—Wages Policy

As stated in the introduction, the wages situation in 1939 was, in general, favourable and real earnings, due to greater volume of employment, were higher than ever before. There were, however, some plants, some classes of workers and some areas in which wages were relatively low.

The Government's policy, therefore, was directed: (1) to maintaining the wage level and ensuring as far as possible against increases in the cost of the basic necessities of life by controlling prices and by other measures, and, (2) to adhering to its fair wages policy so that workers on Dominion Government contracts should have "current" or fair and reasonable wages and hours.

Wages Stabilization

Causes of Inflation

Promptly on the outbreak of war, the Government announced its intention to combat the inflationary forces which were bound to be set in motion by the diversion of the nation's resources and manpower from civilian uses to war purposes. The Government was mindful of the experience of the last war and its aftermath, when prices soared while wages failed to keep up with them and then both slumped

disastrously as industry struggled to recover from the dislocation caused by the war and the temporary boom of 1920. The production of munitions and war supplies and the amount of foodstuffs exported to the Allied Nations have been far in excess of the production in 1914-18. All this vast war production involved a corresponding expansion of employment and earnings. But it also involved a much greater diversion from civilian production than in the last war, and as shipping losses and the fortunes of war seriously curtailed the import of goods, a scarcity of many commodities was created which was unparalleled in 1914-18. Therefore, with plenty of money available for spending and fewer goods to spend it on, prices, if uncontrolled, were certain to rise rapidly. Uncontrolled, these inflationary tendencies would bring hardship to many, and benefit only the profiteer.

To the wage- or salary-earner inflation means an increased cost of living resulting in the deterioration of the real value of his wages and of his savings, pension or insurance. To the employer it means a drastic reduction in the value of his investments. In order to check inflation it was considered necessary to impose some measure of control over prices, purchasing power and the distribution of goods,

materials and services. Wages and salaries represent a very large part of the purchasing power in the country. They are factors, too, in the cost of production and distribution. If, therefore, production and distribution of goods are to be continued at controlled prices, it is regarded as essential that control must be exercised also over salaries and wages.

Government Policy

To ensure as equitable a distribution as possible of the economic sacrifices which war demanded was the basis of the Government's policy in this field. It was designed to control in some measure the income available for spending on civilian goods, to ensure an adequate supply of men and materials for the needs of the war and of the community, and as far as possible to protect all against the day when the war would be over. The control of prices, profits, wages and salaries, higher taxes on incomes, encouragement of loans to the Government through the medium of war savings certificates and bonds, and, later, the introduction of a compulsory savings scheme and the rationing of certain commodities were all part of the program devised to carry out this policy. The program was put into effect by stages as conditions warranted.

Initial Control Measures

In the first two years of the war, prices of selected commodities were controlled, excess profits were taxed, the corporation income tax was greatly increased and the personal income tax sharply increased in successive stages. War savings certificates and bonds encouraged the turning back to the Treasury of part of the rapid increase in earnings. As regard wages, workers were urged not to press for increases except where rates were unduly low, and in December, 1940, boards of conciliation and investigation considering disputes over wages were instructed not to recommend increases in basic rates above the highest rates in effect during the high wage-rate period 1926-29, but to recommend that, where the cost of the necessities of life was found on quarterly investigations to have risen by at least 5 per cent, the employer should pay a flat cost-of-living bonus, the same for all workers, on a scale set out in an Order in Council (P.C. 7440).

By the fall of 1941 the situation called for more drastic action. There was already a shortage of some commodities and evidence that a broad inflationary rise in prices was developing. The rapid expansion in the industrial program after the fall of France, the growing scarcity of labour, the excess profits tax and the necessity under the circumstances

of letting contracts on a "cost" basis were major factors in continued wage and price increases.

Controls Extended

An Order (P.C. 8253) under the War Measures Act in October, 1941, established, with some exceptions, an overall price "ceiling" and stabilized wages. Shortly after, salaries were stabilized (P.C. 9298). Later, the excess profits tax was amended to prevent any company retaining more than 70 per cent of its pre-war profits.

The prices of goods and of most services were fixed at the highest prices at which they had been sold during the four weeks from September 15 to October 11, 1941, unless increases were permitted by the Wartime Prices and Trade Board.

Wages of all workers who received less than \$175 a month or who were not above the rank of foreman were stabilized at the rates in effect on November 15, 1941, but provision was made for a cost-of-living bonus. Salaries were held to the level of November 15. Provision was made whereby wages and salaries could be increased within the limits of the range in effect at the time of the order, adjustments could also be made when a higher or lower grade of duties was assumed, and, in the case of wage-earners, with the approval of a War Labour Board, an increase in basic rates could be granted where existing wages were found to be lower than the prevailing rates for the particular occupation in the locality or in a comparable locality.

Adjustments in the cost-of-living bonus are made quarterly by order of the National War Labour Board. When the cost-of-living index of the Dominion Bureau of Statistics rises or falls by one point, the bonus is increased or reduced by 25 cents per week in the case of adult male workers and all others receiving \$25 a week or more, and by one per cent in the case of males under 21 employed at less than \$25 and of women and girls working for less than \$25 a week.

War Labour Boards

The Wartime Wages Control Order, of July, 1942, (P.C. 5963) consolidated the order of 1941 and its amendments. Like its predecessor, it is administered by a National War Labour Board and a Regional Board in each province. Until February 11, 1943, these Boards, made up of an equal number of representatives of employers and employed, were presided over by the Dominion and provincial Ministers of Labour. On that date, the National Board was reconstituted as a three-man body on a full-time basis, (P.C. 1141). Shortly afterwards, it was

decided to allow, under certain circumstances, appeals to the National Board against decisions of the Regional Boards and to permit interested parties to put their case before the National Board. The representative members of the first National Board now act as an advisory War Labour Committee to the permanent Board.

To avoid the expense and duplication which would have resulted had a large staff of inspectors been appointed to enforce the Order, arrangements were made to utilize the services of the inspectors of the Unemployment Insurance Commission to report apparent violations to the War Labour Boards. Under a co-operative scheme between the Dominion and the provincial Departments of Labour the provincial inspection services also assist in enforcing the wages stabilization order and the fair wages policy.

The National Board was empowered to inquire and report to the Minister from time to time, as it deemed advisable, on matters pertaining to labour relations in Canada, and one of the first official acts of the reconstituted Board was to arrange for a public inquiry into all phases of the subject.

In May 1943, provision was made for setting up a Western War Labour Board to have jurisdiction over defence projects in Alberta, British Columbia and the Yukon and Northwest Territories. As in the case of the other War Labour Boards, representatives of both employer and employee interests will sit on the Western Board.

Effectiveness of Controls

It is of interest to note the influence which price and wage controls have had on the cost of living. From the beginning of the present war to October 1941, during which period partial measures of control were being tried, the cost of living rose 14.6 per cent. Between October 1941, when more positive measures of price control and wage stabilization were put into effect, and September 1943, the cost of living rose only 3.4 per cent. This represents a total rise of 18.5 per cent after 48 months of war. Under the uncontrolled economy of the First Great War the cost of living after 48 months of war had risen 54.5 per cent.

It is contended that had it not been for the price and wage controls of the present war, Canada would be experiencing in even greater measure some of the evils of inflation, and the problems of present war financing and post-war reconstruction would unquestionably have become much more difficult.

Fair Wages Policy

During the war, changes have been made in the fair wages policy to give greater assurance that fair wages will be paid and to raise the minimum rates for workers in factories engaged on government contracts.

As regards minimum rates, it was stipulated in May, 1941, that men and women working on government supplies should be paid not less than 35 and 25 cents an hour respectively, an increase of 5 cents. Lower rates were fixed for learners and for those under 18. Later in the year, these rates were made applicable to all the workers in plants where government contracts were being carried out and further protection was given to young workers by fixing a minimum of 20 cents for all under 18.

The National War Labour Board was made responsible for investigating claims for wages by workers on both contracts for construction and contracts for manufacturing supplies. Definite procedure was laid down for settling claims.

In connection with its enforcement of the fair wages policy the National War Labour Board has taken over from the Department of Labour the work of providing (a) fair wage schedules to all Government departments making construction contracts, and (b) prevailing rate schedules for civilian employees of Government departments who are not members of the Civil Service. The annual survey of wages paid by representative firms in all Canadian industries which has been conducted for many years by the Statistics Branch of the Department is now made by the Board and the data are collected from a greater number of employers. They include the regular and overtime rates of wages for the main occupations, the hours of labour, the amount of the cost-of-living bonus and the number and sex of the workers.

III.—Manpower

This section opens with a general review of the Dominion Government's manpower policy. It traces briefly the policy's growth and refers chronologically to the various branches and services it has been found necessary to set up within the Department of Labour as the policy took definite shape and the manpower needs developed.

Following and growing out of the National Registration taken in 1940, these branches and services include War Emergency Training, Wartime Bureau of Technical Personnel, Employment Service, National Selective Service, an Agricultural Division, a Labour Priorities Division, organizations for utilizing the labour of prisoners of war and evacuated Japanese, a Women's Welfare Division, and a Military Mobilization Division. Each of these branches and services is dealt with in the latter part of this section under its own sub-heading.

General Review

Canada's manpower policy developed gradually. When war broke out there were about 400,000 Canadian workers unemployed. Thus there was for a time a substantial reserve of unemployed manpower upon which both the armed forces and industry could draw. But during 1940, particularly after the fall of France, heavy voluntary enlistments and expansion of our war production cut heavily into this reserve. Employers began to bid against each other for workers, particularly skilled workers. Labour turnover was high. To ease the situation an order in council was passed in November 1940, prohibiting employers from advertising for or offering jobs to workers who were already engaged in war industry.

In the summer of 1940, in anticipation of manpower shortage, a National Registration was conducted to obtain full information about all persons 16 years of age and over. At the same time an over-all estimate was made of the country's manpower requirements for the armed services, war production and essential civilian production. The results showed not only the obvious shortage of skilled workers but a threatening shortage of semi-skilled workers as well. This led to the development of the War Emergency Training program which was grafted onto the existing administration for the training of unemployed youth. Under this program the Dominion Government, in co-operation with

the provinces, made use of all the facilities of vocational and technical schools for the pre-employment training of semi-skilled workers.

Canada's rapidly expanding war effort created a heavy demand for trained technical personnel. Early in 1941, therefore, the War-time Bureau of Technical Personnel was established. This Bureau may be roughly described as a specialized employment inventory for engineers, chemists, and other professional technicians. Administered by the Department of Labour in co-operation with the professional societies, it was at first simply a facility offered to those who wished to use its services; but it has developed into an agency for the control of such personnel under regulations which set the pattern in some degree for general manpower policy.

In 1940 and 1941 employment offices were set up throughout the country under the Unemployment Insurance Act, 1940. Although not actually passed until after the outbreak of the war, this Act is really a peacetime measure. The employment service, therefore, has been briefly reviewed in the section of this article dealing with pre-war activities of the Department. It should, however, be stated here that on the work of the employment offices the whole success of Canada's manpower policy depends.

In March, 1942, following a series of studies in 1941 the National Selective Service policy was announced and began to be applied in a series of gradual steps roughly in pace with the development of the Employment Service and the setting up of local employment offices.

The heart of the policy is a schedule of labour priorities with steadily increasing control over the movement and allocation of labour. Under its regulations numbers of workers have been directed from non-essential jobs to take essential employment elsewhere. Employers in civilian industries have been instructed to release men between the ages of 16 and 40 who for medical or other reasons are not in the armed forces, and such men have been assigned by Selective Service Officers to essential jobs. Workers who are unemployed for more than two weeks may be directed to take any suitable essential job. All men between the ages of 18 and 64 who have had experience in coal-mining, and all men in Nova Scotia and New Brunswick who were formerly longshoremen may be directed back to employment in the mines or on the

docks as the case may be. A system for ensuring a supply of longshoremen at Halifax has been carefully worked out. Any man between 16 and 64 may be directed to accept employment in cutting wood fuel, fishing or fish processing.

Special arrangements apply to agricultural workers, whose importance has increased as the war has advanced. Shortly after National Selective Service was established in 1942 an Agricultural Division was set up to give special attention to farm labour requirements. In 1943 arrangements have been made to use prisoners of war and Japanese evacuated from British Columbia in farm work and in the cutting of wood fuel.

In the Spring of 1942 a Labour Priorities Division was set up to draw up a definite labour priority classification as a guide for Selective Service Officers when directing workers from one kind of employment to another of greater essentiality.

In September, 1942 a Welfare Division of the National Selective Service was set up to study and deal with the welfare problems connected with the recruitment of many thousands of women into industry, and into jobs formerly done by men only.

In December, 1942 the mobilization machinery for the army was transferred from the War Services Department to the National Selective Service branch of the Department of Labour. With the transfer, both military and civilian manpower needs have been co-ordinated under one authority. In this connection it should be stated that the National Registration taken in 1940 is being kept up to date by the Department of Labour, and is serving as a basis for the military call-up.

Since 1939 it has been necessary for the Department to extend the activities of its Research and Statistics Branch. The work of this branch in connection with research and statistics on manpower is briefly described at the end of this section.

National Registration

In August, 1940, a National Registration in Canada was carried out by the newly-created Department of National War Services. The purpose was to register the potential manpower resources of the country and to provide a means of identification of individuals. All persons residing in Canada of every nationality, sixteen years of age and over, were required to register. The total registration was 7,862,920 persons, consisting of 3,979,680 males and 3,883,240 females.

In March, 1942, the National Registration together with all its records and personnel

was transferred to the Department of Labour. Much use has since been made of these records for purposes of Selective Service. The names and addresses of men experienced in the heavy metal trades, of coal miners, and of stevedores and dock-workers, have been listed. Information has been furnished to the Dominion Bureau of Statistics in connection with a survey of the movements of the population. In July, 1942, the names and latest addresses of 10,813 doctors were supplied to the Director-General of Army Medical Services. Lists of names and addresses of boys of ages 16, 17 and 18 have been supplied to organizers of Sea Cadet corps.

In December, 1942, the public was reminded by radio and by newspaper advertising of the importance of keeping their registration up-to-date in respect to change of address, and so on, and at present brief radio announcements on the subject are being made at intervals. All employers are required to see that their employees possess National Registration certificates.

A staff of about 350 employees is required to keep the registration up-to-date and to furnish the information required by the National Selective Service and other government departments.

War Emergency Training

The Department of Labour's program for War Emergency Training grew out of the vocational training scheme for unemployed young people (generally known as Youth Training) which was started in 1937, when Parliament voted \$1,000,000 for that purpose. A further \$1,500,000 was voted in 1938, and agreements made with the provinces for various types of training to be undertaken, the cost to be on a fifty-fifty basis except that each province would bear its own administration cost. In 1939 the Youth Training Act was passed setting aside \$1,500,000 a year for the next three years. (In 1942 the Youth Training Act was replaced by the Vocational Training Co-ordination Act, which will be referred to later.)

The Youth Training scheme covered many forms of training for young men and women between the ages of 16 and 30 including training for industry, home service for women, forestry, mining, prospecting, and many forms of agricultural training.

Following the outbreak of war revisions were made in the projects carried on under the Youth Training scheme, many of the former ones being discontinued and others started which would be more useful to the

war effort. Early in 1940 the co-operation of the provinces was obtained in inaugurating training for tradesmen for the armed forces and for prospective workers in war industries. Arrangements were made to use the vocational shops of the technical schools throughout the country during the summer vacation period, with the Dominion government bearing almost the full cost of the training.

A scale of subsistence allowances was adopted for those enrolled in full-time classes, higher amounts being allowed when trainees were living away from home. Later these subsistence allowances were increased in order to swell the number of trainees. Certain travelling expenses were also allowed.

From the beginning every effort was made to maintain the closest contact with employers to ensure that the training given was in line with their requirements. Employers were encouraged to sponsor individual trainees and whole classes.

Under this War Emergency Training program the original minimum age of 16 was retained but no maximum age was set. At the outset nearly all the trainees were men, but in 1942 the number of women trainees increased substantially. During the first half of 1941, trainees were graduated from the schools more quickly than they were being absorbed in industry; but practically all of them were later placed in employment. At no time has there been a shortage of training facilities to meet the demands of industry. Since the end of 1942 there has been a marked decrease in the monthly number of men trainees and some of the training centres which have served their purpose have been closed. At present there are about 110 training centres in operation.

Training in War Industries

Special mention should be made of the consideration which has been given to the aircraft manufacture and overhaul industry. As far back as 1938, more than a year before the Germans invaded Poland, under the Youth Training program certain provinces were asked to start classes to train workers in aircraft manufacture. After war was declared there was a tremendous jump in the number of trainees in this type of work. Following conferences with the Director General of Aircraft Production in January, 1942, certain key men selected from the various aircraft industries were sent to a special school in California for three months' training. A home study course also was given to over 1,100 key employees. One half the cost of this special training was borne by the Department of Labour.

The shipbuilding industry has been given special attention by means of pre-employment classes, part-time classes and plant schools for shipyards engaged in naval as well as merchant ship construction. Special training centres for this industry have been established with particular success on the Pacific Coast. This training project has been worked out in co-operation with the management of the yards and the trade unions concerned.

Craftsmen in Armed Forces

The original Youth Training scheme and its successor, the War Emergency Training, have both been of service to the Royal Canadian Air Force. In the spring of 1939, six months before war was declared, at the request of senior officers of the R.C.A.F., arrangements were made, with the co-operation of provincial governments, to train ground mechanics for the Air Force. The first centres were opened in June, 1939, and from then on there has been a continuous expansion in this type of training. In the fall of 1941, special centres were opened to provide educational training, chiefly in science and mathematics, for pre-aircrew personnel. These schools have been carried on ever since.

Classes for Army tradesmen were started in the fall of 1940 at the request of local commanding officers. In 1941 at the request of Army Headquarters, a regular plan was put into effect for providing three months' training in a wide range of Army trades. Early this year the Army inaugurated a plan to train boys between 17 and 18 as tradesmen and asked War Emergency Training to provide the facilities.

The Navy was the last of the three armed services to request trades training. Early in 1942 classes were held in five or six Navy occupations. The courses lasted from 3 to 8 months. As in the other two services, all trainees are enlisted Navy personnel and referred to the centres by the Navy for training.

From the beginning of War Emergency Training up to June, 1943, more than 253,000 men and women have received training. This figure includes over 84,000 tradesmen already in the armed forces. During the same period more than 80,500 are known to have been placed in employment, while nearly 2,000 are known to have joined the armed forces after taking their training.

Rehabilitation Training for Ex-Service Men

In August, 1942, the Vocational Training Co-ordination Act was passed, replacing the Youth Training Act. The new Act provides for carrying on any training essential to the war effort either for the armed forces or for industry. It also provides for rehabilitation

training for discharged members of the forces, for the continuation of projects formerly carried on under Youth Training, and for such other forms of training as may become necessary in the post-war period. This will make the Act a powerful instrument of post-war rehabilitation and reconstruction.

The Vocational Training Co-ordination Act provides for a council to advise the Minister of Labour. This council of 17 members represents employers, organized labour, technical schools, women's organizations, war veterans and agricultural organizations.

The training of discharged members of the armed forces began on a small scale during the fiscal year 1942-43, but is now beginning to increase in volume. Suitable procedure governing the responsibilities of the Department of Pensions and the Department of Labour regarding this type of training has been worked out. Recently a procedure has been devised to provide supervised training in industrial and commercial establishments.

Foremanship Training

The rapid expansion of many companies created problems in foremanship and labour supervision, so steps were taken in co-operation with provincial governments to provide some intensive courses for this type of personnel. Three classes of training were set up, namely, Job Instructor Training, Job Relations Training, and Job Methods Training. These classes are put on from time to time in various Canadian industrial centres and are made available to all industries engaged in war production. Up to the present time some 29,000 certificates from one or more of the classes have been issued to foremen, charge hands, and others in a supervisory capacity in industry.

Assistance to University Students

Reference should be made here to financial assistance given to university students who had attained good academic standing but who were unable to continue their university courses without financial help. After the Youth Training Act was passed in 1939 contributions on a fifty-fifty basis between the Dominion government and certain provinces were made in a limited number of cases. In the fiscal year 1942-43, in co-operation with the Wartime Bureau of Technical Personnel and the Department of National Defence a comprehensive plan for aiding needy students was worked out, designed particularly to assist students in engineering and science, also students (other than first year students) in medicine and dentistry who had agreed to make their services available when required for the war effort. Schedules were adopted on a

fifty-fifty basis in all provinces except Ontario, special Dominion funds being made available to Ontario universities. In addition, financial assistance has been given to universities which have re-arranged their programs in order to accelerate their medical and dentistry courses. During the fiscal year 1942-43 assistance was given to 2,154 students. Since then provision has been made to assist certain other students, such as nurses in training, social workers and forestry engineers.

Wartime Bureau of Technical Personnel

Early in the war a critical shortage of engineering, scientific and technical personnel developed due to heavy enlistments in the armed forces. Therefore in 1941, with the aid of the professional engineering societies, there was established in the Department of Labour the Wartime Bureau of Technical Personnel. The Bureau works under the guidance of an Advisory Board composed of representatives of the engineering, mining and chemical institutes, the universities and the Canadian Manufacturers Association.

The Bureau's task was to find the engineers and chemists needed for Canada's rapidly expanding war effort. It, therefore, set about finding out (1) the actual need for technical men, (2) the total number of such men available, (3) the training and experience of each individual, (4) the essentiality of the work they were engaged in, and (5) their willingness to transfer to more essential duties.

From the records of the National Registration taken in 1940, a list was soon prepared of men who had registered themselves as engineers, architects and chemists. To such men questionnaires were sent and in due time routines were developed for classifying and indexing questionnaires, for handling inquiries for additional technical staff and directing available men to suitable employment, for advising individuals and organizations as to the essentiality of occupations, for assisting National War Services Boards in dealing with the cases of technical men called up for military training, and for securing as complete a register as possible of the available technical personnel in the country. During 1941 valuable assistance was given to war industries in their search for additional technical staff to an extent that would have been quite impossible if such record had not been compiled.

As operations expanded it became advisable to have representatives of the Bureau assigned to various Canadian industrial centres where they would be available locally for personal interviews. Suitable men were chosen, brought to Ottawa for training, and then

assigned to various cities. At present there are representatives in Halifax, Montreal, Toronto, Hamilton, Winnipeg and Vancouver. There are also honorary representatives at Quebec and in the Maritime Provinces outside of Halifax. These representatives secure specific information, as required, about individuals and about employers, and they furnish advice and information regarding government policy as it affects technical personnel. About one-half of the 11,731 interviews recorded during the fiscal year 1942-43 were conducted by regional representatives, and many engineers and scientists were advised as to how they might best be employed to serve the national interest. During the fiscal year 1942-43, the Bureau received 1,078 inquiries from employers for technical personnel, and 899 civilian placements were made. In addition the Bureau assists the armed forces in their search for engineers and scientists needed as technical officers. In August, 1942, the Department of National Defence seconded an officer to the Bureau, and by July, 1943, no less than 272 candidates referred by the Bureau had been accepted for technical appointments in the armed forces. In addition, out of 1,360 male students in the 1943 graduating classes in science and engineering, no less than 531 had been appointed up to July 31 as technical officers in the armed forces. Of the remaining graduates, 525 have taken essential civilian employment, while 111 are returning to the universities to engage in instructional and research work.

As the main source for new supply of technical men is the output of the engineering and science faculties of the Canadian universities, the Bureau has taken a definite interest in such matters as the numbers of students and the methods of training in science courses. In this connection the Department of Labour in 1941 made arrangements for financial assistance to be given to needy students of good academic standing. This resulted in the enrolment for the university session 1942-43 of more than 500 students in first-year science courses* who otherwise would have been unable to attend.

In order to further the professional training of science undergraduates during summer vacations, war industries were circularized in the winter months with the result that in the summer of 1942 some 2,500 openings were found for undergraduates. Information regarding these openings was compiled and posted

in the universities for the benefit of their science and engineering students. Similarly, over 4,600 openings were found for the summer of 1943. During the summer of 1942 a number of third-year students were enrolled in the army for training, returning to the universities in the autumn. This saved time in preparing them for service as technical officers after graduation. This procedure was repeated last summer, both for the army and the navy.

Another field in which the Bureau assists the armed forces involves the best use of technically trained men already serving, but in a non-technical capacity. Both from individual records and from notices of cessation of civilian employment which reach the Bureau, such cases are often discovered. In the case of the army they are referred at once to the Directorate of Personnel Selection so that an army examiner may test the man's suitability for a technical appointment.

The Director of the Bureau is Mr. H. W. Lea, a graduate of McGill University in civil engineering, who is on leave of absence from his company, Automatic Electric (Canada) Limited. Other officers of the Bureau are in most cases on leave of absence to the Department of Labour from the universities and industrial corporations, and are well qualified by training and experience for the work they are doing.

Training for Personnel Work

The sudden expansion of plants from a few hundred workers to several thousands at once created a great demand for trained personnel workers. In order to meet this problem, early in 1942 the Department of Labour in co-operation with seven universities sponsored short, practical courses in personnel management. Ten such courses of four weeks' duration have been given to over 500 students, nearly all of whom are now actually engaged in employment and personnel work. The courses have helped to broaden the understanding and application of sound principles to this field.

Mr. W. H. C. Seeley of the Toronto Transportation Commission has served as director of Personnel Training.

National Selective Service

The purpose of National Selective Service, which came into effect in March 1942, was to make possible "the orderly and efficient employment of the men and women of Canada for the varied purposes of the war." It provided for the direction of the country's

*In addition, there were more than 1,600 other students who received financial help through the War Emergency Training program.

utmost effort on three fronts—the active service front, the industrial and labour front, and the agricultural front.

The primary responsibility for this extended scheme of manpower control was placed upon the Minister of Labour, while the administrative responsibility was vested in a Director of National Selective Service.

To carry out a program of National Selective Service full use would have to be made of employment offices. In order to avoid duplication of services it was decided to use the offices and staffs of the Unemployment Insurance Commission for the purposes of National Selective Service for the duration of the war.

The operation of Selective Service through the employment offices fell into four stages. The program could not move more rapidly than the existing administrative machinery could take up the load. Heavy increases in operating staffs were necessary, and men and women trained in such work were becoming harder to find. Then, too, the program could not be pushed too far ahead of public opinion. In industry, compulsion is limited in value. It must have proper support. From March 1942 to July 1942, therefore, action was limited to prohibiting men between 17 and 45 from entering certain restricted occupations without written permission of a Selective Service Officer, also to preventing agricultural workers from leaving their work (except to join the armed forces or take compulsory military training) without such permission.

During the second stage, from July, 1942, to September, 1942, it was ordered that (except in agriculture and certain other occupations) no employer should take any person into his employ except through an employment office. During these two stages employers and workers had a chance to become familiar with the employment offices, which had been increased in number.

In the third period, beginning in September, 1942, a schedule of labour priorities was established which assessed for the first time the relative importance of all labour requirements. Industries as a whole and selected firms were classified as having either very high, high, low or no labour priority. Before this schedule was set up placement officers could direct labour only by personal impressions of relative values.

The requirement that employers generally could not engage workers who had not received a permit to seek employment gradually compelled employers to advise the offices of job openings. Similarly, all job seekers compelled to register at the offices got into the

habit of using them. The control of advertising helped to check labour "poaching". A requirement that employers or employees must give seven days' notice of separation from employment helped to reduce labour turn-over. This requirement does not apply during the first month of probationary employment nor to employment in building construction.

In December, 1942, administration of regulations under which men may be called up for compulsory military training was transferred from the Minister of National War Services to the Minister of Labour. The stage was now set for putting into effect an all-embracing manpower program. In December and January two main sets of manpower regulations were passed. One of these was the National Selective Service Mobilization Regulations, providing for the call-up of men for the armed forces; the other was the National Selective Service Civilian Regulations, governing the allocation of manpower in industry. These two sets of regulations, which have been amended as circumstances have required, give effect to the present manpower policy.

The fourth stage began in May, 1943, when the National Selective Service began the compulsory transfer from non-essential employment to agriculture and highly essential industries. This action was taken under Section 210 of National Selective Service Civilian Regulations whereby the Minister of Labour was given power to issue orders forbidding employers in specified industries to continue the employment of men in designated age groups after a specified date unless a special permit was obtained.

The first of such Orders, issued on May 4, covered men from 19 to 25, married or single, and certain men from 26 to 40, who were employed in certain industries listed as non-essential or who were following certain occupations. Each man was to report to the nearest Employment and Selective Service Office where, if there was no higher priority work available, he would be given a special permit to continue his old employment on a temporary basis. If, on the other hand, more essential employment was available, he would be directed to such employment.

Four further orders of this character were issued at intervals, and in August, 1943, was issued the Sixth Compulsory Employment Transfer Order. This Order affects all men in a lengthy list of employments who are between the ages of 16 and 40 (both ages inclusive) irrespective of marital condition and whether covered by the mobilization regulations or not. Under this Order it is illegal for any employer to continue to employ any man covered by the Order except under special

National Selective Service permit, and employees affected must register and be available for transfer to higher priority work.

Future compulsory transfer orders will cover all males from 16 to 40 (both ages inclusive) who are working in the occupations listed in the particular order.

In August, 1943, a re-organization of National Selective Service took place for the purpose of broadening and decentralizing its administration as much as possible. The present set-up may be summarized as follows: The Director of National Selective Service, who is responsible to the Minister of Labour, is in charge of administration. There is an Administration Board of full time personnel of which the Director of National Selective Service is the Chairman and which consists of Associate Directors in charge of various specific aspects of the work. These members of the Board are also members of the Selective Service Advisory Board which is composed of representatives of Dominion Government departments and agencies as well as of industry and labour. There are also five Regional Directors, one for each of the Employment Regions, whose duties are, as far as practicable, to deal with matters within their regions which otherwise would have to be referred to Ottawa. Within each Region there is also a Regional Selective Service Advisory Board.

Local administration of the civilian side of the program is carried on through Selective Service officers who are stationed in the local Employment and Selective Service Offices. Appeals from decisions of Selective Service Officers may be made to local Courts of Referees composed of equal numbers of representatives of employers and workers. A worker may appeal personally or through a representative of his trade union.

Administration of the military call-up is described below under the heading "Mobilization".

Agriculture

As the war has advanced agricultural manpower has assumed increasing importance. This has been due to the progressive depletion of the farm working force and to the need for greater food production.

During 1940 local shortages of farm labour occurred due both to enlistments and to the higher wages offered in other occupations. Farm production, however, kept well ahead of demand and the general labour supply was sufficient. But by 1941 a general shortage began to be apparent. The armed services were calling for greater numbers of men, and the farmers were in no position to compete with the munitions factories in the matter of wages.

In 1941 provision was made for granting postponement of military training to farm workers who applied for it, and where Mobilization Boards considered it was warranted. This was a definite recognition of the manpower needs of primary food production. Full co-operation is being obtained from Mobilization Boards in granting postponements where they can be shown to be helpful to agriculture.

The exodus of workers from the farms in Ontario caused a temporary Farm Service Force to be organized in 1941 to assist farmers in the fruit areas, the expenses of which were borne jointly by the Dominion and Ontario Governments.

In March 1942, an Agricultural Division of the National Selective Service was set up to give special attention to the labour needs of agriculture.

Dominion-Provincial Farm Labour Agreements

Early in the summer of 1942, anticipating shortages of labour for peak harvesting periods in the Eastern as well as the Prairie Provinces, the Dominion Government through the Department of Labour negotiated agreements with all the provinces except Quebec, New Brunswick and Prince Edward Island, for the sharing of expenses incurred in the organization, recruitment and placement of temporary farm labour. Under these agreements the Dominion Government paid half the cost of transferring labour within the provinces, and the full cost of moving labour from one province to another. Through these agreements labour was moved from Ontario and Quebec to help harvest the 1942 record crop of the Prairies. In all, over 5,000 men were selected and sent west without any disorganization of work in the Eastern provinces and much of the Western harvest which could not otherwise have been gathered was saved.

This year agreements have been made with all the provinces which involve the Dominion Government in commitments of over \$500,000 with a further \$300,000 for the movement of workers from province to province. There have been two large-scale interprovincial movements of farm workers during the past summer. The first of these involved some 700 Saskatchewan farmers who were transferred to Ontario farms to help with haying. The second was of some 4,000 experienced farm workers from Ontario to the Prairie Provinces to work in the harvest fields.

In each province a Provincial Director has been named, also a Dominion-Provincial Farm Labour Committee. Under these are local

committees of farmers who act with the provincial agricultural representatives in finding and placing labour locally. In this work, and also that of recruiting students and men and women from urban centres and other outside sources of labour, close contact is maintained with the local Employment and Selective Service Offices.

Work Permits for Farmers

In the fall of 1942 the Civilian Regulations of the National Selective Service were amended to allow farmers to take work in other industries outside of urban centres for 30 days without having to obtain a permit. In the winter this was extended to 60 days. The purpose of this was to free these men when they were not needed at farming so that they could help relieve the shortages which also existed in other primary industries. To inform farmers on this and other points a pamphlet "A Message for Farmers" was prepared and distributed by the Agricultural Division. In the spring of 1943 it was found that of about 175,000 men who had gone into other industry during the fall and winter, practically all of them had returned to the farms. Plans have now been made for recruiting farm workers who can be spared from agriculture to accept employment in other essential industries during the coming winter.

Soldiers Detailed to Farm Duty

In the spring of 1943 compassionate leave was granted to some men in the Army under certain conditions. But this source of help was not sufficient so arrangements were then made with the Department of National Defence to detail soldiers to farm duty. Though only certain classes of soldiers were available about 2,500 were added for harvesting across Canada. Under an extension of the Compassionate Farm Leave plan, over 6,000 soldiers were also made available to work on their own home farms.

Other Measures

Men being withdrawn by Compulsory Labour Transfer Orders from the less essential industries are being placed on farms by local Employment and Selective Service Offices if they have had farming experience and are fit for the work.

In Alberta the farm labour supply has been increased through the use of prisoners of war. During the past summer about 500 of these men were used in gangs on the sugar beet farms. Under a recent Order in Council other groups of war prisoners are being used, and in

certain conditions are being allowed to live at the farms instead of being billeted in camps.

Many Japanese who had been moved from the coastal areas of British Columbia have been re-transferred from labour camps to farms throughout the country. At the present time there are between 5,000 and 6,000 of these men on farms, most of them being in the beet-growing areas of Alberta and Manitoba.

Labour Priorities

In the Spring of 1942 it was recognized that in order to avoid waste of manpower a definite labour priority classification was needed as a guide to be followed in diverting and directing workers to more essential employment and in providing all essential industries with at least their minimum labour requirements. Previous to that, however, representatives of the Department of Munitions and Supply, the Wartime Prices and Trade Board and the National Selective Service had been working together to build up a labour priority schedule. Later in 1942 a carefully worked out analysis of Canadian industries was prepared and issued for the use of Employment and Selective Service offices under the title Industrial Classification Manual. This Manual now serves as the basis on which the relative importance of industrial activities are determined.

The Minister of Labour's authority to classify industries and occupations is exercised by the Labour Priorities Division of National Selective Service. Contact with the Department of Munitions and Supply and the Wartime Prices and Trade Board is maintained through regular meetings of an Interdepartmental Labour Priorities Committee. On application to the Priorities Division, or on recommendation of government departments and of manufacturing interests, individual firms are considered by the Priorities Committee for special ratings. The authenticity of claims are investigated, and, when justified, each firm is specially named with a higher rating, depending on the proportion of essential production carried on by it.

Local Selective Service offices concerned are at once advised of such priority revisions by means of Revision Lists forwarded to them each week. These offices then refer available labour to the highest priority vacancy for which it is suitable.

Welfare and Related Services

Canadian women have played a very large part in the country's war effort, not only by replacing men in the lighter civilian industries

and releasing them for the armed forces and for work in essential war industries but by working beside them in the war industries themselves. In August, 1939, there were about 144,000 women employed in factories and industrial work in Canada. To-day there are over 419,000 women so employed of whom more than 260,000 are in war industries.

Such a rapid influx of women into industrial establishments, many of which had never employed women before, created certain welfare problems. It was to study these problems and to make recommendations and take action in connection with them that in September, 1942, a Welfare and Related Services Division was set up by the National Selective Service.

Matters concerning hours and conditions of work in factories normally come under the jurisdiction of the provincial governments. But Dominion and provincial government representatives have had many conferences to discuss wartime industrial developments and the safeguards which should be set up for the protection of the large new army of women workers. It has been necessary to insist on certain facilities being installed in all industries where women are employed; and it should be stated that commendable arrangements have been made by employers generally, many of whom have women on their payrolls for the first time.

Welfare officers on the staff of National Selective Service visit war industries from time to time to investigate and advise. All large industries are encouraged to set up welfare departments with trained persons in charge. In co-operation with National Selective Service, courses for welfare officers are being given through the War Emergency Training branch of the Department of Labour. In these courses due attention is given to nutrition and health.

The recruitment of women workers from their home localities to war industries in other parts of the country is receiving the attentions of the Welfare Division. Detailed instructions governing such transfers have been sent out to all Employment and Selective Service offices. No girl under 19 years may be transferred except under special circumstances.

The value of proper relaxation is stressed and in communities lacking recreational facilities adequate for a large number of women workers the Dominion Government will give financial assistance in co-operation with the government of the province.

Day Nurseries

The need of providing adequate care for the children of mothers engaged in essential industry was early recognized as a responsibility of the Department of Labour. Many more married women would seek employment in essential industries if their children could be properly cared for during the hours of work. The Dominion Government has agreements with the provinces of Ontario and Quebec which provide for: (1) Day nursery care for children, 2-6 years old, (2) school supervision outside of school hours for children over 6 years old, (3) foster home care for children under 2 years. The costs of such services are on a fifty-fifty basis.

Nineteen day nurseries are now in operation, 13 in Ontario (8 in Toronto) and 6 in Montreal. On the average, each nursery can take care of from 40 to 50 children. In view of the drive to secure some two to three thousand more women workers in Toronto, the Ontario Department of Public Welfare has been asked to plan for opening 12 additional day nurseries in that city. Nurseries are being planned by local committees for many points in Ontario, and employment office records show that the development is keeping pace with the need as shown by applications for such care.

As the need for women workers increases day nurseries will have to be established in other provinces. Inquiries have lately been received from Edmonton, Winnipeg and Vancouver, and data are being gathered from the Women's Divisions in the Employment Offices in those cities and from the provincial governments concerned.

Sixteen school units have been provided to date, twelve of them being in Toronto. During the summer there was little demand for the school facilities offered, but it is expected that during this fall the sixteen units will again be in full operation, with such other units as may be needed.

The Bureau is under the direction of Mrs. Rex Eaton, whose services for this purpose have been loaned by the British Columbia Department of Labour.

Mobilization

To co-ordinate the allocation of manpower between industry and the armed forces, the administration of the National War Services Regulation, 1940 (Recruits) under which men may be called up for compulsory military training, was transferred from the Minister of National War Services to the

Minister of Labour on December 1, 1942. Since that date the call-up of men for compulsory military service has been carried out under the National Selective Service Mobilization Regulations administered by the Department of Labour.

For the purpose of carrying out the regulations Canada is divided into 13 Administrative Divisions. Each Division is under the jurisdiction of a Mobilization Board. The chairman of these boards are judges and the other members are prominent citizens of the community. The administrative officer in each Division is the Registrar.

The staff concerned with compulsory mobilization throughout Canada numbers 1,843 at the present time.

Method of Call-up

From time to time the Minister of Labour receives from the Minister of National Defence requisitions for a stated number of men in stated medical categories to report on a certain date to specified training centres. In order to meet the requisitions, registrars serve "Orders-Medical Examination" on designated men in their Divisions requiring them to attend before a physician for medical examination. The physician places the men examined in medical categories. Men not granted postponement are ordered by the Registrar to report for military training.

Postponements

Applications for postponements come under three main headings: (1) men essential in agricultural operations; (2) men essential in war industry, essential industry and public utilities; (3) men whose departure for military training would cause extreme hardship to their dependents.

Mobilization Boards hear applications for postponements, and decisions of the Boards are final. Representatives of agriculture and of the National Selective Service, Civilian Section, as well as representatives of the Department of National Defence attend and make representations at meetings of Mobilization Boards.

Under the regulations, bona fide students of colleges and universities taking certain courses are allowed to continue their studies undisturbed, provided that if medically fit they take the military training prescribed, and also pass their scholastic examinations.

Orders—Military Training

Men ordered to report for training are supplied with transportation, lodging and subsistence warrants as required. Upon report-

ing at military training centres they are again medically examined and, if found fit, are taken on the strength and enrolled. They then cease to be under the jurisdiction of the Department of Labour.

Work of Administration

During a recent 12-month period the number of address changes notified to national registration authorities was 779,278, or over 60,000 a month. This entails a great amount of detailed organization work. Many missing men have to be traced. Delinquents have to be prosecuted. About 150,000 men have had to be re-examined by army medical boards, and approximately 35 per cent of these have been found fit to be sent for military training.

Requirements for 1943-44

The Minister of National Defence has announced that the man-power requirements of the armed services for the fiscal year 1943-44 amount to 177,000 men, of which 100,000 are for the Army, 24,000 for the Navy, and 53,000 for the Air Force.

Japanese Evacuation and Placement

Following upon the declaration of war against Japan in December, 1941, National Defence authorities declared the coastal areas of B.C. as "protected areas" for defence purposes and in the national interest required the evacuation therefrom of persons of the Japanese race resident therein. The Minister of Labour was made responsible to carry out the evacuation program and to provide for the subsequent welfare and placement of the Japanese so evacuated. For the purpose of carrying out this program the British Columbia Security Commission was appointed in March, 1942, by Order in Council P.C. 1665. This Commission, acting under the direction of the Minister of Labour, was charged with the task of removing over 21,000 Japanese from the protected areas of British Columbia and for their settlement elsewhere. The Commission consisted of Mr. A. C. Taylor, of Vancouver, Chairman; Assistant Commissioner F. J. Mead of the R.C.M.P. and Assistant Commissioner Shirras, British Columbia Provincial Police.

Over 2,000 men were despatched at once to Mines and Resources road construction camps in the interior of British Columbia and in Northern Ontario, and while many of these were subsequently sent into commercial employment, about 700 were until recently employed building strategic highways.

From the coastal islands and the Northern Pacific Coast, as well as the Vancouver City

area, 8,000 Japanese were gathered at Hastings Park assembly centre (Vancouver) and were sent inland by train. Thousands more were sent directly from their Fraser Valley homes to the interior of British Columbia, and 3,700 to the sugar beet areas of Alberta and Manitoba. Four hundred Japanese-Canadian men, mostly young single men, worked on Ontario sugar beet farms from June to November, 1942.

By November, 1942, most of the Japanese were out of the restricted area. At least 5,000 left the area as individuals or in family groups to engage in self-supporting and individual projects in British Columbia, or to employment in various centres, as far east as Montreal.

The Commission in June, 1942, faced the problem of establishing temporary housing centres for 12,000 Japanese in the interior of British Columbia, and decided to renovate abandoned buildings in old mining towns for this purpose, at Greenwood, Slocan, New Denver, Rosebery, Sandon, and Kaslo. Two new towns were created at Tashme (near Hope) and Lemon Creek (near Slocan) on leased land.

With the bringing of 100 tuberculosis patients from Hastings Park to New Denver in March, 1943, the evacuation was finished. Even before this, on February 5, 1943, Order in Council P.C. 946 dissolved the Commission, appointed its members among others to an Advisory Committee, and appointed Mr. George Collins of Winnipeg as Commissioner of Japanese Placement under the direction of the Minister of Labour.

The employable men and women among the 21,000 Japanese evacuated from the protected area of the Pacific coast are being gradually placed in employment wherever they will be of most use.

The production of foodstuffs has absorbed many thousands of these people, and will absorb many more this season. In every province from British Columbia to Quebec farmers are applying for Japanese labour, especially in regions where they proved themselves in this work last year. The present sugar ration is partly dependent on the labour of 4,000 Japanese in 1942, and again in 1943 in the sugar beet areas of Alberta, Manitoba and Ontario.

The fruit growers of British Columbia and Ontario are using several hundred Japanese, and want many more this season. Over a thousand Japanese were employed last year in British Columbia, Alberta and Ontario in raising cannery crops—tomatoes, corn, beans,

peas, etc.—and in the actual canning operations. Market gardeners, especially in southern Ontario, have utilized their services, and dairy, poultry, tobacco, and grain farmers are also applying for Japanese farm hands. In all, between 5,000 and 6,000 Japanese men, women and children are now working on Canadian farms.

In lumbering and fuel-cutting the Japanese are also filling an urgent need for labour. During the last winter, almost one thousand Japanese men were employed in logging camps and sawmills from the interior of British Columbia to northern Ontario.

In addition fuel wood-cutting operations are being carried on on a large scale by Japanese in British Columbia under the direction of the Department of Labour to provide needed fuel for British Columbia residents.

Prisoners of War

The use of prisoners of war in essential employment outside internment camps was authorized by Order in Council on May 10, 1943. Under this Order the Department of National Defence makes prisoners available to the Minister of Labour, who assumes responsibility for their employment, security and welfare. The Minister enters into contracts with employers and places prisoners in labour camps operated by the employer near the scene of the work project. The employer assumes full responsibility for the running of the camp under regulations laid down by the Minister respecting the living accommodation, security, working conditions and the welfare of the prisoners. Close supervision is exercised on behalf of the Department of Labour by the Director of Labour Projects (P. of W.), Lt.-Col. R. S. W. Fordham, and his staff.

Variations of this general procedure have been made as the labour situation demanded. Thus, prisoners have been taken from an internment camp for seasonal work on nearby farms, being returned to internment at the end of each day. Again, under authority of an Order in Council of July 4, 1943, prisoners have been placed singly or in groups to reside upon the premises of the employer. This procedure is designed to meet the requirements of farm labour.

In making financial arrangements for prisoner-of-war labour the Department has kept in view the interests of all three parties concerned. Contracts with employers provide the labour at a rate somewhat less than that prevailing for free labour in the particular industry because productivity of prisoners is less. A maximum payment to the prisoner

of fifty cents per day has been authorized. The balance on operation of the labour camps is paid to the Receiver-General.

Allotment of prisoner-of-war labour has been made whenever possible according to the priority rating of industries. At the end of three months prisoners are being used in agriculture, fuel-wood cutting, splitting hardwood for chemical manufacture, and logging. Arrangements are under way for their employment in railway right-of-way maintenance, pulpwood cutting, peat moss production, the tanning industry, and medical serum production.

Conditions governing the use of prisoner-of-war labour are such that results must be estimated on a different basis from that used for free labour. Several months' experience shows that in no case does production equal that of free labour. As the prisoners become familiar with the work, however, there is a steady rise in production. Employer complaints are few. The number of employers making application and the number of prisoners applied for are increasing daily.

Shiploading

Early in the war it was realized that every hour a cargo vessel remained in a Canadian port was an hour lost in the movement of war materials to the fighting fronts; also that our peacetime methods of shiploading were quite inadequate to meet war conditions in which ships in large numbers arrive and depart together thus creating peak loads and making heavier demands on longshore workers than the available labour supply could possibly meet.

The peacetime method of hiring longshore labour in the port of Halifax, which is roughly typical of all Canadian ports, was for stevedoring companies to hire men each day at the dock gates and dismiss them the moment they were no longer required. Workers had no advance notice of where or when they might expect another job, and there was no central place from which they could get this information. The result was that for many men longshore work was merely an intermittent occupation engaged in when nothing better offered.

Such a system of utilizing longshore labour was bound to seriously delay wartime loadings and sailings. Therefore, in February, 1941, at the instance of the Minister of Labour, the Halifax Longshoremen's Association entered into agreement with the stevedoring companies to provide for the admission into the Association's membership of enough men to permit 24-hour operations at the port of Halifax. This provided some relief but complaints continued to be made, more particularly after Canada's

war effort got into its stride. Therefore, early in 1942, after consultation with the longshoremen's union and the companies, the government launched a plan under which the activities of all companies concerned with shiploading operations were co-ordinated by a Controller of Loading Operations. Associated with this official was a Port Loading Superintendent and a Chief Dispatcher to administer a Central Dispatching Agency (or Hiring Hall, as it is now called). Mr. Vincent C. MacDonald, K.C., Dean of Dalhousie Law School, held the position of Controller of Loading Operations until his appointment a few months later as Assistant Deputy Minister of Labour.

Under this plan, which has been approved by the longshoremen's union for the duration of the war, the regular longshore working forces consist almost entirely of union men who are hired through the Central Dispatching Agency. But it has been necessary to go further in endeavouring to assure a full supply of men at times of peak loadings.

In June 1943, the government ruled that no longshoreman at Halifax should give up his occupation without a special permit to do so from the National Selective Service. Similarly, no employer could release a longshoreman without permission. At the same time the government provided for the setting up of a Reserve Labour Pool of Longshoremen at Halifax to supplement regular staffs when necessary. Since September, 1943, a guaranteed minimum weekly wage, equal to a 48-hour week at the prevailing day rate, has been paid to all regular longshoremen as well as to all men in the Pool. But to qualify for this guaranteed wage a worker must report for work at stated intervals each day and must accept the work offered him. Men in the Reserve Pool are sent to longshore work only when there are not enough regular longshoremen to handle any given rush of work. During slack periods Pool men are released temporarily to National Selective Service which may direct them to any other type of work in Halifax.

Research and Statistics on Manpower

Faced with rapidly expanding demands for more men for the armed services, for wartime industry and for essential civilian industry, it was necessary for the Department of Labour to develop a system of statistics that would enable inventories of the distribution of our manpower resources to be taken from time to time.

To meet this need the Research and Statistics Branch of the Department of Labour has expanded its staff and has acquired a modern set-up of statistical machines to handle the

heavy volume of work. By a survey of employment among employers, which is kept up to date, basic information was obtained regarding the age, marital status and sex of all workers in Canada with the exception of those in Government service, in agriculture and in domestic service. This general survey, supplemented by surveys conducted in conjunction with the Department of Munitions and Supply, and other data available in Ottawa, has enabled the Department of Labour to present a picture of the current distribution of Canada's manpower resources. This picture includes those in the armed forces, those in industry directly related to the war effort, those in high priority industries and in other categories, as well as those in agriculture, those not gainfully occupied and those unemployable. This general information has been an essential instrument in the planning of manpower policy.

In order to divert the limited manpower resources of the nation into the most effective channels, a system of labour priorities was developed. A new Industrial Classification Manual was prepared which provided a detailed system of classification of industries by which every business in Canada employing help was first registered and then classified. Following this, each industry was given a certain labour priority and the Local Employment and Selective Service Offices were provided with a system whereby as an order for new employees came in from an employer, the labour priority of that employer could be quickly determined and his needs met in accordance with his status.

A new method of weekly reports was instituted in the Local Employment and Selective Service Offices. The purpose of these new reports was to provide accurate and detailed information with respect to the supply of and demand for labour in the various communities. The new reports are made according to industry and occupations so that the number of workers required by various industries and the number of workers available according to occupational skills are obtained. In this way, the facts with regard to manpower supply and demand are made available in a form that is most useful. The statistics are utilized for purposes of planning and administration in the Local Offices, in the Regional Offices and

in Ottawa. Specific uses include analyses of labour shortages in high priority industries, checking the efficiency with which Local Offices are matching labour supply and demand and determining areas in which Clearance Orders for labour should be placed. The weekly reports also enable the responsible officials to see how effectively the various steps which have been taken to control manpower are working in practice.

The Research and Statistics Branch is also responsible for compiling reports sent in by Local Offices which show how Compulsory Employment Transfer Orders are operating.

Special reports and studies are made as the need arises. There was, for example, a registration made of all women in Canada between the ages of twenty-one and twenty-four. Similarly, when the shortage of nurses became acute, a detailed registration of all graduate nurses was taken and made available to the authorities. The employment situation in the coal mines is being followed with the closest interest to see how the operation of the Order in Council with respect to ex-coal miners is working. Recently a study was made of the labour demands of logging firms.

In the above ways a co-ordinated system of manpower records has been set up to determine the facts with respect to the utilization of Canada's manpower and to create the administrative set-up which enables the transfer of workers either from one part of the country to another or from a less important to a more important industry. This system will be invaluable after the war.

An important service performed by the Research and Statistics Branch is the preparation of data obtained from the Occupational History Survey of the armed forces. Every person upon enlisting completes a questionnaire setting forth his date of birth, education, occupation, experience, what his plans are for the end of the war and related facts. These forms, running into several hundreds of thousands, are analyzed and tables are prepared setting forth the most important facts. Those responsible for planning for the demobilization and rehabilitation of the members of the Armed Forces have found a mine of information in the Occupational History Survey.

IV.—Industrial Relations and the War

In dealing with industrial disputes, the Industrial Relations Branch is performing now, during the war years, an important function of the Department of Labour since its inception. But the great industrial expansion demanded by the War has added greatly to its responsibilities. While employers and labour have gone far in submerging their opposing interests in furtherance of the country's war effort, it was inevitable that frictions and irritations would arise out of working conditions in new and rapidly expanding plants, when production was being pressed to an unprecedented extent, where the materials used and the articles to be produced were unfamiliar to both management and labour, where hastily gathered staffs were inexperienced, and where many of the workers were quite new to industry.

In the early weeks of the war the field of the Industrial Relations Branch was greatly enlarged by the extension of the Industrial Disputes Investigation Act to all industries producing supplies or services needed in the prosecution of the War. This action, which was advocated by the trade unions, was taken under the War Measures Act.

A comparison of the statistics related to certain activities of the branch will indicate the pressure of work during the war years over that of peace time:

Strikes and Lockouts

Year	No. of Strikes
1935	120
1936	156
1937	278
1938	147
1939	122
1940	168
1941	231
1942	354
1943*	236

Applications for Boards of Conciliation and Investigation

Year	Number
1935	23
1936	23
1937	24
1938	33
1939	44
1940	66
1941	143
1942	106
1943*	110

*First seven months of 1943 only.

The steadily increasing industrial activity arising out of the needs of war is reflected in the steadily increasing number of strikes and applications for Boards of Conciliation and Investigation requiring the attention of the Branch.

There are, of course, a great number of disputes which do not find expression in strikes or applications for Boards, and, while no statistics are in existence with regard to such disputes, it can be stated definitely that their increase during the war years is proportional to the figures given above. Stated simply, the problem which the war posed was how best to cope with the increased number of disputes with the minimum loss of time and production. The increased work and the necessity for speed have been met in the following manner:

- (1) The reorganization and centralization of the mediatory services of the Department.
- (2) The addition of mediatory personnel, both full-time and part-time.
- (3) The adoption of various orders in council.
- (4) The use of new methods in settling disputes.

In addition to these methods of facilitating the increased work of the Branch, a new and distinct wartime duty has devolved upon the Branch through the creation of various governmental agencies, each of which has issued regulations affecting labour. A discussion of this particular phase of Branch activity follows the treatment of the four points mentioned above.

(1) Reorganization and centralization of mediatory services.

While the actual reorganization and centralization of the mediatory services of the Department of Labour under a Director of Industrial Relations did not take place until August, 1942, plans to that end were formulated late in 1940. The conciliation service, which had been under the direction of a Chief Conciliation Officer stationed in Ottawa, and the administration of the Industrial Disputes Investigation Act, which had been in the hands of the Assistant Deputy Minister of Labour, were brought together in one branch under a Director of Industrial Relations and

Registrar of Boards of Conciliation and Investigation established under the Industrial Disputes Investigation Act. The advantages of this step were obvious; henceforth, the usual conciliation services and the more formal mediatory procedure under the Act were unified under one head and in one branch. Not the least of the advantages gained through this single administration were the economy in time and the application of a consistent policy to the disputes confronting the Department.

(2) *The Addition of Personnel*

When plans for the reorganization of the mediatory services were formulated in 1940, steps were also taken for the placement of additional personnel which, it was realized, would be necessary in order to deal effectively with the increasing volume of work requiring the attention of the Department. At the request of the Department, the Civil Service Commission advertised for Industrial Relations Officers, graded from 1 to 5, and Industrial Relations Specialists. In all, 14 positions were created, and the idea was the establishment of a service which would not only deal with disputes but would work actively to prevent their developing to the point where labour relations were disrupted. It was planned that the lower-graded positions would be filled by young men who would be trained to meet the more exacting requirements and duties of the advanced grades, to which it was intended they should succeed. In this latter regard, the plan looked beyond the immediate war needs insofar as staff was concerned.

At the outbreak of war, seven Conciliation Officers under a Chief Conciliation Officer located in Ottawa served the Department. These men, operating from Ottawa and from local offices in Montreal, Toronto and Vancouver, formed the nucleus of the staff when the Industrial Relations Branch was established. At the present time, the Department is served by twenty-one Industrial Relations Officers and Specialists working under the direction of a Director of Industrial Relations at Ottawa. In addition to those cities mentioned above, offices have been opened in Fredericton and Winnipeg in order to deal more effectively with disputes in these areas. It must also be mentioned that officers are transferred from district to district according to the requirements of the industrial situation which, of course, varies from time to time. In this connection, the larger staff attached to headquarters at Ottawa is used to assist the staff in the field and to handle special assignments.

In addition to the 200 per cent increase in the full-time staff of the branch, Industrial Disputes Inquiry Commissioners, appointed under the provisions of P.C. 4020 (discussed below), investigate specific industrial disputes at the direction of the Minister of Labour. These men, usually judges, lawyers, professors or other specialists, are compensated on a per diem fee basis as specified in Section 52 of the Industrial Disputes Investigation Act. The specialized service rendered by these Commissioners has been most valuable in dealing promptly with industrial disputes and the aforementioned Order in Council can be said to have answered quickly and economically the problem of personnel without the creation of a much larger full-time staff. Industrial Relations Officers, too, are often given the powers of an Industrial Disputes Inquiry Commissioner, and one full-time Commissioner has been engaged.

(3) *The Adoption of Orders in Council to Meet War Problems*

To the end that production of munitions and supplies of war would not be impaired and that there would be a minimum amount of industrial unrest, which, it was realized from the experience of the last war, would follow from the rising industrial activity, a number of Orders in Council most of which were based upon the War Measures Act were promulgated.

In June, 1940, following a report of the Minister of Labour, the Governor in Council passed P.C. 2685 which was a declaration by the Government of certain principles for the regulation of labour conditions and the avoidance of industrial unrest during the war. The Order declared, among other things, that fair and reasonable standards of wages and other conditions should be established; that right of workmen to organize in trade unions and to bargain collectively should be recognized, and that disputes should be settled by negotiation or with the assistance of the Government conciliation services or through the provisions of the Industrial Disputes Investigation Act.

The declaration of the Government was sought and made for the purpose of facilitating the production of munitions and supplies of war, endangered by the industrial unrest which, it was realized, would accompany the upswing of industrial activity and the rise in prices. While the declaration had moral force only, it was of great service to the war effort in providing a guide for those employers and employees amenable to reason and suggestion and willing to follow the

expressed wish of the Government. Conciliation Officers and Boards of Conciliation and Investigation have repeatedly brought the principles to the attention of disputants and have thus obtained in many cases settlements of industrial disputes.

Very early in the war, in November 7, 1939, the first important Order in Council was passed when, by P.C. 3495, the Industrial Disputes Investigation Act was made applicable to disputes between employers and employees engaged in the production of munitions of war and supplies. In this way the machinery of the Act and the conciliation services of the branch were made available to a vast number of disputes, formerly within provincial jurisdiction. In other words, the "cooling off" period and the controls embodied in the Industrial Disputes Investigation Act were extended to the vital war industries.

The extension of the Act to war industry resulted, as will be seen above, in a very great increase in the number of applications for Boards, many of which had reference to disputes where the establishment of a Board appeared to be unnecessary. To take care of such cases, and to cope with the increased number of applications, P.C. 4020 was passed which authorized the appointment of Industrial Disputes Inquiry Commissioners to make preliminary investigations of disputes with a view to a prompt settlement, or, failing which, a recommendation for the establishment of a Board. Originally, a Commission was to consist of three members, but an amendment adopted at a later date provided that a Commission might consist of one or more members, each having the powers of a Commissioner under the Inquiries Act. As mentioned above, the Commissioners, usually professional men, give prompt and specialized service in dealing with industrial disputes and it may be said that by means of this Order in Council a war problem of the Industrial Relations Branch was answered and a distinct war service performed. This is clearly revealed by the statistics which show that from June 6, 1941, when the Order in Council was passed, down to March 31, 1943, some 170 Board applications were referred to the attention of Industrial Disputes Inquiry Commissioners; 52 of these disputes were settled by the Commissioners without the establishment of Boards, 53 were referred to Boards, and in 25 cases the Commissioner found a Board unwarranted. The remaining 40 cases were dealt with otherwise or were pending at that date.

With the great increase in employment in war industry and the consequent increase in union activity, a large number of protests

were received concerning the alleged dismissal of persons for union membership or activity. This problem was met by an amendment to P.C. 4020 which provided that an Industrial Disputes Inquiry Commissioner should investigate the allegations and make recommendations to the Minister of Labour who would issue whatever order he deemed necessary to give effect to them. By the terms of the Section the employer was bound to comply with the order of the Minister and a still later amendment provided a penalty for non-compliance.

A large number of dismissal cases have been investigated and in certain cases the reinstatement with back pay of the employees affected has been ordered. (It is interesting to note here that Section 502A of the Criminal Code, passed in 1939, provides only for a fine if a conviction against an employer is registered in a case of dismissal for union activity or membership, the dismissed employee being forced to take civil action if he wished redress for his wrongful dismissal.) In addition to providing a full measure of relief to the employee, the provisions of the amendment to P.C. 4020 have had the effect of keeping the wheels of war industry turning where cessations of work were likely because of the strong feeling engendered by such dismissals.

The same amendment which provided for an investigation of allegations of discrimination against workers for trade union activity also made possible an investigation of charges that workers were being coerced into joining or refraining from joining a trade union. Another amendment provided for an investigation by a Commission into any situation which appeared to the Minister of Labour detrimental to the most effective use of labour in the war effort.

To summarize, it may be said that each of the amendments to P.C. 4020 was designed to deal with problems in industrial relations encountered as the war progressed.

The Industrial Disputes Investigation Act makes it unlawful to go on strike or declare a lockout until a report has been made to the Minister by a Board of Conciliation and Investigation. An Order in Council, P.C. 7307, passed in September, 1941, made it unlawful to go on strike even after a Board has reported unless, in a vote conducted by the Department of Labour, a majority of the workers affected by the dispute indicate that they are in favour of a strike.

This further restriction was the answer of the Department and Government to the problem raised by long-standing disputes which had passed, without settlement, through successive investigations by Industrial Disputes Inquiry Commissioners and Boards of

Conciliation. The Order is valuable to the war effort in that, before a vote is taken, one last strong effort is made by the Director of Industrial Relations to settle the dispute by the arrangement of conferences which usually take place in Ottawa. The statistics reveal that, during the fiscal year 1942-43, of the nine applications for strike votes received following the reports of Boards of Conciliation, only one vote was taken, and not one strike took place, the disputes being settled without cessation of work.

• With the direct participation of Government in industry through the creation of Crown companies, the problem presented by the desire of the employees of such companies to have the right to organize in trade unions was met by the passage in December, 1942, of Order in Council P.C. 10802 which declares that employees of "Crown Companies" are free to belong to trade unions, and prohibits any officer of such a company from taking part in or interfering with the activities of union or from discriminating against a worker for union membership. The order provides that a collective agreement may be negotiated with the representatives of any union whose membership includes a majority of the company's employees or a majority of the workers in one or more of its plants or in a single craft. By means of P.C. 10802 the Industrial Disputes Investigation Act is extended to Crown companies for all disputes except those relating to matters affecting representation and jurisdiction. The records of the Department reveal that to date four Crown companies with more than 18,000 employees have agreements, while four others are negotiating agreements, with their employees as members of a trade union. As may be seen, the effect of P.C. 10802 has been to lessen and control disputes in those very important industries where the Crown has for war purposes become an entrepreneur.

When the National War Labour Board was set up in October, 1941, the problem of wage and bonus rates and increases as a source of dispute was removed to a great extent from the purview of the Industrial Relations Branch. While a great many strikes and disputes did occur over the question of remuneration, the efforts of Conciliation Officers were confined to directing the disputants to the appropriate National or Regional War Labour Board. Where applications for Boards of Conciliation concerned wages only, the policy of the Registrar has been to refer the applicant to the appropriate War Labour Board.

Prior to October, 1941, however, the problem of controlling wages was met by the passage

of P.C. 7440 in December, 1940. This order merely set forth a policy to be followed by Boards of Conciliation and Investigation in their recommendations made with respect to wages. In this respect, it came within the scope of the Industrial Relations Branch, as then constituted, until the passage of the Wartime Wages and Cost of Living Bonus Order, P.C. 8253, on October 24, 1941.

As the problem of wage control as a part of the comprehensive Government program against the inflationary tendency of high war-time employment, the increased national income and the huge expenditures for war purposes, is dealt with elsewhere, no further mention of this problem need be made here.

(4) The Adoption of New Methods to Settle Disputes

The fourth means whereby the increased number of disputes were handled, and handled quickly to the advantage of the war effort, was by the use of improved methods of mediation and the adoption of new techniques. As has already been mentioned, the centralization of all conciliation services and the administration of the Industrial Disputes Investigation Act under one head brought about a consistency of policy in handling disputes from their beginning through all stages of proceedings under the Industrial Disputes Investigation Act. To further this single policy all Industrial Relations Officers across the Dominion received a common course of instruction.

In addition, new methods of obtaining information quickly with regard to incipient disputes were devised in order that preventative action might be taken by the branch. To this end, the co-operation of various branches and departments of Government was enlisted. A unified system of recording and reporting disputes was also devised and made applicable across Canada.

As was mentioned above, the extension of the Industrial Disputes Investigation Act to cover disputes arising on war industries has led to the development of a system of co-operation between the various provincial authorities and the Dominion industrial relations service. Under this arrangement, provincial officials are requested to assign their officers to specified situations requiring mediation. Naturally this co-operation is more highly developed in the more industrialized provinces, and at the present time in Ontario both provincial and federal officers are assigned to disputes coming within federal jurisdiction as the need arises.

The increased employment of labour in war production resulted in a great deal of trade union organizing by the various central bodies. Consequently jurisdictional disputes became more numerous and, by their nature, proved very difficult of settlement thus threatening adversely in some instances the production of munitions and supplies, or vital services.

To meet such disputes, a mediatory technique was adopted whereby the employees affected would choose by balloting the organization which they desired to represent them in bargaining collectively with their employer. This method, which the United States authorities have been using for a decade, was not used in Canada before the war. Its use was facilitated by the adoption of P.C. 4020, for this Order in Council, in giving a Commissioner certain powers through the Inquiries Act, made possible, in those cases where an application for a Board of Conciliation was made, the taking of votes, under certain circumstances, even where one of the rival organizations or the employer objected.

In those jurisdictional disputes where the provisions of the Act have not been invoked, the policy of the branch is not to lend its services to the taking of a vote if any one of the interested parties raises an objection.

Where votes are taken, the branch has devised the practice and outlined the principles to be followed by its officers, all of which conform rigidly to general electoral practices with respect to scrutineers, ballot casting and counting.

The statistics indicate that balloting has proven of great value in the prompt settlement of industrial disputes, much to the advantage of the war effort. From January, 1940, to April, 30, 1943, 114 votes were taken by the branch both as a conciliation service and in proceedings under the Industrial Disputes Investigation Act. In those votes taken as a conciliation service, the prerequisite that all parties be in agreement before the vote was taken indicates that a settlement based on the result of the vote had been reached. In those votes taken in connection with the In-

dustrial Disputes Investigation Act, where unanimity with regard to the taking of the vote is not required under certain circumstances, it has been found that in 51 votes settlements of the disputes resulted in 31 cases, while the application for a Board was rejected and the dispute considered closed in 11 instances where the applicant organization failed to obtain a majority vote of the employees affected by the dispute. In only 9 cases did the vote not affect the settlement of the dispute favourably.

Co-operation with Branches and Departments of Government

With the development of Governmental agencies, branches and Departments to handle the needs and problems of a nation at war, there have come into effect a multitude of new regulations which affect labour and industrial relations. It has been one of the war-time problems or duties of the branch to interpret Departmental policy with regard to industrial relations to these new Governmental agencies so that the regulations, when drafted, will not violate policy and so create new problems to the disadvantage of the war effort. While this function is largely in the hands of the Director of Industrial Relations working through inter-departmental committees, the staff of the branch has taken an active part later in interpreting the new regulations to the public and applying them to industrial situations which develop.

One of the most active inter-departmental committees, and one from which direct benefit to the war effort are expected, is that devoted to the formation of joint Labour-Management Production Committees in industry. It is planned that each factory, mine or service, the operation or production of which is considered essential to the war effort, will have a committee, jointly formed by management and labour, which will work toward the solution of production problems. The promotion and establishment of these committees has been placed in the hands of Industrial Relations Officers of the Branch.

V.—Post-War Planning and Rehabilitation

Of major importance to the Department of Labour is the employment problem which will face Canada at the end of the war. The re-employment of men and women now in the armed forces, the transformation of war industry and its personnel to civilian industry entail decisions relating to international trade, the tariff, fiscal policy, banking policy, etc., by which the volume of employment is largely determined. Through representation on various inter-departmental and other committees, the Department is making its own contributions as well as keeping in touch with new developments.

Employment Statistics and Planning

Good statistics are absolutely necessary for sound planning in the field of employment. In the Occupational History Survey of the armed forces, being carried on by the Department of Labour, the educational status, industrial experience and occupational preference of every member are being carefully tabulated.

Similarly, in order to plan for the change-over from war industry to peace industry, periodic surveys are being conducted by the Department of Labour in conjunction with the Department of Munitions and Supply.

Surveys of employment among all employers in Canada, excluding farmers, conducted by the Research and Statistics Branch, have given the Department of Labour and other Departments interested a comprehensive picture of the labour force of the country as it is distributed among various industries. This information has been summarized for each province and for local areas within the provinces and is being studied by three provincial reconstruction committees at the present time.

In the section on Manpower the improved system of weekly reports of local employment conditions has been described. The purpose of these reports is to provide accurate and up-to-the-minute information regarding the supply of and demand for labour in the area covered by each local Employment and Selective Service Office throughout Canada. The information is gathered according to industry and occupation, so that the Department of Labour knows not only how many workers are required by employers in a

certain area, but what kinds of workers are required. Similarly, those seeking work are registered in the Local Offices according to occupations, and summary figures are reported to Regional Offices and to Ottawa weekly on the supply of labour available. Although this new system was devised to meet the needs of war, its value in the post-war period can be appreciated.

The Research and Statistics Branch of the Department of Labour have thus prepared the basic facts and procedures upon which employment policy is being planned for the reconstruction period.

Social Security

The Department of Labour is, of course, vitally interested in the various plans for Social Security that are being put forward. It recognizes that the best form of Social Security is full employment but that other steps must also be taken to provide a well-rounded scheme of Social Insurance and Social Assistance for the people of Canada.

Officials of the Department have been meeting regularly for several months discussing the problems connected with a programme of Social Security. The work of the Advisory Committee on Health Insurance, the work of the Advisory Committee on Reconstruction and the Proceedings of the three Parliamentary Committees—the Senate Committee on Re-establishment and Social Security, the House of Commons Special Committee on Reconstruction and Re-establishment and the House of Commons Special Committee on Social Security—have all been followed with close attention. Two members of the staff of the Department of Labour were assigned to give some assistance to Dr. L. C. Marsh in the preparation of his well-known Report.

Plans for Social Security in Canada are still in the exploratory stage, but the Department is studying such subjects as the extension of Unemployment Insurance to groups not now covered; the creation of a system of Unemployment Assistance for those who are not covered by Unemployment Insurance or who exhaust their benefits under Unemployment Insurance; the relation of Health Insurance to Workmen's Compensation and Unemployment Insurance; relations between a system of Disability Insurance and Unemployment Insurance; the effect upon the

labour force of a contributory system of Retirement Pensions; Family Allowances and their relation to Social Security as well as the constitutional questions involved.

Rehabilitation

In June 1941, at the instance of the Minister of Labour, an order in council was passed providing for the reinstatement of men discharged from the Armed Forces in their former employment.

In the summer of 1942 the Reinstatement in Civil Employment Act was passed giving legislative effect to the order in council. The Act required employers of persons accepted for certain war services to reinstate such persons in employment at discharge and, as far as possible, under conditions not less favourable than those which would have been applicable to them had they remained in their employment. The Act applied to persons on active service in the present war in the naval, military or air forces (including the Canadian Women's Army Corps), to members of the Corps of (Civilian) Fire Fighters for Service in the United Kingdom, to persons called out for training or service under the National Resources Mobilization Act, and to merchant seamen who are British subjects and citizens of Canada and who were employed on a ship of any of the Allied Nations.

Three main obligations imposed upon an employer were (1) to reinstate his former employee after discharge from the Armed Forces with full seniority rights, the period of service with the Armed Forces to count in determining pension rights and other benefits, (2) not to discharge an employee before he is accepted for the Armed Forces in order to evade the obligations of reinstatement, and (3) not to discharge a reinstated employee without cause, the burden of proving good cause being upon the employer if the discharge occurs within six months of reinstatement.

The Act affords five grounds of defence to an employer prosecuted for a violation of his obligations.

In August 1942, by order in council, the field of persons who could avail themselves of the Reinstatement in Civil Employment Act was widened to include any employed person induced or directed to other employment by a National Selective Service Officer.

In January 1943, another order in council entitled National Selective Service Civilian Regulations further extended the Act to apply also to employees whose employment had been terminated by their employers under an order by the Minister of Labour.

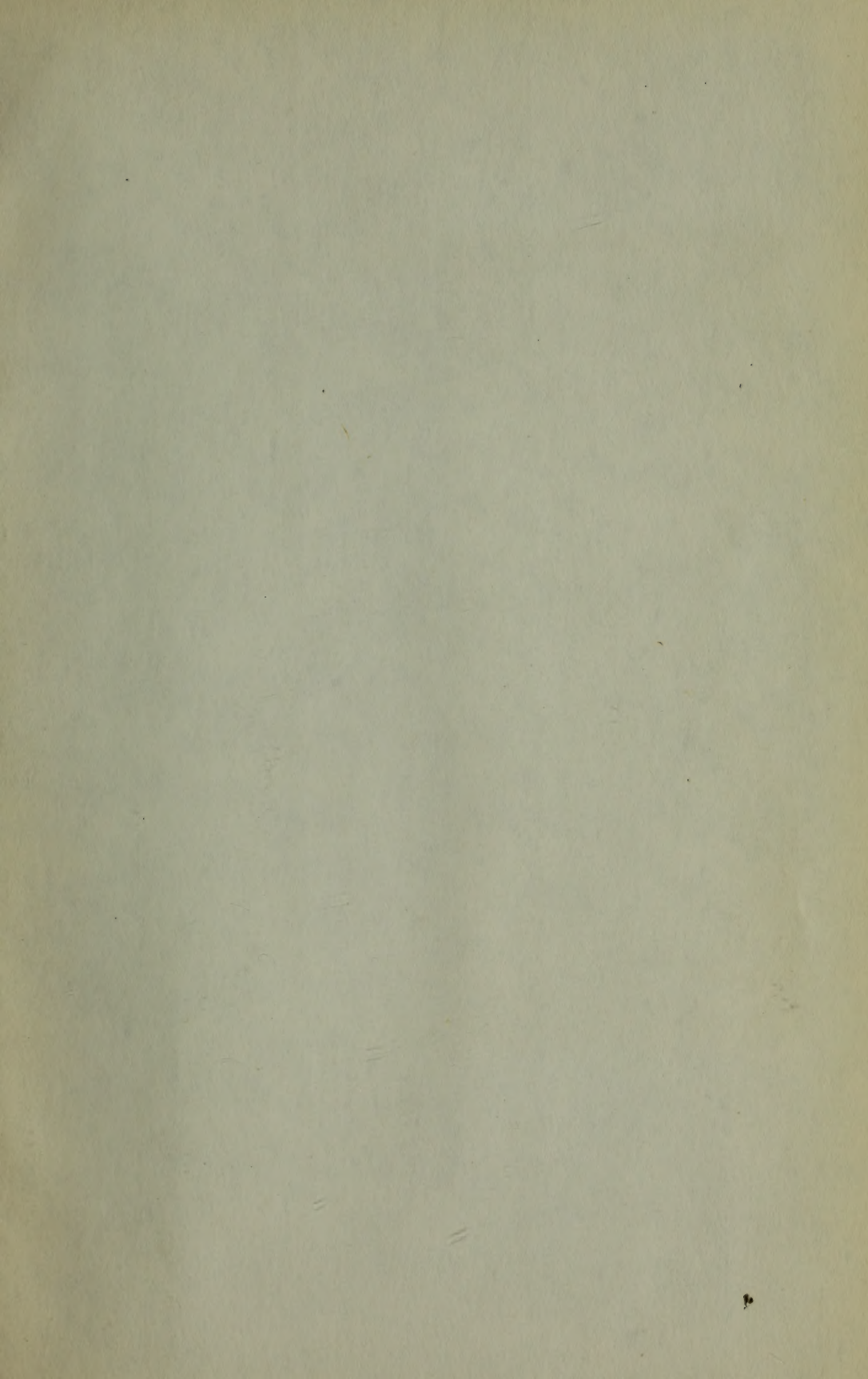
Administration and enforcement of the Reinstatement Act has been carried out by the Employment Service of the Unemployment Insurance Commission. The Legal Division of the Unemployment Insurance Commission has handled all the cases of disputed reinstatement coming to the attention of the Department of Labour concerning ex-Service men as well as employees requested or directed to other employment. The number of such cases has not been large, but as discharges from the Armed Forces increase, the number of disputed cases will likely increase correspondingly. The general experience so far has been that employers seem anxious to comply with the Act, and that as yet no prosecutions have had to be taken. Cases handled to date indicate a lack of knowledge of the provisions of the Act rather than refusal to comply with them.

Post-war Training

Reference has been made in another section to the Vocational Training Co-ordination Act, which was passed in August 1942. As stated, this Act provides for rehabilitation training for discharged members of the Armed Forces, and for such other forms of training as may become necessary in the post-war period.

The training of discharged members of the Armed Forces began on a small scale in 1942, but it is now beginning to increase in volume. Suitable procedure respecting this type of training has been worked out by the Department of Labour and the Department of Pensions and National Health. The latter department is responsible for the selection of those to be trained, but representatives of the War Emergency Training attend meetings of the district rehabilitation boards and assist in directing them into the right type of training. Provision has been made for vocational training to be given in the regular War Emergency classes, regular classes for vocational schools, classes opened specially for discharged persons, and in private business colleges. A procedure has been worked out to provide supervised training in industrial and commercial establishments.

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